

DURBAN UNIVERSITY OF TECHNOLOGY

**THE MEDIATING ROLE OF CORPORATE SOCIAL RESPONSIBILITY (CSR) IN
ENHANCING LAND REFORM POLICIES IN SOUTH AFRICA**

SANDILE SIHLE KHUMALO

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SANDILE SIHLE KHUMALO

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Supervisor : (Late)Prof EO Anwana

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Co-Supervisor : Dr TE Khumalo

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ABSTRACT

This study explores the mediating role of Corporate Social Responsibility (CSR) in addressing challenges within South Africa's land reform policies, focusing on restitution, redistribution, and tenure reform. Despite the potential of land reform to rectify historical injustices and boost rural development, implementation has been hindered by ineffective policies, corruption, bureaucratic delays, and limited support for small-scale farmers. The study argues that private sector involvement, particularly through CSR (or Corporate Social Investment, CSI), can enhance land reform outcomes by supplementing government efforts. In 2024, South African companies allocated R12.7 billion to CSI, with 21% directed toward small-scale farming—a significant increase from 8% in 2023.

Using qualitative methods, including semi-structured interviews with 15 stakeholders (Agri-sector representatives, government officials, and small-scale farmers), the study applies Social Justice and Stakeholder Theory to analyse CSR's impact. Findings reveal that CSR initiatives provide critical support, including funding, technical assistance, market access, and infrastructure, yet challenges persist, such as market barriers, land access, and climate vulnerabilities. Recommendations emphasise Public-Private Partnerships (PPPs) to establish blended financing mechanisms, integrate CSR into land reform policies for post-settlement support, and implement pre-settlement assessments to evaluate beneficiaries' agricultural competencies. The study concludes that CSR can significantly contribute to land reform success by fostering sustainable livelihoods, rural development, and economic growth when strategically aligned with policy frameworks.

Keywords: Corporate Social Responsibility, land reform, small-scale farmers, South Africa, public-private partnerships.

DECLARATION

I, Sandile Sihle Khumalo, hereby declare that:

- i. This dissertation, except where otherwise indicated, is my original research.
- ii. This dissertation has not been submitted for any degree or examination at any other university.
- iii. This dissertation does not contain other person's data, pictures, graphs or other information, unless specially acknowledged as being sourced from other persons.
- iv. This dissertation does not contain other person's writing, unless specifically acknowledged as being sourced from other researchers. Where other written sources have been quoted their words have been re-written, but the general information attributed to them has been properly referenced; where their exact words have been used, their writing has been quoted and referenced.
- v. This dissertation does not contain text, graphics or tables copied and pasted from internet, unless specifically acknowledged, and the source being detailed in the dissertation and in the reference's sections.

Sandile Sihle Khumalo

Date: August 2025

DEDICATION

“And I am not saying this because I feel neglected, for I have learned to be satisfied with what I have. I know what it is to be in need and what it is to have more than enough. I have learned this secret, so that anywhere, at any time, I am content, whether I am full or hungry, whether I have too much or too little. I have the strength to face all conditions by the power that Christ gives me”.

- Philippians 4:11-13 GNT

- I dedicate this thesis to God the Father Almighty for making all things possible only through him.
- I dedicate this study to every postgraduate student to be patient in academia and learn to trust the process.

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LIST OF ABBREVIATIONS

ADA:	Agribusiness Development Agency
ADP:	Agricultural Development Projects
AGRIB:	Agribusiness
AgriBEE:	Agricultural Broad-Based Black Economic Empowerment
ANC:	African National Congress
AU:	African Union
BBBEE:	Broad-Based Black Economic Empowerment Act 53 of 2003
BEE:	Black Economic Empowerment
CAQDAS:	Computer-Assisted Qualitative Data Analysis Software
CASP:	Comprehensive Agricultural Support Programme
CLARA:	Communal Land Rights Act
CPAs:	Communal Property Associations Act
CSR:	Corporate Social Responsibility
CSI:	Corporate Social Investment
DALRRD:	Department of Agriculture, Land Reform and Rural Development
DCs:	District Councils
DOA:	Department of Agriculture
EEA:	Employment Equity Act
ESG:	Economic, Social and Governance
ESTAA:	Extension of the Security Tenure Act
EWC:	Expropriation Without Compensation
GAA:	Group Areas Act
GA:	Government Agency
GAP	Good Agricultural Practices
GEAR:	Growth, Employment and Redistribution
GRI:	Global Reporting Initiative
IPILRA:	Interim Protection of Informal Land Rights
JSE:	Johannesburg Stock Exchange
KZN:	KwaZulu-Natal
LRA:	Labour Relations Act
LRAD:	Land Redistribution for Agricultural Development

MAFISA:	Micro Agricultural Financial Institutions of South Africa
MLAR:	Market-Assisted Agrarian Reform
MPRDA:	Mineral and Petroleum Resources Development Act
NDP:	National Development Plan
NGO:	Non-Governmental Organisation
NPO:	Non-Profit Organisation
PLAS:	Proactive Land Acquisition Strategy
PPPs:	Public-Private Partnerships
PTO:	Permission To Occupy
RDP:	Reconstruction and Development Programme
RECAP:	Recapitalisation and Agricultural Development Programme
SADC:	Southern African Growth Community
SDGs:	Sustainable Development Goals
SEC:	Social and Ethics Committees
SED:	Socio-Economic Development
SLAG:	Settlement/Land Acquisition Grant
SRI:	Socially Responsible Investment
TBL:	Triple Bottom Line
TRANCRAA:	Transformation of Certain Rural Areas Act
UN:	United Nations
UNGC:	United Nations Global Compact
UNGPs:	United Nations Guiding Principles on Business and Human Rights
UNIDO:	United Nations Industrial Development Organisation
WBCSD:	World Business Council for Sustainable Development

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CHAPTER ONE:

INTRODUCTION AND OVERVIEW OF THE STUDY

1.1. INTRODUCTION

Land in South Africa is an essential resource, and it is an important cultural and economic asset for both urban and rural communities. Land serves multiple purposes, including crop cultivation, providing pasture for cattle and constructing houses. These diverse uses contribute to the welfare of community members, the creation of agricultural-related jobs, and the enhancement of food security (Mathiba, 2021:561).

Land reform is one of the world's sustainability challenges. In September 2015, the United Nations member states adopted Transforming our World: The 2030 Agenda for Sustainable Development, which includes a set of Sustainable Development Goals (SDGs) for 2015-2030. In that same year, the African Union (AU) also established Agenda 2063 as Africa's long-term Pan-African vision of integration, solidarity and unity at the continental level. Both international guides require countries to commit to improving land rights for people (Muswaka, 2019:36). Haywood (2019:556) asserts that the implementation of the SDGs in South Africa, aligned with regional and national strategic frameworks like the African Union's Agenda 2063 and the National Development Plan (NDP), highlights the importance of having a comprehensive plan of action for the world to have social inclusion, environmental sustainability and economic development. Thus, South Africa is expected to achieve the SDGs, specifically SDG 1, which aims to eradicate poverty, and SDG 2, which focuses on eradicating hunger; achieving food security; improving nutrition; and promoting sustainable agriculture, amongst other SDGs. For these SDGs to be achieved, South Africa must implement a sustainable land reform programme.

South Africa has experienced significant adverse effects due to its past colonial and apartheid policies. These unjust systems deprived Black Africans of economic resources such as land and led them to poverty (Zantsi, 2024: 438). The democratically elected government of South Africa has been attempting to address the numerous

land-related concerns since taking office in 1994. Its goals included addressing the injustices of apartheid and promoting national stability and reconciliation through its land reform programme. The difficult and sensitive issue of land has been linked to inequality in terms of accessibility, use and ownership patterns. Therefore, the successful implementation of the land reform programme serves as an avenue to support South Africa's economic growth, develop rural communities and enhance the welfare of the poor and landless (Matsila, 2019: 1; Rusenga, 2022: 127; Zantsi, 2024: 438).

According to Xaba (2023:139), the democratically elected government adopted three components of land reform, namely land redistribution, restitution and tenure reform. These various types of reform have been afflicted with many complexities, namely determining the value of the land; the slow pace in terms of meeting the targets set out by the government; government funds declining; having too many actors involved; corruption within the programme; training; a lack of political will; and the 'unwillingness' of landowners to offer their properties for sale (Akinola, 2020: 19; Bank, 2020: 2).

For the SDGs, AU2063 and NDP goals to be achieved, South Africa's agricultural sector must adopt its land reform policies with assistance from other stakeholders, more particularly from the Agri-sector. According to White (2015: 306), governments are regarded as the centre of public activities, but non-state actors like private companies also play an active role in the development of the country's economy. South Africa is a country with an advanced economic infrastructure and a strong emerging market economy. The country's government has made efforts to promote private sector involvement through collaboration, as private sector businesses have corporate leverage through their Corporate Social Responsibility initiatives to meet the interests of their stakeholders (The Presidency, 2016: 1).

Corporate Social Responsibility refers to the approach companies adopt to align their values and actions with the interests of various stakeholders (Kalra, 2024 :31). Companies through their CSR practices aim to address important matters concerning the general public, and have economic outcomes that aim to end inequality and develop the societies and communities in which these companies operate (Christine,

2009:1, Mallin, 2013: 147; Patel, 2014: 53). In South Africa, CSR activities are predominantly influenced by large companies and these activities play an important role for the South African economy by tackling the nation's socio-economic challenges. South African companies engage in various key areas of CSR, including education, social and community development, health (HIV/AIDS), education, support for entrepreneurship and small businesses, job creation, training and skills development, sports development, arts and culture, housing, safety and security, as well as food security and agriculture (Kabir, 2015:286).

In addition to South African companies being involved in a variety of CSR initiatives, with a particular emphasis on agriculture and food security, Quak (2019:11) asserts that the agricultural and food processing sectors contribute to employment growth prospects and poverty reduction in the country as these sectors play a significant role in the national economy's GDP. Furthermore, Trialogue (2024:146) notes that 67% of companies supported the food security and agriculture sector and received 11% of average Corporate Social Investment expenditure in 2024.

This study examines how CSR can serve as a mediator in land reform policy because CSR supports the sustainable growth of the communities where socially responsible businesses are operating (Gallardo-Vázquez, 2019: 19). The contribution of companies, government, regulatory bodies and other organisations to society is important largely for addressing the socio-economic problems of a country, such as education, health and skills development, as well as meeting the 17 United Nations (UN) sustainable development goals (SDG). For example, SDG 2 on ending hunger, poverty and reduced inequality (Kabir, 2015: 281).

Mueller-Hirth (2016: 2) notes that CSR in South Africa emphasises poverty alleviation and community development. However, CSR has not been used to support the South African government in its quest for an amicable resolution to the land question. This study explores this gap in the literature and examines how companies, through CSR, can play a mediating role in the land reform programmes in South Africa as they have done in other various key areas of CSR like education, employment and skills development (Adegbite, 2020: 6).

This study will use a qualitative research methodology and a phenomenological research design inquiry. The researcher seeks to gain an in-depth understanding of CSR and its relationship to small-scale farmers and land reform. The primary form of data collection method to be used by the researcher will be interviewing small-scale farmers and CSR personnel with the selected Agri-sector stakeholders, i.e., agribusinesses, to explore their lived experiences (Ahmad, 2019: 2829). Cheruiyot-Koech (2022: 7) states that some private companies must disclose their CSR activities in their integrated annual reports, thereby enhancing the credibility and accuracy of the content.

The researcher will analyse documents (sustainability reports and annual financial statements) from various Agri-sector stakeholders. The reports are obtained from the official websites of the companies. In addition, CSR activities were also extracted from social activity disclosures in the social category of the sustainability report, and financial data were obtained from financial statements.

1.2. BACKGROUND TO THE STUDY

South Africa has a long history of racial segregation in land ownership. The apartheid period (1948-1994) witnessed the systemic separation of different races of people through legislation (Mani, 2021: 981). The promulgation of apartheid legislation like the Natives Land Act 27 of 1913 and the Group Areas Act 41 of 1950 (GAA) are examples of Acts that laid the foundation for racial land segregation, establishing homeland policies; a system of influx control; pass laws in the cities and town; and state-approved and appointed Bantu Authorities (Hall, 2014:1). Maharaj (2020:39) adds that the GAA prohibited the purchasing of land by Black people outside their homelands, demolishing homes and evicted anyone who was not a member of the designated group.

Although the policies of apartheid were abolished, the economic and social repercussions persist in South African society, contributing to increasingly significant disparities between black and white South Africans in various aspects (Fogel, 2019: 2). The democratic government established in 1994, post-apartheid, implemented various land reform programmes like land restitution, land redistribution and land tenure, which aimed to tackle the increasing poverty, food insecurity and economic decline, as well as support small-scale farmers who relied on agriculture for survival (Lahiff, 2005:129; Tembe, 2024:112; Vink, 2019:5; Zantsi, 2025:87). . Section 25 of the Constitution places an obligation on the state to take reasonable legislative measures, within its available resources, to foster conditions that enable citizens to gain access to land on an equitable basis, and the details are left to policy-makers (Sihlobo, 2018:1).

With its given responsibility, the state has faced some challenges in executing a successful land reform programme that addresses local development, equitable land distribution and representative governance. These challenges include ongoing disagreements regarding the main objectives of land reform, particularly whether it should focus on increasing rural settlements or developing the small-scale farming sector. The government initially employed the "willing buyer, willing seller" strategy, utilising market-based transactions to facilitate the transfer of land from white commercial farmers to black farmers. This method has faced significant criticism for its

lack of speed and inefficiency, partially attributable to inflated land costs. To rectify these shortcomings, the government passed the Expropriation Act 13 of 2024, allowing land acquisition without compensation under specific circumstances, to accelerate redistribution. Despite this, the strategy presents an issue since, although it could accelerate transformation, private sector stakeholders are concerned about possible corruption and reduced investor trust (Akinola 2020:216; De Vos,2021:694; Mamabolo, 2021:132; Mugari 285).

However, even though the government at times faces some difficulty in securing support from the private sector to tackle some of the challenges it faces in executing its land reform programme, it introduced a long-term policy document for South Africa, namely the National Development Plan 2030 (The NDP), which asserts itself as a key policy document for South Africa's future (Chilenga, 2017: 88). Chapter 6 of the NDP proposes that South Africa's rural areas must have improved opportunities by 2030 to engage fully in the nation's social, economic and political life. One of the ways to achieve this is through successful land reform, poverty alleviation, the development of infrastructure and job creation (South Africa, The Presidency 2017:218-219).

This study postulates that corporate social responsibility (CSR), which has supported and enhanced other government projects such as education, health and skills development, could also support the land reform initiatives of the government with the assistance of Agri-sector companies, NGOs, unions and SETAs, aiding small-scale farmers to implement the best industry practices available, which will play a significant role in enhancing the land reform programme; contributing to food production; and tackling increasing poverty by creating agriculturally related jobs (Kloppers (2014: 3419).

Cheruiyot-Koech (2022:2) and Wan-Jan (2006: 183) assert that CSR may be viewed as both an ethical position and a business strategy where managers in organisations are obligated to act in the best interests of society. To deal with CSR in a South African context, its guiding principles are appropriately summarised in the King Report on Corporate Governance for South Africa 2016 ("The King IV Report") as CSR is briefly mentioned in the Companies Act 71 of 2008 (Johannes, 2016: 11). Furthermore, Anwana (2022:19) states that the King IV report underlines that companies are not separate from society, but they are integral parts of society, which means that a

company is a corporate citizen with responsibilities and obligations towards society. Therefore, companies being corporate citizens can provide the government with the needed assistance to address the challenges arising from the land reform programme. Companies with their CSR initiatives can improve the quality of life of small-scale farmers and land reform beneficiaries by transferring farming skills, knowledge and empowering them (Kloppers, 2014:715). The success of the land reform programme in South Africa can be enabled by CSR. Companies that prioritise sustainability and governance as fundamental values can promote social co-responsibility in collaboration with the government and other Agri-related stakeholders (Idemudia, 2010: 134).

The government may undertake different roles to raise the country's CSR profile by creating an enabling environment through its public policy. Furthermore, the government can partner with companies to support business responsibility initiatives. This facilitates meaningful stakeholder dialogue with the business community (Singhal, 2014: 6-7). This study will primarily focus on the redistribution reform in agriculture and the role of CSR as a mediator in achieving objectives that benefit both individuals and the business community.

1.3. PROBLEM STATEMENT

After nearly three decades of democracy, land reform continues to be an important aspect of transforming South Africa and developing its agricultural sector. Land reforms are a critical factor that must be addressed in the country for it to remain economically viable and achieve the relevant SDGs, which are of global importance (Sihlobo, 2024:1).

The relationship between land reform and agricultural sustainability in South Africa encompasses a wide range of socio-economic factors. The agricultural sector assists South African rural areas, particularly by helping small-scale farmers to access land as an agricultural asset to make a living, allowing them to work and invest in their farms. This improves the quality of life for farmers in developing countries and impacts economic growth, food security, gender inequality and employment (Lawry, 2017: 61). Unfortunately, South Africa's agricultural sector has not transformed much in the last

few years of democracy because the country's government inherited a dual agricultural system, with mostly white-owned commercial farms that are well-resourced and black African farmers who have had a history of disparities due to policies and systems of segregation from the colonial and apartheid eras (Ndhlovu 2024:3; Sihlobo, 2021:9).

To better understand the dual agricultural system in context, South Africa has approximately 122 million hectares of land, and of this total, 100 million hectares are characterised as 'farmland'. The farmland includes both arable land and grazing land. Moreover, 75 million hectares is characterised as 'commercial agricultural land', mainly consisting of farmland predominantly owned by white farmers. In contrast, black South Africans constitute 79 percent of the population, yet their ownership of agricultural land is at a mere 4 percent (Bernstein, 2005: 10; Clark, 2019: 10; Pringle, 2013: 37).

Mtshali (2021:162) states that the South African government emphasises that investment in and development of small-scale farmers in agriculture will improve food security and ensure economic sustainability. Besides empowering small-scale farmers, a land reform programme with sustainable farming practices, agricultural profitability, farmworker welfare, and farmer security is necessary. The discussion on land reform is complex, challenging, and extensive. Consequently, the state must possess significant capacity, including competent leadership and administration; sufficient financial resources; clear institutional frameworks; efficient operational procedures; and an efficient monitoring system (Cousins, 2016: 13).

Land reform faces resistance from various stakeholders and encounters ongoing challenges in post-apartheid South Africa. The primary concern regarding land reform is the insufficient access to secure land rights for marginalised groups needing housing and for small-scale farmers seeking empowerment in their agricultural activities (Rusenga, 2020:383). The government is often met with resistance from multiple stakeholders about its ongoing efforts to strategically develop and modify policies aimed at transforming land reform, in collaboration with other government sectors, private entities and beneficiaries; the legislature's repeated inability to enact and amend necessary legislation (the willing-buyer willing seller or the expropriation of land) to achieve desired outcomes; and the judiciary's reluctance to take decisive

action, not only to offer temporary relief but also to re-conceptualise the role of land reform for marginalised groups and ensure government accountability (Viljoen, 2022:25).

The South African government cannot achieve a sustainable land reform programme independently without the collaboration of other stakeholders who can provide resources that are essential for success. Cheruiyot-Koech (2022:3) asserts that private companies possess the capacity to create diverse opportunities for addressing social issues, including poverty and unemployment. The social responsibility initiatives of the private sector, through the efficient and effective utilisation of private resources, offer a valuable method for addressing deficiencies in government-provided social services. In South Africa, private companies employ CSR as a strategic framework to ensure accountability to their stakeholders, using it to enhance their growth and operations by addressing social, economic and environmental goals and objectives (Mahomed, 2015: 3; Nene, 2025:2).

According to Sikwela (2013: 2502), small-scale farmers in South Africa do not receive a great deal of attention since the transfer of the farms in 1994, although there are several policy interventions and programmes that seek to address these challenges. Staal (2019: 22) notes that policies that were successful in transferring land did not provide land reform beneficiaries with enough support to enable them to use the land productively, sustainably and profitably. Referring to land redistribution projects in South Africa, there are reports that the government has stated that it will confiscate farms that are underperforming and give them to people who can use them (Kepe, 2018:132). Agriculture is linked to land reform and is seen as having the potential to create jobs and improve rural livelihoods, this being in the National Development Plan of 2011, hence land reform in South Africa is seen as inescapable (Cousins, 2015:1). Kloppers (2012: 3) states that the private sector has an important role to play as an agent of development in addressing social issues through its CSR plans.

Over the years, private organisations in South Africa have contributed to the socio-economic development of communities through CSR by investing in education, health and providing many social services and facilities in their host communities. This

justifies CSR as a tool for tackling social issues like poverty, unemployment and providing a mediating role towards land reform (Adegbite, 2020: 6).

1.4. RESEARCH AIMS AND OBJECTIVES

1.4.1. Aim of the study

The study aims to explore how corporate social responsibility (CSR) can play a mediating role in shaping land reform policies in South Africa.

1.4.2. Research objectives

The objectives of the study are as follows:

- Objective 1: To explore how CSR can be used as a mediating tool for land reform in South Africa;
- Objective 2: To investigate how CSR within Agri-sector stakeholders is targeted towards assisting small-scale farmers, and the effect thereof on South Africa's land reform policies;
- Objective 3: To examine the role of the government agency in KwaZulu-Natal in using CSR to empower small-scale farmers to enhance their farming abilities;
- Objective 4: To explore the alignment between public sector priorities and CSR activities in land reform; and
- Objective 5: To develop a conceptual framework demonstrating how CSR can be an effective tool in supporting land reform through investment by Agribusinesses.

1.4.3. Research questions

- How can CSR be used as a mediating tool to enhance land reform in South Africa?
- How is CSR within Agri-sector stakeholders targeted towards assisting small-scale farmers, and what is the effect thereof on South Africa's land reform policies?
- What is the role of the government agency in KwaZulu-Natal in empowering small-scale farmers to enhance their farming abilities?

- What is the relationship between public sector priorities, CSR, and land reform programmes in South Africa?
- How can CSR be an effective tool in supporting land reform through investment by agribusinesses?

1.5 RATIONALE FOR THE STUDY

This study explores the mediating role of corporate social responsibility (CSR) in improving land reform policies in South Africa. It also examines how stakeholders in the agricultural sector utilise their CSR programmes to assist and empower small-scale farmers within the agricultural context. The study will further explore the alignment between public sector priorities and CSR activities in land reform.

1.6 LITERATURE REVIEW

Over the past decades, CSR has played a pivotal part in the socio-economic development of communities through the provision of infrastructure, education, health, skills development and poverty alleviation (Patel, 2014: 53). In South Africa, laws such as the Broad-Based Black Economic Empowerment Act 53 of 2003, as amended (BBBEE), have significantly influenced the implementation of CSR through promoting the re-integration of previously marginalised communities into the mainstream economy. The Act further seeks to transform the South African economy, ensuring the meaningful participation of Black individuals, women and rural communities, thus effectively positively impacting employment outcomes (Mahomed, 2015:11; Ndiweni, 2020, 364).

According to Nene (2025:2), as of 2024, CSR expenditure amounted to around 13 billion rand, with a majority of these expenditures directed towards education, community development and food security initiatives. However, there has been limited focus on CSR's role in supporting government land reform policies. This study aims to address a gap in the literature by examining the mediating role of CSR in improving government land reform programmes and policies.

Prior to the 1994 democratic elections, the apartheid government used discriminatory laws like the Natives Land Act of 1913 to deny Black South Africans the right to own land; prevent them from owning agricultural land; and enabled their forcible eviction from their ancestral lands to guarantee white political supremacy and economic exploitation (Alan Dodson 2013:29; Anwana 2020:1; Mubecua 2019:9). Following South Africa's first democratic elections, the ANC government implemented land reform initiatives, including the White Paper on South African Land Policy, the National Development Plan, and specific policies aimed at land redistribution for beneficiaries (Zantsi, 2021:108).

Agriculture makes up an important economic sector for most rural communities in South Africa. It constitutes the core of economic development. Thus, the success of this sector ensures food security, generates income for farmers, and creates employment opportunities for sustainable rural livelihoods (Ndlovu, 2021:192). Currently, South African Agriculture consists of two main types of farming: small-scale farming, which is primarily carried out by black rural communities in their former homelands and is less resourced and developed, contributing 2.5% to the country's GDP. The second type of farming, known as commercial farming, is done by the majority of white people who own most of the freehold agricultural land and it significantly contributes to national food security by producing 90% of the agricultural products sold in South Africa (Geza, 2018: 4; Kamara, 2019:1404; Thamaga-Chitja, 2014:148; Zantsi, 2022:150).

Over the past 23 years, small-scale farming has received insufficient attention in South Africa's efforts to redistribute land previously taken away from black Africans during the apartheid era. Estimates indicate that the creation of one million new jobs in agriculture is feasible, with a significant portion required in labour-intensive enterprises within communal areas and land reform contexts. This ideal is best achieved by ensuring that small-scale farmers are primary beneficiaries of redistributive land reform in rural South Africa (Cousins, 2018:2).

Small-scale farmers, as beneficiaries of redistributed land, need support from agricultural sector stakeholders through their CSR initiatives. These farmers encounter numerous challenges, including market access, inadequate farming resources, limited information and insufficient expertise, amongst others. These issues result in their exclusion from mainstream markets. Cheteni (2019:119) states that they are consistently limited by market constraints as addressing these challenges independently is challenging. This study aims to explore how CSR can play a mediating role in land reform in South Africa. The next section of the study briefly discusses the legislative framework regarding land reform and CSR.

1.6.1. CSR legislative framework

CSR has become an important component of business operations in South Africa. Following the shift from apartheid to democracy, companies progressively embraced CSR as an important tool to foster socio-economic development within their communities, tackling issues such as poverty, crime, and income inequality. However, CSR has yet to deliver significant, tangible support for the nation's land reform policy goals (Adegbite, 2020: 6, Anwana, 2018:9, Rhodes, 2020: 946).

Since 1994, political changes and initiatives aimed at addressing the unequal wealth distribution stemming from apartheid have significantly influenced CSR in South Africa. All CSR initiatives derive their power from the Constitution of the Republic of South Africa enacted in 1996, which includes the fundamental Bill of Rights in Chapter 2. The state has a direct obligation, whereas private entities possess an indirect obligation, to promote individuals' access to and exercise of the rights outlined in the Bill of Rights. Constitutional rights provide a substantial foundation for the regulation of CSR (Anon, 2010:178).

CSR is specifically mentioned in laws and regulations like the Broad-Based Black Economic Empowerment Act, 53 of 2003, as amended (BBBEE). This act acts as a crucial legislative framework designed to promote the advancement of historically disadvantaged groups within the population, thus supporting CSR initiatives. In

addition to the BBBEE Act, South Africa lacks a single, comprehensive CSR framework; instead, it relies on numerous pieces of legislation, including the Companies Act No. 71 of 2008, which significantly changed the law governing companies. Despite these changes, the Act lacks explicit provisions for corporate social responsibility, thereby exempting companies from any legal duty to integrate CSR into their decision-making structures (Gajadhur, 2022: 157; Johannes, 2016: 10; Kloppers, 2013: 166-168).

Anwana (2020: 3) further notes that one of the most important and notable functions of the Companies Act is to provide a legal platform for the King Reports on Corporate Governance, which, without the Act, South African businesses would not have legally binding obligations. Cheruiyot-Koech (2022: 4) notes that South Africa's King Codes of Governance are an influential source of regulation whereby companies must report their CSR performance and ensure that these CSR disclosures are independently assured as the Johannesburg Stock Exchange (JSE) has mandated integrated reporting of CSR projects and requires all listed companies to adhere to its principles.

The King Code of Governance (King IV Report) was released in 2016, reinforcing South Africa's position as a global leader in corporate governance. It establishes 17 principles, accompanied by recommended approaches that govern accountability, performance, legitimacy, ethical behaviour, and organisational culture. The Code highlights stakeholder engagement as a fundamental aspect of corporate strategy and underscores companies' responsibilities to a broad range of stakeholders (Anwana, 2018:78, Chauke, 2019: 601, Ramalho, 2020:175; West, 2009:14).

The government and companies, through their respective strategies and CSR initiatives, can collaboratively enhance productivity and innovation in the area of land reform. This study will examine how CSR initiatives amongst Agri-sector stakeholders support small-scale farmers and their impact on South Africa's land reform policies, as well as the alignment between public sector priorities and CSR activities in land reform. Hence, the next segment will discuss the various theoretical frameworks underpinning the study related to the concept of CSR and land reform in South Africa. Thereafter, the land reforms in South Africa will be discussed.

1.6.2. Theoretical framework

This study is underpinned by Stakeholder Theory and Social Justice Theory. Stakeholder Theory suggests that companies should consider the effects of their actions and that their CSR involvement must benefit people and communities. Businesses embedded within a society cannot be regarded as separate from it. Stakeholder Theory posits that the essence of business lies primarily in building relationships and creating value for all its stakeholders, including the small-scale farmers who will be interviewed in the study. Every stakeholder is equally important to the company, and any compromises amongst stakeholders should be avoided (Mahmud, 2021:13).

The Stakeholder Theory and CSR emphasise the importance of incorporating the interests of society into business operations (Freeman, 2017:10). Mokabane (2022: 2) further asserts that the Stakeholder Theory recognises a wide range of stakeholders interested in corporate sustainability activities. Du Toit (2018: 3) also notes that there is a positive relationship between corporate governance, CSR and financial performance, consistent with the Stakeholder theory, which states that all stakeholders should benefit socially and financially from corporate behavior. This study aims to investigate how CSR within the Agri-sector targets assisting small-scale farmers, as they are their CSR beneficiaries and stakeholders, and the impact thereof on South Africa's land reform policies.

The second theory used for the study is the theory of Social Justice, defined as distributive justice, a concept that encompasses the social and economic rights of every individual, ensuring a minimum standard that benefits and sustains life (Neier, 2015:47). Loewen (2010: 5) states that the foundation of social justice is the right to dignity, and that oppressed individuals have a right to just treatment and a share of society's advantages based on their human rights and right to equality. The theory of Social Justice holds that the setup of institutions carries social significance. Therefore, land reform should support individuals in need of land to alleviate poverty, enhance food security and increase employment in rural communities (Campbell, 2021: 356). For this study, the government and small-scale farmers are the stakeholders who will

be interviewed. Thus, CSR should focus on agriculture and small-scale farming, ensuring that South African agro-alignment is developed by empowering small-scale farmers.

The next segment of the study examines land reform programmes in South Africa, focusing on land ownership patterns between different population groups. It also reviews land-related legislation designed to ensure equitable and secure access to land, addressing various human needs, more particularly agricultural production for rural communities, which is important for sustainability and employment generation in the country.

1.6.3 Land reform programmes in South Africa

Land reform poses a significant social challenge in South Africa, requiring substantial time, skill and investment to ensure economic prosperity whilst tackling related issues like poverty and inequality (Vink, 2019: 5). The Constitution of South Africa is regarded as one of the most progressive constitutional policy frameworks in the world, providing for the rapid implementation of land reform. The Constitution of South Africa provides the legal basis for land reform, and the three components of land reform are restitution s25 (7), tenure reform s25 (6), and redistribution s25 (5) (Mtero, 2019: 12; Binswanger-Mkhize, 2014: 255).

Sihlobo (2018:1) notes that the land reform programmes developed by the government have been generally initiated on agricultural land. This study explores ways in which the Agri-sector, through CSR, could buy into some of the land reform programmes to benefit small-scale farmers. Section 3(5) of the National Land Reform Framework Bill of 2017 stipulates that the primary purpose of all land reform programmes is to “achieve equitable and secure access to land to meet a wide range of human needs, including agricultural production, human settlement in rural areas, access to natural resources, and access to environmental services”. Section 7(4) further states that the redistribution of land must prioritise, in the first place, those individuals who do not already hold sufficient land to support their livelihoods, while balancing their needs and wishes against those of previously disadvantaged persons who have the desire and

potential to use land and natural resources primarily for market production (South Africa, Department of Agriculture and Rural Development 2017: 5-8). The Constitution of South Africa establishes a legal framework for land reform, including three key components: restitution, tenure reform and redistribution. This study will mainly focus on land redistribution.

In discussing land redistribution legislation, the case of *Rakgase v Minister of Rural Development and Land Reform and Another* (2019) 4 All SA 511 (GP); 2020 (1) SA 605 (GP) refers. Paragraph 2.4 of the case notes the Minister of Rural Development and Land Reform asserting that the piece of legislation governing land redistribution is the "Provision of Land for Settlement Act 126 of 1993, which provides for the designation of land for settlement purposes and financial assistance to people acquiring land for settlement support. It has been amended as the Land Reform: Provision of Land and Assistance Act".

The Provision of Land and Assistance Act 126 of 1993 aims to designate, regulate subdivision, and facilitate settlement of land, in line with section 25 of the 1996 Constitution. Ntlou (2016: 7) states that arable land is vital for rural self-sustenance and employment. The land audit report shows South Africans own 92% of farms, with whites owning 72%, Coloureds 15%, Indians 5%, Africans 4%, and co-owners 1%. Foreign individuals own 2%; co-ownership another 2%; others 4%. Considering the aforementioned statistics, the agricultural sector in South Africa is dominated by the white community, which has centuries of experience of surviving on commercial farming, whilst the black community is limited to being that of labour surplus and unsuccessful subsistence farming (Sebola, 2018: 2).

Greenberg (2013: 18) and Lahiff (2005: 128) assert that land reform is not adequately equipped for supporting small-scale farming, primarily due to the constraints imposed by market-based redistribution ('willing seller, willing buyer') on small-scale farmers. The South African government has implemented various strategies and interventions, such as providing grants to support the development of small-scale agriculture, which have yielded limited success. Hence, the need for South African companies, particularly those in the agricultural sector, to use CSR to support the land reform

policies; to empower small-scale farmers who contribute to the food security of South Africa; and also play a part in the provision of employment.

According to Kirsten (2019: 1), behind the discussions and policy proposals on land redistribution in South Africa, there is a persistent notion that the country should focus on 'small-scale farms' so that there is an increase in productivity and more participant involvement in the country's economy. Agriculture is the primary economic activity in rural areas and has the potential to create 1 million new jobs by 2030. To achieve this, South Africa needs to expand irrigated agriculture; use underused land for commercial production; support regions that have the highest potential for growth and employment; find creative combinations between opportunities as this will increase collaboration between existing farmers and the beneficiaries of land reform; and develop strategies that give new entrants access to product value chains and support from better-resourced players (South Africa, The Presidency 2017:219).

As noted above, Agri-sector stakeholders can play an important role in ensuring the success of land reform by contributing their time and expertise to educating and assisting small-scale farmers through their CSR initiatives. This is especially important given the NDP's support for farming development, since the success of small-scale farmers will benefit agribusinesses as they will be potential clients (Vink, 2019: 12). The next segment of the study will further expand on CSR and discuss its mediating role in land reform and small-scale farming.

1.6.4 CSR and its mediating role in land reform and small-scale farming

Land reform has proven to be unsuccessful, and one of the major reasons is that there has not been much done to support the beneficiaries (small-scale farmers) 'with developing their skills, improving their planning process and their ability to generate income from the land once they become landowners' (Xaba, 2016:1-2).

Thus, the empowerment of small-scale farmers through the Agri-sectors' CSR initiatives is a crucial element for land reform programmes and agricultural growth,

enabling small-scale farmers to be more self-sufficient. Small-scale farmers usually own small plots of land on which they grow subsistence crops and a few cash crops (Department of Agriculture, 2012:1). In South Africa, communal lands serve as the primary location for rural small-scale agricultural production as they are confined in the former homelands created by the apartheid government, with only a proportion of this land being suitable for arable farming (Lahiff, 2005:127; Nwafor, 2020: 13).

Sampong (2018: 68) asserts that CSR is a voluntary practice that also has obligatory implications in South Africa, serving as a response to the inequalities established by the apartheid government. Moreover, they tend to be sector-led, like the Employment Equity Act 55 of 1998 and the Broad-based Black Economic Empowerment Act 53 of 2003. Others are associated with philanthropy or charity. Ndiweni (2020: 364) asserts that the characteristics of CSR represent a governance framework in which companies support specific stakeholders in service delivery through established CSR codes, standards and guidelines. In several less-developed countries, the failure of governments to deliver fundamental welfare services is increasingly supplemented by a reliance on companies to engage in CSR initiatives.

1.6.5 Summary

Sihlobo (2018: 2) refers to section 25 of the Constitution, which places an obligation on the state to take reasonable legislative measures within its available resources to foster conditions that enable citizens to gain access to land on an equitable basis. Details are left to the policy-makers on who the beneficiaries are. Yet it is generally accepted that equitable access should enable previously disadvantaged citizens to access land on an equal footing. The inner workings of land reform and its possible outcomes can be unanticipated because the design of programmes can lead to patterns of implementation that are different from what was initially intended (Aliber, 2019:7).

Kloppers (2014:744) suggests that the CSR initiatives from the Agri-sector should contribute to land reform, as the government does not have enough resources to provide sufficient post-settlement support to emerging farmers. The Agri-sector is in

an ideal position to improve the current land reform process by providing support to emerging farmers as part of their CSR initiatives. Agribusinesses with their CSR initiatives can help contribute to land reform, the economy and to themselves as a business.

1.7. RESEARCH METHODOLOGY

1.7.1. Research design

A qualitative research methodology was selected for this study, taking an exploratory research approach; looking for meanings and insights of a particular context; collecting and using data analysis methods that make use of open-ended, semi-structured interviews and purposeful sampling (Mohajan, 2018:1). Ahmad (2019:11) states that qualitative research is a process whereby an in-depth understanding of social phenomena within its ordinary setting will be analysed. The features of the qualitative design are to study the meaning of people's lives under real-world conditions; represent their views and perspectives; and cover the contextual conditions in which they live (Dangal, 2021:5). Qualitative research generally includes data in the form of words rather than numbers, the reason for conducting a qualitative study (Busetto, 2020:1).

This methodology was chosen to better understand the dynamics of South Africa's advancements and inadequacies in its land reform programme, while exploring the potential mediating role of CSR in improving land reform policies. A phenomenological component enables the researcher to draw conclusions through inductive reasoning and understand how people perceive their experiences, examining their subjective states. Phenomenology is thorough, critical and systematic (Mohajan, 2018:8).

The researcher will also aim to generate themes from the data acquired through the qualitative design. Grounded Theory relies on data from interviews and documents (Wagner, 2012:131). Grounded theory is the development of a theory that emphasises human social behavior, which is based on data and systematically gathered from social research. The researcher will seek some meaning from the data he collected and will spend time collecting data for the formulation of the research (Mohajan, 2023: 2).

1.7.2. Target population

Bhandari (2020: 1) describes a population as an entire group that the researcher wants to conclude about, and it limits the scope of the study. Mkhabela (2022: 3) indicates

that South Africa's agricultural sector is characterised by dualism, wherein millions of small-scale farmers contribute significantly to the nation's agricultural output, while slightly more than 30 000 large commercial farmers are responsible for 95% of the total output. Around 2 million small-scale farmers participate in limited agricultural activities, focusing on either livestock farming or crop cultivation (Mazenda, 2022: 2).

The target population refers to the specific group of potential participants accessible to the researcher, which reflects the characteristics of the population of interest. The target population will be sufficiently inclusive to yield adequate data for the study whilst remaining exclusive enough to exclude participants who do not accurately represent the study's needs. This approach will prevent the misrepresentation of the population of interest. The identified demographic will serve as the basis for generalising the study's findings to other relevant populations (Casteel, 2021: 344; Eldredge 2014: 1).

The study's target population will focus on specific Agri-sector stakeholders, such as agribusinesses, a union, an NPO, small-scale farmers and a government agency, all of which are associated with agribusiness and agricultural products.

This study will focus on small-scale farmers, who typically share common socioeconomic attributes, including farming on limited land areas and operating on a small scale. The farmers in this category typically grow produce that aligns with the offerings of certain Agri-sector stakeholders, enabling them to either sell their produce to these organisations or gain advantages from the organisations. The criteria for selecting the target population for this study are outlined as follows:

Criteria for the selection of small-scale farmers:

- I. They are operating within the Agri-sector of KwaZulu-Natal.
- II. They are supported through the CSR of the targeted Agri-sector stakeholders

Criteria for the selection of the Agri-sector stakeholders for the research.

- I. They have operations in KwaZulu-Natal province.
- II. They conduct CSR for small-scale farmers through training, supply of farming equipment, and other support.

The study will also target a government agency within the KwaZulu-Natal Provincial Department of Agriculture and Rural Development, which supports black first entrant

farmers in agribusiness and collaborates with commercial farmers to enhance their agricultural practices in KwaZulu-Natal. The researcher will interview one official responsible for CSR from each of the Agri-sector stakeholders located in KZN.

1.7.3. Sampling Method

Probability sampling methods incorporate an aspect of random selection, and the non-probability sampling method approach is selected based on the subjective judgment of the researcher instead of using random selection (Berndt, 2020: 224). Non-probability sampling methods are commonly used in qualitative research, where the richness and depth of the data are more important than the generalisability of the findings. Hence, sample sizes for qualitative research are much smaller than for quantitative designs, making generalisability a crucial factor for quantitative research but not qualitative research (Gill, 2020: 579).

The researcher will incorporate different forms of non-probability sampling, like purposive sampling and convenience sampling, which are often used in qualitative research. Convenience sampling is a non-probability sampling method where the participants are selected for inclusion in the sample because they are accessible to the researcher. This can be due to availability, geographical proximity and willingness to participate in the research (Nikolopoulou, 2022).

15 participants will be selected because of their relevance to the research questions (Bekele, 2022: 43). The researcher will select the sample from a convenience point of sampling, and the research will be conducted in Kwa-Zulu Natal. The researcher will interview Agri-sector stakeholders and the small-scale farmers they support, and one governmental development agency and the small-scale farmers it works with. The purpose of the interview will be mostly to garner information about their perception of how CSR from different Agri-sector stakeholders has supported small-scale farmers with their agricultural operations. While many qualitative researchers claim that sample size is not a concern in qualitative research, a few studies address the topic of sample sizes concerning qualitative research, which does not need statistical generalisations (Boddy 2016: 427).

The researcher's methodological considerations, namely the nature, purpose, epistemological stance, considerations around time and the research instruments used, will determine the sample size for the study. A common rule of thumb and proposition made by qualitative research authors is that sampling for grounded theory studies should range from 5 to 35, and 4 to 30 for single-case studies. The following factors will determine the sample size for conceptual models: the study design, the scope of the research question, the quality of the data, and shadowed data (if interviews reveal something about others' perspectives) (Saunders, 2018: 620-622). Data saturation could be determined by the available number of participants in a target population and not necessarily the amount of information. To gather a significant amount of data for phenomenological research, the researcher will interview individuals. As a result, between 6 and 10 participants will be recruited. Notable authors like Creswell also suggest that phenomenological research should have between 5 and 25 participants (Sarfo 2021:62).

For the researcher, the sample size will consist of a minimum of 15 participants, and data collection will continue until saturation is reached. Saturation in qualitative research is the stage at which the data gathering and analysis have been completely explored and understood, and no more themes are emerging. From this point on, the researcher will know that a theoretical gap has been filled by their study process (Naeem, 2024: 1; Saunders, 2018: 1895).

The sample selected will be limited to 5 notable Agri-sector stakeholders that engage in CSR activities in KwaZulu-Natal. Their sustainability reports and annual financial statements will be examined. Furthermore, the reports will be obtained from their official websites. The CSR activities will be extracted from their social activity disclosures in the social category of the sustainability report, and financial data will be obtained from financial statements. The sample size and selection tables are indicated below in Table 1.1, Table 1.2 and Table 1.3.

Table 1.1: Government development agency CSR official

No.	Government agency	Number of government agency officials to be interviewed
1		1

Table 1.2: Agri-sector stakeholder officials

No.	Agri-sector stakeholders	Number of Agri-sector CSR officials to be interviewed
1	NPO 1	1
2	AGRIBUSINESS 1	1
3	AGRIBUSINESS 2	1
4	UNION 1	1

Table 1.3: Small-scale farmers supported by Agri-sector stakeholders and government agency

No.	Agri-sector stakeholders and the government agency	Small-scale farmers (ssf1-10) supported by the Agri-sector stakeholders and the government agency to be interviewed
1	NPO 1	2
2	Agribusiness 1	2
3	Agribusiness 2	2
4	Union 1	2
5	Government agency 1	2
	Total number of participants	15

1.7.4. Data analysis

Data analysis in qualitative research is the process of arranging and systematically searching interview transcripts or other non-textual materials that the researcher accumulates to increase the understanding of the phenomenon (Creswell, 2018:190-192). As the size of data in qualitative research tends to be large in volume, the researcher will use qualitative data analysis software (NVivo 13) to analyse the data. Qualitative data analysis requires prior reading and reviewing of qualitative data, until themes are derived before coding (Olapane, 2021: 58). Qualitative data analysis involves identifying, analysing, and interpreting patterns or themes within the data to uncover underlying meanings, experiences and perspectives. This approach is commonly used in qualitative research, particularly in the social sciences. The processes involve thematic analysis and documentary analysis.

Thematic analysis is considered to be the foundational approach to qualitative data analysis. It is a method that identifies themes, involves a process of data familiarisation, contextualising findings and coding thematically (Ngulube, 2015:9). The researcher will look for themes in the data and code the data into those categories. These themes will be further compared across different data sources or participants. Thereafter, coding will be done and accomplished by reading data thoroughly until it offers an insightful familiarity with the data in question. The researcher will familiarise himself with the data, identifying potential value in coding and non-coding data (Olapane, 2021:60). Related codes will be grouped to form initial themes that reflect the underlying concepts or phenomena.

The researcher will then evaluate documentary data. Bowen (2009: 27) states that document analysis requires a systematic procedure in which data will be examined and interpreted to elicit meaning, gain understanding and develop empirical knowledge. In this case, the researcher will be perusing reports based on official statistics i.e. legislation, bills, government records, books, relevant internet websites and journal articles. The study will analyse the annual reports of companies and relevant Agri-sector stakeholders, as well as the CSR /CSI reports on their websites. The researcher will use NVivo 13, a computer-assisted qualitative data analysis

software (CAQDAS) that enables the researcher to manipulate data records, browse them, code them and annotate them. Tools in NVivo can be used to examine patterns in data and ideas (Azeem, 2012: 264). Interview transcripts of the interviews conducted by the researcher will be saved in NVivo. The researcher will then use thematic analysis as a data analysis strategy to identify, analyse and report patterns/themes within the data (Castleberry, 2018:808).

1.7.5. Research instrument

Various research instruments serve as adequate data collection tools. This study will utilise semi-structured interviews as the primary method for data collection. Guided conversations facilitate active participant engagement in generating comprehensive data, enabling researchers to capture unique perspectives rather than a generalised view of the phenomenon (Adeoye-Olatunde, 2021:1360, Dikko,2016:521). Three semi-structured interview schedules will be created: one for officials in the Agri-sector, one for small-scale farmers receiving support from the agency and stakeholders, and one for the relevant government agency.

1.7.6. Limitations

The limitations of this study pertain to the geographical area of KwaZulu-Natal and exclude Agri-sector stakeholders and small-scale farmers outside the province. The researcher employed the convenience and snowball sampling methods, leading to the participation of organisations with CSR programmes that facilitated agricultural farmer development. Convenience sampling, according to Stratton (2021: 374), can be subject to several biases, but it does allow for a statistical assessment of sample error or statistical validity.

1.7.7. Trustworthiness and credibility

1.7.7.1. Trustworthiness

Qualitative research focuses on quality and accuracy; thus, establishing trustworthiness is crucial for the credibility and reliability of findings, particularly given the subjective nature of qualitative data (Ahmed, 2024: 1). According to Kyngäs (2020:41), the trustworthiness of qualitative research is described as comprising concepts such as authenticity, truthfulness, and the quality of the findings. In qualitative research, reliability is approached in terms of the quality and trustworthiness of the research process rather than the replicability of results (Gunawan, 2015:10).

This study will utilise triangulation by employing multiple data sources to verify findings and minimise bias, thus improving trustworthiness. The results will be compared with existing literature to enhance their validity. All interviews will be audio-recorded and transcribed to ensure reliability, thereby providing an accurate and verifiable record of participants' perspectives. The data will be coded and analysed using NVivo 13 software, which facilitates systematic analysis through techniques like matrix coding and word frequency queries, thereby enhancing the study's credibility.

The researcher will conduct semi-structured interviews, which are regarded by many as possessing greater reliability compared to unstructured interviews (Heneman III, 1975:523). To enhance the trustworthiness of a qualitative research study, the researcher will conduct a thorough literature review, establish a suitable theoretical framework for the thesis, and implement data collection and analytical methods (Rose, 2020: 4).

1.7.7.2. Credibility

The establishment of trustworthiness is regarded as the crucial factor. Credibility reflects the accuracy of data, the perspectives of the participants, and their interpretations (Haq, 2023:155). Thakur and Chetty (2020:1) further state that research instruments, methods, and data collection must be appropriate to make the study valid and credible.

For this study, the researcher will conduct a pilot study to test the interview schedule and assess whether the questions asked by the researcher will be fully understood as intended by the researcher. A pilot study primarily aims to identify and reduce potential challenges that could occur in the main study, enhancing its quality and efficiency. This study will involve a pilot study with three similar participants to those who will be utilised in the main study. These individuals will not participate in the main study, and data collected from them will not be included in the analysis of the main study. The primary purpose of the pilot test is to verify the practicability of the ideas in practice and to assist the researcher in developing the research plan (Kim, 2011: 191).

1.7.8. Anonymity and confidentiality

According to Coffelt (2017: 227-228), confidentiality and anonymity are ethical practices that intend to protect the privacy of the participants whilst data is collected, analysed and reported. The researcher will ensure participant anonymity by removing identifiable information from the dataset, avoiding the inclusion of specific details that could lead to participant identification, and replacing names with unique identifiers to prevent participant identities from being revealed. The interviews will not ask for any names or identifying data of the participants. Participants will remain anonymous for the duration of the study. The names will not be published, and the information submitted will be kept confidential.

Transcripts, recordings or papers will be examined by the researcher to ensure that no unintentional identifying information is left. Details will be protected and deleted once

the study is over. A USB drive will store the information, password-protected and used solely by the researcher to keep the collected data. After five years, the interview recordings on the USB drive will be formatted to avoid/prevent unauthorised access, and finally, they will be destroyed. All other files will be stored in a fireproof safe and destroyed after 5 years.

1.7.9. Ethical considerations

Arifin (2018:40) states that participants should be protected through the application of appropriate ethical principles, as it is important in any research study. An ethical concept, such as confidentiality, will be used to protect the intellectual property, interests and information of the participants whilst encouraging collaboration (Gajjar, 2013: 9).

A gatekeeper's letter will be acquired by the researcher to conduct his research with the Agri-sector Stakeholder participants as they work in organisations. The participants will receive letters of information so that they are aware of the interviews that will be conducted. The researcher will write a letter to the gatekeeper of the Agri-sector stakeholder organisations and agency, identify the key people to engage with from the organisations, and include a copy of the letter of information and consent addressed to the participant and a draft schedule of interview questions.

Participants will be contacted to set up a time and date for the interview after their consent has been obtained. The interview can take place at the interviewee's convenience, depending on their availability, location proximity, telephonically, or through communication platforms like Microsoft Teams. As a result, all the guiding principles that ensure the voluntary, informed and secure collection of participant data will be applied to the study.

1.8. GENERAL OUTLINE OF THE STUDY

Chapter One: Introduction

This chapter provided a general introduction and overview of the study. It described the research background, problem statement, research aim and objectives, along with the research questions. This chapter outlined the structure of the study and its contributions to the discourse on corporate social responsibility and land reform.

Chapter Two: Literature Review

The second chapter will examine relevant literature on the study of South Africa's history related to colonisation and apartheid, emphasising the negative consequences of land displacement and the current land ownership patterns amongst black Africans. Additionally, the literature on CSR will explore its potential role as a mediator in land reform and examine CSR as a viable solution to improve land reform policies in South Africa, thereby promoting social justice and supporting small-scale farmers. This chapter will individually examine the theoretical framework of CSR and land reform as both are relevant to this study and the identified research gap.

Chapter Three: Research Methodology

Chapter Three will explain the techniques and methodologies used to conduct this study. The data collection procedures and devices used will be described. The research design, the study's trustworthiness and credibility, and ethical considerations will also be discussed.

Chapter Four: Discussion of Findings

This chapter examines and interprets the data collected from the semi-structured interviews with the research participants. The chapter presents the results and discusses the findings of the study.

Chapter Five: Conclusions and Recommendations

The final chapter will present the primary research questions as well as the findings derived from the data analysis, and compare them to the literature review. A conclusion and recommendations will be made by the researcher. The chapter will also identify

areas for future research on CSR's contribution to the land reform discourse in South Africa.

1.9. CONCLUSION

The purpose of this study is to assess how Corporate Social Responsibility (CSR) can serve as a mediator in enhancing land reform policies in South Africa. This chapter outlined the study's objectives, provided a brief overview of the research design, and described the methodology used in the dissertation. Chapter Two examines and discusses literature regarding the correlation between land dispossession, land reform, CSR, agriculture and the duality of farmers in South Africa as discovered by other researchers.

CHAPTER 2: LITERATURE REVIEW - AN OVERVIEW OF CORPORATE SOCIAL RESPONSIBILITY (CSR) AND LAND REFORM IN SOUTH AFRICA

2.1. INTRODUCTION

This chapter focuses on two topics: corporate social responsibility (CSR) and land reform in South Africa. Land reform involves restructuring landownership patterns, impacting the agricultural economy and citizens' access to food. Thus, before discussing land reform, it's important to understand the historical context of land dispossession and ownership patterns that marginalised communities faced due to apartheid laws. CSR includes company activities like community programmes, environmental initiatives, and stakeholder support. The South African government promotes CSR through legislation and policies, but its impact is limited. Consequently, companies use CSR to support the sustainable development of small-scale farmers and address land reform and agricultural challenges (Hamman, 2005:133; Kang'ethe, 2014:534; Ramutsindela, 2019:196). By the end of this literature review, the study will illustrate the link between these two topics, as the literature review will explore how CSR can play a mediating role in enhancing land reform policies in South Africa.

This chapter will explore the historical development of CSR; the definition of CSR; the evolution of CSR in South Africa; how Agri-sector stakeholders in South Africa implement CSR; how CSR can be a mediator in government land reforms; and the theoretical and legal frameworks surrounding CSR in South Africa. Furthermore, the literature review will examine and analyse the historical background of South Africa's land reform laws; factors linked to land reform failures; the challenges with implementing land reform legislation; the challenges faced by small-scale farmers; partnerships between the public and private sectors (PPPs); and land reform and sustainable goals (SDGS) in South Africa. To gain an in-depth understanding of CSR, the next section will commence with an exploration of the various definitions related to CSR.

2.2. DEFINING CORPORATE SOCIAL RESPONSIBILITY (CSR)

Many definitions of CSR are found in modern business and academic literature. Finding a universally accepted definition of CSR continues to be a complex challenge (Anwana, 2018:20). CSR can be viewed as a kaleidoscopic concept because of the different meanings given to it by scholars, cultures, and societies. These varied definitions have made it difficult to get a descriptive definition. Through its different definitions, it commonly references the socially impactful activities and obligations of companies on society beyond their day-to-day business practices and contributions of corporate resources, aimed at improving the community's well-being (Babarinde, 2023: 97).

CSR is a broad topic that encourages businesses to make a difference and improve social order in the world. Therefore, it is important to establish an acceptable definition for CSR, as it encompasses various subjects, including economic stability, business profitability, workplace safety, and environmental preservation. The context of the issues associated with CSR makes it complex, as it is connected to the environment, society, and economic systems, all of which are dynamic, complex and overlapping systems (Kerner, 2023:1; Sheehy, 2015: 625).

The World Business Council for Sustainable Development (WBCSD 2000: 10) defines CSR as the “continuing commitment by business to behave ethically and contribute to economic development while improving the quality of life of the workforce, their families as well as of the local community and society at large”. Crowther (2020) further asserts that organisations are now perceived as more responsible than in the past. Their responsibility extends beyond just improving business profitability.

Gond (2011:3) describes CSR as dynamic due to changes in the relationships between business and society, including changing perspectives on irresponsibility. CSR overlaps with other concepts and is a cluster idea that extends to areas such as corporate governance, sustainability, business-society relations, business ethics, and business-government relations. Katamba (2012: 93) further confirms that various international organisations have been established to codify the broad definition while

maintaining the subject's significance on a global scale. According to Osei-Tutu (2023:441), when making decisions regarding global issues that uphold human rights, businesses adhere to the United Nations (UN) Guidelines on Business and Human Rights (UNGPs), whereby businesses must voluntarily protect and defend human rights and take responsibility for any violations of those rights. This is the minimum condition of CSR.

Furthermore, the authors Brown (2018:732) and Compact (2007:2) mention that the United Nations Global Compact (UNGC) was launched in 2000 as the largest corporate sustainability initiative directly connected with the United Nations, with a framework for businesses dedicated to sustainable and ethical business practices. To align their operations and strategies with ten principles for responsible business in the areas of human rights, anti-corruption, labour, and the environment, businesses were invited to participate in this voluntary strategic policy effort.

According to Mtapuri and Tinarwo (2021:106), inequality brings about concepts of injustice, unfairness and high poverty rates. The United Nations goal is to eliminate poverty by 2030 and reduce inequality between nations by the Agenda 2030 for Sustainable Development, a declaration that was signed by South Africa (United Nations, 2015). Gupta (2019:44) confirms that businesses accept their responsibilities towards society, which is the source of their wealth generation. As a result, the goal of SDG2030 is shared by the business community rather than being limited to governments or UN members. Furthermore, the United Nations Industrial Development Organisation (UNIDO) perceives CSR as a management concept whereby businesses integrate environmental, economic, and social concerns ("Triple-Bottom-Line- Approach") in their business interactions and operations with their stakeholders. Safarзад (2016:4) adds that CSR is essential to competitiveness, sustainability, innovation, risk management, cost reduction, capital access, customer connections, and human resource management, as all stakeholders benefit from it. EIAly (2020:3) maintains that businesses hold responsibilities that extend beyond mere profit generation, encompassing social, economic, and environmental considerations. The convergence of these three dimensions illustrates the widespread adoption of the term 'sustainable' as a fundamental concept within CSR discourse.

Dahlsruds (2008: 6) and Sarkar (2016:1433) have placed a greater emphasis on specific dimensions of CSR like environmental, social, economic, stakeholder, and voluntary. Carroll (2016:5) an early notable CSR author, contributed to the concept by producing a graphical representation of CSR in the shape of a pyramid based on his four-part definition of the term. This is illustrated in Figure 2.1.

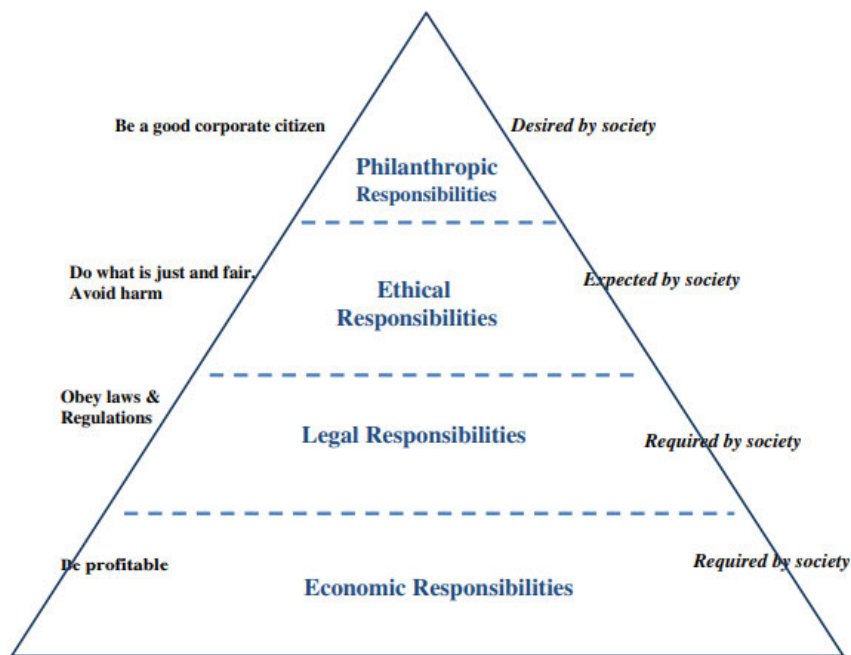


Figure 2.1.

Source: (Carroll, 2016: 5).

As illustrated by Figure 2.1, Carrolls pyramid offers a comprehensive framework and defines CSR as: "The social responsibility of business encompasses the economic, legal, ethical and philanthropic expectations that society has of organisations at a given point in time. This set of four definitions creates a foundation that helps to delineate and characterise the nature of businesses' responsibilities to the society of which it is a part (Carroll, 1979:283; Carroll 1991:40, Carroll, 2016:2). Moreover, Arsić (2017: 439) and Carroll (2021: 15) iterate that through the analysis of the content of current definitions of CSR, the three main dimensions of CSR are environmental, social, and economic, while recent literature includes stakeholders and voluntariness dimensions, with sustainability also gaining increased prominence.

The social dimension of CSR involves the relationship between society and the business, implying that businesses aim their activities for the benefit of the society through efforts that are useful to society like social investments (Satyavathi, 2017: 1). Adding on to the definition of CSR, Moura-Leite (2011:531) mentions that the economic dimension suggests that society expects business to produce goods and services and sell them at a profit, whilst obeying the law, which is the legal dimension. CSR not only means a long-term obligation of a business to behave ethically and to improve the quality of lives of employees, but also to conduct itself ethically in the environment of business activity, settlements, communities, and society in general (Popova, 2019:2). Makhavhu (2022: 3) further defines CSR as a strategy for businesses to engage with the community within their operations, aimed at fulfilling their economic development responsibility of profit generation while maintaining ethical standards to preserve their reputation as corporate citizens. Moreover, CSR represents an ongoing obligation of businesses to operate ethically, responsibly, and to support sustainable economic development (Wentzel, 2022: 4). The CSR framework is based on the concept of the triple bottom line (TBL), which encompasses three pillars of sustainability: people, the planet and profit. The TBL extends beyond traditional measurements of profits, shareholder value, and return on investment to incorporate social and environmental dimensions (Slaper, 2011: 4). Sen (2017: 122) notes other key components linked to CSR include community participation and protection, as well as clear codes for conduct addressing bribery and corruption, transparency, responsibility, and citizenship, thus, a business's moral and ethical behaviour is what defines its place in society (Theilkemeier, 2010:4).

2.3. EVOLUTION OF CSR IN SOUTH AFRICA

This segment will briefly discuss the evolution of CSR in South Africa, particularly to understand how South African companies view CSR and how it has been adopted and implemented in the country. The section will also explain why the term 'corporate social investment (CSI)' is the preferred term used for CSR by South African businesses.

2.3.1. The historical development of CSR

For decades, companies have utilised CSR as a management strategy to address societal needs while improving their reputation. Corporate Social Responsibility originated in the twentieth century, particularly in the early 1950s, and has developed over time in response to societal challenges, including pollution attributed to companies, and labour conflicts experienced by the workforce emerging from the industrial revolution which was characterised by mass production that generated various social issues that compelled companies to adopt measures regarded as the foundations of CSR (Rodriguez-Gomez 2020:1; Writer, 2019:1).

Gorski (2017:1) and Agudelo (2019:4) also note that in the 1960s, CSR evolved even further, addressing not only societal challenges but also global issues including climate change, environmental degradation, poverty, rapid population growth, resource depletion, unemployment, and various other social concerns. Besides addressing societal and global challenges, Wentzel (2022: 4) indicates that before the 1990s, companies also supported several charitable organisations, believing that such practices would attract public support and enhance awareness of their philanthropic initiatives. However, Scarpa (2023:180) argued against the allocation of company profits for philanthropic purposes, stating that a company's primary obligation is to meet its tax responsibilities and paying corporate taxes is a crucial aspect of a company's relationship with society as these taxes are vital for financing public services and mitigating income inequality arising from market-driven economies.

Addressing global issues through CSR is important, as it enables companies to include social and environmental priorities in their CSR strategies to satisfy the growing

expectations of different stakeholders (Yasir, 2022:194). The increasing expectations from various stakeholders have shifted CSR from a niche concept to a standard business practice, in which companies make long-term investments that produce benefits for stakeholders (Deshmukh, 2024:3). According to Moyo (2022: 2416), the concept of CSR was not taken seriously in the world of business, until the 1970s when the business world developed an interest in Milton Friedman's ideas regarding CSR where he noted that a business' obligation was towards its stakeholders and to play their part in making a profit. Rodriguez-Gomez (2020:2) adds to the discourse by stating that Friedman argued that CSR consisted of using resources to carry out activities intended to obtain long-term benefits, if they were carried out with free competition without fraud and deceit.

Consequently, CSR has developed into a global concept whereby companies acknowledge their accountability for the effects of their actions on customers, employees, shareholders, communities, and the environment throughout every aspect of their operations (Carroll, 2015: 87; Fallah Shayan, 2022: 2; Rodriguez-Gomez, 2020: 2). However, Dutta (2022: 697) argues that while companies addressed societal challenges encountered by various stakeholders in their operational areas, some resisted implementing CSR initiatives, viewing such initiatives as unnecessary and opting to direct their resources toward revenue-generating areas instead.

2.3.2. CSR in South Africa

According to Maome (2022: 8245), in a developing country like South Africa, CSR serves as a strategy for companies to address issues such as poverty, hunger, and unemployment, while also providing advantages to affected communities. In addition, Trilogue (2022:2) asserts that companies allocate financial services and resources towards the well-being and social development of marginalised communities across various development sectors as their CSR strategy. Marginalised communities include a significant population of Africans, who are the principal beneficiaries of CSR due to the historical context of colonisation, apartheid, and socio-political challenges. Ramlall (2012:271) confirms that before 1994, South Africa was under an apartheid regime characterised by parliamentary sovereignty, where the public and private sectors

functioned independently, and government involvement in corporate affairs, particularly concerning CSR, was limited. To thoroughly understand the development of CSR in the South African context, it is important to define the historical and legal background of South Africa.

According to Hamann (2009:436), the historical context of CSR in South Africa is greatly influenced by apartheid, implicating major companies in this historical narrative. The apartheid system was a system that required non-white South Africans to live in separate areas from whites, use separate public facilities, and limit contact between the two groups (Union,1). Noyoo (2015:73) further highlights that major companies during the apartheid era perpetrated human rights violations by supporting the government of the time when it segregated Africans and denied them access to land, housing, employment, education and healthcare.

In the early 1970s, companies that originated from the banking, mining and oil sectors endorsed the apartheid system through financial support and legitimisation, thereby sustaining the regime (Anon, 2025: 2). Moreover, companies within these sectors recognised that the poor living conditions of non-whites substantially impeded the country's economic growth, hence developing the concept of CSR. In this regard, many companies collaborated to establish the Urban Foundation in 1976, aimed at improving infrastructure and living conditions for the Black population. The Urban Foundation provided 1.8 billion Rand towards housing initiatives, established several schools, and educated over 20,000 educators (Kabir, 2015:282). There was a significant increase in CSR involvement after the Soweto uprising in 1976, when high school students protested for better education and were met with police gunfire and tear gas. The impact was severe, leading to global outrage over South Africa's brutal tactics and sparking renewed opposition to apartheid in South Africa both domestically and internationally. This prompted companies to adopt CSR practices, as they believed civil protests could make the country unstable and impact their businesses (Kabir, 2015:282; Ndiweni, 2020:370; South African History Online, 2013: 2).

Patel (2014:51) asserts that national and international companies, in reaction to the increasing social and political pressures of apartheid, adopted a strategy of voluntary

CSR, primarily through philanthropism. The adoption of the Sullivan Code in 1977 introduced a framework of principles for American companies operating in South Africa, requiring that they allocate up to seven percent of payroll towards CSR to substantiate their operations in the country. This advanced CSR tackled the racial issues arising from the apartheid policies of the South African government (Gray, 1994:7; Patel, 2014:52; Sampong, 2018:64). After the establishment of a democratic political system in 1994 and the end of apartheid, a new context for companies emerged in which CSR transcended voluntary philanthropy and adopted a more legislative framework. Companies began to modify their CSR strategies to align with emerging political imperatives of the African National Congress (ANC), leading to an increase in CSR and social investment programmes within the country. The ANC implemented programmes like the Reconstruction and Development Programme (RDP), providing a comprehensive framework for social and economic development, alongside an economic policy designed to promote Growth, Employment, and Redistribution (GEAR). These programmes are aimed at addressing the basic needs of the population, like the provision of water, sanitation, electricity, employment, health care, nutrition, education and training, and developmental social welfare (Masters, 2019: 35; Patel, 2014:52; Sampong, 2018:64).

Moreover, Ndhlovu (2011: 73) asserts that the legacy of apartheid compelled companies to adopt socially responsible policies through CSR, which in South Africa evolved into Corporate Social Investment (CSI). Additionally, Anwana (2018: 37) indicates that South African companies have shown a more favourable response to the concept of "investment," which excludes considerations of legacies, history, or justice, making the terminology of CSI more acceptable to them. Babarinde (2009:359) asserts that in South Africa, CSR typically refers to CSI, with both terms used interchangeably. However, Forum (2017: 2) states that CSR is an overarching value-based framework where companies manage their operations ethically and responsibly, encompassing CSI, which forms part of CSR. Noyoo (2015:73) supports the above notion by stating that CSI is a subset of CSR and focuses on community welfare and the overall quality of life of all stakeholders.

According to Mueller-Hirth (2016: 52), the adoption of socially responsible policies such as the Broad-based Black Economic Empowerment Act 53 of 2003 (BBBEE) and affirmative action policies by the post-apartheid government has contributed to providing economic opportunities for historically disadvantaged groups. Moreover, Patel (2014:52) asserts that policies like the BBBEE, which aim to enhance ownership and control of the economy by black individuals, have significantly influenced contemporary CSR strategies. A series of policies and legislation, implemented over the years, has resulted in intentional public initiatives to involve the private sector in supporting national policies designed to transform South African society. In this context, CSR budgets have risen over the years. As a result, in South Africa, R12.7 billion has been budgeted for CSR in 2024, mainly directed towards education, social and community development, food security and agriculture, health, entrepreneurial and business assistance, and environmental initiatives. The average CSR expenditure on small-scale agriculture rose from 8% in 2023 to 21% in 2024 (Trialogue, 2024:146). In addition, Kloppers (2014:713) asserts that companies in South Africa have to play a role in improving the quality of the lives of their stakeholders by aligning components of social justice which will substantially reduce the pressure placed on the government with prevalent social issues South Africa faces i.e. health issues, education, issues related to housing and challenges faced in the land reform programme. This study will aim to explore how CSR can play a mediating role in shaping land reform policies in South Africa. Moreover, Kloppers (2014:713) states that the effective facilitation of CSR implementation can contribute to the success of the land reform programme, food security, and foster stability in the country's economy.

The next section of the literature review will discuss the legal framework of CSR in South Africa.

2.4. LEGAL FRAMEWORK OF CSR IN SOUTH AFRICA

This section will examine the legislative measures that the South African Government has adopted that are aimed at making companies more socially accountable, transparent, and responsible in their activities. The idea of CSR has become an

important one over the last few decades, gradually evolving to reach today's understanding (Masoud, 2017). The South African legal framework is crucial in guiding and promoting CSR practices within the country (Gunawan and Susilo, 2021).

South Africa's commitment to CSR is reflected in its robust regulatory framework, which includes legislation promoting environmental sustainability, ethical business practices, and social equity. These legislations include the Constitution of South Africa Act No 108 of 1996; the Companies Act 71 of 2008; the Broad-Based Black Economic Empowerment Act no 53 of 2003 amended by Act no 46 of 2013; the Employment Equity Act no 55 of 1998 amended in 2013; the National Skills Development Strategy; the Preferential Procurement Policy Framework Act, No. 5 of 2000, as well as the King Codes of Corporate Governance. Furthermore, there are various codes and regulatory standards that make CSR implementation compulsory, such as the Johannesburg Stock Exchange's (JSE) socially responsible investment (SRI) index, and international initiatives like the Global Reporting Initiative (GRI). Therefore, Table 2.1 presents the CSR legislative framework in South Africa:

CSR Legislative Framework Drivers in South Africa		
Legislation/Code	Regulations	Description
The Constitution of South Africa, Act No 108 of 1996	The constitution of South Africa promotes CSR through its principles and laws to promote ethical and responsible business practices.	The South African Constitution
The King Codes on Corporate Governance	The King Report on Corporate Governance is a collection of guidelines for the corporate governance structures and functioning of companies in South Africa. The King reports—King I (1994), King II (2002), King III (2009), and King IV (2016)—have been South Africa's official governance standards (Ramalho, 2020:173).	Code
The Employment Equity Act 55 of	The purpose of this act is to “promote the constitutional right of equality and the exercise of true democracy”, “eliminate unfair discrimination in employment”, “ensure the implementation of employment equity to redress the effects of discrimination”,	Legislation

1998, as amended.	“achieve a diverse workforce representative of our people”, “promote economic development and efficiency in the workforce”, and to “give effect to the obligations of the Republic as a member of the International Labour organisation” (Flowerday, 2016:5).	
The Companies Act No. 71 of 2008	The Act's objective is to enhance stakeholder engagement in corporate actions and to improve the regulation of corporate activities, with a particular focus on accountability and transparency (Anwana, 2020:3).	Legislation
The Broad-Based Black Economic Empowerment (BBBEE), Amendment Act, 2013	“BBBEE seeks to promote the economic transformation to enable meaningful participation of black people in the economy” (Shai, 2019:3).	Legislation
The Johannesburg Stock Exchange's socially responsible investment index	The Johannesburg Stock Exchange (JSE) Socially Responsible Investment (SRI) Index regulates companies based on their adherence to environmental, social, and governance (ESG) criteria (Du Toit, 2018:3).	Index
The Global Reporting Initiative	The Global Reporting Initiative (GRI) mainly regulates standards for sustainability reporting. It established guidelines for organisations to disclose their economic, environmental, and social impacts (Simmons Jr, 2018:14).	International Independent Standards Organisation

Table 2.1: CSR Legislative Framework in South Africa

2.4.1. The Bill of Rights in the Constitution

The Constitution of 1996, being the supreme law of South Africa, guarantees fundamental rights to all citizens of the country, including socioeconomic rights like social security (S27), water, food, healthcare services, housing (S26), and property rights (S25). Numerous parliamentary acts have been passed to address and provide guidance in areas related to CSR, thus taking on a mandatory role (Bvepfepfe, 2015:138).

Corporate social responsibility is both a social imperative and a constitutional mandate in South Africa. Since the enactment of the Constitution in 1996, the South African Legislature has been tasked with aligning the corporate sector with the fundamental principles of the nation's constitutional democracy, especially the Bill of Rights. Therefore, the South African Constitution, particularly through its Bill of Rights, lays a strong foundation for corporate social responsibility (Pillay, 2004). The Labour Relations Act of 1995 and the Employment Equity Act of 1998 ensure the full implementation of the International Labour Organisation standards, reinforcing workers' rights to freedom of association, collective bargaining, and protection against discrimination (Smallwood and Deacon, 2020). Furthermore, the Constitution emphasises the importance of creating a safe and healthy environment for all citizens, and this extends to the workplace, mandating employers to ensure that their operations do not harm the health and well-being of their employees (Pillay, 2004). The right to fair labour practices, as enshrined in the Constitution, also plays a significant role in shaping CSR within the workplace. These provisions encourage companies to adopt fair employment practices, promote diversity and inclusion, and provide opportunities for skills development and training (Mahajan, 2011; Ndhlovu, 2011).

Integrating corporate social responsibility into core business strategies represents a paradigm shift from viewing CSR as a mere philanthropic endeavour to recognising it as an integral component of long-term value creation. Companies subsequently transitioned to more inclusive forms of CSR through the local King Code of corporate governance, relevant state laws, and international initiatives such as the Global Reporting Initiative (GRI) and the Johannesburg Stock Exchange's (JSE) socially

responsible investment (SRI) index. This combination of local with global operations has made the legal framework impacting CSR complex and multifaceted (Chahoud, 2011:20; Cheruiyot-Koech, 2022:3). The next section will focus on the importance of the King's Code IV in driving the implementation of CSR principles.

2.4.2. The King's Code IV

The King IV Report on Corporate Governance is closely linked to the concept of Corporate Social Responsibility because it advocates for an integrated and ethical approach to governance that considers the interests of all stakeholders. Ethical Leadership is the bedrock of King IV, which emphasises that organisations should be led ethically and with integrity. This includes making decisions that are not only financially sound but also socially and environmentally responsible. King IV promotes responsible decision-making by encouraging organisations to consider the broader impact of their decisions on society and the environment. Principle 16 of the King's Code IV encourages businesses to adopt a stakeholder-inclusive approach, considering the needs and expectations of all stakeholders, including employees, customers, communities, and the environment (Monteiro et al., 2021; Fajriah and Jumady, 2022).

Furthermore, the governing body should implement recommended practices concerning stakeholder relationships by directing the stakeholder approach and approving relevant policies. Therefore, management responsibilities should be delegated to ensure effective stakeholder relationship management. Oversight is necessary for the management of stakeholder relationships, which includes methodologies for identifying material stakeholders, managing stakeholder risk, establishing formal mechanisms for engagement and communication, and measuring the quality of stakeholder engagement. Additionally, an overview of stakeholder management should be disclosed, outlining current and future focus areas and actions taken to monitor and enhance stakeholder engagement effectiveness (Governance, 2016: 34)

According to Naidoo (2019: 26), the legal status of the King's Code consists of a collection of voluntary principles and practices. In the case of a conflict, legislation will prevail over the Code. Alternatively, directors are required to apply the Code comprehensively, following established practices and guidance notes aimed at achieving the four governance outcomes: good performance, effective control, legitimacy and ethical culture.

According to Kirby (2014: 3), the courts in South Africa echoed that “In South Africa, corporate citizenship includes, among others, responsibilities outlined in the Bill of Rights of the Constitution, and issues relating to transformation, human capital, human rights, the environment, social capital, safety and health”. In conclusion, CSR is critical for fostering societal well-being and environmental sustainability. The next session will focus more on selected legislations that drive the implementation of CSR programmes.

2.4.3. The Employment Equity Act 55 of 1998, as amended

The Employment Equity Act of 1998 (EEA) was enacted to guarantee equal opportunity and fair treatment in the workplace for all individuals, rectifying historical inequities, and advancing a just and equal society, especially concerning its historically disadvantaged Black impoverished population (Merwe, 2023:1). Utting (2007: 698) notes that equal rights serve as a path to both economic and social progress. The CSR programme affects equality and equity by focusing on improving working conditions, supply chain management, community support, labour rights, human rights, stakeholder engagement and participation.

The South African government attempted to address historical workplace discrimination by introducing the Employment Equity Act in 1998 (Thomas and Jain, 2003). Therefore, the relationship that the Employment Equity Act has with CSR is that it requires companies in South Africa to take measures to promote equal opportunity and fair treatment in the workplace, which is a key aspect of CSR. Section 15 of the EEA defines affirmative action measures as “measures designed to ensure that suitably qualified people from designated groups have equal opportunities and are

equitably represented across all occupational categories and levels in the workforce of a designated employer” (Anwana, 2018: 51; Merwe, 2023:1; Mhambi, 2014:15).

Regarding how the EEA impacts the fulfilment of CSR, the King IV Report urges businesses to consult, manage, and interact with stakeholders in their decision-making processes and broadens the concept of stakeholders to include employees. Consequently, companies must engage with employee representatives, bargaining councils, or trade unions to provide information about their equity plan to all employees, in addition to consulting them on decisions made by the company. This indicates that employees should be consulted, engaged, and involved in the implementation of a company's CSR initiatives (Anwana, 2018:51).

Therefore, the Employment Equity Act requires the private sector to apply affirmative action measures to achieve equity in the workplace (Matotoka and Odeku, 2021). In addition, it obliges employers to implement measures to promote diversity, inclusion, and fair treatment of all employees, regardless of their race, gender, or disability (Daya and April 2017). This entails conducting regular audits of employment practices, setting targets for the representation of designated groups, and implementing programmes to address disparities. The subsequent section will examine how company legislation drives CSR.

2.4.4 The Companies Act 71 of 2008

Although the Companies Act brought about comprehensive changes, it does not directly mention companies' social responsibility. Without a legal requirement to include CSR issues in decision-making and governance, businesses are not legally obligated to be socially responsible. However, recognising increasing public attention to social issues, the legislature, through section 72 of the Act, indirectly encourages CSR by embedding it in a company's governance. The Act's contribution to CSR is not obvious, but section 72 allows the Minister of Trade and Industry to require certain companies, based on turnover, workforce size, and activities, to have social and ethics committees.

These measures can be seen as the government externally pressuring the private sector to be socially responsible, enhancing its social legitimacy. However, only specific companies must form social and ethics committees according to the Regulations. Nkosi (2018:19) outlines the function of the SEC of a corporation as overseeing the company's actions concerning social and economic development. Not every organisation requires an SEC. The essential criteria are in Section 72 of the Companies Act and the associated Regulations. SECs are mandatory for state-owned and JSE-listed companies. Other entities' public interest scores are based on their yearly turnover, debt, workforce size, and shareholders/members. If a company's public interest score is over 500 in two of the past five years, it must form a SEC (McDonald, 2018: 1).

2.4.5. The Broad-Based Black Economic Empowerment Amendment Act 46 of 2013

The Broad-Based Black Economic Empowerment Act aims to advance economic transformation and address historical inequalities by promoting black ownership, management control, skills development, and enterprise development. The Act mandates that companies operating in South Africa contribute to the economic empowerment of black individuals and communities through various initiatives, such as preferential procurement, equity ownership schemes, and skills transfer programmes (Babarinde, 2023: 101; Musabayana, 2022:75). According to Ramlall (2012: 275), the main aims of BBBEE, as specified in section 2 of the BBBEE Act, include improving access to ownership, managerial positions, skills development, and supply chain opportunities for historically marginalised South Africans. Consequently, companies have had to include BBBEE in their CSR initiatives. Companies incorporating BBBEE into their CSR strategies enhance economic participation, ensure equitable wealth distribution, and provide opportunities for certain previously marginalised individuals (Synergy, 2017:1).

Joosub (2024:3) notes that although the Act presents opportunities for marginalised individuals, it encounters criticism regarding its implementation. The Act faces criticism

for its intent to promote inclusivity, which has sometimes led to impractical targets. The emphasis on race over qualifications or merit can undermine efficiency and service delivery, especially in the public sector, where skills are crucial. Moreover, Sampong (2018:66) adds another critique of deals done through BBBEE, highlighting that they primarily involve large white-owned companies voluntarily selling some ownership stakes to alliances of the small black elite. This resulted in significant criticism of the BEE deals, which created the emergence of a "very rich black elite" instead of empowering the disadvantaged majority in South Africa.

As a CSR enabling law, the BBBEE legislation mandates that companies initiate CSR initiatives, which facilitate training programmes and cultivate skills for individuals identified as "previously marginalised" (Beresford, 2020: 16). Additionally, Mueller-Hirth (2016: 20) observes that in South Africa, companies may face exclusion from government contracts if they do not adhere to BBBEE policy implementation. Chahoud (2011:23) highlights that BBBEE is legally binding for the public sector while functioning as a largely voluntary, market-driven tool for the private sector, including transnational corporations. It is ultimately the responsibility of private sector businesses to decide on the implementation of BBBEE initiatives within their operations. Moreover, Sampong (2018:67) confirms that compliance with BBBEE provisions is rendered voluntary for South African companies; however, the South African government has reiterated that BEE performance will influence its decisions regarding the awarding of public sector contracts and concessions. Because the provisions of the BBBEE Act are rendered voluntary for South African companies, the Act does not establish formal punishments for non-compliance. However, companies are motivated to comply as their adherence impacts the efficiency of their operations in both public and private sectors (Ramlall, 2012: 276).

Section 10 of the BBBEE Act (2003) presents significant challenges for companies in South Africa, potentially hindering their ability to operate efficiently and competitively without adherence to the Act. Section 10 of the BBBEE Act states that "Every organ of state and public entity must consider and, as far as is reasonably possible, apply any relevant code of good practice issued in terms of this Act-

- a. determining qualification criteria or the issuing of licenses, concessions or other authorisations in terms of any law;
- b. developing and implementing a preferential procurement policy;
- c. determining qualification criteria for the sale of state-owned enterprises, and
- d. developing criteria for entering into partnerships with the private sector”.

Noting the above, CSR, as delineated in Section 10 of the BBBEE Act, transcends mere philanthropic endeavors and embodies a strategic imperative for businesses operating within South Africa's unique socio-economic landscape (Ramlall, 2012:276).

Furthermore, the BBBEE Act identifies Socio-Economic Development (SED) as an aspect of CSR. Contributions to SED can be monetary or non-monetary, and they are initiated and carried out by the business specifically to help the targeted beneficiaries engage in income-generating activities (JVR Group, 2024:1). In addition, SED contributions seek to improve the well-being of specific black individuals and communities through targeted initiatives that promote economic access. When implemented by companies, their CSR contributions may qualify as SED (ECONOBEE, 2021:1).

According to Olivier (2011: 27), SED acknowledges both monetary and non-monetary contributions for future programmes, authorised projects, and sector-specific initiatives aimed at black beneficiaries. Social responsibility is increasingly recognised as an integral component of corporate mandates. Contributions to socioeconomic development serve as a BBBEE mechanism for engaging with Black individuals residing below the poverty line. Large companies allocate significant resources to social responsibility programmes. The motivation for a company's contribution to socio-economic development does not alter the positive outcomes for both communities and companies. Furthermore, Forum (2017: 4) notes that to support sustainable economic inclusion, businesses are required by the B-BBEEE Scorecard to allocate 1% of their net profit after tax toward SED programmes, and a minimum of 75% of recipients are to be Black.

According to Babarinde (2023: 102), the B-BBEE Act came into effect and required businesses to provide employment opportunities to South Africans from disadvantaged

backgrounds, partly through increased CSR practices, and thereby support the structural transformation of the economy. The B-BBEE Act is an affirmative action law that promotes companies' involvement in the economic growth of Africans, which allows for much-needed socio-economic transformation and supplier empowerment. B-BBEE goals and CSR are essential components of the nation's constructive socioeconomic development (Synergy, 2020: 1).

The portfolio committee responsible for agriculture and land affairs in the South African Parliament suggested changes to the agriculture sector. In 2006, the parliamentary committee presented a draft report introducing the Agricultural Broad-Based Black Economic Empowerment, commonly referred to as AgriBEE. The committee introduced a charter grounded in multiple tested business models. The AgriBEE implementation was structured for monitoring at national, provincial, and local levels (Mbandlwa, 2023: 235). Furthermore, Nel (2019: 19) asserts that the AgriBEE Sector Code was published in Gazette #41306 on December 8, 2017. This sector code aims to eliminate entry barriers and accelerate transformation within the Agricultural sector. AgriBEE covers inputs, production farms, beneficiation facilities, storage centres and transportation logistics for companies earning above R5 million. In addition to procurement, every firm in the agricultural value chain must register, be audited, and conform to a complex scorecard system. The highest contributors score 100% compliance, while non-compliant companies earn 0%. The government, municipalities, and other major consumers are expected to participate in the system by buying only from Agri-BEE-compliant companies. Monitoring BBEE, especially AgriBEE, is difficult when a company does not conduct business with the government. This emphasises the government's position as the reform catalyst (Ngam, 2021: 148).

2.4.6. The Johannesburg Stock Exchange (JSE)

Johannesburg listing requirements and guidelines encourage listed companies to integrate environmental, social, and governance factors into their business practices and disclosures (Wilson et al., 2021). Integrated reporting, which combines financial and sustainability performance, is mandated for JSE-listed companies, promoting a holistic view of corporate performance (Delport, Oberholzer and Rooyen, 2024). The

JSE's commitment to promoting responsible investment and corporate governance makes it a key driver of Corporate Social Responsibility in South Africa (Hoang et al., 2020). Rule 4.28(b)(viii) of the JSE Listings Requirements requires a company to provide details of its consideration of environmental, social and governance issues in the integrated report. This requirement applies to both South African and foreign companies with a primary listing on the JSE.

The King IV Report on Corporate Governance for South Africa 2016 states that the board should ensure that an integrated report is prepared and disclosed annually (Eloff and Steenkamp, 2022). The JSE Listing Requirements require that companies produce integrated reports that fairly present all material information, be it positive or negative. King IV recommends that assurance be obtained on the integrated report. South Africa's JSE-listed companies were the first regulatory initiatives with integrated reporting in the world to publish integrated reports and are mandatory for the listed firms. Alhaddi (2015:8) states that the triple bottom line proposes a framework for assessing corporate performance and organisational achievement across economic, social and environmental aspects. The term also refers to the practical framework of sustainability targeted at corporations, demonstrating an integrated and balanced evaluation of the economic, social and environmental value produced by these organisations.

Moreover, Chetty (2015:196) observes that South African companies were engaged in CSR initiatives before the establishment of the index, originating in the early 1990s, when trade unions declined to invest members' contributions in companies that endorsed the apartheid state. A more comprehensive and equitable approach was necessary to include the triple bottom line, which includes Economic, Social, and Governance (ESG) factors, leading to the establishment of the JSE SRI Index. The terms "sustainability" and "Triple Bottom Line" (TBL) are terms that are generally used interchangeably. Environmental performance expresses the protection of natural resources, i.e., conserving these resources from exploitation and the reduction in environmental damage. On the other hand, economic performance is related to financial performance for businesses, symbolising the effective use of resources.

Finally, social performance is concerned with the well-being of all stakeholders involved and includes indirect actions such as defending the political and economic rights of employees, communities or individuals engaged (Saglam, 2023:1165).

The Global Reporting Initiative Guideline is regarded as one of the most comprehensive CSR reporting frameworks and applies to all businesses and organisations, regardless of size, industry or location. Transparent reporting of CSR practices has become more important because of the 2008 financial crisis's negative impact, affecting confidence in the public, the banking sector, and resulting increase in reputational risk. The financial services industry ranks highest among all other sectors, indicating that it has unique reporting requirements (Frecea, 2015:28). In conclusion, the convergence of various regulatory influences has synergistically propelled the progression of CSR, indicating potential for continued expansion and development.

2.5. THEORETICAL FRAMEWORK OF CSR AND LAND REFORM

This section of the study will introduce Stakeholder Theory as a theoretical framework and its connection to CSR. As a leading theory for CSR, the Stakeholder Theory influences the socio-economic development of communities where companies operate (Anwana, 2018: 28). The stakeholder theory is also highly relevant to CSR, as it provides a framework that shows companies have obligations to many groups beyond just their shareholders. Additionally, this section explores Social justice Theory related to land reform, addressing historical injustices in land ownership and distribution to promote equitable allocation for the landless. Land reform is crucial for South Africa's pursuit of social justice goals. During apartheid, the land was mainly owned by the white minority, while Black individuals were dispossessed and excluded from ownership. Such policies usually involve redistributing land from large owners to marginalised farmers, enhancing land tenure security for vulnerable groups, and fostering sustainable land use practices. (Penny Mograbi, 2020: 2; Uwayezu, 2019:8; Vejchodská, 2022:583).

2.5.1. Stakeholder Theory

The Stakeholder Theory discusses the relationship between an organisation and its stakeholders. According to Gutterman (2023:7), the stakeholder theory suggests that organisations operate within a complex ecosystem of stakeholders, including the environment, communities, employees, customers, suppliers, and others whose interests are crucial for the company's long-term sustainability and success. The stakeholder theory serves as a theoretical framework for CSR, offering enhanced insights into CSR practices and a more thorough understanding of the concept (Anwana, 2018:28; Kivunja, 2018:46).

Organisations seek to create various advantages for diverse stakeholders, defined as groups and individuals who can influence or be influenced by the organisation, including civil societies, communities, customers, employees, governments, shareholders, and suppliers (Mahajan, 2023:1; Makau, 2024:17). Furthermore, Dmytriiev (2021:1444) asserts that companies must generate value for all stakeholders (individuals or groups) that can influence or be influenced by the organisation's objectives or those essential for the organisation's existence.

Through their CSR initiatives, stakeholders in the agriculture sector generate value for small-scale farmers, helping them become more effective and suitable candidates for land reform programmes in South Africa. This process enhances the country's economy and food security. The stakeholder approach to CSR is the most prevalent model in South Africa, with the King IV Report on Corporate Governance in Principle 16 recommending that an organisation's governing body adopt a stakeholder-inclusive approach. This approach balances the needs, interests, and expectations of key stakeholders with the organisation's best interests (Anwana, 2018:31). De Beer (2011:212) emphasises that issues in corporate governance often stem from violations of stakeholders' rights.

In addition, the stakeholder approach and CSR management systems are reinforced by stakeholder theory, emphasising the importance of relationships and the treatment of stakeholders as individuals and groups that contribute to the company's wealth. The

CSR and the stakeholder theory acknowledge the economic, environmental, and social dimensions of company activities (Awa, 2024:3). Naidoo (2019: 13) further adds that the stakeholder theory underlines the importance of establishing trust between the organisation and all stakeholders, who are individuals or groups that contribute to the organisation directly or indirectly. CSR in South Africa is rooted in Stakeholder Theory, which is crucial for addressing critical social issues like inequality, unemployment, and social cohesion. To address these issues, public-private partnerships (PPPs) serve as effective mechanisms for facilitating collaboration between corporate and government organisations to drive targeted socio-economic development; effectively tackle social issues; and improve stakeholder well-being. This integrated approach tackles pressing social issues; promotes inclusive economic growth; and boosts corporate sustainability in the country's complex socio-economic landscape (Lemana, 2025:5).

Furthermore, Maome (2024: 24) notes that the Stakeholder Theory offers a framework for analysing the impact of CSR programmes on meeting the needs and expectations of diverse stakeholders. As a result, companies should consider the interests of all stakeholders, instead of primarily concentrating on profit maximisation for shareholders. CSR is an ongoing dedication by a company to operate responsibly and ethically while contributing to sustainable economic growth (Wentzel, 2022: 4). The collaborative efforts of PPPs and CSR initiatives from Agri-sector stakeholders, alongside government enabling policies, can support small-scale farmers in meeting their expectations. This, in turn, enhances the effectiveness of land reform policies and contributes to sustainable economic advancement because companies possess obligations and ethical responsibilities that extend beyond legal requirements to all stakeholders (Ndhlovu 2011: 79).

Lastly, South Africa is one of the pioneering countries worldwide to implement the Stakeholder approach to corporate governance. The King IV report on corporate governance in South Africa, specifically Principle 16, mandates that organisations implement a stakeholder-inclusive approach in fulfilling their governance roles and responsibilities. The report advises that the governing bodies of organisations adopt a stakeholder approach to corporate governance and support relevant policies accordingly (Anwana, 2018: 85).

2.5.2. Social Justice Theory

Agartan (2014: 903) describes social justice as the "fair and just distribution of rights, opportunities and resources" within a society. Furthermore, Anwana (2020: 2) and Hurlbert (2011: 12) state that the theory of social justice is broad and multidisciplinary. It mainly focuses on the redistribution or distribution of wealth and resources, incorporating principles of human rights, participation and equity. According to Lowery (2023:2), guaranteeing equality and fairness for every individual is the main goal of social justice. It attempts to eliminate structural obstacles and gaps in society, including gender, class, and racial inequalities, which deprive certain groups of individuals of equal rights and advantages.

Considering the points above, the Theory of Social Justice holds that a society is just when all its citizens have basic equal rights and work together within an egalitarian system, which includes a functioning economy, a political constitution, and a legal system (Buettner-Schmidt, 2012: 951). Furthermore, Boudreaux (2010: 13) notes that social justice remains a call to action for many people. Additionally, Silveira (2016: 3) argues that social justice is a fundamental principle embedded in all social institutions, one that promotes virtue and helps people interact with each other effectively.

Before 1994, the South African government implemented a series of apartheid laws that created different treatment for non-white citizens compared to white citizens. The legislation limited the voting rights of non-white individuals, restricted their freedom of movement, prohibited intermarriage with white individuals, and, concerning most of the nation's territory, constrained their land ownership rights. These laws favoured whites within society, negatively impacting other groups (Boudreaux, 2010:3). By 1994, only a minority of white South Africans owned 86% of the land, resulting in more than 13 million black Africans living in impoverished conditions within apartheid-era "homelands," where land rights were uncertain and challenged (Lahiff, 2016:181).

The historical evaluation of apartheid reveals that the concept of social justice is both historically and contextually specific as most Black African rights were violated (Reisch, 2016: 44). Jacobson (2017: 2) confirms that social justice is a concept that is

historically driven and contextually bound, whereby philosophers, social workers, and political theorists have explored what it means to be in the “right relationship” among persons and between, states, communities and nations.

As a result, the Constitution of South Africa, established in 1996, serves as a cornerstone for the nation's dedication to social justice. The Constitution supports principles of equality, human dignity, non-racialism, and non-sexism to address the injustices of apartheid and foster social cohesion. South Africa possesses a progressive constitution that points out developed socioeconomic rights, through Chapter 2 of the Constitution (Sections 7 to 39) encompassing a Bill of Rights setting out the fundamental human rights which guarantees essential human rights and defines the responsibilities of government and society in promoting social justice principles, including equitable resource access, protection from discrimination, and the advancement of socio-economic rights (Dexter, 2004:236; Francis, 2019:799; Pienaar, 2025:3). Furthermore, South Africa's constitution contains the equality clause, found in Section 9, which asserts that equality encompasses the full and equal enjoyment of all freedoms and rights. In this context, the Constitution safeguards several social and economic rights (Davis, 2020: 3).

Considering South Africa's apartheid history, social justice includes affirmative action, redistribution policies, and transformation initiatives designed to create a more equitable society (Desai, 2015:49). Kley (2018: 14) notes that justice does not have a fixed content and differentiates between distributive justice, which requires equal distribution among equals, and corrective justice, which seeks to rectify past inequalities. An important component is the focus on equality.

2.5.3. Social justice within the South African context

Social justice is the equitable allocation of resources, opportunities, and privileges within a society to address historical and systematic inequities that disproportionately impact marginalised groups. The pursuit of social justice requires the removal of difficulties based on race, class, gender, religion, culture and sexual orientation, promoting an environment where individuals and communities may prosper without

discrimination (Clinton, 2020). The history of apartheid resulted in the dispossession of land for numerous black individuals, restricted their employment opportunities and access to quality education, and confined them to impoverished areas of the nation. Consequently, income inequality in South Africa has persisted at elevated levels (Anderson, 2023:35). In South Africa, the pursuit of social justice is particularly important due to its apartheid history, a system of institutionalised racial segregation and discrimination that established severe inequities (Bosch, 2024:2). Thus, the nation's shift to democracy in 1994 initiated a dedication to rectifying historical injustices and establishing a more equal society, as seen in its constitution and other policy efforts.

Despite decades of democracy through the Constitution and policy efforts, South Africa continues to struggle with the lingering effects of apartheid, marked by deep racial inequality, high unemployment rates, and severe poverty. To address these social and economic challenges, policies such as the Reconstruction and Development Programme (RDP) introduced in 1994 and the Growth Employment and Redistribution (GEAR) framework implemented in 1996 were designed to improve housing, employment, education, healthcare, economic stability, and land ownership. However, their implementation has largely been insufficient. Consequently, socioeconomic disparities have widened, leaving many individuals unemployed, trapped in extreme poverty, and landless (Anwana, 2020:2; Madzivhandila, 2014:2; Thinane, 2021:4).

In South Africa, landless individuals encounter significant obstacles in securing land rights for housing or agricultural production, which are essential for employment and food security. Consequently, land reform is vital to the nation's efforts towards achieving social justice. Rural areas in South Africa are characterised by significant poverty, marked by insufficient employment opportunities, inadequate housing, poor education, limited health services and restricted land access. This situation indicates that the prevailing poverty levels in South Africa are closely associated with inadequate access to land for the marginalised (Sihlangu, 2021:74).

The ongoing unequal access to land in South Africa, resulting from colonisation and Apartheid, has prompted the South African government to enact Section 25 of the Constitution to rectify this imbalance (Dugard, 2018:33). In South Africa, Section 25 of

the Constitution mandates land reform, which includes the provision of restitution, land redistribution, tenure security, and expropriation to historically dispossessed individuals (Cousins, 2021). The objective of this clause is to address historical injustices in land ownership, which are characterised by the concentration of land among a minority White population (Masuku, 2023).

Land reform represents a contentious and potentially volatile process integral to South Africa's constitutional initiative aimed at reshaping the legal and socio-economic landscape in the public interest, in light of historical injustices. Consequently, the Constitution has established the courts as central institutions within this sensitive political context. The courts are responsible for identifying the parameters of property rights within land reform, encompassing restitution, redistribution, tenure, or expropriation. This involves balancing the interests of private property owners against those of the public, particularly individuals dispossessed of their land during colonialism and apartheid (Dugard, 2018:56). Ngcukaitobi (2021: 174) asserts that both the Constitutional Court and the Land Claims Court have indicated that compensation may not be necessary in situations involving property deprivation. Expropriation without compensation may be regarded as constitutional under certain conditions; nevertheless, such actions must encompass just and equitable compensation.

In conclusion, land reform initiatives are important for addressing historical injustices and fostering economic empowerment by redistributing land to communities impacted by discriminatory policies. Land reform is fundamentally linked to social justice, as land access is essential for economic empowerment. It serves as a strategy to alleviate poverty, create employment opportunities, and promote rural development, thereby addressing broader socioeconomic inequalities. Land reform facilitates food security, contributes to sustainable peace and equality, empowers marginalised voices, and restores dignity to historically disadvantaged communities (Anon, 2019:7; Żukowski, 2017:77). The subsequent section will discuss the background of land reform policies in South Africa, focusing on colonisation, land dispossession, and apartheid.

2.6. BACKGROUND TO LAND REFORM POLICIES IN SOUTH AFRICA

Land reform represents a significant issue in South Africa. On January 23, 2025, South Africa's President Cyril Ramaphosa enacted the Expropriation Act, which sparked domestic and international criticism regarding its implications for private land ownership in the nation. The Act replaced the 1975 Expropriation Act and incorporated the terminology of Section 25 of the Constitution, which pertains to property rights and the circumstances under which property may be expropriated (Writer, 2025:2).

Land policies in post-colonial Africa reflect ongoing inequalities in South Africa, which are rooted in its colonial history initiated by Dutch settlers in the 1600s. These inequalities were further exacerbated by the apartheid regime, which enforced segregation policies that systematically marginalised Black Africans through a structured system of discrimination (Pillay, 2021:1).

Furthermore, Piotrowski (2019:55) notes that successful rural development and land reform are essential for South Africa's economic and social future. For one to understand the formation of policies and the basis of land reform today, the history (land dispossession, legislation, injustices and segregation) of South Africa must be looked at. This section discusses the background of land reform policies in South Africa, centred on colonisation, land dispossession and apartheid.

2.6.1. Colonisation and Land Dispossession

Before colonisation, the African continent consisted of various societies, each defined by unique political structures, economic systems and cultural practices. These societies differed from centralised kingdoms, primarily led by chiefs and characterised by low population density in those areas demonstrating the abundance of land on the continent (Green, 2013:2). In addition, Gueye (2018: 113-114) notes that the socio-economic environment of Africans was stable. It was grounded in leadership, essentially marked by the unique goal of fostering a social order for the good of the community. Du Plessis (2011:48) and Yanou (2009:9) add that Africans across the continent established a system of land tenure that is accurately interpreted within the framework of human rights. Because their economies were influenced by environmental elements, patterns of habitation, and political power, access to land, farming and herding were their main sources of income. This access was restricted to independent homesteads, with each unit having access to a wealth of resources that allowed for a self-sufficient existence.

According to Van Staden (2025: 4), to maintain this self-sufficiency, chiefs and local leaders were seen as custodians of their communities' well-being. Their obligation was to provide equitable land distribution and ensure that each family head had enough land to sustain their home. They provided a home allocation, arable land for agriculture, and common access to animal pastures and water sources. However, these land rights were not perpetual. These rights were lost if a family relocated or died without having any heirs. In such cases, the land would be returned to the chiefs and community leaders. When European colonial forces arrived in Africa in the 19th century, they violently altered long-standing structures, changing African history and the continent's way of life (Cappelen, 2018:200). Osman (2017:2) defines colonialism as when a country violently invades another country, takes control of it, claims the land it has invaded as its own, and sends settlers to inhabit that land. Bulhan (2015:252) adds to the definition of colonialism by stating that it is a system of domination driven by economic motives, whereby colonisers attack different parts of the world, and force its inhabitants into submission for land to obtain raw materials, markets for manufactured goods and cheap labour.

Colonisation in Africa started in approximately 1879, and every country in Africa has its own unique story about its colonisation. The scramble for Africa took place when all the major Western powers of the world met at the Berlin conference during 1884-1885 to decide on the control and territory of Africa. As a result, by 1910, the colonial system was imposed throughout the continent (Gueye, 2018: 115; Koponen, 1993: 130; Oliver, 2017:1). According to Jughaiman (2017: 176) and Kumar (2020: 49), one of the factors that attracted Europeans to scramble for Africa was its arable land, which was a scarce resource for Europeans. South Africa's unique story begins in 1652 when the first Dutch farmers settled in the Cape - a significant event marking the commencement of European invasion in this region. These settlers established a system of land registration and planning, driven by agricultural and administrative objectives. Consequently, their management and utilisation of the land were influenced by the concept that the land inhabited by Indigenous communities constituted *res nullius* (belonging to no one) (Strauss, 2019: 137).

Adding to the above, colonial officials saw Africans as a problem to be resolved, and Africans had no voice in the conversation that was held about them. They were regarded as "other" people whose race, family structure, dress code, religion (or lack of), and mode of subsistence separated them from those perceived as civilised (Denis, 2015: 272). Kleyn (2018:44) mentions that the year 1806 marked the year when Dutch rule declined and British occupation began. The British allowed for the continuation of Roman-Dutch Law instead of abolishing it. Cordeiro-Rodrigues (2020:254) and Maistry (2023:4) highlight that when colonisers discovered land in South Africa, conflict over access and use was inevitable as the governance of South Africa shifted several times between the British and the Dutch. Both imperial powers' superior military strength allowed them to successfully dominate the native population. Laband (2020: 1) and Ngqulunga (2023: 407) assert that the interaction between Europeans and indigenous populations intensified and became confrontational. For over two centuries, violent conquest led to the loss of cattle, land, and near-total annihilation of indigenous communities, who faced forced labour and cultural suppression under colonial rule. By the end of the 19th century, various indigenous groups, including the Xhosa, Pedi and Zulus, experienced significant loss of wealth and property due to multiple violent

confrontations with settlers. The total number of cattle that were lost was in the millions, with an estimated five million cattle being lost (Ngcukaitobi, 2021:48-53).

Overall, indigenous groups in South Africa were sustained by agricultural activities, which provided them with food and maintained their livelihoods. Depriving Africans of their land under colonialism, which they depended upon for subsistence, impaired their ability to be independent, self-reliant, and develop their economy (Socikwa, 2021:15). Furthermore, the history of colonisation in South Africa continues to shape the discourse on land use and holding in the country. Colonisation took different forms, like racial discriminatory laws and practices, and resulted in a century of forced removal of black Africans from their land. The landlessness faced by African people will be explored further in the next segment discussing Apartheid. The policies of Apartheid played a role that resulted in enduring poverty and systematic suffering for the majority while concurrently cultivating trans-generational wealth and privileges for the descendants of European settlers in South Africa (Yanou, 2009:9; Nkosi, 2021: 39).

2.6.2. Apartheid and Land Dispossession

The apartheid system was established by South Africa's Afrikaner-led National Party in 1948, pursuing two main goals: sustaining political supremacy and promoting economic prosperity for the white minority. These goals marginalised the African majority and integrated African workers in industries with growing demands for cheap labor (Abel, 2019: 4). Furthermore Piotrowski, (2019: 58-59) iterates that the establishment of the apartheid regime was made possible by controversial land ownership legislation that was implemented to guarantee that the majority of the land would remain in the hands of white farmers.

The next section of the literature review will discuss the legal framework of Land Reform in South Africa.

2.7. LEGAL FRAMEWORK OF LAND REFORM IN SOUTH AFRICA

This section discusses the historical viewpoint of land reform in South Africa, specifically referencing to land policies of the apartheid era. The section will further discuss the legal framework of land reform in post-apartheid South Africa, referencing the current state of land reform policies and programmes in South Africa.

2.7.1. Legal framework and policies under apartheid (1948 to 1994)

The apartheid era (1948-1994) enforced racial segregation, restricting black Africans from entering cities unless employed there. The Group Areas Act No. 41 of 1950 caused massive forced-relocations, creating racialised zones (LandMark, 2013:6). Abel (2019: 1) notes that this act relocated millions from 1960 to 1980, leading to overcrowding and economic deprivation under the rhetoric of 'separate development.' Reform (2017) states that apartheid laws not only forcibly relocated millions but also prohibited black Africans from leasing or owning land, resulting in white ownership of most agricultural land; black ownership remains at 4% (Mlaba 2020: 1).

Land reform in South Africa is a very complex issue, deeply rooted in history, politics, and socio-economic conditions. Land ownership has its heritage in the apartheid era, where there was a culminating process of land dispossession (with the forced removals of approximately 3.5 million people) and laws that prohibited land purchases by Africans in earlier decades (Żukowski, 2017:75). By the end of the 19th century, the acquisition of land from Africans by means of military conquests across South Africa had progressed to such an extent that the colonial government enhanced this process with discriminatory laws. The laws aimed to formalise land dispossessions within legal statutes, provide legal justification for such dispossessions, establish racially segregated living areas, and guarantee that Africans possessed weak land rights, subject to revocation by the colonial state upon any violation of colonial legislation (Gazi, 2024:926).

The following segments will cover the following Apartheid laws and their effects on Africans' land rights in their former homelands: The Glen Grey Act, No. 25 of 1894; the

Natives Land Act, No. 27 1913; the Natives Administration Act, No. 38 of 1927; the Natives Land and Trust Act, No. 18 of 1936; the Groups Areas Act, No. 41 of 1950; and the Bantu Authorities Act, No. 68 of 1951.

2.7.1.1 The Glen Grey Act, No. 25 of 1894

During Rhodes's mandate as Prime Minister, he supported various laws and acts regarding agriculture and the mining industry, with the support of the British Government. Among these acts was the Glen Grey Act of 1894, an act that he worked on for two years, which became the foundation for Apartheid. The Act was meant to be an administrative statute intended to organise an overcrowded Glen Grey district of the Eastern Cape, but Rhodes wanted the act to have a significant impact, aiming to "push more Africans into the wage-labour market," a move that benefited his businesses (Bertilorenzi: 27).

The Glen Grey Act was designed to remove blacks from their lands, further creating more space for white settlement and the industrialisation of those areas. Rhodes's philosophy was that removing blacks from their traditional lands had to be done to transform these areas and conform Africans to European habits and standards (Kombo, 2019:406). The Act provided for several District Councils (DCs), consisting of twelve black representatives and six elected black people appointed by the Governor-General. According to Rhodes, black people would "employ their minds on simple questions in connection with local affairs" and not on parliamentary issues (Nyika, 2021:43).

The Glen Grey Act of 1894 introduced measures requiring Africans to register their land holdings at the magistrate's office, giving colonial officials authority over the indigenous land tenure presided traditional leaders, further empowering the state to appoint headmen with duties to control land, assist with tax collection and enforce the law, restricting the extent of land Africans could hold to no more than 3.5 hectares, Africans being prohibited to accumulate land, sublet or subdivide land, introducing the 'one man one plot' principle; and introducing the male primogeniture system. Women were excluded from land ownership under the Glen Grey Act of 1894. The Glen Grey

Act of 1894 created a class of landless Africans who became unqualified to own land and had to leave their homes to look for work in white commercial agriculture and mines (Gazi, 2024: 927).

2.7.1.2 The Natives Land Act, No. 27 of 1913

Land ownership rights have been central to the liberation agenda of the ANC since its formation in January 1912. During the beginning of the 17th century, white settlers in South Africa, through a complex process of disposing land and colonialism, found a way to legally appropriate above 87-90 percent of land through a formalised process, by passing the Natives Land Act of 1913 together with the 1936 Native Trust and Land Act, subjugating the black majority to the remaining 13 per cent, known as 'native reserves' (van Zyl-Hermann, 2022:826; Ntsebeza, 2011:2).

The Natives Act 27 of 1913 was the fundamental cause of land dispossession and the cornerstone of South Africa's division, perpetuating and impoverishing the native community throughout the 20th century, especially in the ethnically based "Native Areas" (later Bantustans). The Act served as a formalization of property rights in which the majority of Black people would be granted restricted access to land (Lahiff 2014: 586; Piotrowski, 2019: 59). Walker (2014: 659) further notes that the Act represented a moment that was significant in consolidating white power over resources and more in particular, land.

The provisions of the Act made it clear that black Africans would not be entitled to the same services as white people, further providing that they could not hire, purchase land, acquire land in a scheduled native area, have any rights thereto or interest therein or servitude except with the approval of the Governor-General. If the public disobeyed the requirements of this legislation, there were severe sanctions imposed (Zondi, 2021: 49).

2.7.1.3 The Native Administration Act, No. 38 of 1927

The aim of this Act was “to provide for the better control and management of Native Affairs”. This set up a separate legal system for the administration of African law, and "made the proclaimed Black areas subject to a separate political regime from the remainder of the country, ultimately subject only to rule by proclamation, not parliament".

2.7.1.4. Native Land and Trust Act, No. 18 of 1936

The Native Trust and Land Act provided for the establishment of the South African Native Trust, which was an agency for administering trust land, "administered for the settlement, support, benefit, and material welfare of the natives of the Union" (Zondi, 2021: 50). Ngcukaitobi (2021: 23) supports the above by stating that a government body called the South African Development Trust was responsible for purchasing land in “released areas” for black settlement, with the Native Trust and Land Act introducing trust tenure, which disallowed individual land ownership by black Africans.

2.7.1.5. The Groups Areas Act, No. 41 of 1950

The Group Areas Act was one of many legislative measures implemented over the years to advance segregation. The Act focused on urban segregation over several decades through various legislative measures. Additionally, alternative mechanisms to legislation were employed at different intervals. Racial restrictions on urban residence were incorporated into title deeds (Maylam, 1995:27). Urban areas were to be separated into racially segregated zones designated for the exclusive residence and employment of individuals from a single race. Group areas were established for the sole ownership and occupation of a specific group. It subsequently became a criminal offence for an individual of one racial group to reside on or own land in an area designated by proclamation for another racial group (Wilson, 2009).

2.7.1.6 The Bantu Authorities Act, No. 68 of 1951

The apartheid government passed legislation that formed the legal basis of the homeland territories (the Bantu Authorities Act 1951 and Bantu Resettlement Act 1954), which created ten homelands (Carrillo, 2024: 1). These Homeland territories were based on the native reserves demarcated in the Land Acts of 1913 and 1936. The first homelands formally established were Bophuthatswana, Transkei, Venda and Ciskei between 1959 and 1962. Within the next 15 years, the rest of the reserves were officially created: Gazankulu, Lebowa, Qwaqwa, KaNgwane, KwaNdebele and KwaZulu (Abel, 2019:6).

These ten homelands had a flimsy political independence. The cornerstone of this policy was the relocation of more than 3.5 million black South Africans to rural areas from the period 1960 to 1980, these relocations were described by activists and scholars as the 'dumping grounds' of apartheid (Evans, 2021:2). The link between tribal identity and communal land ownership was solidified with the establishment of the Bantustans. Individual property title deeds held by Africans were illegal under the apartheid administration, which claimed that doing so would undermine "communal land tenure" (Weinberg, 2015:7). As identified by Mtapuri and Tinarwo (2021: 106), there are income differentials between former Bantustans and commercial areas of South Africa with inequality having its roots in colonialism, which led to land being misappropriated and other economic assets to benefit a few.

This next section discusses the legal framework, policies, and programmes under democracy regarding the South African land reform initiative.

2.7.2 Legal framework, policies and programmes under democracy (1994 to present)

The apartheid regime came to an inevitable end as a result of the struggles of anti-apartheid campaigns led by the ANC and economic sanctions from around the world. There was no doubt as to the priority being land. Land was the reason for the segregation of the nation's racial groups, the prosperity of the small European population, and the poverty of the large African population (Cordeiro-Rodrigues, 2020:257). The Rural Development and Land Reform General Amendment Act 4 of 2011 aims to amend various laws under the administration of the Minister of Rural Development and Land Reform, substituting definitions which are obsolete to ensure legal certainty; to effecting certain consequential amendments and providing for matters connected therewith (South Africa, Agriculture, Land and Rural Development, 2011: 3).

The Republic of South Africa's Constitution provides a legal framework for land reform, which protects property rights and allows for expropriation if it is in the public interest (Panel, High Level, 2017: 1).

2.7.2.1 The Constitution of South Africa (1996)

The South African Constitution, being the supreme law of the country, establishes the legal framework for the republic's law, laying out the obligations and rights of its people, and specifies the structure of government. The nation's first democratically elected convention, the Constitutional Assembly, worked from May 1994 to October 1996 to negotiate this Constitution (Sauter, 2015:191).

According to Zondi (2021: 55), the Constitution's founding values and the Bill of Rights, are relevant to the achievement of land reform, more specifically section 25 which sets out the legal foundation for land reform giving victims of past discrimination specific rights and places the responsibility of implementing land reforms on the state. The 1997 White Paper policy on South African Land Policy identified three main kinds of

reform outlining the policy framework for land reform: land restitution, land redistribution and land tenure (Affairs, 1997: 38; Lahiff, 2013: 1579).

The right to equality under the law and the right to equal protection under the laws guaranteed by the Constitution. Regarding land reform, the government is required to take positive actions in this regard, ensuring that people, especially women, can actively engage in the planning and implementation of land reform projects. (South Africa, Department of Land Affairs, 1997:8). For the implementation of land reform provisions mentioned in section 25, parliament has passed a wide range of laws post 1994, the statutory framework has been regarded as unsuccessful as 10% of land was redistributed by 2018 from the targeted 30% of all commercial farmland by 1999 was not met (De Vos, 2021: 690).

South Africa's progress in addressing poverty is not possible without referencing its Constitution and the provisions it has for advancing socio-economic rights. Understanding the role played by the Constitution is important because the development of socio-economic policy is guided by constitutional litigation through civil society and the Constitution (Michelman, 2013:264).

South Africa has a total land area of 121.9 million hectares, and not all of it is registered at the Deeds Office. The Department of Rural Development and Land Reform has released two land audits. One published in 2013 touched on state-owned land and found that the state-owned 14%, 79% owned privately and 7% not being accounted for.

In 2017, the second audit published provided data on privately owned land. Significantly, 94% of the land in South Africa is registered, and 77% (94 million hectares) of that land is privately owned. Individuals, companies, trusts and community-based organisations own land in a private capacity. Nearly 26.7 million hectares, or 22% of South Africa's total land area, are owned by white people, according to the audit (Reform 2017). Inequality has long existed in South Africa, especially when it comes to the distribution of wealth. Most people who experience poverty live in rural areas, which include the former "reserves" of Bantustans. Most

southern African countries have weak rural economies that rely heavily on the urban industrial economy (Chirau, 2020:15).

According to the World Bank (2022:63), land ownership significantly reduces the probability of falling into poverty, provides food security and increases household consumption. Owning land provides an increase to household consumption by 29% in urban areas and 6% in rural areas; therefore, owning land reduces the probability of being poor.

2.7.2.2 The National Development Plan

The National Development Plan 2030's Chapter 6 proposes that by 2030, rural communities of South Africa should have better opportunities to participate fully in the country's social, economic, and political life. Successful land reform, poverty alleviation, infrastructure development, and job creation are some strategies to do this. Therefore, to accomplish agricultural development and support effective land reform, established agricultural companies must work as enabling partners and, whenever possible, aid small-scale farmers (South Africa, The Presidency 2017:218-219).

In 2012, the government published the National Development Plan (NDP), which promised prospects of job creation and accelerated growth at the value chain level and the sector's primary. Like some policies, South Africa never fully implemented the Chapter Six ideas of the NDP. Investment and expanding irrigation infrastructure are one of prerequisites for unlocking growth in the sector. Since 2012, the expansion observed in agriculture has been led by private sector companies instead of the government. This further brought about low levels of transformation in agriculture. According to the National Agricultural Marketing Council, less than 10% of commercial production is still produced by black farmers. Through its Agriculture and Agro-processing Master Plan, the government has brought back the high-level perspectives of chapter six of the National Development Plan to confront low transformation and perhaps slower growth in agriculture in the upcoming years. The government plans to involve social compacting between companies, labour and government, amongst other

stakeholders, as this will need the full buy-in of all agricultural role-players (Sihlobo 2021:2).

In order to unlock the potential for a growing, dynamic, and employment-creating agricultural sector, the NDP bases land reform on the following principles:

- i. Create a faster transfer of agricultural land to black African beneficiaries with distorting business and land markets in the agri-business sector.
- ii. Guarantee that on any transferred land, there is sustainable production, ensuring that human capabilities like leadership, incubators, accelerated training, apprenticeships, and mentoring precede land transfers.
- iii. Establish institutions that protect and monitor land markets from corruption, opportunism, and speculation.
- iv. Ensuring that land is successfully transferred, and land transfer targets are brought in line with economic and fiscal realities.
- v. Offer organised industry bodies and commercial white farmers the opportunity to contribute significantly to the success of black farmers through preferential procurement, chain integration, mentorships and meaningful skills development (Panel, High Level, 2017: 1).

2.7.2.3 Land Reform Programme Legislation

Land reform in South Africa has become ever more vital due to the historical racial disparities and inequitable treatment of its indigenous inhabitants. Land reform initiatives embody legislation, policy, constituting actions, and mechanisms aimed at improving the security of tenure, restoring land rights, broadening access to land and reducing poverty by making rural development desirable for farmers given that a significant number of impoverished individuals reside in rural areas (Muswaka, 2019: 35; Zansti, 2024:439). Land reform in South Africa has the potential to reduce poverty and improve the welfare of economically disadvantaged individuals through various mechanisms, both direct and indirect, when implemented effectively (Zansti, 2024:439).

The government has promulgated a comprehensive land reform programme legislation that aims to redress inequity in land ownership. The laws promulgated since 1994 regarding land rights are:

Upgrading of Land Tenure Rights Act, No. 112 of 1991

The Act makes provision for the upgrading and conversion into ownership of certain rights graded in respect of land, as well as for the transfer of tribal land in full ownership to a community. These acts were amended by the Land Affairs General Amendment Act 61 of 1998, the Communal Land Rights Act 11 of 2004, and the Rural Development and Land Reform General Amendment Act 4 of 2011 (Jacobs, 1998: 75).

Distribution and Transfer of Certain State Land Act, No. 119 of 1993

The Act makes provision for the distribution and transfer of certain land belonging to the State and designated by the Minister as land to be dealt with in accordance with the provisions of the Act.

Land Titles Adjustment Act, No. 111 of 1993

The Act regulates the allocation or devolution of certain land in respect of which one or more persons claim ownership, but do not have registered title deeds in respect thereof.

The Restitution of Land Rights Act 22 of 1994

After South Africa's first all-inclusive democratic elections, the first piece of legislation enacted was the Restitution of Land Rights Act 22 of 1994. This act provided compensation for those who had been forcibly moved or dispossessed in the twentieth century based on their race. To establish a claim and receive compensation, a claimant, or group of claimants had to meet five criteria, being '(1) they were a community; (2) they held a right in land; (3) of which they were dispossessed; (4) through racially discriminatory laws or practices; (5) after 19 June 1913' (Ross, 2018: 635).

Reconstruction and Development Plan, 1994

Even though there has been an advancement in addressing the apartheid legacy, socioeconomic issues remain persistently high. The ANC-led government and its political representatives, in a conference with macroeconomists, produced a document called *Making Democracy*, which served as an input in what would become the first post-apartheid economic strategy in South Africa to advance the economy. The platform orchestrated by the ANC was the Reconstruction and Development Programme (RDP), essentially a basic-needs programme which focused on creating jobs, providing infrastructure, schooling and allocating the land to the poor (Kříčková, 2015: 60; Sethole, 2020: 4)

Land Administration Act, Act No. 2 of 1995

The Act provides for the delegation of powers and the assignment of the administration of laws regarding land matters to the provinces and provides for the creation of uniform land legislation.

The Interim Protection of Informal Land Rights Act 31 of 1996

“Provides for the temporary protection of certain rights to and interests in land which are not otherwise adequately protected by law. In the lack of permanent legislation to protect customary landholding, the Interim Protection of Informal Land Rights Act (IPILRA) bridges the gap. This is a temporary solution to protect customary and informal land rights. Section 2(1) of the IPILRA states that no person may be deprived of an informal right to land without his or her consent (Tlale, 2020 :3).

The Communal Property Associations Act 28 of 1996

Made provision for communities to form juristic persons, to be known as communal property associations, to acquire, hold and manage property on a basis agreed to by members of a community. This has to be done in terms of a written constitution.

Millions of Black people have lost their land and their rights to it as a result of colonialism and apartheid. The restoration of land to black South Africans and the protection of their land rights from the state, which had been a dispossessor of land during apartheid, were top priorities for the new democratic administration. The land that the Communal Property Associations Act (CPAs) own was acquired through land

reform, restitution, and redistribution initiatives implemented by the government (Sebola, 2020: 1).

The Land Reform (Labour Tenants) Act 03 of 1996

This legislation provided for the “security of tenure of labour tenants and those persons occupying or using land as a result of their association with labour tenants. It also makes provision for the acquisition of land and rights in land by labour tenants”. This Act regulates the special position of labour tenants, who have special rights to the agricultural land that they occupy. One of the most important functions of the Act is to protect labour tenants against unlawful or unfair evictions (Muswaka, 2019: 41).

Land Survey Act, Act No. 8 of 1997

The act intends to “regulate the survey of land in the Republic and to provide matters connected therewith”. The Land Survey Act establishes the legal framework for surveying cadastral boundaries and submitting diagrams and general plans to the Surveyor General's Office for land registration purposes (Whittal, 2011:8).

The Extension of Security of Tenure Act, Act No. 62 of 1997

“The Act makes provision for the facilitation of long-term security of land tenure, to regulate the conditions of residence on certain land and to regulate the conditions on and circumstances under which the right of persons to reside on land may be terminated”. The Act aims at protecting and securing land tenure for people living on the farms (farm dwellers/ occupiers) against arbitrary farm evictions from land they have worked and stayed on for a long period hence the importance of the restoration of land rights to such people complementing the redistribution and restitution policy efforts (Zishiri, 2017:15).

According to the AgriSa (2024: 1), the Extension of Security Tenure Act (ESTAA) introduces an important change by prioritising mediation prior to initiating legal proceedings in eviction cases. The legislation mandates compulsory mediation and empowers courts to establish reasonable conditions for eviction orders, aiming to promote dialogue and reduce the adversarial nature of these proceedings. The

provision of legal representation for occupiers ensures equitable treatment and protection against unjust displacement.

A person or community whose land tenure is legally insecure due to past racially discriminatory legislation or practices is entitled, to the extent specified by an Act of Parliament, to either legally secure tenure or comparable redress, according to South Africa's Constitution (Section 25.6) and that "no one may have their home demolished or be evicted from their home without a court order" (Section 26). To "accommodate the mutual interests of both occupiers and landowners", ESTAA prohibits the eviction of any farm occupier unless required by court order and allows occupiers to secure long-term tenure by purchasing land with assistance from the state (Hall, 2013:1).

Transformation of Certain Rural Areas Act, No. 94 of 1998 (TRANCRAA)

The Act provides for the transfer of certain land to municipalities and other legal entities, along with lifting restrictions on land alienation. TRANCRAA represents the first comprehensive tenure reform in special areas designated for oppressed and dispossessed communities historically affected by apartheid. Its goal is to transfer ownership of 23 rural regions, covering 18,000 km² across four provinces, to residents or responsible community institutions. Insights from the Namaqualand TRANCRAA process can inform broader tenure reform efforts, such as the Communal Land Rights Act (Wisborg, 2003:1).

The Provision of Land and Assistance Amendment Act 58 of 2008

The Act provides for the amendment of the Provision of Land and Assistance Act, 1993, stating the objects of the Act, clarifying and extending the application of the provisions on the acquisition, planning, development, improvement and disposal of property and the provision of financial assistance for land reform purposes, providing for the maintenance of property for land reform purposes.

Property Valuation Act No. 17 of 2014

The Act provides for the establishment of the Office of the Valuer-General; for the regulation of the valuation of property that has been identified for land reform, as well as property that has been identified for acquisition or disposal by a department.

Electronic Deeds Registration Systems Act 19 of 2019

The Act provides for electronic deed registration. In South Africa, the Deeds Office registers about 90% of the country's land. The Deeds Office registers state-owned property held by national departments, provincial governments, municipalities, and state-owned companies. The Deeds and Surveyor General Offices offer administrative support. All such land is surveyed. Each parcel of land is registered with its land, borders, ownership, latest transaction date and purchase price. Current (but not all historical) landholdings have been digitally preserved, and the local Deeds Office may provide this information to the public for a modest fee. Overall, this system is running well (Delius, 2021:86).

Land Court Act, 2023 (Act 06 of 2023)

The objective of the Land Court Act is to improve the country's land reform programme and resolve delays and disputes surrounding land claims in an effort to rectify some of the wrongs of the past. The Act will address historical land injustices and facilitate transformation. The Land Court Bill was gazetted on 23 April 2021 and presented in Parliament in May 2021. Parliament authorised President Ramaphosa to receive the Bill in June 2023. The President signed the Act into law in September 2023, but he has not set a date for its implementation (Dippenaar, 2024:2).

The Expropriation Act 13 of 2024

South Africa has enacted a new law regulating the expropriation of private property by the government for public purposes or in the public interest. The Expropriation Act 13 of 2024 was enacted following a parliamentary process initiated in 2020. The legislation repeals the Expropriation Act 63 of 1975, originating from the apartheid era, and seeks to align expropriation law with constitutional principles. The Act defines the procedures, rules, and regulations governing expropriation. The act also defines the procedures for expropriations and outlines the criteria for determining compensation (Boggenpoel, 2025:1). According to Mabasa (2025: 2), the Expropriation Act now provides for "just and equitable" compensation. The idea of "just and equitable" compensation was established in the South African legal framework with the promulgation of the Constitution. Section 25(3) of the Constitution provides for just and equitable compensation, outlining the factors to be considered in its calculation.

Furthermore, Expropriation Without Compensation (EWC) is applicable solely in instances where land is expropriated for the public interest, rather than for a public purpose. This indicates that EWC will primarily apply to expropriations related to land reform and those concerning access to natural resources, including minerals and water.

The South African government is dedicated to rectifying historical inequalities via a comprehensive land reform programme based on constitutional principles (Kloppers 2014: 678). According to Dlamini (2014: 44), the government, in formulating its land reform policy, aims to address the diverse and conflicting demands of various stakeholders, alongside the potential impacts of specific actions on the land market and investment in South Africa. The main challenge for the government is to develop a strategy for redistributing land to those in need while maintaining public confidence in the land market.

The next section of the literature review will discuss the agricultural sector, land policies, and CSR as a mediating tool in the context of small-scale farming in South Africa.

2.8 THE AGRICULTURAL SECTOR, LAND POLICIES, AND CSR AS A MEDIATING TOOL IN SOUTH AFRICA (IMPORTANCE OF SMALL-SCALE FARMING)

Approximately 80% of the world's poor people reside in rural areas and primarily rely on agriculture or associated enterprises for a living (Voegelé, 2018:1). Therefore, land redistribution, resource ownership and increasing agricultural output are thought to be one of the most effective strategies for reducing inequality and poverty (Maulu, 2021: 2; Mukarati, 2020: 53). In the context of land reform and agricultural strategies being used to reduce poverty and inequality, Fan (2020: 13) considers farmers to be important in guaranteeing worldwide food security and nutrition for a growing population. Small-scale farmers constitute a vulnerable demographic often disregarded by development policies, despite their role in feeding most of the world's hungry and underprivileged populations.

Meyer (2019:242) further asserts that small-scale farmers depend on agriculture for income generation. Thus, advancements in the Agricultural sector are essential for their progress. Bowman (2024:1) states that supporting the growth of South Africa's Agricultural sector is crucial for driving structural change. Additionally, the author emphasises that developing the country's Agricultural sector is a key strategy for reducing poverty and fostering economic participation, particularly by creating jobs and business opportunities for rural communities, especially small-scale farmers. Despite the vulnerability of many small-scale farmers in South Africa, the country upholds the most sophisticated and advanced Agricultural sector on the African continent. It functions as a vital component of the national economy, demonstrating substantial links to multiple other economic sectors (Nel, 2019: 1). South Africa's agriculture industry stands out from other African nations, like Botswana, which imports more agricultural commodities. South Africa as a country is notable for its advanced level of modernisation and technological application (Ryan, 2022:4). The sector accounts for just under 5% of South Africa's GDP and employs approximately 6% of the total labour force. (Department of Agriculture, 2020: 39). Furthermore, Greyling (2012:1) notes that the agricultural sector plays a vital role in the South African economy, producing food, jobs and foreign exchange profits, which is why farmers and the agricultural industry organisations place it as a high priority. The significance of the industry to the South African economy is regarded as important.

According to AFRICAP (2018: 3), only 12% of South Africa's land is suited for food production and 3% is fertile. The industry generates an excess of food despite environmental constraints imposed by climate, water and soils. In addition, large-scale commercial farmers hold most of the farms that are highly industrialised, intense and export-oriented, which accounts for the efficiency of agricultural production. Agriculture is essential for food security, providing essential food that sustains millions of individuals daily. The agricultural sector in South Africa generates an extensive range of products, including meat, poultry, maize, fruits and vegetables (StatsSA, 2021: 1). Agriculture in South Africa is dualistic, comprising large-scale commercial farmers and small-scale farmers each of which contributes in varying degrees to the country's food and nutrition security, export industry performance, employment opportunities, and standard of living (Innovation, 2024: 1). Around 2 600 commercial farmers account for

67% of farm income, and a large margin of small-scale farmers account for 1.9% of total income (StatsSA, 2017:6).

According to Maiwashe-Tagwi (2023:8), large-scale white commercial farming is a sector that has developed due to substantial public sector support, resulting in high levels of infrastructure efficiency and productivity. The small-scale farming sector comprises not only Indigenous farmers who have experienced a decline in productive skills, primarily due to the limitations of small farming units (typically less than one hectare) and insufficient support from both public and private sectors, but also exists within densely populated, marginally productive homeland regions. After South Africa's 1994 democratisation, agricultural policy aimed to create a unified agricultural economy where small and big farms competed in local and international commodities markets (Tshoni, 2015:5). Despite the goal of a united agricultural economy, Carelsen (2021: 98) emphasises that structural differences have established a dual farming system comprising of small-scale and commercial farmers.

Commercial farmers are predominantly white farmers who are the drivers of the South African agricultural economy. Emerging strongly from the apartheid government subsidies, they have larger plots of land, working with machinery to produce substantial agricultural food for South Africa and international markets equally. Commercial farmers generate an estimated of about 95 percent of the country's agricultural products and form part of the formal economy which has an impact on the value chain of agriculture and agro-processing (Carelsen, 2021: 98; Nekhavhambe 2018; Tshoni, 2015: 5). In Addition, Aguera (2020:11) asserts that there are about 35 000 officially recognised commercial farms in South Africa, with 40% implementing agricultural crop production and 60% to livestock farming.

In the last few decades, commercial farmers in South Africa have been utilising new technologies and precision agriculture tools like GNSS, auto-steering, soil and crop sensors, drones and satellite imaging. These tools automate, improve agricultural operations and boost productivity (Dhillon, 2023:2). However, Aguera (2020:11) argues that these new technologies should not replace farmworkers; rather, they must be used as supplementary instruments that provide advantages concerning both

agricultural inputs and outputs. On the other side of the dualistic spectrum, small-scale farmers are predominantly black, occupying mainly the former homelands with smaller plots to work on. Their working methods are traditional, objectively seem outdated, and are labour-intensive. They are confined to economic participation within the informal sector, primarily focusing on agriculture, also producing for subsistence, which brings small profit margins due to their lack of access to enhanced farming technologies. These farmers account for about 5 to 10 per cent of the total agricultural output in the country (Khoza, 2019: 3; Mdluli, 2023: 499; Sihlobo, 2021:195; Thindisa, 2014: 30).

The structure of agricultural production in South Africa has been significantly shaped by agrarian policy from the apartheid era, with Black small-scale farmers having little or no prospects of fulfilling their potential because of the state's focus on white commercial agriculture (Dube, 2018:9). Dhillon (2023:2) further states that the common challenges small-scale farmers face are reduced incomes, water scarcity, degraded soil, lack of technology, inadequate information availability, climate change, access to agricultural markets, certification, labour shortage, and land access. Moreover, Tyrone (2024: 4) confirms that small-scale farmers continue to find it hard to transition to commercial farming as they struggle to meet large retailers, exporters, wholesale buyers and food processors, food quality and safety standards whilst also being constrained by limited support services provided by governments because of government issues, policy reforms and market liberalisation.

The growing recognition is that small-scale farmers' potential to enhance their incomes through agricultural production, natural resource management, and associated rural enterprises relies on their capacity to effectively engage in markets (Corsi, 2017:40). Having access to profitable marketplaces is one of the most important things for small-scale farmers to succeed as it leads to rural jobs, higher earnings and food security. However, due to various limitations and obstacles, small-scale farmers in most developing economies find it challenging to engage in markets (Ngqangweni, 2016:2; Tyrone, 2024: 4). Market access for small-scale farmers is limited by various factors, including remote locations, lack of information, high transaction costs, insufficient business skills, inadequate infrastructure, finance, and environmental matters, limited

technical support, minimal engagement in agricultural cooperatives, and a lack of record-keeping practices (Ma, 2024:1102; Ngqangweni, 2016:2).

According to Mgbenka (2016: 22), these are the following sources that small-scale farmers use to obtain agricultural information: television, agricultural radio programmes, Agricultural Development Projects (ADP), Field days and fellow farmers. The types of information they obtain from these sources include agricultural production, processing and storage packages of crops, agricultural practices on crop and livestock production, and production recommendations. The dualism that is present in the agricultural sector has polarities defined in terms of race, having been the direct outcome of apartheid policies. The government's agricultural departments underwent a massive restructuring in 1994, followed by new policies and initiatives to address this dualism through the Reconstruction and Development Programme, which calls for an attempt to accept small-scale agriculture as the ideal and standard, particularly through land reform (Aliber, 2018:38).

The Agricultural sector and land reform in South Africa can be enhanced by focusing on the development of small-scale farming, with CSR initiatives from the Agri-sector stakeholders serving as a mediating tool. Small-scale farmers have the potential to contribute to the South African agricultural sector through food production and job creation these can further enhance the country's nutrition and food security. In addition to creating a more inclusive agricultural industry that supports and empowers women, youth and individuals with disabilities, small-scales are also essential to promoting environmental sustainability (Msomi, 2024:121-122). Since 1994, the South African government (national and provincial departments of agriculture) initiated several farmer support programmes aiming to assist small-scale Black African farmers to improve food production and create employment opportunities in South Africa. These farmer support programmes are: The Comprehensive Agricultural Support Programme (CASP), Micro Agricultural Financial Institutions of South Africa (MAFISA), and the Ilima-Letsema programme, amongst others (Nkgudi, 2022:2).

The government further implemented the Strategic Plan for South African Agriculture in 2001 as a primary agrarian reform initiative aimed at integrating Black small-scale

farmers into the large-scale commercial sector, thereby addressing dualism without seeking its complete eradication (Department of Agriculture, 2020). In August 2004, the Department of Agriculture introduced CASP in response to addressing some of the challenges experienced in the Agricultural Sector Strategy and to meet the gaps in land and agrarian reform (Elsenburg, 1). Furthermore, Phatudi-Mphahlele (2016: 3) iterates that the programme's objective is to assist provincial departments of agriculture in improving the post-settlement support services offered to land and agrarian reform beneficiaries and fostering an environment that is supportive of the growth of agriculture-related businesses.

To assist small-scale farmers whose credit history prevents them from being eligible to apply for and obtain loans from commercial banks, co-ops, or even the Land Bank, the government established the Micro Agricultural Financial Institutions of South Africa (MAFISA). MAFISA enables farmers to obtain loans at a lower interest rate and with fewer collateral requirements (Ward, 2016:10). Fiedler (2020:22) iterates that MAFISA aims to empower the youth more in particular by facilitating access to production factors and technical support services, specifically addressing the financial needs of small-scale farmers through the provision of loans at a maximum interest rate of 8 percent.

According to Nkgudi (2022: 2), the South African government launched the Ilima/Letsema programme to enhance sustainable agricultural practices and elevate the living standards of households within farming communities, primarily targeting small-scale farmers. Furthermore, Taylor (2013:763) asserts that the National Department of Agriculture, Forestry, and Fisheries encourages household food production through backyard gardens and initiatives like the Ilima/Letsema, helps small-scale farmers and provides these households with agricultural starter kits and advice.

It is essential to acknowledge that, despite the dualistic nature of agriculture, numerous farmer support programmes have been established by the government to assist small-scale farmers in the industry. The sector is also comprised of additional key participants who contribute significantly to its operation, including national government

departments, sector representatives, and industry bodies (AgriSETA, 2020:4). Moreover, as stated by Agriculture (2022:2), the Department of Agriculture, Land Reform and Rural Development (DALRRAD) represents a critical key player in South Africa's agricultural sector, contributing by developing agricultural value chains, supplying agricultural inputs, monitoring production and consumption within the agricultural sector, and promoting holistic rural development.

The development of the agricultural sector and food security is dependent upon secure land rights for small-scale farmers, given that land constitutes an important asset. Farmers can invest in land, secure loans for renovations, and utilise land sales and rentals to ensure optimal property utilisation. In contrast, uncertain tenure directly impedes the likelihood of obtaining funding and various forms of investment (The World Bank, 2022: 63). For many years, agricultural land has been used as collateral to secure financing.

Commercial agricultural production is unsustainable without funding, which makes financial support essential to agricultural development. Thus, there is a risk to the long-term food security of South Africa, and agricultural finance must support the sustainability of both the producer and the financier. The financial obligations of the Agriculture industry will negatively impact its longer-term growth potential if risks are not carefully handled (Middelberg, 2014: 101-104).

Small-scale farmers require access to land and financial support to achieve sustainability in their agricultural practices. This study examines the role of government agencies in utilising CSR to empower small-scale farmers and improve their agricultural abilities. Since 1994, various policy initiatives have been implemented to facilitate growth and transformation within the Agriculture sector. The AgriBEE policy aims to promote black economic empowerment (BEE) in agriculture by eliminating racial discrimination and facilitating the inclusion of black individuals in the agricultural sector through:

- i. Encouraging equitable access and participation for historically underrepresented groups in the agricultural value-chain;

- ii. Desegregating skilled employment, land ownership and the governance and management of both new and existing agricultural enterprises; and
- iii. Assisting individuals from historically under-represented backgrounds in achieving their complete entrepreneurial potential (LAWS, 2021:12).

In addition to eliminating racial discrimination and facilitating the inclusion of black individuals in the Agricultural sector, Fourie (2018: 197) notes that agriculture in South Africa is a significant economic sector with enormous potential to fight poverty. The ANC government made it clear in their policy documents, like the South African NDP, that agriculture is essential to the nation's political economy and has the potential to create almost a million jobs, emphasising the need to fund and increase agricultural output, especially for the benefit of poor rural areas.

However, certain challenges have kept the country from achieving its objectives for agricultural expansion. These are illustrated in Figure 2.2 below.



Figure 2.2.

Source: (Sihlobo, 2023: 37)

Sihlobo (2023: 36) further asserts that the nation's agricultural sector will not experience the growth and job creation opportunities it is capable of if these issues are not resolved. Job opportunities along with growth prospects are associated with the

agricultural sector as it is a primary employer of low-skilled labour worldwide. The employment rate in the agricultural sector has declined considerably because of laws and policies enacted in South Africa, such as the minimum wage law, resulting in commercial farmers adopting labour-saving technology. However, individuals still explore business ventures and generate jobs in the agricultural industry. Engaging in agriculture and operating as an independent agricultural entrepreneur can ensure the sustainability of livelihoods and provide profit (Zegeye, 2023:46).

South African agriculture has recently been facing some uncertainty regarding how land reform is implemented. There is a perception that the government's execution of land reform strategies has been poor, resulting in various failures (Moore, 2021: 7). The next section will go over land reform programmes and the factors associated with failures of land reform in South Africa.

2.9. LAND REFORM PROGRAMMES AND FACTORS ASSOCIATED WITH THE FAILURES OF LAND REFORM IN SOUTH AFRICA

The land was crucial in negotiations to end apartheid, symbolising colonial conquest and resistance (Kepe, 2020:7). With the unequal land distribution in South Africa, the post-1994 government was prompted to commit to addressing the injustices of apartheid through land reform programmes grounded in the Constitution. However, these initiatives have been good in theory but poorly executed in practice. The vast scope of land reform has complicated and complex efforts to reach a meaningful political or social consensus on the implementation of these reforms (Kloppers, 2014:677; Kepe, 2018:134; Lahiff, 2014: 578).

This section of the study will examine the various programmes that support Land Reform and Agricultural development, highlighting the necessity of supporting small-scale farmers to ensure the success of Land Reform. This section will also examine the factors contributing to the failures of land reform in South Africa.

2.9.1. Programmes supporting Land Reform and Agricultural Development

Land reform policies in South Africa, as laid out in the 1996 Constitution, seek to address historical racial and gender disparities in land ownership; promote agricultural development; and enhance the livelihoods of marginalised communities (Masuku, 2023:6).

Numerous land reform policies and programmes are implemented to facilitate agricultural development, particularly concerning land. South Africa has implemented various programmes for land redistribution, which have gone through amendments and adjustments, featuring various models that have been revised, along with post-settlement support (Binswanger-Mkhize, 2014:257; Netshipale, 2017: 58).

- i. Settlement/Land Acquisition Grant (SLAG): active from 1995 to 2000 and was the first sub-programme of land redistribution created by the South African government, which aimed to assist Black South Africans who had no land and who were impoverished to acquire and develop farmland. According to Bourblanc (2019: 197), the SLAG provided grants amounting to R14 000 per household. These grants aimed to redistribute wealth and help as many people as possible.
- ii. The Land Redistribution for Agricultural Development Phase 1 (LRAD1): active from 2001 to 2007) and was the successor to the Settlement Land Acquisition Grant (SLAG) programme.
- iii. Land Redistribution for Agricultural Development Phase 2 (LRAD2): active from 2008 to 2010). Rusenga (2020:384) iterates that the LRAD programme mandated that land beneficiaries provide personal contributions, either financially or through labour, to qualify for grants intended for land acquisition.
- iv. The Proactive Land Acquisition Strategy (PLAS) has been in operation since 2006, and was established to make it less difficult for communities and people who had previously been impoverished to acquire land for agricultural use.
- v. The Comprehensive Agricultural Support Programme (CASP): Initiated in 2004, the CASP was created to tackle the challenges in post-settlement and support newly settled black farmers who have received limited or no assistance in starting or investing in their farming operations (Bourblanc, 2019:12). The CASP has also significantly contributed to land reform efforts in South Africa by offering agricultural

support to small-scale farmers through financial assistance, infrastructure development, regulatory services, marketing and business development, information and knowledge management (Mncina, 2021:122; Zantsi, 2024: 5). Furthermore, Binswanger-Mkhize (2014:258) asserts that the Department of Agriculture, Fisheries and Forestry (DAFF) administers CASP, while provincial agricultural departments implement it. Moreover, the author highlights that the PLAS was implemented in response to dissatisfaction with previous land acquisition programmes (SLAG and LRAD) concerning the quantity and quality of land obtained.

- vi. The Recapitalisation and Agricultural Development Programme (RECAP): launched in 2009 and administered by the Department of Rural Development and Land Reform (DRDLR). It aims to revitalise unsuccessful or underachieving land reform projects by providing technical and financial assistance to farms through strategic partnerships and mentorship. The initiative aims to enhance agricultural productivity; provide food security; assist small-scale farmers in transitioning to commercial farming; generate agricultural jobs; and establish rural development monitoring systems (Binswanger-Mkhize, 2014:258; Shiba, 2023:103).

These programmes that support Land Reform and Agricultural development are summarised in Figure 2.3:

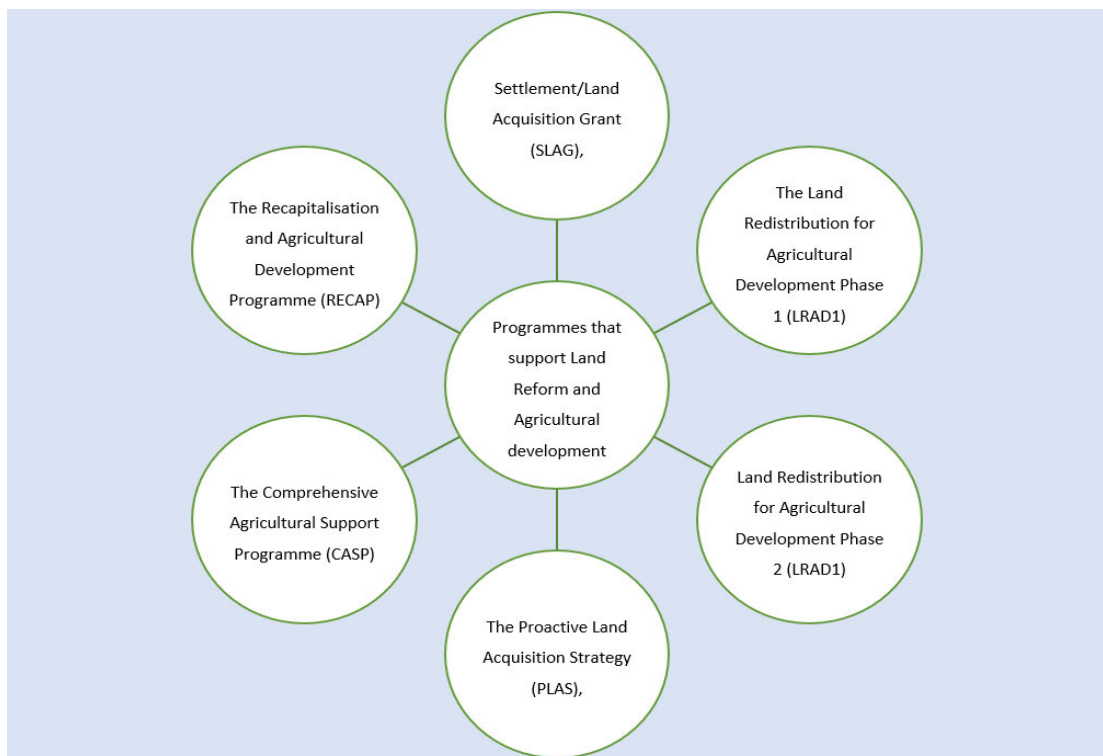


Figure 2.3.

Source: (Researchers' impression)

Land reform unveils a multifaceted issue, marked by a history of ineffective state policies alongside pervasive corruption, elitism, government bureaucracy, poor management and a persistent lack of political will across successive administrations. These factors have contributed to the slow pace of land reform (Lekunze, 2019: 3; Matseke, 2021: 41). The ineffective utilisation of redistributed land has contributed to elevated poverty rates in South Africa. The post-settlement support services created are not holistic enough to cater to the challenges faced by land reform beneficiaries and small-scale farmers. Sihlangu (2021: 75) states the ineffective implementation of laws and policies aimed at land reform, coupled with insufficient resources and skills, contributes to the shortcomings in land redistribution efforts.

2.9.2. Factors associated with the failures of Land Reform in South Africa

Land reform in South Africa is complicated by multiple challenges, including owners' and potential owners' criticism of the policy's lack of transparency and owners' lack of motivation to sell their properties to the government. Conversely, higher compensation expenses, amongst many other factors, also play a role in the failure of land reform (Kwarteng, 2019: 102).

Binswanger-Mkhize (2014:254) and Mfune (2022:141) further identify several key factors that collectively hinder the effectiveness and sustainability of South Africa's land reform efforts, namely:

- i. Decreasing interest in agriculture amongst rural youth.
- ii. Landowners are reluctant to sell their farms to the government (the willing buyer, willing seller approach).
- iii. Insufficient post-settlement assistance offered to beneficiaries of land reform.
- iv. Unclear policies and procedures of the programmes.
- v. An over-emphasis on the establishment of successful commercial farms.
- vi. Land Redistributive Reform: Corruption and Elites' Capture of Resources.

These factors are elucidated below.

2.9.2.1 Decreasing interest in agriculture amongst rural youth

Interest in agriculture is declining amongst the rural population, particularly amongst the youth. This poses a significant challenge for developing nations, where agriculture is one of the main employment sectors. Factors contributing to this trend include the cultural devaluation of farming, limited access to land, infrastructural neglect, and the perception of farming as unattractive or unprofitable (White, 2012:15). In South Africa, engaging youth in agriculture presents a considerable challenge, caused by the attraction of perceived higher paying, more stable and less physically demanding non-agricultural employment opportunities in urban areas (Chipfupa, 2021:1; Henning, 2022:2). In summary, the lack of interest in agriculture amongst young people presents

a significant risk to food security and economic stability, especially in areas where agriculture is fundamental to the economy.

2.9.2.2 Landowners are reluctant to sell their farms to the government (the willing buyer, willing seller approach)

In 1996, the ANC implemented the Growth, Employment and Redistribution (GEAR) Programme, which embraced a market-oriented “willing-buyer, willing-seller” strategy for land reform. Under this programme, the government acquired land from willing sellers and re-allocated it to beneficiaries of land reform. This approach sought to maintain public trust in land reform. However, its implementation in South Africa has proven to be challenging, mainly due to the high prices of land (Christians, 2021:34; Cordeiro-Rodrigues, 2020: 259). According to Ziqubu (2010:4), the willing-buyer, willing-seller approach, while supporting a mechanism based on market value, is seen as a challenge as landowners frequently inflate prices, leading to escalated land values. This inflationary trend creates difficulties for emerging farmers and beneficiaries of land reform, thereby constraining the government's ability to acquire land and effectively fulfil reform objectives.

Furthermore, Andrew (2020:249) argues that landowners have shown reluctance to sell their farms to the government due to a desire to maintain control over land resources and to resist redistribution efforts that threaten their economic interests. The author argues that many landowners view land as an asset for capital accumulation and social status, raising concerns that selling may compromise their property rights and influence. Resistance is shaped by the political and social implications of land reform, as landowners contest initiatives that could lead to land redistribution and disrupt existing power structures.

De Vos (2014:2) is of the view that the Constitution does not obligate the state to adhere to a “willing-buyer, willing-seller” policy for land redistribution, as this policy has enabled property owners to hinder redistribution efforts by allowing them to decline

property expropriation, compelling the government to negotiate inflated prices for properties intended for expropriation.

2.9.2.3. Insufficient post-settlement assistance offered to beneficiaries of land reform

The South African government has made progress in addressing the unequal land ownership established during apartheid. However, significant disparities in land distribution persist, alongside ongoing poverty and land disputes. A key factor in the limited success of land reform is the underutilisation of redistributed land due to inadequate post-settlement support services, restricted access to capital, and insufficient technical and managerial guidance. These challenges impede agricultural development in post-reform South Africa (James, 2017: 535; Mbekeni, 2025: 2). Mfunne (2022:95) notes that the inefficiency of post-settlement support is largely attributable to structural problems, caused by underperforming local government departments that demonstrate inadequate service delivery and insufficient coordination of support services. The author further states that legislation alone is insufficient to guarantee rapid and effective land reform because success relies on a comprehensive policy accompanied by efficient systems for post-settlement development support.

2.9.2.4 Unclear policies and procedures of the programme

Mbatha (2015: 2) iterates that the main reason that South Africa's land reform process has not progressed effectively is that policy ideas have been changing and sometimes contradictory since 1994. Policy wording has changed greatly, which has caused major problems as policymakers refuse to support free markets and exclusive property rights. Examples include the RDP, emphasising access to land and agricultural resources for poverty reduction, rather than just focusing on commercialising emerging black farmers. Subsequently, the language changed to facilitate the emergence of black farmers with market-oriented objectives.

Land serves as a socio-economic resource for agricultural production, job creation and livelihood support, and may also underpin informal welfare systems. Policy deliberations frequently reference the need to undo the injustices of the past, yet their main emphasis is progressive and considerably narrower: conversations regarding land allocation immediately change into conflicts over its utilisation, with stakeholders primarily identified as commercial or small-scale farmers and their agri-business associates, alongside particular beneficiaries like labour tenants or farm workers. These deliberations can get complicated when discussing agro-food value-chains, appropriate farm sizes, formalising informal or customary land rights, and managing relatively delimited communal land (Du Toit, 2023 :3).

Sihlobo (2022: 1) observes that there are more instances of unsuccessful agricultural ventures and small-scale farmers isolated in remote areas with no viable means of sustenance. A key aspect of land reform policy is the goal of fostering "self-reliance" amongst small farmers. Consequently, "commercial viability" serves as the foundation for the entitlement to redistributed land. This method of land allocation neglects its various functions beyond agricultural use (Hull, 2022: 2).

2.9.2.5. An overemphasis on the establishment of successful commercial farms

Ngam (2021: 149) identifies a primary challenge for land and agrarian reform programmes in South Africa as the emphasis on large-scale commercial farming, with the country's land reforms aimed at advancing commercial agriculture. The author further asserts that this approach neglects a significant number of Black farmers who require land and experience high levels of unemployment, inequality and underdevelopment. Additionally, Binswanger-Mkhize (2014) highlights that South Africa's land reform programmes primarily aim to develop successful commercial farms, despite this not being an official policy. This focus aligns with the interests of current commercial farmers, farmers' unions and technicians unfamiliar with small-scale farming. However, while this model can change land ownership demographics, it fails to align well with the aspirations and circumstances of most land seekers and beneficiaries.

2.9.2.6. Land Redistributive Reform: Corruption and Elite Capture of Resources

Corruption in South Africa goes beyond specific institutions. Corruption exists in both the public sector, involving public officials, and the corporate sector (Anwana, 2018:117). Cousins (2020: 2) outlines elite corruption, wherein individuals have seized numerous advantages for personal gain rather than prioritising land reform initiatives and beneficiaries, thereby hindering their efficacy in combating poverty and unemployment. Mtero (2023:23-24) confirms that post-apartheid land reform more often benefits elites and agribusinesses, allowing them to access state resources instead of redistributing power and wealth to impoverished populations. The author notes that these elites engage in corrupt practices such as rent-seeking, fronting, double-dipping and bribery to acquire state land and financial resources at low cost. De Satgé (2019:2) argues that land reform has incurred significant costs, with its failure being largely attributed to elite capture, which has undermined the process and reduced the productive capacity of the transferred land. Elite capture practices enhance wealth accumulation and perpetuate social dominance, simultaneously re-directing resources meant for disadvantaged beneficiaries. Lastly, Zantsi (2024:444) suggests that assigning the execution of land redistribution to a private and independent organisation could reduce problems of elitism and corruption that have delayed advancement in South African land reform. This approach could enhance the effectiveness and impact of land redistribution initiatives.

In conclusion, addressing these challenges is crucial for ensuring sustainable rural livelihoods and food security. In the 2019 case of *Mvelase vs Director-General of Rural Development and Land Reform*, the Land Court examined the accountability of individuals responsible for failures in land reform. The court determined that the department's mismanagement undermined the constitutional security and future of all citizens, not solely land claimants. South Africans have been hoping for equitable land reform for more than 25 years, with some individuals waiting for centuries. The department's inability to manage and implement land reform following constitutional and legal obligations has significantly undermined the national land reform discourse. The crisis originates not from flaws in the Constitution, judiciary or legal frameworks,

but from the institutional failure of the responsible department to enforce the Constitution and applicable laws (Moolman, 2025:69).

This section of the study examined the various programmes that support Land Reform and Agricultural development, emphasising the importance of aiding small-scale farmers to ensure the success of land reform. It also addresses the factors contributing to the failures of land reform in South Africa, notably landowners' reluctance to sell their farms to the government under the willing-buyer, willing-seller model. The subsequent section will explore the challenges associated with the legal implementation of South African Land Reform Policies, particularly the willing-buyer, willing-seller approach.

2.10. CHALLENGES WITH THE LEGAL IMPLEMENTATION OF THE SOUTH AFRICAN LAND REFORM POLICIES (WILLING-BUYER, WILLING SELLER)

Since the democratisation of South Africa in 1994, the country has taken a pro-market-based stance on land reform due to conservative domestic pressures and international support for market-assisted agrarian reform (MLAR), especially from the World Bank (Mtero, 2024:6). However, the gradual pace of land transfer has given rise to proposals for a more radical strategy that would quickly redistribute land from the white minority to the black majority (Lahiff, 2013: 1577).

According to the South African Department of Land Affairs White Paper on South African Land Policy (1997: 9) in formulating the land reform policy, the government endeavoured to take account of the widely conflicting demands of the various stakeholders and the implications of any specific course of action on the land market and investment in South Africa. The government committed itself to a land reform programme involving the willing-seller, willing-buyer basis. The willing-buyer willing-seller strategy is one whereby market value is used to determine the compensation of land and property. The World Bank recommended the strategy for the country in 1993 (Cordeiro-Rodrigues, 2020: 259).

Furthermore, Muvondori (2015:49) asserts that the willing-buyer, willing-seller strategy hinders land acquisition for many land reform beneficiaries since it depends on present owners' willingness to sell at grant-friendly pricing. Over the previous years, market-based land reform has been the main method of redistributive land reform. The market-based state-led land reforms are criticised financially because they are supply-driven, inefficient economically and usually excessively costly as the state must pay for the land and other support services while its beneficiaries make no financial contributions, which means that states frequently end up paying more for land than it is worth (Dlamini, 2014: 27). The "willing-buyer, willing-seller" model has an impact on land redistribution, which focuses on rural and agrarian reform with a pro-poor approach. Government officials act on behalf of the intended beneficiary, negotiating the market price of the land with the landowner who wants to sell. This market-driven strategy has drawn much criticism in South Africa because it naturally benefits White farmers, who are allowed to determine their asking prices following market trends (Ramantsima, 2024: 6).

Undoubtedly, the willing-buyer, willing-seller model has not effectively addressed historical land injustices. Its inadequacy has led to the discourse surrounding the expropriation of land without compensation (EWC) and the amendment of s25 of the Constitution, as land redistribution in the country has progressed slowly (Mubecua, 2021:56). Ngcukaitobi (2021: 174) adds that both the Constitutional Court and the Land Claims Court suggested that compensation may not be required in instances of property deprivation. Expropriation without compensation may be deemed constitutional under specific conditions. However, such actions must include just and equitable compensation.

On 11 February 2022, the Land Claims Court issued a ruling in the matter of the *Moloto Community v Minister of Rural Development and Land Reform and Others (LCC 204/2010) [2022] ZALCC 4*. The decision set a significant milestone in the court's interpretation of section 25(3) of the Constitution and the assessment of "just and equitable" compensation. The valuer-general possessed a specific interpretation of just and equitable compensation determined by a formula included in the rules of the Property Valuation Act of 2014. This formula employs the concept of "current use

value". The implementation of this technique typically results in landowners receiving far less than market value. In this particular instance, the landowners were, on average, presented with offers that were 33.7% below market value. The expropriation of land must be reasonable and equitable, and market value serves as the first basis for determining compensation, with further adjustments made according to the other criteria specified in Section 25 (3).

The Expropriation Act 13 of 2024 permits the expropriation of property for both public interest and public purposes. Expropriating land for public interest extends to a broader mandate. The preamble of the 2024 Act cites Section 25 of the Constitution regarding property rights. Section 25(4) states that "the public interest includes the nation's commitment to land reform and to reforms to bring about equitable access to all South Africa's natural resources" and stipulates that "property is not limited to land". Nil compensation was possible under the Expropriation Act 63 of 1975, read in conjunction with Section 25(3) of the Constitution. In the past, the courts lacked the will to issue such orders. The Expropriation Act 13 of 2024 limits nil compensation to four specific scenarios, namely land speculation, abandoned land or buildings, unused state land, and land where previous state subsidies and investments meet or surpass the market value (Dickinson, 2025:2).

In conclusion, shifting away from the 'willing-buyer, willing-seller' model to the 'just and equitable' model of compensation will influence expropriations for land reform and make compensation economically manageable for the state (Mabasa, 2025: 2). The upcoming section will address the communal land laws that impact millions of South Africans, with a focus on identifying and discussing specific statutes.

2.11. COMMUNAL LAND LAWS IN SOUTH AFRICA

The history of conquest and dispossession has split South Africa between communal rural regions for the black majority and private farmland owned by white South Africans descended from European settlers (Hall, 2013:52). According to Ramantsima (2022: 2), in South Africa, communal land is primarily rural land that is situated in the former Bantustans. This land is owned by the state and administered by traditional leaders. Traditional leaders are required to guarantee full compliance with constitutional values and any applicable national and provincial laws (Tlale, 2018:67). Masiza (2024:1) asserts that over 17 million of the South African population live on communal land, which makes up 13% of all land in the country.

Most Southern African economies use customary and statutory land tenure. Statutory tenure protects individual land ownership with the ability to sell under state law. In contrast, customary land tenure systems are traditional indigenous ownership systems controlled by a communal trust led by a traditional leader (Kollamparambil, 2021: 302). According to Hull (2019:2), customary law is uncodified, largely depends on tradition, and evolves under contextual circumstances. The South African Constitution recognises and protects customary law. However, not all customs are legally binding. The landmark *van Breda v Jacobs 1921 AD 330* case required the following to be apparent before a custom could become law: "It must be immemorial; It must be reasonable; It must have continued without exception since its immemorial origin; and Its content and meaning must be certain and clear" (Dalton-Brits, 2011: 97).

Customary tenure includes 'holding' and 'commons'. The 'holding' is land used solely by people or families for residential, agricultural or other uses. The 'commons' is land used by multiple users for grazing and gathering. Customary tenure is community-based, and the residents of this community have explicit rights, limits and responsibilities regarding land access and resource usage (Hull, 2019 :3). According to Weinberg (2015: 3), land rights under customary community tenure are "socially embedded" and inclusive, meaning that individuals and families own proportional rights to the same agricultural and residential land. People must enter into negotiations to use common resources, including grazing land and water. Section 25(6) of the South

African Constitution states: 'A person or community whose form of tenure of land is legally insecure as a result of past racially discriminatory laws or practices is entitled, to the extent provided by an Act of Parliament, either to tenure which is legally secure or to comparable redress' (South African Constitution, 1996).

Africans living in former homelands have insecure tenure rights on their land, which places them at risk of eviction, and sometimes prevents them from producing above a subsistence level, thus creating a severely unbalanced communal commercial division in South African agricultural output (Gwiriri, 2019: 1665). Yang (2022: 4) states that land tenure informality is frequent in developing countries with poor land governance structures, with approximately 75% of the world's population lacking land formalization options. In South Africa, the Deeds Office registered about 90% of the country's land. Private individuals, families and corporations own most of it. This comprised most urban property and white-owned farmlands until 1991. The Department of Agriculture, Land Reform and Rural Development oversees the Deeds Office, which registers state-owned property held by national departments, provincial governments, municipalities and state-owned companies (Delius, 2021: 86).

Customary and informal property rights cannot be legally recognised like property rights that can boost the economy and are constantly reduced to pre-emptive protection against elite eviction from farms and urban areas, land grabbing, appropriation of rural rights by traditional authorities, and business interests, especially in mining. Instead of robust institutions supporting land policies, the courts are used to resolve this contradiction (Kingwill, 2017:2).

Communal land tenure is mostly observed in Mpumalanga, KwaZulu-Natal and the Eastern Cape. This tenure arrangement is often defined by a document known as a "permission to occupy", which currently lacks legal recognition but is prevalent in the former homeland regions. Many farmers in these places informally refer to this as "own land", although legally it is not their property (Grain, 2015: 2). In South Africa, there are about 800 officially recognised traditional communities. In KwaZulu-Natal, there are 286 recognised by-law traditional communities. Most of these communities are found in the former homelands (Olivier, 2006:305).

2.11.1 The Ingonyama Trust

The unresolvable political stalemate on the eve of South Africa's first democratic elections gave rise to the Ingonyama Trust Act No 3 of 1994 (Lynd, 2021: 319). Juda-Chembe (2018: 90) states that the trust is responsible for 2.8 million hectares of land in KwaZulu-Natal, South Africa. The Zulu monarch owns the land. The Act created the KwaZulu-Natal Ingonyama Trust Board to administer the land. A "chain of command" ensures that land access respects national and provincial laws and regulations. After sharing the overarching code of conduct with all chiefs, the Ingonyama Trust (IT) board distributes a set of guidelines to the headmen, who adjust them to their needs (Mnguni, 2024: 39).

In communal regions, most daily land administration duties, including the approval of the distribution of land applications, are executed by traditional leaders (amakhosi) and village headmen (izinduna). Customary land rights originate from locally recognised membership within rural communities. Rural communities are protected by the Interim Protection of Informal Land Rights Act 31 of 1996 (Cousins, 2021: 2). The Trust invites individuals to submit their Permission to Occupy (PTO) certificates and other land rights documents to convert them into lease agreements, with annual rent increasing by 10%. Not everyone possesses PTO Certificates as during the apartheid era, these certificates were issued only to men. However, those who have occupied land long-term are likely to hold customary ownership, particularly when land inheritance has persisted through generations (Juda-Chembe, 2018: 91).

The Pietermaritzburg High Court ruled on Friday, June 11, 2021, that the Ingonyama Trust behaved unlawfully and in contravention of the Constitution by entering into residential leases with individuals who are the legitimate owners of the land under Zulu customary law. The court further decided that the conduct of the Ingonyama Trust violated the indigenous land rights of the individuals living on the lands it oversees by changing their land tenure rights into leasehold agreements. The Ingonyama Trust's acts were deemed illegal and unconstitutional, significantly confirming the legitimacy of indigenous land rights. According to Manona (2023: 193), the court determined that

the Minister was accountable for land rights and neglected her duty to protect the cultural rights associated with the land utilised by the villagers.

The Court ordered that the Ingonyama Trust refund all payments received under these leases and additionally directed that until the Minister implements suitable measures that protect customary rights, Interim Protection of Informal Land Rights (IPILRA) and PTO rights, proper procedures must be established to facilitate the granting of PTO rights under relevant KwaZulu-Natal legislation. These findings have significant implications for the tenure security of the 18 million South Africans residing in erstwhile homeland regions (Centre, 2021: 1-2).

2.11.2 Interim Protection of Informal Land Rights Act (IPILRA) (Act 31 of 1996)

The Interim Protection of Informal Land Rights Act (IPILRA), enacted under sections 25(6) and (9), provides temporary legal protection for those with informal land rights while the government develops comprehensive legislation to safeguard and regulate customary tenure. IPILRA requires individuals or corporations to consult with informal landowners in rural regions before acquiring or using land. However, this is not true in practice. Usually, the IPLRA is "routinely ignored and undermined" as households and people from the Northwest, KwaZulu-Natal and Limpopo provinces with informal land rights support this claim (Madzivhandila, 2021: 238).

The Mineral and Petroleum Resources Development Act (MPRDA), established in 2004, functions as the current foundation for minerals and petroleum law. The MPRDA allocates authority over minerals and petroleum to the South African government. The MPRDA seeks to promote local and rural development while advancing the social upliftment of communities affected by mining operations (Tlale, 2020: 3). Mineral resources are precious and sought after, but their extraction disturbs the lives of people residing on mining land. Disputes between individuals seeking mining rights and land occupants are consequently prevalent. In 2018, a legal issue arose between indigenous communities and corporations attempting to extract mineral resources, giving rise to the *Baleni v Minister of Mineral Resources 2019 2 SA 453 (GP)*: Paving the Way for Formal Protection of Informal Land Rights case (the Baleni case) (Massyn, 2023: 1).

The Baleni case displays how mining activities and people's full enjoyment of socio-economic rights can sometimes be at conflict with each other, especially in South Africa. In the past few years, there has been a lot of disagreement about land reform in general and informal or customary land rights in particular. This is truer in relation to efforts to remedy past injustices regarding land ownership by indigenous groups (Meyer, 2020: 2). In the late 1990s, mining companies started to prospect the Umgungundlovu area to extract titanium and other minerals. At that point, the community had already voiced their opposition to mining on their land for the potential disturbance of their way of living. They argued that the mining operation would have

impacted the villages, either through forced dispossession of land or environmental degradation (Aoki Inoue, 2023: 7-8).

An estimate of 70 to 75 households in Xolobeni village, encompassing over 600 individuals residing within 1.5 km of the coast, were likely to be displaced from their land. On 22 November 2018, the residents of Umgungundlovu achieved a significant legal victory when the Pretoria High Court upheld their right to refuse mining activities. Judge Anneli Basson determined that the state's authority to issue mining licenses under the MPRDA does not supersede informal land rights and community rights regarding land use decisions (Huizenga, 2019:716). In paragraph 57 of the case, the court stated that the IPILRA: “protects informal rights to land, including rights held in terms of customary law. It further recognises that a collective decision may, in terms of customary law, override the decision of the individual where such decision is made under the custom and usage of that community”.

Paragraphs 64 – 67 of the case further state that “the IPILRA was enacted in 1996, to give effect to section 25(6) of the Constitution, pending final legislation, to ensure the land rights of the millions of South Africans living in former homeland territories. The court mandated that the MPRDA and the IPILRA be interpreted in conjunction, ensuring that the applicants' land rights cannot be compromised without their consent. The court additionally determined that the Minister of Mineral Resources did not possess legal authority to confer the mining right without carrying out the provisions of the IPILRA by both the Minister and the Director General of Rural Development and Land Reform (Meyer, 2020:11).

Fasken Martineau (2018: 5) further confirms that this judgment established that when an application for a mining right is submitted for land with existing informal land rights held by a community, the Minister needs to obtain the prior informed consent of these informal land right holders before the approval of the mining right. Consequently, the Minister of Mineral Resources lacks the authority to issue a mining right if the full and informed consent of informal land right holders have not been secured under the provisions of IPILRA. In this case, the courts ruled in favour of the community residing

at the intended mining location. At face value, this case upheld the position of communities' rights to mineral-rich land (Massyn, 2023: 2).

2.11.3. Communal Land Rights Act 11 of 2004 and its effect on small farming

South Africans who reside in the rural spaces of communal areas do not have formal rights to the land they occupy. In communal areas, there exists no legal framework governing land access since it is facilitated through locally or customarily controlled processes, resulting in a legal vacuum for residents without legislative legitimacy (Gazi, 2024:928). The government established the Communal Land Rights Act to provide redress for people "whose tenure of land is legally insecure as a result of past racially discriminatory laws or practices," as stated in Section 25(6) of the Constitution (customcontested, 2024: 1). The government enacted the Communal Land Rights Act (CLARA, No. 11 of 2004), which was subsequently invalidated by the Constitutional Court in 2010. The Constitutional Court found that the procedure was not adequate and failed to uphold the rights specified in section 25(6) of the Constitution (Delius, 2021:92). Deenik (2024: 1) adds that the court determined that parliament did not adhere to the proper procedure in enacting the law, neglecting to engage provincial legislatures in discussions concerning customary land rights. The absence of adequate consultation, especially with the rural populations most impacted by the legislation, contributed to its failure.

The next section covers public sector priorities and CSR (Public-Private Partnership). This section will discuss partnerships between the public and private sectors (PPPs) that facilitate collaboration between the government and private enterprises in executing services or projects.

2.12. PUBLIC SECTOR PRIORITIES AND CSR (PUBLIC-PRIVATE PARTNERSHIPS)

This section of the study will examine public sector priorities and the future of CSR in South Africa, following the discussion of the challenges related to the legal implementation of land reform policies and communal land laws in previous sections. This discussion will examine the utilisation of CSR in land reform programmes through Public-Private Partnerships, emphasising its relevance and effectiveness in addressing the socioeconomic development needs of communities in South Africa.

2.12.1. Public-Private Partnerships

As a means of addressing its persistent socio-economic, political, financial, and sociological issues, South Africa, like many developing nations, has turned to public-private partnerships (PPPs) over the years (Fombad, 2014:66). According to Tshidzumba, (2018:221) PPPs are partnerships between the public and private sector (PPPs) that enable the government and private businesses to collaborate on funding and carry out a service or initiative.

Kim (2022: 207) notes that there is no universally accepted definition or framework for PPPs, as they are generally broad. Nel, (2018:35) defines PPPs from a South African law point, stating that they are characterised as a contract between a government institution and a private entity, in which: “i) the private company executes an institutional function and/or utilises state property according to output specifications; ii) significant project risks (financial, technical, operational) are allocated to the private company; and iii) the private company receives benefits through unitary payments from government budgets”.

Kim (2022:207) indicates that one of the advantages that why governments frequently utilise PPPs is to reduce administrative challenges such as corruption and to improve the allocation of resources. Integrating PPPs addresses complex issues, particularly

those faced by governments (Tauté, 2020:7). Furthermore, Makofane (2013:116) lists several advantages associated with public-private partnerships (PPPs), including:

- i. The long-term nature of PPPs serves as an effective mechanism for the gradual development of black equity and management;
- ii. Risks are distinctly outlined within PPP frameworks;
- iii. Job creation is a direct outcome of PPP initiatives; and
- iv. Public-private partnerships (PPPs) possess significant broad-based Black Economic Empowerment (BEE) potential. Through subcontracting and procurement mechanisms, they can engage a diverse range of enterprises, including large, medium, and small businesses, thereby delivering substantial local economic development benefits to targeted demographics.

Further to the above-listed advantages of PPPs, Casady (2020: 168) iterates that the legitimisation of these PPPs is important for their success, as these projects replace conventional infrastructure services delivered by governments with those provided by private entities. Governments enhance the legitimacy of PPP programmes by assessing projects across six dimensions: risk, performance measurement, political and social impacts, costs and benefits, expertise, and collaboration. Maleté (2023: 63) asserts that PPPs serve as a transformative strategy necessary for addressing dynamic and complex issues involving interlinked social elements. The scope and intricacy of these issues require broader collaboration across various industries to explore innovative solutions that effectively address these challenges.

This study suggests collaboration amongst Agri-sector stakeholders and the government to address the needs of small-scale farmers, thereby enhancing land reform initiatives in South Africa. In South Africa, PPPs, particularly in land reform, are part of a broader strategy aimed at addressing the challenges of restoring the racially segregated economy inherited from the Apartheid era and empowering previously marginalised populations. These partnerships indicate a collaborative effort between established companies and small-scale farmers or community members who have restricted or no access to financial resources, land, or access to markets (Lahiff, 2012:7).

2.12.2 Utilising CSR for Land Reform

Organisations generally acknowledge CSR, whether they are profit or non-profit-seeking organisations. Therefore, CSR applies to the private and public sectors (Crowther, 2020: 1). Looking at the importance of CSR, Choto (2020: 592) notes that South Africa continues to struggle with unemployment, poverty, inequality, hunger, and social injustice even after achieving democracy. One of the main socio-economic problems facing South Africa is access to land.

Unfortunately, the land reform programme in South Africa is frequently misdirected. It fails essential aspects, including the utilisation of land for purposes beyond production and the need to empower small-scale rural farmers to become self-sufficient as producers. CSR can achieve success in agricultural and land reform if collaboration occurs among the government, communities, and the private sector. The private sector is particularly important due to its business rationale for transforming agriculture (Hull, 2022: 2; Uys, 2016: 34). Given that the private sector possesses a business rationale to transform agriculture, it has the expertise to assist the Department of Agriculture, Land Reform, and Rural Development (DALRRD) in South Africa. The DALRRD has increasingly struggled to deliver efficient agricultural services independently, due to a variety of factors including inadequate funding; limited capacity; and ineffective support and delivery mechanisms. Therefore, the government must explore effective strategies to enhance public sector service performance through collaboration with Agri-sector stakeholders, who are better equipped to execute small-scale farmer development and manage risks more efficiently than the government (Malete, 2023: 6).

Noting the above, CSR can be viewed as a tool that can be used by public and private organisations to strengthen the social networks that support farmers. For land reform to be sustainable, it requires PPP collaboration. For these partnerships to be successful, mutuality (accountability, control, and goal setting) and organisational identity (partner selection strategy) are required through dedication and competence (Tauté, 2020:7). Furthermore, PPPs in South Africa need to develop and implement blended finance models to provide small-scale farmers with access to funding for their projects. Effective PPPs are essential to the land reform programmes' success (Moore,

2021: 7). Moreover, Staal (2019:20) asserts that the government's NDP has set high standards for itself, and with the help of the private sector, in reaching these objectives. In order to ensure that land reform is successful and long-lasting, Chapter 6 of the NDP suggests collaboration between the public and private sectors to boost economic growth in rural areas.

Organisations, government and society are interdependent. Thus, organisations play a crucial role in the development of human skills, which can benefit both organisations and society as a whole. CSR can serve as a positive contribution, more specifically when it comes to the prospective land reform beneficiaries, benefiting the economy and ensuring that there are sustainable land reform projects (Kloppers, 2014: 714).

The next section covers land reform and Sustainable Development Goals (SDGs) in South Africa. These sustainability goals outline a framework for small-scale farmers in South Africa. The Agricultural sector in South Africa plays a vital role in the economy, significantly impacting food security, employment, and export revenues. Thus, it is crucial for there to be collaboration among all stakeholders, including the government, private sector and small-scale farmers, to address the challenges and capitalise on opportunities associated with these goals (Mokwena: 1).

2.13. LAND REFORM AND SUSTAINABLE DEVELOPMENT GOALS IN SOUTH AFRICA

Businesses can improve land reform policies in South Africa and take on a mediating role through their CSR efforts. This approach is instrumental in attaining sustainable development goals (SDGs), including gender equality, as well as the elimination of poverty and hunger.

In September 2015, the United Nations member states adopted Transforming our World: The 2030 Agenda for Sustainable Development, which includes a set of 17 Sustainable Development Goals, broken down into 169 targets. They are an evidence-based framework for national, regional, and global sustainable development planning and programming running from 2015 to 2030 (Allen, 2018: 1453; United Nations, 2017). The SDGs represent a shift in which developing countries commit themselves to implementing 17 complex SDG goals. These goals represent a comprehensive plan of action for the world catering to social inclusion, environmental sustainability, and economic development (Fourie, 2018:756).

SDG 17 states that a "successful sustainable development agenda requires partnerships between government, the private sector, and civil society." This is an essential principle for the SDGs' implementation and achievement (Haywood, 2019: 556). Kota (2021:1) further notes that the SDGs are not only the responsibility of governments; multi-stakeholder cooperation is essential, and businesses also have a responsibility to contribute to a more sustainable future. This study examines how Agri-sector stakeholders can be change agents and highlights several of the 17 Sustainable Development Goals, particularly SDGs 1, 2 and 3.

To achieve these SDGs, investments in land reform, gender inequalities, agriculture, and socially disadvantaged groups are encouraged (Paez, 2019: 45). Shayan (2022: 10), views CSR as a business model that incorporates ethics, establishes a balance between economic interests, environmental demands, and social expectations. It is based on the CSR Triple Bottom Line philosophy, supporting the SDGs and contributing to sustainable development. CSR as a concept is continuously

developing, understanding how the SDGs and sustainability in general affect company strategy, CSR agendas, reporting methods, transparency mechanisms, stakeholder expectations, and regulatory obligations play a crucial role in its effectiveness (EIAIly, 2020: 1).

According to Scheyvens (2016: 376), businesses use an extensive amount of investment capital during a period when government revenues are declining. To fill in the gaps, they offer data and new technology. Their leadership in achieving the SDGs will offer special advantages such as global reach, modern technologies, and enormous capacity to reach large-scale solutions. SDGs have become a crucial component of government policy and decision-making processes. In the process of putting the SDGs into practice, different countries recognise the unique problems they face in their communities and create tailored solutions to stay on course for sustainable development (Tirumala, 2022: 1).

Supporting the above, Haywood (2019: 556) asserts that there is a need for strong partnerships between multiple stakeholders in South Africa's implementation of the SDGs, more particularly in the framework of current regional and national strategic plans, such as the National Development Plan (NDP) of the nation and Agenda 2063 of the African Union. The African Union adopted Agenda 2063 as a strategic plan consisting of seven aspirations for inclusive and sustainable development aimed at realising the pan-African vision of a peaceful, prosperous and integrated continent with its citizens leading it, representing a dynamic force internationally (Gomes da Costa, 2023: 11). Both international guides (the SDGs and Agenda 2063) require countries to commit to achieving land reform. This section will discuss land reform concerning the Sustainable Development Goals as well as the Agenda 2063 Aspirations.

In South Africa, the NDP goals seem to support some of the SDGs, indicating how in line the administration of the country is with bringing the SDGs into practice. Putting the SDGs into practice would significantly help the nation meet its development objectives (Preston, 2015: 3). Land reform is provided for in section 25 of the Constitution, tied with good land governance are critical component to accelerating the achievement of many SDGs (Atukunda, 2021:6). According to Paez (2019: 46), land

tenure rights are essential to individuals and businesses because they support them in engaging in economic activities and taking an active part in the land market by purchasing, leasing, or selling property. Mbajiorgu (2023: 484) further notes that failing to provide a community whose tenure of land is legally insecure because of past racially discriminatory laws hinders the achievement of SDG 1, SDG 2 and SDG 3.

To achieve several of the SDGs, agriculture is essential. Sustainable food production systems and resilient agricultural practices are specifically demanded by Goal 2: Zero Hunger. In addition, agriculture is related to several other goals, including Goal 1: ending poverty; Goal 13: combating climate change; and Goal 15: life and land (Mokwena: 1).

SDG 1 (ending poverty in all forms)

The SDG 1 target has been significantly advanced by South Africa. Significant advancements have been made in several areas, such as the rise in social grant recipients, the population's improved access to basic services, the percentage of government spending on essential services, and the share of the population living below the national and international poverty lines. Despite these positive improvements, there have also been statistics that indicate concerning patterns. These include the percentage of the population that has access to waste management services and the number of agricultural communities that have secure land rights (StatsSA, 2023: 30).

Much progress has been made through the collaborative battle against poverty due to the support of the public and private sectors, non-profit organisations, and academic institutions. But the state of the economy suggests that it's getting harder for individuals, especially those who are poor, to get food, clothes and shelter, and load-shedding worsens this problem for small businesses (StatsSA, 2023: 30).

SDG 2 (ending hunger; achieving food security and improved nutrition; and promoting sustainable agriculture)

After South Africa's independence, land reform programmes were developed, primarily targeting Black communities, to bring agriculture to these historically neglected areas. Consequently, the government focused its efforts on the land reform

initiatives. Land reform programmes were launched with the primary goal of providing retail financial services, investing grants and microcredit to market-oriented family farms (Cheteni, 2022:75).

Even though South Africa produces a lot of food, the nation cannot be said to be food-secure as a substantial amount of the population still faces moderate to severe levels of food insecurity because of poverty and inequality. The primary causes of the high rates of poverty, food insecurity, and slow agricultural growth include socioeconomic and environmental problems such as load shedding, inflation, unemployment, and climate change (StatsSA, 2023: 32). The amount of sustainable and productive agricultural land in South Africa stayed roughly the same between the years 2011 and 2020. As a result, there has been no improvement in the amount of productive, sustainable land available (StatsSA, 2023: 35).

The foundation of South Africa's food system is farming and agriculture, which is crucial for fulfilling SDGs 1 and 2. However, many households experience food insecurity and live below the poverty line. Many economic considerations are at play, such as problems with the agricultural market, irrigation systems, accessibility, development of skills, funding, technology and natural disasters, all of which prevent South Africa from meeting these commitments more quickly (Giller, 2021:1432; StatsSA, 2023: 44).

SDG 5 (Achieve gender equality and empower all women and girls)

In South Africa, men are often more likely than women to own land or to have safe rights over agricultural land. In 2017, 52% of agricultural land was owned by men and 34% by women (StatsSA, 2023: 89).

These goals are aimed at ensuring that men and women, more especially those who are poor and vulnerable, have access to basic services and land rights, which include ownership over land and property, natural resources, and financial services. The goals further aim to double agricultural activity and incomes of small-scale farmers, specifically the vulnerable, through secure and equal access to land, other productive resources and inputs, knowledge, access to markets, and opportunities for value addition and non-farm employment by 2030 (Mbajjorgu, 2023: 484).

Agricultural growth is deemed essential to the region under the Southern African Growth Community (SADC) 1 Regional Agricultural Policy. In order to stimulate competitive agricultural production and trade amongst member states, the policy aims to foster national and regional collaboration. This is consistent with continental initiatives, where a high priority on agricultural and food security is placed (Mutsvangwa-Sammie, 2021:182).

According to Munroe (2020: 477), many SDGs depend on the use of land for their achievement. Sustainable land use can help to resolve issues with the supply of food, energy, and water in the future. Furthermore, Mennen (2015: 5) asserts that the main causes of the current global poverty and inequality are the insecurity of property rights and land tenure. Achieving the SDG goals of universal women's empowerment, food security, environmental sustainability, and poverty alleviation requires the improvement of land and property rights.

2.14. CONCLUSION

Chapter Two has comprehensively delineated the literature concerning Corporate Social Responsibility (CSR) and evaluated its operational dynamics within the South African context. Furthermore, the chapter reviewed literature on land reform and explained how CSR may serve as a mediating role in shaping land reform policies in South Africa. The concept of CSR has gained substantial importance on a global scale over the past few decades, evolving progressively to its present interpretation. This chapter meticulously analysed the literature whilst examining the historical evolution of CSR, its definition and its characteristics within the South African landscape. The CSR legislation implemented by the South African Government aims to bolster corporate social accountability, transparency and responsibility in business operations. Additionally, this chapter engaged in a discussion of CSR legislation, including the Broad-Based Black Economic Empowerment (BBBEE), the Employment Equity Act (EEA), the Companies Act of 2008 and the King IV Report on Corporate Governance.

The literature review effectively outlined and analysed the theoretical and legal frameworks on CSR (the Stakeholder Theory) and land reform (the Social justice

Theory) in South Africa. The literature review further examined the historical context of South Africa's land reform laws, factors associated with the failures of land reform, challenges in the implementation of land reform legislation, and the difficulties encountered by small-scale farmers. The alignment between public sector priorities and CSR initiatives in land reform was examined, highlighting the importance of Agri-sector stakeholders and government participation in fostering a sustainable environment for agriculture, land reform and the advancement of small-scale farmers, facilitated by public-private partnerships. This chapter emphasised that the traditional understanding of companies as solely focused on shareholder profit has been significantly questioned, resulting in the embrace of a stakeholder approach using CSR.

Developing countries, such as South Africa, encounter various socio-economic challenges, such as education, severe poverty and a lack of land for marginalised people, complicating the ability of policymakers to address these issues independently. Consequently, corporate engagement in tackling these social issues is essential for the sustainable development of South Africa and the achievement of the SDGs. The significant poverty and inequality in Africa, especially in regions confronting sustainable development challenges, have resulted in an increased focus on CSR as a potential solution for sustainable development and social justice.

The next chapter discusses the different methodologies used to enhance the understanding of CSR use by different Agri-sector stakeholders and its importance to small-scale farmers and the land reform discourse.

CHAPTER THREE: RESEARCH METHODOLOGY

3.1. INTRODUCTION

The previous chapter examined relevant literature concerning the implementation of corporate social responsibility and the climate surrounding land reform in South Africa. The literature in the previous chapter served as an essential data source, addressing the study's objectives. The literature research examined several farmer types in South Africa and determined how Agri-sector stakeholders, like agribusinesses, conducted CSR in South Africa. The empirical analysis and aim of this study are centred on how CSR can be used as a mediating tool for land reform in South Africa.

This chapter seeks to outline the research approach used in this study, elaborating on how the findings relate to the stated objectives. It also presents the research design, target population, sample size and the sampling techniques that were employed during data collection methods, which include topics like interview types and data analysis. Furthermore, this chapter will look at the research's limitations, participant confidentiality, ethics and trustworthiness concerns.

3.2. RESEARCH METHOD

The primary objective of the research is to guarantee that the data collected answers the research questions as clearly as possible. Research can be classified into qualitative, quantitative research and mixed methods (Rezigalla, 2020: 1).

A research method can be defined as the conscious and resolute way in which a researcher acts or behaves to achieve a defined goal. When conducting research, it is required of the researcher to carry out a predetermined research process, employing research techniques or instruments (Dzwigol, 2022:80). Methodology is the process and means by which the researcher gathers information about the outside world that could be useful in addressing the study's goals and research questions, according to

Khan (2014:300). The researcher employed a qualitative research methodology for this study, which begins with collecting data based on a theory, hypothesis or experiment and then applies descriptive techniques (Rajasekar, 2013:9).

Qualitative studies offer a methodology that enables individuals to understand the context within lived experiences (Mdluli 2023:504). This study adopted a qualitative approach to capture the lived experiences of small-scale farmers, including their views, perceptions, challenges, and opportunities related to agriculture and land reform, as well as the potential role of CSR as a mediating tool for land reform. The study aimed to understand how Agri-sector stakeholders, including agribusinesses, agricultural unions, non-profit organisations, and government agencies, make decisions and consider their stakeholders, particularly small-scale farmers, in terms of support and addressing their needs.

The use of non-quantitative data assisted the researcher in examining the posed research problems. To examine a variety of themes, qualitative data was collected and reported through researching literature and conducting semi-structured interviews with the selected participants (Cook, 2016:195; Indu, 2019: 66). Harding (2018: 44) maintains that interviews have always been regarded as the 'gold standard' for qualitative research. Qualitative interviews allow researchers to attentively engage with the viewpoints of the participants or their experiences over an extended time frame, enabling the exploration of additional concepts. The study aims to explore how corporate social responsibility (CSR) can play a mediating role in enhancing land reform policies in South Africa. The study's aim is fundamentally interpretive, emphasising stakeholders' experiences, perspectives, and interactions rather than measurable data. The next section discusses the study's research design.

3.3. RESEARCH DESIGN

A research design is a systematic approach to studying a scientific issue with the purpose of determining the appropriate information to be acquired for the study, turning research questions into projects, and providing an appropriate framework (Al-Ababneh, 2020: 84; Indu, 2019: 64). Cook (2016:191) asserts that there are three types of research designs, namely quantitative research, which uses numerical data; qualitative research, which uses non-numerical data, usually words and phrases to study problems in research; and mixed methods research, which employs several different research designs. The study adopted a qualitative approach as the research design. Moreover, Sutton (2015:226) elaborates that the most common qualitative research methods are grounded theory, phenomenology and ethnography.

According to Ahmad (2019:11), qualitative research examines social phenomena in their natural setting to understand them. Through examining people's subjective states and interpretations, phenomenology helps researchers draw inductive conclusions. Phenomenology is comprehensive, critical and systematic (Mohajan, 2018: 8; Wilson, 2015: 38). The term "phenomenology" refers to a study methodology that analyses phenomena from the viewpoint of individuals who have experienced it to determine what it means (Neubauer, 2019: 91). Furthermore, Delve (2022: 1) iterates that this methodology suspends the researcher's previous assumptions about the phenomenon to explore people's everyday experiences in order to obtain a deeper understanding of how individuals understand those experiences. This research design explored how CSR can be used as a mediating tool for enhancing land reform policies in South Africa.

The researcher examined the lives of the small-scale farmers in real-world contexts, describing their perspectives and experiences, and addressed the environmental settings in which they reside, which are characteristics of a qualitative design (Dangal, 2021:5). A qualitative approach was chosen to ensure that the research problem, purpose, research questions and theoretical frameworks were aligned to investigate how CSR within the companies are targeted towards assisting small-scale farmers and the effect thereof on South Africa's land reform policies.

According to Bevan (2014:138), a phenomenological researcher is allowed to design and structure an interview that enables a comprehensive inquiry. Phenomenological interviewing must adhere to the phenomenological method and maintain practicality, which is crucial for preserving methodological consistency whilst also improving trustworthiness. This study also used an exploratory research approach, whereby the researcher searched for insights and meanings within the land reform context and explored the alignment between public sector priorities and CSR activities in land reform. The researcher gathered and analysed secondary data and used semi-structured, open-ended interviews and deliberate sampling (Mohajan, 2018:1).

3.4. POPULATION AND SAMPLE

This section describes the study's target population, sample size and sampling procedure.

3.4.1. Population

A population is an entire group about which some information is required to be ascertained, and it is the largest group of participants in a qualitative study (Asiamah, 2017: 1610). Bhandari (2020: 1) supports the above, stating that a population comprises all the members of a group that the researcher wants to make conclusions about, and it limits the study's scope. Populations in studies are excessively large to fully sample. To ensure the required level of confidence for conclusions and generalisability, sampling procedures guide the researcher in selecting a representative sample and help determine the sample size (Berndt 2020: 224).

Farmers engage in commercial agriculture, semi-commercial agriculture or subsistence farming. Producing crops and raising livestock primarily for personal consumption is known as subsistence farming, in which less than 50% of the produce is sold. The commercial or industrial agriculture sector, on the other hand, is defined as maximising profit whilst simultaneously increasing marketable surplus (Kabini, 2022:11). Numerous large-scale commercial farming enterprises in both developed and developing nations are owned and managed by major agribusiness corporations. Agribusinesses engage in the production and distribution of agricultural equipment for farmers. Additionally, they engage in the sale and processing of agricultural produce (Mpundu, 2022: 153). According to StatsSA (2017: 3), the findings from the Census of Commercial Agriculture reports that the total number of farms/ farming units involved in the commercial agriculture industry in 2017 was 40 122. Mkhabela (2022 :3) adds to these figures by stating that the Agricultural sector in South Africa is dualistic, with millions of small-scale farmers producing most of the country's agricultural output and just over 30 000 large commercial farmers accounting for 95% of total agricultural output.

White farmers predominantly operate large commercial farms. These farms constitute approximately 75% of the nation's production of grain, oilseed and meat. Approximately 2 million small-scale farmers engage in limited agricultural practices, either raising livestock or cultivating crops. Their agricultural practices are marked by low yields, insufficient mechanisation and a lack of financial resources. Consequently, small-scale farms face challenges in commercialisation and value addition (Mazenda, 2022: 2).

3.4.2. Target population

According to Berndt (2020:224), the target population in research is a group of participants who display certain qualities that the researcher is interested in. In order to prevent participants who do not accurately represent the needs of the study from misleading the population of interest, the target population should be inclusive, providing sufficient data to the study, and exclusive enough to avoid having participants who do not represent the needs of the study. This will allow the study's findings to be applied to other relevant populations (Casteel, 2021:344; Eldredge, 2014:1).

The study population consists of three categories: A government entity of the Department of Agriculture and Rural Development, Agri-sector stakeholders (agribusinesses, unions, and NPOs) and small-scale farmers in KwaZulu-Natal. There are multiple ways to define agribusinesses. Agribusinesses are market-driven businesses that process, manufacture, export, store, distribute agricultural products, supply inputs, and provide services to consumers. Agribusinesses are associated with primary agriculture (Gumbo, 2023: 17; Louw, 2008: 206).

Considering the researcher's access to various agribusinesses and a government agency that supports small-scale farmers within the province, qualitative methodologies were employed. These methods afford the flexibility to engage directly with participants in their authentic environments, thereby enhancing the credibility and relevance of the findings.

KwaZulu-Natal is a prominent producer of diverse agricultural commodities, including sugar, fruit, dairy and chicken. Over 30% of South Africa's dairy herd is found in KwaZulu-Natal, while chicken eggs and pigs each account for a 12% production share. Approximately 81% of the nation's sugar is generated in the province (Sihlobo, 2022: 1). The province of KwaZulu-Natal is one of the largest in South Africa, covering an area of 94 361 km² and employing 141 000 of the country's 811 000 agricultural workers (StatsSA, 2021). Moreover, a significant portion of the rural population in KwaZulu-Natal relies on small-scale farming for food security (Manfouo, 2022: 2).

3.4.3. Inclusion and exclusion criteria

Agri-sector stakeholders like agribusinesses, NPOs and one agricultural union were the study's target group and recognised as those who are mainly active in KwaZulu-Natal. These stakeholders were the focus of this study. The following criteria were used by the researcher to choose the target population for this study:

Selection criteria for Agri-sector stakeholders:

- They operate in KZN, South Africa's Agricultural sector.
- They incorporate CSR into their operations by supporting small-scale farmers (through training, supply of farming equipment, and other support).

The researcher interviewed one official responsible for CSR from each of the Agri-sector stakeholders located in KZN.

Of the Agri-sector stakeholders selected, one was a Union, an organised agricultural body that represents farmers and the agricultural sector in KwaZulu-Natal (KZN). Its views were important as a selected participant, as it is the official voice of organised agriculture in KZN, and represents commercial farmers, small-scale farmers, and agricultural organisations. It represents the interests of farmers and the agricultural industry and engages the government on laws, policies, and regulations affecting agriculture.

The government agency formed part of the target population of the study because it supports black entrant farmers in the industry and collaborates with larger farmers to

enhance farming practices in the province. The government agency forms part of the department of the KwaZulu-Natal Provincial Department of Agriculture and Rural Development (KZN DARD), which was established as a "Special Purpose Vehicle". The agency is funded by the DARD through the Comprehensive Agricultural Support Programme (CASP) for projects and an equal share for work performed. The purpose of the agency is to support new black commercial farmers who have purchased property independently or as beneficiaries of the land reform programme. Their goal is to support KwaZulu-Natal's developing agribusiness sector, making it accessible, economical, dynamic, and sustainable. The agency works collaboratively with other public sector institutions, the commercial sector and communities (Geza, 2018: 5).

The next targeted group for this study was small-scale farmers, who are often characterised by having socio-economic traits that include owning small plots of land and engaging in small-scale farming. Their land holdings are usually owned by families and communities or purchased by farmers. Most farmers in this category frequently grow identical produce for the agribusinesses to sell it to them or take advantage of their corporate social responsibility (CSR) initiatives (Beharielal, 2022: 2).

3.4.4. Sampling methods

A sample is a subset group chosen from the main population. It is chosen by the researcher because the study is a specified activity that is limited in time, and occasionally, a census is not feasible to conduct. Selecting a sampling strategy is largely dependent on the purpose and nature of the study. The sampling theory was primarily created for probability sampling, in which each unit in the population has a favourable probability of being included. Non-probability sampling is a sampling technique based on the researcher's subjective judgement that lacks compliance with mathematical guidelines, thus individuals in the population do not have an equal chance of being chosen (Berndt, 2020: 224; Oribhabor, 2019: 10; Welman, 2005: 56; Vehovar, 2016:327).

Table 3.1 below displays the two types of sampling.

Table 3.1: Two types of sampling

Probability Sampling	Non-Probability Sampling
Simple Random Sampling	Quota Sampling
Systematic Sampling	Purposive Sampling
Stratified Sampling	Self-Selection Sampling
Cluster Sampling	Snowball Sampling

Source: Sharma (2017: 750)

Non-probability sampling methods are commonly used in qualitative research where the richness and depth of the data are more important than the generalisability of the findings, hence sample sizes for qualitative research are much smaller than for quantitative designs (Gill, 2020: 579). The researcher employed several non-probability sampling techniques in their qualitative research, such as self-selection, convenience, snowball, and purposive sampling. Relevant participants who could provide insights and information to the research question through semi-structured interviews were identified and recruited by the researcher as they had direct and personal knowledge of the study issue.

The researcher collected primary data and carefully analysed the individuals' viewpoints while being impartial. The research problem is multifaceted. Thus, a comprehensive approach was crucial to encompass all elements contributing to CSR and land reform.

According to Pace (2021:10), phenomenology is the most appropriate approach when studying phenomena of interest, and non-probability sample techniques would need to be used in the research. Onwuegbuzie (2007:242) further asserts that qualitative researchers deliberately choose participants and organisations to deepen their understanding of phenomena if the aim is not to generalise to a population but rather to gain insights into a phenomenon. According to Campbell (2020:654), to select samples that would maximise the use of the few available research resources, purposeful sampling is "used to select participants that are most likely to yield appropriate and useful information".

In qualitative research, small samples are used to assist the in-depth case-oriented analysis that is essential to this field of research. Samples are purposefully chosen based on their ability to provide detailed information related to the topic being studied (Vasileiou, 2018:2). Following the study's objectives, the researcher used a non-probability purposive sampling technique and chose from a relatively small sample from the three categories: A government agency, Agri-sector stakeholders and small-scale farmers in Kwa-Zulu Natal (KZN). The purpose of the sample selection was to expand understanding of how CSR conducted by these various stakeholders is used to strengthen farming skills and empower small-scale farmers, and the effect of this on South Africa's land reform policies. Participants were selected because of their relevance to the research questions (Bekele, 2022: 43).

Another non-probability sampling method that the researcher used was convenience sampling, in which participants were specifically chosen for the sample based on their accessibility. This was due to some Agri-sector stakeholders and small-scale farmers not being accessible or within proximity to the researcher (Nikolopoulou 2022). Convenience sampling was utilised because there was no comprehensive database of agribusiness owners in KwaZulu-Natal, restricting the researcher's capacity to find and access a wider sampling frame. As a result, participants were chosen based on their availability and accessibility to the researcher. The approach used proved appropriate given the study's practical limitations, as it facilitated efficient and prompt data collection. Additionally, convenience sampling complemented the qualitative design by enabling access to individuals who were readily available and interested in providing relevant data.

Sekaran (2013: 252) states that convenience sampling is one of the most efficient tools for quickly and effectively obtaining basic data. The snowball sampling technique expands upon convenience sampling (Pace, 2021:10). The researcher began with a small number of participants and referred to other relevant participants who fit the research's criteria, i.e. other Agri-sector stakeholders of a similar nature which were recommended by other participants to the study (Parker, 2019: 3). A few studies discuss sample sizes concerning qualitative research, which does not require

statistical generalisations, despite the claims of many qualitative researchers that sample size is unimportant in this type of research (Boddy 2016: 427).

The sample size for the study depended on the researcher's choice of methodology, on the nature, goal, ethical stance, time considerations, and research instruments. Samples for grounded theory studies, according to authors of qualitative research, generally fall between 5 and 35, and for single-case studies, between 4 and 30. The study design, the depth of the research question, the quality of the data and shadowed data (interviews that provided insight into the viewpoints of others) influenced the sample size for conceptual models (Saunders et al, 2018: 620–622).

According to Sarfo (2021:62), prominent research writers such as Creswell recommend that phenomenological research should involve 5 to 25 people. The researcher's sample size consisted of 15 participants (Agri-sector stakeholders, small-scale farmers and a government agency) from the wide pooled target population in South Africa, KZN.

3.5. DATA COLLECTION

According to Taherdoost (2021: 11), data collection refers to various techniques for obtaining information about the study's variables to use them in the data analysis phase to achieve the study's results and to provide the answers to the research questions. Data is collected from a variety of sources to evaluate potential outcomes, trends, and probabilities, amongst other research concerns (Jain, 2023: 3). There are different data collection approaches in qualitative research. Methods to obtain data can be interviews (semi-structured interviews), focus groups, observations, books, written documents, audio-visual materials, and electronic entities which help the researcher answer their research questions (Gill, 2008:291; Leedy, 2019:277; Sutton, 2015:227).

This study is qualitative, with the primary data being collected using semi-structured interviews with the selected Agri-sector stakeholders and small-scale farmers guided by the study's goals and objectives, along with the research question. A semi-structured interview consists of two primary components: a set of planned questions and, when useful, an unstructured discussion with the interviewee (Cawthra, 2017:237). The researcher developed a set of structured questions to be covered during the interview. The interview question protocol included twelve questions, each designed for the Agri-sector stakeholders, small-scale farmers, and the government agency (Appendix C, page 247, and Appendix D, page 250). These questions were centred on the researcher's objectives and were designed to guide the researcher to obtain more in-depth information from these participants regarding their perceptions and opinions concerning CSR and its mediating role and contribution to land reform programmes/policies in South Africa.

3.6. DATA ANALYSIS

In qualitative research, data analysis is the process of systematically organising transcripts of interviews or other non-textual resources that the researcher gathered to deepen their understanding of a phenomenon (Creswell, 2018:190 -192). NVivo 13 is a qualitative data analysis programme used by the researcher to analyse the qualitative research data obtained.

3.6.1 Thematic analysis

Thematic analysis is regarded as the fundamental method for analysing qualitative data, and its process incorporates the identification of themes, data familiarisation, contextualisation of findings, and theoretical and thematic coding (Ngulube, 2015:9). The researcher searched the data for themes and classified informative passages into those categories. Themes were contrasted amongst various data sources and individuals. The methods of thematic analysis were applied to a broad variety of research objectives in the study (Cassell, 2019:196). The data gathered from the semi-structured interviews were analysed using thematic analysis. Thematic analysis is a step-by-step approach. The measures taken by the researcher were:

- **Transcription:** The MS Teams platform was utilised by the researcher to conduct semi-structured interviews with certain participants. The transcripts were automatically generated by the platform. The researcher also recorded notes manually when interviewing some participants. The researcher used NVivo 13, a computer-assisted qualitative data analysis software (CAQDAS) capable of quick, accurate data access, manipulation, browsing, coding, annotation, and a variety of other functions. This software analysed and examined patterns (themes) in the data. The researcher imported and stored the interview transcripts using NVivo (Allsop, 2022:144; Azeem, 2012: 264; Castleberry, 2018: 808).
- **Being familiar with data from sources:** The researcher thoroughly examined the transcribed data through repeated attentive listening and observation in the initial phase of the analysis of data. Furthermore, the researcher analysed documentary data, evaluating written and electronic materials, and extracting meaning to gain empirical knowledge on the subject matter (Bowen, 2009: 27). In this instance, the researcher examined government records, books, relevant websites, journal articles, laws and bills.
- **Searching for themes:** Themes 1 to 3 were developed during this stage of the qualitative data analysis process. Preliminary labels were created during the coding process, and data were further analysed. The researcher was able to identify

similarities in the transcripts from the participants. The researcher familiarised data that was potentially useful by coding it (Olapane, 2021:60). Following the coding process, the researcher combined similar codes to create preliminary themes that represent the underlying ideas or phenomena.

- Developing and refining the themes: The researcher's main goal in developing the themes was to guarantee that they were consistent with the study's aims and objectives. During the refinement process, certain themes were separated, while others were combined to achieve the most accurate interpretation of the data.
- Naming the themes: After the development and refinement process, the themes were given suitable titles. Thereafter, the researcher recorded information regarding each theme.

3.7. PARTICIPANT RECRUITMENT

Participants were contacted by sending emails that included a consent form. Subsequently, they were advised of the confidentiality of their participation during a courtesy call.

3.8. TRUSTWORTHINESS AND CREDIBILITY

According to Kyngäs (2020:41), the trustworthiness of qualitative research comprises elements like genuineness, honesty, and the quality of the results. Furthermore, a study is considered reliable only if the research report's reader finds it to be so (Gunawan, 2015:10). Reliability in qualitative research is not defined by the reproducibility of findings, but rather by the thoroughness and credibility of the study methodology.

Several strategies were employed to enhance trustworthiness and credibility in the qualitative research. The researcher used triangulation by using multiple data sources

to corroborate findings and interpretations, mitigating any form of bias and strengthening the credibility of the study. The researcher combined the interview transcription data with secondary source data (up-to-date current literature, media reports, policies, financial statements of companies/agribusinesses, and laws) to corroborate the findings.

NVivo is a data analysis tool whereby the programme builds credibility by using techniques like matrix coding, coding, compounding and word frequency, all of which demonstrate their credibility (Olapane, 2021: 62). Using semi-structured interviews, which have more trustworthiness and credibility than unstructured interviews, the researcher transcribed the participants' responses and perspectives. The Transcripts serve as a reliable record of the data and facilitate the analysis process. All interviews were recorded, transcribed and coded into NVivo software for use in the data analysis process (Heneman III, 1975:523). Furthermore, the transcripts' trustworthiness was checked by reading them alongside the audio recordings. This exercise offered an in-depth review of the interviews collectively (Thusi, 2023:38).

For clarity and understanding for participants whose native language is isiZulu during the interview process, the interview questions were translated into their native language. To enhance the credibility of the qualitative research study, the researcher collected current and comprehensive research, which aided in formulating a suitable theoretical framework for the investigation (Rose, 2020: 4).

According to Lowe (2019:117), a pilot study is a short feasibility study intended to evaluate several components of the procedures intended for more extensive, thorough or confirmatory research. Within the broader limitations of qualitative research, pilot testing as a research construct meets trustworthiness and credibility requirements to collect enough data (Dikko, 2016: 527). The researcher, before collecting any official data for the study, carried out a small-scale, preliminary investigation to test the research methodology, data gathering procedures and analytical approaches before starting the major study. The interview schedule questions were tested to ascertain whether the questions asked by the researcher were fully understood as intended by the researcher. This was done to find any problems that might come up during the main study and improve them, enhancing its effectiveness and quality.

The purpose of the pilot test is to confirm that the ideas would work in practice and to direct the researcher in developing the research plan (Kim 2011: 191). The researcher conducted a pilot study on individuals who were not included in the main study. The data collected from these individuals will not be part of the data that will be analysed in the main study. Stahl (2020:26) states that qualitative research does not aim for replication. It is recognised that each participant selected for the study creates distinct circumstances that the qualitative researcher records, analyses and summarises.

3.9. ANONYMITY AND CONFIDENTIALITY

Confidentiality and anonymity are ethical standards that aim to preserve the privacy of humans (participants) during the collection, analysis and reporting of data, according to Coffelt (2017: 227–228). The difficulty faced by qualitative researchers is striking a balance between being honest in sharing study findings and taking the chance of revealing participants' names, or between deciding to keep material secret to limit harm to participants while maybe raising questions about the validity of the study (Lancaster, 2017: 98).

To ensure participant anonymity, the researcher removed all identifiable information from the dataset, avoiding the presentation of any specifics that could lead to participant identification. Participant names were substituted with unique identifiers, such as Small-scale farmer (SSF) 1, 2 and 3, and Agri-sector stakeholders, including Non-Profit Organisation (NPO 1), Agribusinesses (AGRIB 1-2) and Union (Union 1). No names or other personally identifying information were requested from participants in the interviews, particularly the farmers. For those wanting to participate in the study, their privacy was protected as this required participant confidentiality and anonymity. The study's participants' anonymity was maintained throughout the study.

To ensure that no unintended identifying data was left, the researcher reviewed transcripts, recordings and any writings. After the study is completed, the information will be secured and removed, with the data kept on a password-protected USB device that is used only by the researcher. Five years from now, the interview recordings on the USB stick will be deleted or formatted to prevent unwanted access.

A disclaimer was made to notify the prospective participants that agreeing to participate confirmed that the participants had read the letter of information and the consent form and were voluntarily willing to participate in the semi-structured interview. The study will ensure the protection of any confidential information acquired. The Durban University of Technology's ethical criteria for academic research were diligently followed to guarantee impartiality, the integrity of the study, and adherence to the rules governing ethics, society, the subject's focused field, and the environment. The proposed study has minimal risk, as confirmed by the ethical clearance number (IREC 047/24) acquired from the Durban University of Technology and Management Sciences research ethics committee.

3.10. LIMITATIONS OF THE STUDY

This study was primarily limited to the geographical area of KwaZulu-Natal, using convenience sampling, and excluded Agri-sector stakeholders or small-scale farmers from outside the province. The convenience sampling technique sets out a major limitation: it decreases the generalisability of study results, which impedes the ability to make generalised conclusions regarding the application of the sampling technique to a target population. Emerson (2021: 76) states that researchers can choose a limited sample size or randomly select participants from a broader population in the context of sampling. Convenience sampling, as noted by Stratton (2021: 374), is subject to various biases; however, it facilitates the statistical evaluation of sample error or validity.

3.11. ETHICAL CONSIDERATIONS

According to Pietilä (2020: 49), research ethics consists of ethical principles designed to safeguard study participants and emphasises professional standards for ethical research, aiming to ensure sound scientific practice and accountability in research. The researcher adhered to ethical standards that promote essential values for collaboration with participants, including fairness, mutual respect, trust and accountability. The researcher employed confidentiality measures to safeguard the intellectual property, interests, and information of the participants. The researcher obtained Gatekeeper letters from participants in the Agri-sector Stakeholder

organisations. The participants also received information letters to understand the interview process. A gatekeeper's letter (as attached as Appendix E, found on page 254) was written to the Agri-sector stakeholder organisations and the government agency, outlining the key individuals to engage with from these organisations. Included in the correspondence were a copy of the Letter of Information and Consent letter (as attached as Appendix A and B, found in pages 236-246), directed to the participant, as well as a draft schedule of interview questions. The interview participants were approached to arrange a meeting at their convenience, either via telephone or through Microsoft Teams.

3.11. CONCLUSION

The research methodology covered key aspects, including the research design, data collection methods and the instruments employed for data collection. This research employed a qualitative methodology. The chapter offered a comprehensive overview of the processes and procedures utilised in data collection amongst the study participants. The research design, target population and sample size for this study were clearly defined. An explanation of the sampling method was provided, including the reasons for selecting a particular approach. The study's trustworthiness and credibility were discussed to assess the trustworthiness of the results obtained from the participants. The following chapter will present the data analysis, findings and discussion.

CHAPTER 4: ANALYSIS, FINDINGS, AND DISCUSSION

4.1. INTRODUCTION

The previous chapter outlined the research design for data collection, as well as the methods used during this process. This chapter outlines the results of the data collection process, detailing the findings gathered through semi-structured interviews conducted with Agri-Sector stakeholders, which include agribusinesses, a Union, small-scale farmers, and a government department agency, all of which are aligned with agribusiness products that were purposefully selected in KwaZulu-Natal, South Africa. The data obtained from the interviews were coded deductively using NVIVO version 13 software.

4.2. BIOGRAPHICAL DETAILS OF THE PARTICIPANTS: SEMI-STRUCTURED INTERVIEWS

Agri-sector stakeholders operating in KwaZulu-Natal include agribusinesses, a Union, small-scale farmers and a government department agency, all of which are aligned with agribusiness products. Their numbers are shown in the table below:

Table 4.1: Number of participants interviewed

No	Participants	Participant code	Total Number of Participants
1	Small-scale farmer (SSF)	SSF 1-10	10
2	Agri-sector Stakeholder	NPO 1	4
		Agribusinesses (<i>AGRIB</i> 1-2)	
		Union 1	

3	Government Agency	GA 1	1
4			15

The characteristics are used to categorise the responses of small-scale farmers (SSF1-10) and to indicate the results obtained from the study. Responses from this table were addressed by small-scale farmers during their answers to questions 1, 2, 3 and 4 in Interview Schedule 1. The graphical representation of the sample is presented below.

Table 4.2: Biographic details of small-scale farmers (SSF 1-10), land size and agricultural activities

Farmer	Farmers agricultural activities	Land Size	Gender	Age
SSF1	<i>I started farming in 2019. I planted spinach, cabbage, lettuce, onions, and green Peppers. I divided my garden into four sections. I even had chickens then and eggs.</i>	<i>I utilise my grandfather's land (family land), which is like 1 hectare.</i>	<i>Female</i>	<i>25-30</i>
SSF2	<i>I started in 2015. I farm vegetables such as cabbage, spinach, onions, and tomatoes. In order to diversify my farming activities, I later got livestock, starting out with 2 goats; now I currently have 265. I also have a piggery.</i>	<i>The farm is 3 hectares of land. It is family land.</i>	<i>Female</i>	<i>40-45</i>
SSF3	<i>I have been in the farming business for ten years.</i>	<i>The farm is 10 hectares. The municipality has not provided clear information on who owns the land</i>	<i>Male</i>	<i>35-40</i>

	<i>Well, firstly, we practice a sustainable way of farming using Agroecology, not your standardised agriculture.</i> <i>We farm all kinds of vegetable crops, including spinach, tomatoes, and cabbage.</i>	<i>between them and the Ngonyama trust; there is still a dispute about the land.</i>		
SSF4	<i>I have been farming for 3 years now.</i> <i>I am a hydroponics farmer with 10x10 m x 30 m tunnels. The size of the operation is small. The type of farming is commercial, as I could supply both wholesalers and retailers. I do not supply wholesalers yet as I only received my packhouse in August 2024, but started planting in November 2023, then harvesting in January 2024, which meant I did not have storage to be able to pick and deliver in bulk.</i>	<i>I lease 2 hectares of the 9-hectare farm.</i>	<i>Female</i>	<i>25-30</i>
SSF5	<i>I have been farming since 2018.</i> <i>The activities done on my farm are sugarcane and poultry farming, specifically egg production.</i>	<i>My farm size is 4 hectares. I purchased the land I am farming.</i>	<i>Female</i>	<i>35-40</i>
SSF6	<i>I've been running a poultry farm since 2017.</i> <i>I run a poultry farm, laying chickens specifically. My entrepreneurial goals, along with the need to alleviate food security, prompted me to pursue this kind of farming. Critical</i>	<i>The farming land holding is 6 hectares</i>	<i>Female</i>	<i>25-30</i>

	<i>resources were accessible/ means could be made, and there was a market for eggs.</i>			
SSF7	<i>I have been farming for more than 10 years.</i> <i>Sugarcane production, Livestock, and vegetable production.</i>	<i>The farm is 5 hectares. We use family land, which was purchased</i>	<i>Female</i>	<i>30-45</i>
SSF8	<i>I began farming in 2016.</i> <i>I am a diversified farmer who produces beans, cabbage, and maize. During the rainy season, I cultivate cabbage and maize.</i>	<i>The farm is 4 hectares of land. The land was made available to me by a local chief</i>	<i>Female</i>	<i>25-30</i>
SSF9	<i>I have been farming since 2015.</i> <i>I am a farmer who focuses on cotton and vegetables. I cultivate winter vegetables and cotton primarily to improve cash flow.</i>	<i>I utilise my own purchased land, it's about 6 hectares.</i>	<i>Male</i>	<i>30-35</i>
SSF10	<i>I have been farming since 2013.</i> <i>I am involved with poultry farming, specifically focusing on egg production.</i>	<i>Our farm is a family-operated establishment. The area covers 7 hectares of land.</i>	<i>Male</i>	<i>40-45</i>

Table 4.2 shows the results on the small-scale farmers' agricultural activities, land size, gender and age. Females dominate (8) the sample compared to males (2).

Table 4.3: Age of participants

As shown in Table 4.3 above, of the 10 small-scale farmers (SSF1-10), 4 (40%) were between the ages of 18-39 years and 6 (60%) were between 30-45 years.

The analysis of the data gathered from the semi-structured interviews resulted in the identification of the most frequent words used in the study. The word cloud serves as an analytical technique for visualising key data in word form, displayed in Figure 4.1.

Figure 4.1: Word Cloud -100 most frequent words
(extracted from NVivo)

An analysis of the resulting word cloud (see Figure 4.1) revealed that participants used key terms such as “land reform”, “business”, “agriculture”, “farming” and “beneficiaries” in response to the interview questions and overall research questions. The participants collectively understood the basic meaning of CSR by mentioning the frequent use of the term’s “support”, “skills”, “training”, “money”, “market” and “development”. This analysis does not replace a formal assessment of the number and percentage of participants providing acceptable responses. However, it offers a brief overview for formative purposes. The word cloud guided the identification of the emerging themes, sub-themes presented in Table 4.4.

The findings of the study are categorised and discussed under the following themes:

Table 4.4: Identification of themes and sub-themes

Themes	Sub-theme
T1. <i>Land reform</i>	Factors affecting land reform
	Challenges of land reform
	Access to markets
T2. CSRs Mediating role	Public-private partnerships
	Agri-stakeholders' involvement through CSR
	Union and advocacy group roles
T3. <i>Sustainable CSR practices in land reform</i>	Post-settlement support
	Financial sustainability
	Training and development

Themes were identified in line with answering the research questions (RQs), namely:

RQ1: How can agricultural organisations, through their CSR strategies, play a mediating role in the government’s land reform policies to assist and encourage small-scale farmers to continue to contribute to food security, reduce unemployment and end hunger in South Africa?

RQ2: How can agricultural organisations, through CSR, buy into the land reform programmes of the South African government to find an amicable solution to the land issues in South Africa?

RQ3: How can CSR be a mediating tool to enhance land reform in South Africa?

RQ4: What is the relationship between public sector priorities, CSR and the land reform programmes in South Africa?

Furthermore, relevant quotes from the interviews were employed to facilitate the discussion on themes. The transcripts of data from the semi-structured interviews were employed during the discussion. However, to guarantee anonymity, the identities of the interviewees have been altered.

4.4. THEME 1: LAND REFORM

This theme included a series of questions directed at all participants involved in the study. The theme aimed to identify the factors affecting land reform and the challenges associated with its implementation, including the difficulties faced by small-scale farmers and the limited market access for small-scale farmers. Plessis (2015) states that land reform in South Africa is a complex issue that has generated considerable debate, with equitable land distribution and the development of small-scale agriculture identified as critical objectives. With that noted, the government's land reform policy seeks to address the injustices of apartheid; promote national reconciliation and stability; support economic growth; enhance the welfare of households; and reduce poverty (Pienaar, 2014:207). The thematic data generated from the interviews resulted in the identification of three sub-themes (Figure 4.2).

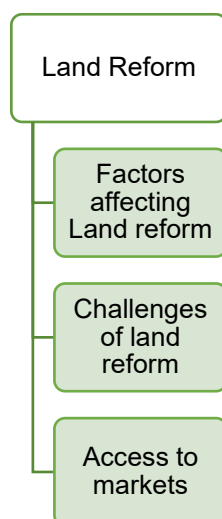


Figure 4.2: Sub-themes extracted from land reform

(Source: researchers' impression)

4.4.1. Sub-theme 1: Factors Affecting Land Reform

This sub-theme addresses questions 9 and 12 of Interview Schedule 2 and Question 11 of Interview Schedule 3.

One of the problems hindering the success of sustainable land reform projects is corruption. Corruption has negatively influenced the progress of land reform as the private sector (agribusiness commodities) initiatives often do not align with the government's land reform programme, and undeserving beneficiaries benefit from it. GA1 emphasises that:

“Why the private sector is not buying into the government’s land reform programme speaks to the track record and the way that the programme has been implemented. I think, in my opinion, looking at the track record of the land reform process. For me, corporations have an opinion that the process is corrupt, so people not deserving in terms of being beneficiaries are benefitting from the process, so that may be one of the reasons why corporations see this programme as not how it should be” (GA1).

An NPO also expressed concerns regarding corruption within land reform, asserting that officials play a role in the failure of farms through their selection of beneficiaries:

Currently, there is an issue whereby some officials contribute to the failure of farms because land and finances were given to people, but they were not even part of the plan in the first place” (NPO).

The Union concurred with the perspectives of other Agri-sector stakeholders concerning the corruption inherent in the land reform programme and presented a possible solution to the issue, asserting that:

“The problem with the government, the departments, and land reform is just corruption, and it's complicated. How the government should do land reform is that they should take it away from departments and that the department should simply be an oversight committee, and it should be entirely delivered by commodities end-to-end” (UNION 1).

In summary, corruption remains a significant issue on the agenda of human rights and sustainable development globally. South Africa is not an exception as experiences of widespread corruption that affect all sectors, including land reform (Mathiba, 2021: 565). Mtero (2023: 16) argues that the unethical and corrupt actions of state authorities and politicians can influence the procurement of resources for land reform. This might entail squandering public monies for land-reform beneficiaries and allocating political allies to such projects. The aforementioned narrative indicates that corruption negatively impacts land reform in South Africa. A stricter demand for accountability is necessary to establish a reliable and precise procedure for identifying beneficiaries of land reform.

4.4.2. Sub-theme 2: Challenges of land reform

This sub-theme explores the challenges associated with land reform in South Africa, which has frequently faced criticism for its ineffectiveness and slow progress in attaining equitable land redistribution. This sub-theme addresses Question 12 of Interview Schedule 1 and Question 12 of Interview Schedule 2.

SSF3 has observed that insufficient networking between small-scale farmers and commercial farmers has restricted knowledge sharing and collaboration between these two groups. Engagement platforms will connect the two distinct categories of farmers:

“Platforms of engagement and knowledge exchange must be created. This will bridge the gap between small-scale farmers and established commercial farmers. There is no network happening between the farmers” (SSF3).

The NPO added that:

“To add from a community perspective, I think often the platforms of communication around land reform are not always accessible to the community, to the people who need it, and not enough time or process is given to helping those who could access reform support to access it. Communication plays a big role and access to information.

I also think bureaucratic processes are not helping communities' access, reform, and support". (NPO).

AGRIB2 recognised the necessity of interpreting the language in policies and bills to enable communities to comprehend their rights related to land reform.

Our policies in South Africa are very clear. I think the biggest thing is the language that is used in those policies or those bills; they need to be interpreted in layman's terms, that people can understand. That's a big thing because there are too many jargon words, especially when it comes to policies. After all, policy is law, and law, it's all about the technicality. So, if they can just tone it down to a level that the community will understand, bringing about transparency and communication (AGRIB 2).

The interviews with Agri-sector stakeholders reveal that a significant challenge in land reform is that small-scale farmers often lack access to information and communication regarding land reform, as well as the understanding of the complexities of its policies, which hinders transparency for communities. The findings from this study corroborate other scholars such as Sikwela (2013: 30), who asserts that access to information for small-scale farmers is typically inadequate and increased by the absence of dependable and effective platforms for information dissemination.

4.4.2.1. Challenges experienced by farmers

This sub-theme examines Question 7 of Interview Schedule 1, in which small-scale farmers were questioned regarding the main difficulties encountered on their farms. Small-scale farmers encounter various challenges, including barriers to market entry, limited access to irrigation water, climate change, insufficient extension and support services, and inadequate financial services. Moreover, additional challenges include unqualified human capital resulting from insufficient education and training; inadequate agricultural research; a lack of relevant information; and financial issues (Adamashvili, 2020: 243; Cousins, 2020: 4).

4.4.2.1.1. Access to land

Farmers often face challenges related to arable land, including insufficient land allocation, insecure tenure and access to arid areas that may not be suitable for crop cultivation (Malatji, 2018:403). Four of the small-scale farmers interviewed expressed a similar opinion by noting the following:

“There was this one time my business partner and I wanted a piece of land to lease out, but we ended up just leaving the whole thing. We wanted more land because the demand was high and we couldn't meet that, you know, cause when you start supplying stores, they will tell you we need 100 bunches of spinach tomorrow. We need 200 for the weekend” (SSF1).

“Well, the only issue I have is the lease issue with the municipality since they can't provide clear information about the land we are currently using” (SSF3).

“The land does not belong to me; therefore, the activities I can do are very limited. The owners have goats on the farm, which we have to chase away as the area we work in is not gated. Furthermore, I had an issue with the farm I was leasing; the area was too steep to make the tunnels work” (SSF4).

4.4.2.1.2. Weather conditions

Another challenge mentioned by small-scale farmers is the unpredictable weather conditions that they face. Scholars such as Rankoana (2016; 2) note that significant climate hazards, including excessive heat, disease, biodiversity depletion, and water scarcity, compromise the livelihoods of communities reliant on agriculture.

Two small-scale farmers interviewed identified weather conditions as a significant challenge impacting their harvests:

“Our biggest enemy in farming it's the weather. The weather is the one that determines our sales. When I planted green Peppers, the first harvest was fine. It sold out the first day, and then there were hailstones. The whole garden vanished” (SSF1).

“As farmers, we cannot control weather conditions; consequently, this year there was a period of strong winds that damaged my vegetable tunnels. The floods that occurred in 2021 ruined almost 4 hectares of the beans I cultivated. Droughts and veld fires are common, leading to the burning of grazing land, which adversely affected my goats since they depended on these pastures for their food. This adversely impacted me since I was compelled to get more food for the goats, which imposed a financial strain. These difficulties primarily impose a financial burden on us as farmers” (SSF2).

4.4.2.1.3. Droughts and Irrigation Issues

Droughts have led to reduced water resources and biodiversity, thereby threatening the livelihoods of rural communities. This group of small-scale farmers reiterated that water represents a significant challenge to their agricultural practices.

“Issues with the water supply. Not everyone has land that's closer to a river, and crops need a lot of water. Farming is seasonal. You need to know which plants or vegetables you can plant in a certain month because not all of them are all-arounders. Some of them work better in winter, and some of them work better in spring and summer. And since you're approaching summer. Your green leaf products. They need tons of water. So, you can maybe shy away from the winter. You can water them, but in summer, they need a lot of water” (SSF1).

“On the technical side, irrigation is an issue” (SSF3).

“A reliable water source, heat (the area gets very hot in summer), and this affects my crops as a large source of water is needed” (SSF6).

The above findings echo the sentiments of Malatji (2018:404) that access to water for irrigation remains a fundamental requirement for farmers, particularly for those engaged in crop cultivation. Furthermore, drought reduces arable land availability for rural agricultural economies as farmers depend on using the land to produce crops. Droughts affect small-scale farmers due to water constraints, rising food costs and revenue loss (Majaha, 2023: 7).

4.4.2.1.4. Pricing

SSF1 mentioned a challenge concerning pricing:

It is preferable to sell to local consumers rather than to supermarkets. The rationale behind large supermarkets is that they often state a purchase price of five Rands, but when one analyses the associated costs, including energy, time, fuel, and labour expenses. It appears unreasonable to sell to them I intend to sell an item for seven Rand, while the supermarket aims to purchase it for five Rand. The anticipated selling supermarket price is ten Rand, highlighting a disparity in valuation (SSF1).

The findings from this study corroborate other scholars (Comins, 2024: 1) who noted that supermarkets that enforce high mark-ups on fruits and vegetables must be open about their prices, which need to be reformed to increase the competitiveness and inclusion of black farmers and market agents. Furthermore, Roberts (2024: 3) states that at times, farmers may be compelled to sell through local markets since they are unable to access their preferred markets.

4.4.2.1.5. Pest and disease control

One of the primary challenges identified by the farmers is the management of diseases and pests. Li (2024: 381) indicates that pest and disease management in agricultural production poses challenges that go beyond direct impacts on crop health and yield, significantly affecting resources and the environment. High control expenses strain farmers and threaten agricultural productivity.

One big challenge is dealing with pests. If you don't use pesticides, diseases and pests spread quickly, and it's quite expensive to deal with them after they've spread (SSF4).

Buying pesticides and other inputs is a huge challenge without funding or working capital (SSF4).

A flock of chickens can be seriously damaged by pests such as lice and mites. These lice bite into feathers and sometimes chicken wounds. Winter brings pests, most of which are common (SSF10).

Cabbage cultivation is not complicated. However, controlling diseases and pests is important throughout the whole growth season (SSF8).

4.4.2.1.6. Municipal Service Delivery

Poor service delivery by municipalities and inadequately maintained roads represent core challenges for small-scale farmers. SSF5 notes the following:

The main challenges I would say are a lack of support from our local Municipality in fixing our infrastructure. Particularly, our roads are terrible, making it difficult for us to supply our customers or receive fees if we have a rainy season (SSF5).

4.4.2.1.7. Fires and stock theft

Fires damage agricultural equipment, infrastructure, livestock, crops, land and pastures. In this regard, SSF7 and SSF9, farmers interviewed, identified wildfires and theft as significant challenges in agriculture:

The main difficulties we face are usually wildfires and stock theft (SSF7).

Fires create a significant disaster; I have personally experienced their impact, resulting in the loss of my crops (SSF9).

In summary, small-scale farmers encounter various challenges such as changing weather patterns; tenure security; the lack of capacity to generate capital; insufficient access to reliable, current information; and concerns related to skills and time in practical agriculture (Hofmeyr, 2021: 9). Supporting small-scale farmers contributes to local livelihoods and enhances food security.

4.4.3. Sub-theme 3: Access to markets

The sub-theme on access to markets was noted as one of the prominent challenges faced by farmers in selling their livestock and produce. The interviewed farmers emphasised the significance of market access.

"I had a downfall while planting lettuce; the downfall was that I didn't have any clients, so most of it rotted in the garden. So that's one of the things that, as farmers, we go through" (SSF1).

"As time went by and I could not get access to markets, I got involved in agro-processing" (SSF2).

"More than farm-related, the difficulties at first were related to market access. As a Farmer, you must locate your target market for your crops before choosing how many seeds to sow. If you don't know who will purchase your crops before planting, you might find yourself with a harvested crop and no customers" (SSF8).

Equally important, and drawing from the data extracted, it was uncovered that limited access to markets presents a significant challenge for farmers as those who can produce often struggle to sell their goods. AGRIB 2 alluded to the fact that it is not only small-scale farmers who need to be supported with access:

"Small-scale farmers need to be supported with access to markets because one thing that you find out with not even small-scale farmers, any farmer, even now, looking at agripreneurs, they know how to farm, but the problem is having access to markets" (AGRIB 2).

Supporting the above statement, Boye (2024: 3) identifies several barriers that hinder the active participation of agri-preneurs. The obstacles encompass education, skills, land, financial assistance, market access and institutional factors.

Equally, it was uncovered by the NPO that CSR should be used as a tool that will create opportunities for small-scale farmers who are involved in the informal trading of agriculture.

"The informal trading of agriculture, you know, not having a license to sell produce. These kinds of hurdles we're not in favour of because they're not enabling the informal economy to grow in strength. The country is so big in the NDP about promoting entrepreneurs and small local businesses, and yet the policies don't enable it. It's such a mission to start a company to find capital, to compete and so, and that's where I think CSR, plays a really interesting role in creating those opportunities, creating those platforms for the smaller businesses and operations to feature in bigger corporate

outputs in some way, through a partnership model and it doesn't always have to be a financial exchange. Sometimes it's just technical input, advice or research, or training" (NPO).

Good Agricultural Practices (GAP) audit licenses enable farmers to identify potential deficiencies in both managing farms and operational processes. AGRIB 2 observed that access to markets is limited, as farmers require Good Agricultural Practices (GAP) audits to engage with formal or global markets beyond the informal sector.

"These days, access to markets is not simple; buying as an individual customer is separate compared to finding a market through any food retail establishment. GAP licenses are required when entering formal markets for compliance. GAP licenses are costly; audits are conducted initially to identify areas of weakness in my farm, and then, from there, farmers have to strive towards that compliance. Should you deal with South African stores, you may find a local gap. If it's an international food retailer, it must obtain a global GAP license. These licenses are costly. When applying for a gap license, they will consider health and safety, and small-scale farmers sometimes lack basic compliance items. Farms have to follow correct bacterial treatment protocols. I'm just discussing things they have to work on the farm before paying the service provider who will visit and audit for you. These are the items that come with entering the official market. Otherwise, these small-scale producers will end up in the informal market" (AGRIB 2).

In summary, the government's land reform programme is essential for addressing South Africa's challenges of inequality, poverty and unemployment. The Department of Agriculture and Rural Development is important to arranging this response through acquiring land, the resettlement of individuals, and post-settlement assistance (Tibane, 2022:2). Many factors affect the fulfilment of land reform, including corrupt and unethical acts of politicians and governmental officials (elites) mainly in the selection of beneficiaries. Amongst the several challenges associated with land reform, farmers' access to markets continues to be a major issue for their survival. Farmers function within difficult socio-economic environments and engage in competition in both local and global markets (Giller, 2021:1087). An underdeveloped marketing infrastructure

leaves small-scale farmers without supportive groups. These factors discourage small-scale and emerging farmers from accessing formal markets (Sikwela, 2013:2502). GAP audits serve as an effective mechanism to evaluate preparedness for certification audits. They emphasise the best agricultural practices to produce, pack, handle and store fruits and vegetables securely, lowering microbial food safety hazards for farmers. GAP audits offer essential guidance for producers and consumers, enabling producers to differentiate themselves in a competitive market and access new market opportunities (SA GAP Certifications,2024; Spandiel, 2024: 1).

The upcoming theme will examine the mediating role of Corporate Social Responsibility (CSR) and the various partnerships, such as Public-Private Partnerships (PPPs), in supporting small-scale farmers through CSR initiatives.

4.5. THEME 2: CSR's MEDIATING ROLE

Stakeholders in the Agricultural sector are involved in a variety of collaborations that are designed to improve their partnerships, contractual strength and market power (Adamashvili, 2020: 244). This theme examines the mediating role of public-private partnerships and agribusinesses, along with their CSR initiatives, in the enhancement of land reform policies in South Africa. This theme will examine the role of unions and advocacy groups in promoting and protecting human rights, particularly through collaboration on targeted campaigns and social justice issues, including agriculture and land reform.

As illustrated in Figure 4.3, the analysis of the data generated results in the identification of four sub-themes.

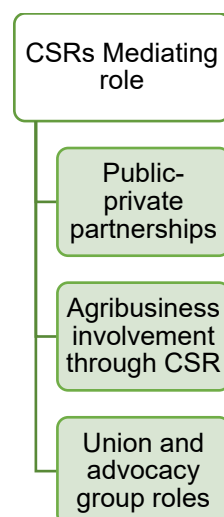


Figure 4.3: Sub-themes extracted from CSRs' Mediating role
(Source: Researcher's impression)

4.5.1. Sub-theme 1: Public-private partnerships

The South African government adopted multiple strategies to tackle poverty, food insecurity and the instability of land rights for farmers alike. One strategy involves using CSR initiatives by stakeholders in the Agricultural sector to supplement governmental

efforts. Public-private partnerships involve government collaboration with diverse stakeholders operating at multiple levels of policy-making (Hong, 2018: 299; Nemaangani, 2011: 33). Public-private partnerships allow private enterprises with CSR programmes to use their technology, innovation, skills and funds to help government efforts, especially when public resources are limited.

“CSR plays a significant role, as communities require a dedicated budget for their development, given that government resources may be insufficient. It is essential to consider CSR as a strategic approach for collaboration with the government” (AGRIB 2).

One agribusiness representative recognised the positive impact of CSR, while the NPO noted that some companies prioritise gaining profit, whereas others invest in skill development and prioritise land reform.

“You have to acknowledge that there are corporate entities that are out for capitalism and profit. But what has been incredibly humbling as a development organisation partnering with corporates across the country is that there are business owners who are very interested in development in the long game of investing in skills and prioritising things like land reform” (NPO).

GA1 suggests that the implementation of land reform policies should encourage partnerships between the government and private companies to address the post-settlement challenges associated with land reform.

“Post-settlement support should include adequate funding, capacity building through mentorship in both business and technical production, and improved market access. If land reform policies can speak to the establishment of partnerships that address some or all of the issues mentioned above, that is where corporate and CSR influence policy” (GA1).

The union expressed concerns regarding companies collaborating with the government, emphasising that the objective of CSR should be to enhance accountability in governmental activities.

“The biggest area for CSR in land reform would be to bring accountability to government activities. So, the government has to partner with businesses to deliver it” (UNION 1).

The previously mentioned findings align with those of other scholars like Mandiriza (2022: 2), who suggests that for public-private partnerships (PPPs) to succeed, an enabling environment that prioritises accountability, ensures transparency and mitigates corruption in commercial transactions is essential.

In summary, Spencer (2018: 77) notes that the private sector serves as a development agent, and this is evidenced by the Sustainable Development Goals (SDGs), which indicate that governments and development agencies require business involvement to fulfil the 2030 development agenda. The private sector possesses the capital, resources and influence necessary to significantly contribute to poverty reduction and job creation. Consequently, the concept of partnership is a central theme in Sustainable Development Goal discourse. Moreover, PPP collaborations provide solutions that benefit communities, and when strong partnerships are established, communities are further empowered through sustainable development initiatives (Anandi, 2024:1098). Governments play a critical role in legitimising CSR in both the public and private sectors. By endorsing a comprehensive CSR policy framework and offering official support or creating a dedicated national department, governments enhance the legitimacy of CSR and integrate it into community awareness (Kloppers, 2013: 129). Dale (2024: 5) asserts that achieving food security requires collaboration amongst the government, private sector and community organisations to establish and carry out policies that enhance the production and trade of agricultural goods.

4.5.2. Sub-theme 2: Agri stakeholders’ involvement through CSR

CSR involves the company’s activities that are designed to address stakeholder expectations whilst also considering the triple bottom line, which includes economic, social and environmental performance. Although nearly all large companies implement CSR and engage with stakeholders, the depth and size of these initiatives vary significantly across companies (Inamdar, 2024: 9162). The interviewed Agri-

stakeholders identified the types of CSR activities implemented by their organisations within the agriculture and land reform discourse. These are reflected in the statements below:

“The motivation for us to implement CSR with farmers is to ensure that there is a production of high-quality sugar cane, and conforming to effective farming practices is essential, as neglecting these can adversely affect crop yield. We want the farmers to get paid based on the quality of the sucrose they bring to the mills, which is in the cane. Through the money they receive from selling sugar cane, they can expand not only from sugar cane, they can farm other crops with the proceeds of sugar cane. We provide technical support to small-scale farmers when land is transferred or projects have already been transferred, facilitated by our project managers. The involvement of individuals in farming is dependent upon whether the farmers are self-managed. Farmers will receive technical assistance throughout planting and harvesting seasons to guarantee that the right principles are used in these procedures. We oversee agronomics, operational issues, and governance, which involves the regularisation of trusts and communication with the Department of Land Claims. We provide training and, when feasible, financial support” (AGRIB 1).

“We have a CSR initiative that aims to strengthen rural communities in KwaZulu-Natal by assisting entrepreneurs in the agricultural value chain. This programme aims to assist women and youth in business to enhance their operations and, crucially, generate employment in the rural economy to mitigate urban migration, enabling its participants to become job creators rather than job seekers” (UNION 1).

Added to the above, AGRIB 2 highlights the importance of the company's CSR programme and its positive effects on the local community in which it operates, generating additional employment opportunities.

“Small-scale farmers serve as both stakeholders and beneficiaries of our CSR programme. To create jobs and new income streams, our projects focus on improving people's and the community's ways of life. This is especially true for the farming of cotton and the ginnery operations that go along with it. We have invested in

cotton producers and they are now able to purchase their seeds, reducing their dependency on us” (AGRIB 2).

Additionally, the data revealed that the government agency has initiatives aimed at supporting small-scale farmers:

“We look at supporting farmers with their establishment or upgrade of their irrigation system, we look at supporting them for their inputs for production, e.g., seedings, fertilisers, chemicals, and we look at mechanisation support, i.e., tractors and implements for your land preparation. We also look at the viability of establishing small-scale pack houses so that they can package and store, which can reduce post-harvest losses as far as possible” (GA1).

The above findings corroborate with other studies by Boehncke (2025:18), Omidire (2023: 14) and Nimanani (2020: 2) who assert that CSR refers to a company's obligation to mitigate negative societal impacts and to align its operations with the best interests of society, which leads to promoting beneficial results. CSR activities by companies can come in various forms that contribute positively to the South African economy. Both public and private sectors need to collaborate in the developmental process of small-scale farmers to ensure sustainable farming practices and improve their income (Balasubramani, 2017:28). The involvement of Agri stakeholders through their CSR supports small-scale farmers in realising their full potential and enhancing sustainability. Therefore, CSR serves a mediating role in advancing progressive land reform initiatives, conditioned upon increased participation from agribusinesses in their CSR initiatives.

The subsequent sub-sub themes arise from the main theme, examining the support provided to small-scale farmers by the Agri-sector stakeholders and their perceptions of CSR.

4.5.2.1. Support received by farmers

Support for small-scale farmers enhances their sustainability and enables their contribution to food security in South Africa. These sub-sub themes look at the

responses provided by the interviewed small-scale farmers (SSF1-10) regarding the types and forms of support they have received from the Agri-sector stakeholders.

4.5.2.1.1. Funding

According to Padayachie (2023: 2), farming is a resource and capital-intensive enterprise that demands access to sufficient funding. The funding problem is particularly concerning, as small-scale farmers often rely on self-financing.

“I received funding from the Department of Agriculture's KZN agency” (SSF4).

“In terms of funding, in 2020, COVID came and things just went South. So, the government had these PESI vouchers that it gave out; you had to apply for the voucher, and then a representative from the Department of Agriculture would come see your land and see what you are doing. So, with that money, I was able to buy irrigation pipes, sprinklers, and fertilisers (SSF1).

I received help from the Department of Agriculture with a relief fund for a voucher during COVID-19 (SSF2).

4.5.2.1.2. Collaboration between farmers

Some small-scale farmers indicated that collaboration amongst themselves was crucial as it enhanced their business skills, cognitive strategies and objectives in addressing their limitations.

I could say the people who helped me in agriculture it was people who were already in the business. I'm not afraid to ask questions. Some of them would give me all the feedback that I needed, so it was a good community when I first started (SSF1).

We have a support system as small-scale farmers in place so that work goes on with that much support (SSF3).

I have self-funded myself and partnered with local farmers (Communally) to grow my farm (SSF8).

4.5.2.1.3 Scholarship

SSF3 alluded to the fact that they have received a scholarship from one of the Agri-sector stakeholders:

I have only received a scholarship from the Department of Agriculture's KZN agency (GA 1) (SSF3).

4.5.2.1.4. Mentoring

Mentoring as a form of support that can be received by farmers involves an individual with greater years of expertise collaborating with a younger or less experienced person (small-scale farmers) (Terblanche,2011:57). Three farmers interviewed emphasise that:

The Department of Agriculture has assisted us when there were veld fires and wild dogs with advice and support (SSF2).

I have received mentorship from a sugar extension association and a poultry association in KwaZulu-Natal, as well as participation in a farmer's transformation programme offered by a retail store (SSF 5).

We get advisors who mentor us as sugarcane growers, ensuring that we have the best crop quality and management (SSF7).

In summary, small-scale farmers play a crucial role in preserving agricultural land and rural cultural practices. Supporting small-scale farms facilitates the preservation of the agricultural landscape within local communities. These farmers constitute the essential foundation of the food system. Support includes providing funding, scholarships, bursaries and mentorship. These methods positively influence the agricultural community whilst advancing the larger objective of ending hunger and creating livelihood sustainability.

According to Ammirato (2021:3), collaboration between farmers is regarded as essential for promoting farmers' empowerment and facilitating business development. Farmers, as essential stakeholders in the agri-food supply chain, often face constraints in their business skills, cognitive approaches and ambitions. Thus, collaborative approaches can assist farmers in overcoming these limitations.

4.5.2.2 CSR perceptions of small-scale farmers

This sub-theme examines small-scale farmers' perceptions of CSR and seeks to determine their views towards CSR initiatives, as well as what further contributions companies may make through CSR for these farmers in their community. Farmers have varying perceptions of CSR depending on their type of production (Saleh, 2023: 29).

The farmers interviewed summarised the importance of access to markets for farmers. This is reflected in the statements below:

CSR initiatives need to support farmers in gaining access to formal markets, as this represents a significant challenge for small-scale farmers (SSF1).

CSR can play a huge role for us farmers if Agri-stakeholders can assist us by providing us access to appropriate markets where we can sell our produce. We tend to be limited to our locals, and we sell for considerably less than the produced true worth (SSF2).

The narrative supports Dhillon's assertion (2023: 8) regarding market access, indicating that small-scale farmers' products may become ineffective due to limited market availability. The conclusion indicates that numerous issues could be addressed through the assistance of specific agricultural organisations with CSR.

Added to the above, CSR can significantly benefit communities with initiatives enhancing the small-scale farmers' business acumen; discount provision for their start-ups; and fostering a network amongst farmers employing similar methods to enable information sharing, rather than operating in isolation.

CSR possesses significant potential to benefit communities. Accounts may be established for small businesses; a network of hydroponics farmers should be developed, promoting collaboration among farmers and suppliers rather than isolated operations. Time can be allocated to knowledge sharing rather than just to product distribution. Collaboration can be promoted, and discounts for start-ups can be offered (SSF4).

A study by Pandey (2024: 3) observed that the use and access to agricultural information significantly influence farmers' capacity to sustain and enhance farm productivity. In the absence of formal agricultural information sources, farmers frequently depend on informal networks or traditional practices. Programmes for training and extension may significantly increase farmers' production by giving them the knowledge and abilities they need to make informed decisions that enhance their farm's productivity. The farmers emphasised the significance of acquiring information about their practices, and companies implementing CSR programmes should establish connections between small-scale farmers and agricultural hubs that address their specific needs; educate farmers about the supply chain dynamics; and provide funding to those with growth potential.

“Agribusinesses purchasing our products should provide us with greater insights into the entire supply chain” (SSF5).

“I believe companies, through CSR, should expose small-scale farmers to AGRI-HUBS that are tailored to the specific farming practices and allocate trainees into workspaces” (SSF7).

“Through CSR, companies can educate and upskill farmers, not only that, but within their available resources, fund farmers who have the potential to grow further” (SSF8).

The findings from this theme highlight the importance of concentrating on small-scale farmers through the Agri stakeholders' involvement through CSR. Agriculture serves as a sector capable of generating employment and providing income for South African citizens. Small-scale farmers require assistance in the sector with the provision of skills, resources, market access, technical support, information and land, amongst

other factors, from Agri-sector stakeholders with their CSR initiatives to improve their competitiveness with commercial farmers in the country. Moreover, CSR promotes the ability of farmers to be more capable of establishing financially viable enterprises that will persist in development and growth (Moitse, 2022: 1). CSR is a tool that provides varied benefits to farmers, depending on their specific needs. Consequently, small-scale farmers will have different views on CSR depending on the specific assistance they need at that particular time or how the initiatives can benefit the farmers.

4.5.3. Sub-theme 3: Union and advocacy group roles

Activists, groups and organisations frequently establish networks and coalitions to advocate for and safeguard human rights, particularly by collaborating on focused campaigns or specific rights issues (Evans, 2013: 56). Union1 allows small-scale farmers to voice their opinions on KwaZulu-Natal's agricultural and rural development policies. The small-scale farmers, as members of the union, possess an enhanced voice in programmes that cater to their needs (Hendrickson, 2014: 670).

“We seek to implement transformation in agriculture that ensures a sustainable future for the sector in KwaZulu-Natal, and we advocate for a favourable policy framework for agriculture in KwaZulu-Natal by proactively ensuring that the laws, attitudes, and fundamental concepts associated with this framework are maximally supportive of agriculture” (UNION 1).

Equally important, and drawing from the data extracted, it was uncovered that the other Agri-stakeholders promote human rights through community initiatives and provide a link between the communities and organisations.

“We work with projects that involve communities” (AGRIB 2).

“As a non-profit. We have taken a proactive stance as a mediator between the communities and the corporate sector, so we're essentially the middleman. We turn ourselves into a backbone organisation because we kind of create this framework upon which these programmes and product projects can function, and corporations channel funding through us” (NPO1).

A key observation from the aforementioned sub-theme is that unions and advocacy groups play a crucial role in shaping political and social systems by transforming agriculture and consistently prioritising community needs.

4.6. THEME 3: SUSTAINABLE CSR PRACTICES IN LAND REFORM

This theme explores sustainable CSR practices in land reform. As illustrated in Figure 4.4, the analysis of the data generated results in the identification of three sub-themes. The analysis of the data extracted resulted in the identification of several sub-themes (Figure 4.4).

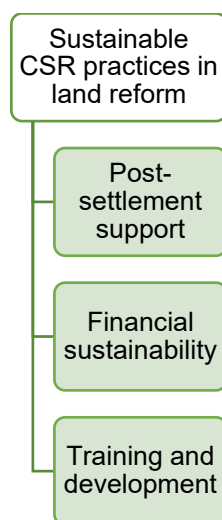


Figure 4.4: Sustainable CSR practices in land reform
(Source: Researcher's impression)

4.6.1. Sub-theme 1: Post-settlement support

In an Agricultural sector increasingly controlled by large producers and corporate agribusiness, support for small-scale farmers in the form of farm planning, training, mentorship, business management, technical skills, extension services, access to credit, access to markets and other practical assistance would have created a more equitable environment for them if they had been land reform beneficiaries (Cousins, 2015 :3; Maka, 2019:44). Zansti (2023: 32) states that effective post-settlement support relies on careful planning and budgeting. Regarding sustainability and post-settlement support for small-scale farmers, the following Agri-sector stakeholders shared their insights on the types of post-settlement support they offer and the need to identify suitable beneficiaries to mentor:

“We provide post-settlement support in terms of funding, capacity building (including mentorship for both business and technical production capacity building), and market access” (GA1).

“In terms of providing post-settlement, there needs to be proper mentorship for whoever wants to farm” (NPO2).

Apart from the above insights on post-settlement, AGRIB 1 and 2 stated that being involved in the pre-settlement of beneficiaries will enhance their ability to assess the beneficiaries' readiness regarding skills, agricultural expertise, business skills and commodity orientation.

“With regards to land reform beneficiaries, we need to look for beneficiaries in diligence” (AGRIB 2).

“We should be involved pre-settlement rather than post-settlement to assess farmers' readiness before land is transferred. It is important to find out how ready people are in terms of their farming skills, business skills, and commodity orientation before transferring land to them, as this prepares them to make good management decisions. We could then tell them, “You're not ready, just lease out the land to a commercial grower or any other person who has the financial muscle” (AGRIB 1).

The above finding aligns with what Phasha (2020:434) notes, that before land is transferred to beneficiaries, the pre-settlement phase is essential because it allows for a thorough assessment of the farm to be transferred and the capabilities of potential beneficiaries to engage in farming. Pre-settlement support involves identifying beneficiaries, evaluating the farm's agricultural potential and developing business strategies. Post-settlement support, on the other hand, likely includes marketing assistance for the produce, training, extension services and infrastructure development assistance.

In summary, small-scale farmers encounter various challenges compared to large-scale commercial farmers; thus, sustainable CSR practices, which can include pre- and post-settlement support, can help them to meet their specific needs and objectives. The lack of post-settlement support for farmers, should they become

beneficiaries of agricultural land, would significantly hinder the development of agriculture and land reform success in South Africa.

4.6.2. Sub-theme 2: Financial sustainability

The NDP land reform model is a framework that guides the systematic implementation of land reform in South Africa. It promotes development through partnerships between the government, private sector and civil society (Van der Walt, 2015: 20). Additionally, a blended finance scheme can mobilise extra funding, mainly from private sources, with investment linked to specific development outcomes (Attridge, 2019:17). Furthermore, Anyango (2022; 1) asserts that the South African government, through the Department of Agriculture, Land Reform and Rural Development, has initiated a 3.2 billion Blended Finance Scheme in collaboration with the Land Bank to support farmers.

“The blended finance scheme has the best potential funding mechanism for land reform in South Africa. It has a high potential” (UNION).

To achieve financial sustainability, small-scale farmers require support to enable their self-sufficiency. Apart from the blended finance scheme, AGRIB 2 noted that their CSR projects can provide a form of financial sustainability for farmers, such as a savings scheme, to ensure continued access to funds.

“We supported small-scale farmers by initially giving them cotton seeds to trade later on, after harvest. We created a savings scheme for them so they could purchase the seeds themselves at a later stage and encourage them to not be dependent on us for cotton seeds” (AGRIB 2).

The findings uncovered that CSR funding is important only if it can be transformed into a sustainability plan for sectors or individuals who cannot access funding. This is illuminated in the statement below:

“A positive aspect of what businesses bring is the ability to scale. Businesses are out for efficiency and effectiveness; they look for the best possible product for the market.

CSR funds are so helpful to a sector that is underfunded and cannot generate income the way that the corporate sector generates income” (NPO 1).

4.6.3. Sub-theme 3: Training and development

Economic growth is influenced by various factors, including population development. Small-scale farmers require skill development, capacity building and skills in technical, management and communication areas that align with technological advancements and market demands, enabling them to adapt to global economic changes (Sairmaly, 2023: 681).

“For us, your small-scale and emerging farmer is what we look at, and our interventions are intended to support the growth and expansion of enterprises or even the establishment of new enterprises for these categories of individuals. We have capacity building programmes which we do in-house and also through the Department of Agriculture and Rural Development, which is the source of our funding” (GA1).

“In terms of training, we offer technical support on harvesting and planting operations. We also outsource support from AgriSETA. AgriSETA has programmes for training that we refer our growers to, for animal production and plant production” (AGRIB 1).

The NPO highlighted the importance of prioritising training for CSR beneficiaries before the procurement of funds or machinery to ensure effective utilisation.

“When businesses fund several farming plots in an area or procure machinery, but haven't first funded the training of how to use the machinery or how to get the best yield from those crops. Then that community is set up for disaster, and that investment will yield limited returns” (NPO1).

In summary, the lack of technical expertise impedes the sustainability of small-scale farmers. Stakeholders in the Agricultural sector are expected to educate small-scale farmers on different sustainability practices through training and workshops aimed at enhancing their skills. The inability of these stakeholders to fulfil their obligations

negatively affects the sustainability of small-scale farmers (Brenya, 2023: 579). Rajpurohit (2023: 140) further notes that small-scale farmers' training and development in agriculture involves developing and improving knowledge, skills and resources for them. The objective is to improve agricultural systems' productivity, sustainability and resilience, whilst also allowing farmers and stakeholders to adapt to changing conditions and capitalise on new opportunities. The South African Government emphasises the need for the capacity building (training and development) of small-scale farmers, as detailed in the National Development Plan. The Government aims to enhance support services for small-scale farmers to meet food security objectives, including job creation and household income generation (Carelsen, 2021:99).

In summary, the above chapter exhaustively explored the mediating role of CSR in enhancing land reform Policies in South Africa.

4.7. CONCLUSION

This chapter presented the findings and results derived from the responses of various participant groups, specifically Agri-sector stakeholders and small-scale farmers. The analysis of data from open-ended questions led to the identification of themes and sub-themes. The chapter provided a discussion important to the research questions. Themes were identified to address the research objectives. The findings were evaluated according to existing literature to assess their consistency or inconsistency with the literature.

Chapter Five will summarise the study's achievements concerning the study's aims and objectives. The study's conclusions and recommendations for Agri-sector stakeholders collaborating with small-scale farmers in agriculture and land reform are also presented.

CHAPTER FIVE: CONCLUSIONS AND RECOMMENDATIONS

5.1. INTRODUCTION

The previous chapter provided a detailed analysis and interpretation of the results derived from the data collected in this study, along with a discussion of the findings. The main objective of the current chapter is to draw conclusions from the findings and submit viable recommendations on how Corporate Social Responsibility (CSR) can play a mediating role in enhancing land reform policies in South Africa. The conclusions and recommendations of this study are derived from the findings of primary as well as secondary sources. Identified limitations and proposed areas for future research are also stated.

5.2. AIM AND OBJECTIVES

5.2.1. Aim

The study aims to explore how corporate social responsibility (CSR) can play a mediating role in shaping land reform policies in South Africa.

5.2.2. Objectives

This study had the following objectives:

Objective 1: To explore how CSR can be used as a mediating tool for land reform in South Africa.

Objective 2: To investigate how CSR within the Agri-sector is targeted towards assisting small-scale farmers and the effect thereof on South Africa's land reform policies.

Objective 3: To examine the role of the government agency in KwaZulu-Natal in using CSR to empower small-scale farmers to enhance their farming abilities.

Objective 4: To explore the alignment between public sector priorities and CSR activities in land reform.

Objective 5: To develop a conceptual framework demonstrating how CSR can be an effective tool in supporting land reform through investment by Agribusinesses.

5.2.3. Research questions

- How can CSR be used as a mediating tool to enhance land reform in South Africa?
- How is CSR within Agri-sector stakeholders targeted towards assisting small-scale farmers, and what is the effect thereof on South Africa's land reform policies?
- What is the role of the government agency in KwaZulu-Natal in empowering small-scale farmers to enhance their farming abilities?
- What is the relationship between public sector priorities, CSR, and land reform programmes in South Africa?
- How can CSR be an effective tool in supporting land reform through investment by agribusinesses?

5.3. SUMMARY OF KEY FINDINGS

This sub-section provides the key findings emanating from the interviewed Agri-sector stakeholders and small-scale farmers. After analysing the responses from the semi-structured interviews with the participants, the following findings were drawn:

5.3.1. Research Questions

Question 1:

How can CSR be used as a mediating tool to enhance land reform in South Africa?

The findings from the study reveal the following factors regarding CSR and its use as a mediating tool for land reform:

- CSR defines the roles of companies within society, emphasising sustainability and governance as fundamental values. It promotes social co-responsibility amongst government, businesses, and civil society, rather than merely focusing on the business-society relationship.

- The findings and literature review reveal that apartheid in South Africa demonstrated that social justice is influenced by historical and contextual factors, resulting in the denial of basic rights to Black South Africans. The Constitution of the Republic of South Africa, 1996, promotes equality and dignity as cornerstone rights; however, disparities, particularly in marginalised communities, continue to exist. Land reform is essential for achieving social justice, as it enhances livelihoods, food security, and economic inclusion by rectifying historical injustices and empowering marginalised communities
- An effective land reform programme emphasises redistribution and restitution, which extends beyond mere land ownership but fosters fairness, restores dignity, and facilitates livelihoods and significant economic participation.
- While land access is important, it does not necessarily ensure an improved quality of life for small-scale farmers. Successful land reform programmes must prioritise marginalised groups and ensure their active participation in agricultural activities. Access to land is crucial for advancing social justice initiatives aimed at empowering small-scale farmers and restoring dignity to historically marginalised communities.
- Through the Stakeholder Theory, small-scale farmers, as one of the important stakeholders and beneficiaries, can utilise CSR initiatives from the Agri-sector stakeholders to help reduce poverty, create employment opportunities, and promote rural development, thus addressing broader socioeconomic inequalities. This can be achieved through CSR initiatives from Agri-stakeholders, such as funding, scholarships and mentorship programmes, which help create jobs, generate income and improve living standards for both individuals and communities.
- CSR incorporates a company's commitment to integrating environmental, social and economic concerns into its operations, thereby strengthening relationships with stakeholders. Agri-stakeholders, at times, view small-scale farmers as both stakeholders and beneficiaries of their CSR initiatives.
- CSR enables Agri-stakeholders to go further than mere compliance and actively contribute to social transformation. CSR has the potential to connect policy (land reform) with practical outcomes (productive, sustainable farming livelihoods for the small-scale farmers).
- Furthermore, Agri-stakeholders contribute to job creation and income generation for the farmers and improve the quality of life for individuals and communities through their

CSR initiatives. Agri-sector stakeholders and other organisations help small-scale farmers improve their sustainability by providing them with funding, scholarships and mentorship when the government lacks the power or sufficient resources to help.

- The CSR support provided to small-scale farmers significantly impacts their lives. Therefore, Agri-sector stakeholders significantly influence their growth and agricultural initiatives.
- The study identified several challenges faced by small-scale farmers, including limited access to land and markets, irrigation problems, lack of influence over produce pricing, high costs of pest and disease control, poor municipal services and stock theft. Moreover, some small-scale farmers emphasised that there are also challenges brought on by external factors, such as weather conditions, fires and droughts.
- The findings of the study also reveal that small-scale farmers believe that CSR can help them access better markets to sell their produce to more people beyond their local market. The farmers believe that CSR initiatives should focus on encouraging farmers to join collaboration networks like Agri-hubs to learn more about farming and gain insights into how the Agri-supply chain functions.

Question 2:

How is CSR within Agri-sector stakeholders targeted towards assisting small-scale farmers, and what is the effect thereof on South Africa's land reform policies?

- Land reform is a vital strategic intervention designed to improve the land rights of the vulnerable, including the aspect of social justice, agricultural practices, and the link between agriculture and the whole economy. The findings suggest that the Agricultural sector is predominantly dominated by large producers and corporations (Agri-sector stakeholders). Through their CSR initiatives, these entities can buy into the land reform programmes of the South African government by promoting sustainability, supporting small-scale farmers, and enhancing equity amongst land reform beneficiaries.
- The findings of this study indicate that agriculture is essential to ensuring food security; job opportunities are created; rural livelihoods are improved; and land reform objectives are fulfilled through assisting small-scale farmers.

- Agri-sector stakeholders can boost employment, increase incomes and alleviate poverty by applying CSR to vulnerable communities. This includes providing inputs to farmers, connecting them to consumers (access to markets), offering mentorship, capacity building, funding and the distribution of agricultural products. The involvement of Agri-sector stakeholders in assisting small-scale farmers with their CSR initiatives adds value to the farmers, particularly amongst rural households. As discussed in Chapter 2, the majority of the world's poor reside in rural areas and depend on agriculture or associated industries (Maulu, 2021: 2; Mukarati, 2020: 53).
- The CSR initiatives offered by Agri-sector stakeholders significantly differ in terms of size and scale. The findings reveal that Agri-sector stakeholders are driven to implement CSR initiatives for small-scale farmers to guarantee the delivery of quality produce to them, that the farmers receive training and technical support so that farmers adhere to effective farming practices, and, where possible, financial support. Farmers receive assistance through the establishment or improvement of irrigation systems, along with inputs for production, including seedlings, fertilisers and chemicals.
- The National Development Plan (NDP) is a proposed framework that asserts that land reform will facilitate a dynamic, growing and employment-generating agricultural sector. The NDP model establishes principles for the systematic implementation of land reform (Van der Walt, 2015: 20).
- The blended finance scheme is considered to be the most feasible funding instrument for land reform and can help small-scale farmers in terms of financial sustainability. The initiative will generate additional finance, mostly from private commercial entities, with investments tied to specific levels of developmental impact (Attridge, 2019: 17).
- Saving schemes are established by specific Agri-sector stakeholders to promote financial sustainability among farmers. These initiatives aim to enable farmers to support themselves independently, reducing reliance on CSR initiatives and encouraging self-sufficiency.

Question 3:

What is the role of the government agency in KwaZulu-Natal in empowering small-scale farmers to enhance their farming abilities?

- The government agency in KZN supports emerging black farmers by offering post-settlement assistance, which includes funding, enhancing capacity through mentorship in business and technical production, and facilitating market access. The significance of post-settlement for farmers is highlighted, alongside the necessity of identifying diligent land reform beneficiaries. There is also an emphasis on pre-settlement support to assess farmers' readiness concerning their agricultural skills, business skills and commodity orientation before any land transfer.

Question 4:

What is the relationship between public sector priorities, CSR, and land reform programmes in South Africa?

- CSR over time has evolved and transformed the interactions between businesses and the societies in which they operate, whilst promoting a commitment to sustainable development, especially in areas facing complicated socio-economic challenges. To address the ever-persistent socio-economic challenges, more especially in South Africa, the country has turned to public-private partnerships.
- The literature review confirms that PPPs facilitate the implementation of complex projects that meet essential societal needs, including land reform and the achievement of SDGs. CSR in South Africa has been profoundly influenced by the nation's distinct historical context, marked by apartheid and entrenched socio-economic disparities. This context has prompted a shift from conventional philanthropic efforts to strategic initiatives focused on tackling systemic challenges.
- An effective land reform strategy in South Africa calls for collaborative CSR through public-private partnerships, where the government supplies land and infrastructure, while the private sector contributes skills and market access.
- PPPs enable the joint funding and execution of services or initiatives by the government and private enterprises. These partnerships address complex issues, particularly the government's land reform project, as the government's resources may occasionally be insufficient, which is when CSR plays a crucial role for communities

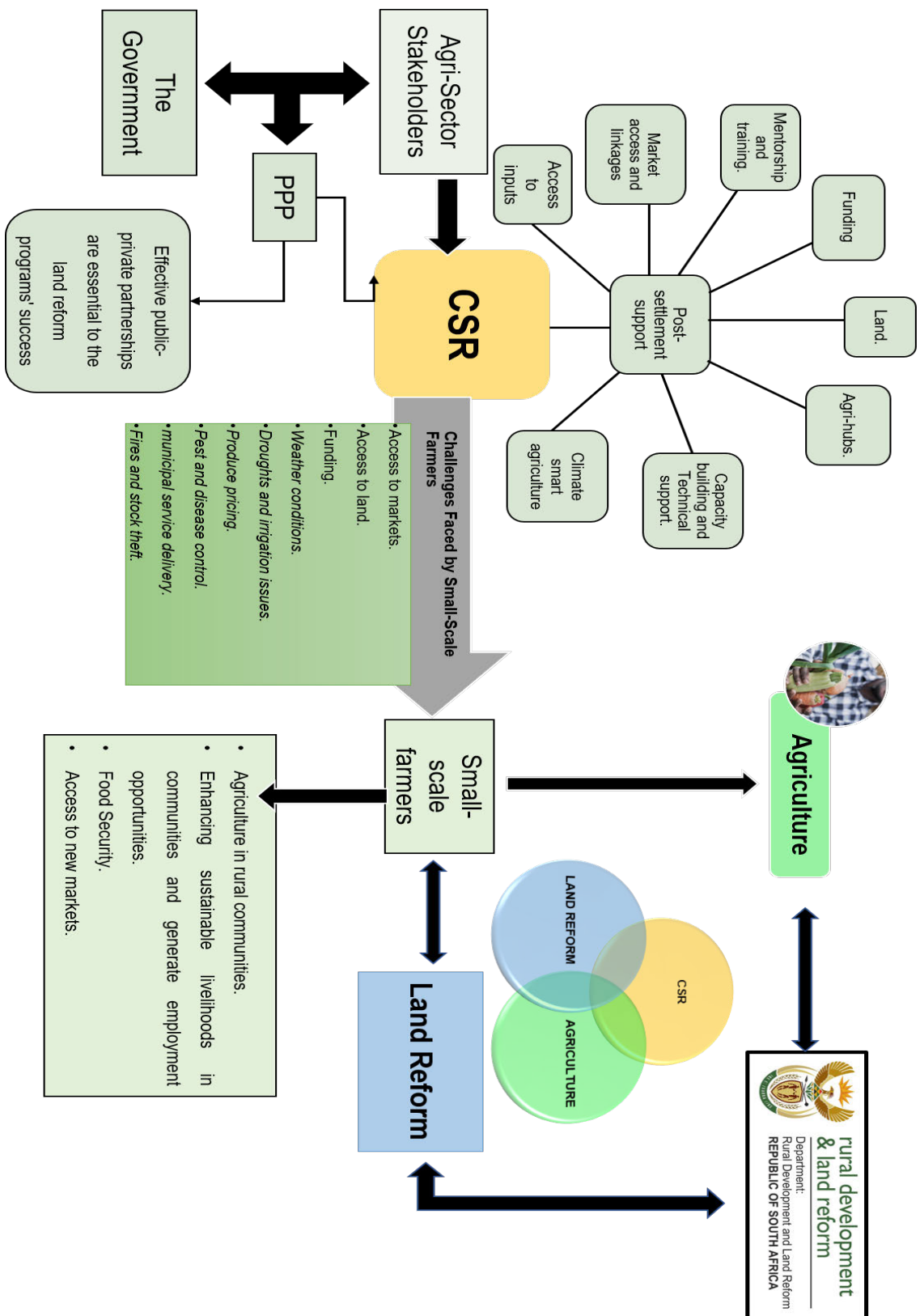
and serves as a strategic framework for engagement with the government (Fombad, 2014: 66; Tshidzumba, 2018: 221).

- The findings of the study reveal that CSR may influence land reform policies and the formation of collaborations to offer post-settlement assistance to small-scale farmers.

Question 5:

How can CSR be an effective tool in supporting land reform through investment by agribusinesses?

Figure 5.1: Conceptual framework demonstrating how CSR, can be an effective tool in supporting land reform through investment in Agribusinesses



Source: Researcher's Own

Agri-stakeholders, through their CSR initiatives, are essential in addressing the challenges encountered by small-scale farmers and in providing post-settlement support. Furthermore, collaboration between the Agri-sector stakeholders and the government enhances the success of land reform initiatives through effective public-private partnerships. The role of small-scale farmers is crucial to South Africa's agricultural sector, contributing to GDP, enhancing sustainable livelihoods in rural communities through job creation, and ensuring food security. Improving employment and agriculture is a primary objective of pro-poor land reform. CSR serves as a mediator in the improvement of land reform policies in South Africa, given the strong connection between land reform and agriculture.

5.4. RECOMMENDATIONS FOR THIS STUDY

In consideration of the main findings and conclusions of this study, the following recommendations are proposed:

- It is critical to promote collaboration with development finance institutions for the adoption of a blended financing strategy to support emerging small-scale farmers and land reform projects in South Africa.
- Incorporating CSR initiatives from Agri-sector stakeholders into land reform policies is essential for enhancing post-settlement support for small-scale farmers and beneficiaries. Encouraging this approach will additionally reduce the government's sole responsibility in managing land reform.
- Pre-settlement assessments must be prioritised for land reform beneficiaries to evaluate their agricultural skills, business knowledge, and commodity orientation. Post-settlement support for small-scale farmers should be implemented for a minimum duration of twelve months to assess their commitment to farming and to facilitate further assistance.
- Agri-hubs need to be promoted as parts of CSR projects by Agri-sector stakeholders to link rural smallholder farmers with markets, offering technical help and financial support.
- Agri-sector stakeholders can act as economic enablers and market connectors for small-scale farmers with their CSR initiatives.

- The provincial and national treasuries should boost the budget designated for government agencies to support small-scale farmers in addressing their needs.

5.5. RECOMMENDATIONS FOR FURTHER STUDIES.

This study presents the following recommendations based on the main findings and conclusions drawn from the discussion:

- To produce more thorough results than the current study could, more extensive research must be conducted on a larger scale with more Agri-sector stakeholders, government agencies and departments involved in the growth of small-scale farmers.
- Furthermore, to gain a deeper understanding of CSR as a tool for improving land reform policies, future research should investigate how other countries with successful land reform initiatives utilise CSR to strengthen their communities.

5.6. SUMMARY OF THE CHAPTER

This chapter discussed the key findings of the study in terms of the critical questions that guided the research, the reviewed literature and the theories (the Stakeholder and Social Justice theories) that supported the study. Based on the discussion, conclusions and recommendations were drawn. The researcher is content that the research problem of the study has been adequately addressed. The researcher is satisfied that the critical concerns, informed by the Stakeholder and Social Justice theories, have been satisfactorily addressed.

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6. LIST OF CASES

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7. APPENDIX A: LETTER OF INFORMATION AND CONSENT (ENGLISH)

Appendix A



LETTER OF INFORMATION

Title of the Research Study: The mediating role of Corporate Social Responsibility (CSR) in enhancing land

Principal Investigator/s/researcher: (Sandile Khumalo/LLB) Co-

Investigator/s/supervisor/s: (Prof Emem Anwana /s, PHD) Brief Introduction and

Purpose of the Study:

Good Day.

I am a Post graduate student who studying Business Law at Durban University of Technology (DUT) is doing research for my Master's degree in Management Sciences. I would like to invite you to participate in the research project conducted in DUT described within this Participant Information Letter.

This document serves to inform you about the research project conducted, it will explain the questions and objectives involved in this research. Knowing the criteria of the research will assist you decide if you want to be involved in this study. Please read the information provided and feel free to ask any questions for clarification.

It is optional to take part in this study. You are not required to participate if you choose not to. This study focuses on how corporate social responsibility (CSR) can play a mediating role in enhancing the land reform policies in South Africa. You will be required to sign a consent form if you decide that you would like to take part in this study. By signing it you are informing us that you.

- Understood what you read
- Consent to take part in this project

Outline of the Procedures: You have been selected to participate voluntarily for this study. The information you will provide will assist in exploring how Corporate Social Responsibility can be used as a mediating tool for land reform in South Africa and examining its scale of involvement in land reform policies.

Risks or Discomforts to the Participant: Please note that there are no risks or any form of discomfort to be experienced by the participants in this study. You may withdraw at any time from the study if you feel any discomfort

Explain to the participant the reasons he/she may withdraw from the Study:

Participation in this study is entirely voluntary, and there will be no repercussions should you withdraw at any stage. You may withdraw from participating in the study at any time; no reasons will be demanded from you; the study will take at Kwa Zulu Natal Province with interviews that will take about 10 – 15 minutes to complete.

Benefits: With respect to the benefits of the study, the information gathered will assist in developing a conceptual framework demonstrating how CSR can be an effective tool in supporting Agri-businesses.

Remuneration: You will not receive any remuneration for participating in the study, and there are no costs to you as a participant.

Costs of the Study: The participant will not be expected to cover any costs towards the study.

Confidentiality: Confidentiality will be maintained throughout the study. The interviews will be anonymous and confidential. The information provided will be used only for this study.

Results: The results of this study will be made available to you upon request. Matters of confidentiality will be discarded.

Research-related Injury: Interviews for the study will be done in secure locations (via telephone or in person).

Storage of all electronic and hard copies including tape recordings: The data collected in this study will be stored securely by the researcher for a period of 5 years and will

be used only for the purpose of this study.

Persons to contact in the Event of Any Problems or Queries: Please contact the researcher (Mr Sandile Khumalo, 0728431565 or Sandilekmlo@gmail.com), my supervisor (Dr Emem Anwana, 031 373 5469 or emema@dut.ac.za) or the Institutional Research Ethics Administrator on 031 373 2375. Complaints can be reported to the Director: Research and Postgraduate Support Dr Govender on 031 373 2577 or researchdirector@dut.ac.za.

CONSENT

Full Title of the Study: The mediating role of Corporate Social Responsibility (CSR) in enhancing land reform Policies in South Africa

Names of Researcher/s: Sandile Khumalo

Statement of Agreement to Participate in the Research Study:

- I hereby confirm that I have been informed by the researcher, Sandile Khumalo (name of researcher), about the nature, conduct, benefits and risks of this study - Research Ethics Clearance Number: ___,
 - I have also received, read and understood the above written information (Participant Letter of Information) regarding the study.
 - I am aware that the results of the study, including personal details regarding my sex, age, date of birth, initials and diagnosis will be anonymously processed into a study report.
 - In view of the requirements of research, I agree that the data collected during this study can be processed in a computerized system by the researcher.
- I may, at any stage, without prejudice, withdraw my consent and participation in the study.
 - I have had sufficient opportunity to ask questions and (of my own free will) declare myself prepared to participate in the study.
 - I understand that significant new findings developed during the course of this research which may relate to my participation will be made available to me.

Full Name of Participant

Date/Time

Signature

Right Thumbprint

I, Sandile Khumalo (name of researcher) herewith confirm that the above participant has been fully informed about the nature, conduct and risks of the above

study.

Full Name of Researcher

Date

Signature

Full Name of Witness (If applicable)

Date

Signature

Full Name of Legal Guardian (If applicable)

Date

Signature

Please note the following:

Research details must be provided in a clear, simple and culturally appropriate manner and prospective participants should be helped to arrive at an informed decision by use of appropriate language (grade 10 level- use Flesch Reading Ease Scores on Microsoft Word), selecting of a non-threatening environment for interaction and the availability of peer counselling (Department of Health, 2004).

If the potential participant is unable to read/illiterate, then a right thumb print is required and an impartial witness, who is literate and knows the participant e.g. parent, sibling, friend, pastor, etc. should verify in writing, duly signed that informed verbal consent was obtained (Department of Health, 2004).

If anyone makes a mistake completing this document e.g. a wrong date or spelling mistake, a new document has to be completed. The incomplete original document has to be kept in the participant's file and not thrown away, and copies thereof must be issued to the participant.

References:

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8. APPENDIX B: LETTER OF INFORMATION AND CONSENT (ISIZULU)

Appendix B



INCWADI YOLWAZI

Isihloko Socwaningo Locwaningo: Iqhaza lokulamula "Ie-Corporate Social Responsibility" (CSR) ekuthuthukiseni umhlaba

Umphenyi Oyinhloko/umcwaningi: (Sandile Khumalo/LLB) Umphenyi/abaqondisi:

(Prof Emem Anwana /s, PHD) Isethulo esifushane kanye nenjongo yesifundo:

Usuku oluhle.

Ngingumfundi ophothule izifundo zeBusiness Law eDurban University of Technology (DUT) ngenza ucwaningo ngeziqu zami zeMasters kwiManagement Sciences. Ngithanda ukukumema ukuthi ubambe iqhaza ohlelweni locwaningo olwenziwe e-DUT oluchazwe kule ncwadi yolwazi lobambe iqhaza.

Lo mbhalo ungowokwazisa ngephrojekthi yocwaningo olwenziwe, uzochaza imibuzo nezinjongo ezihilelekile kulolu cwaningo. Ukwazi imibandela yocwaningo kuzokusiza ukuthi unqume ukuthi uyafuna yini ukuzibandakanya nalolu cwaningo. Sicela ufunde imininingwane enikeziwe futhi ukhululeke ukubuza noma yimiphi imibuzo ukuze uthole ukucaciseleka.

Kuyinketho yokubamba iqhaza kulolu cwaningo. Akudingekile ukuthi ubambe iqhaza uma ukhetha ukungakwenzi. Loluhloko cwaningo lugxile ekutheni i-corporate social responsibility (CSR) ingadlala kanjani indima yokulamula ekuthuthukiseni izinqubomgomo zokubuyiswa komhlaba eNingizimu Afrika. Kuzodingeka ukuthi usayine ifomu lemvume uma unquma ukuthi ungathanda ukuba nengxenywe kulolu cwaningo. Ngokuyisayina usazisa ukuthi wena.

- Ukuzwisile okufundayo
- Imvume yokubamba iqhaza kulo msebenzi

Uhlaka Lwezinqubo: Ukhethelwe ukubamba iqhaza ngokuzithandela kulolu

cwaningo. Ulwazi ozoluhlinzeka luzosiza ekuhloleni ukuthi Umthwalo Wemfanelo Wenkampani Yezenhlalakahle ungasetshenziswa kanjani njengethuluzi lokulamula lokubuyiswa komhlaba eNingizimu Afrika kanye nokuhlola izinga lokubandakanyeka kwalo emigomeni yokuguqulwa komhlaba.

Izingozi noma Ukungaphatheki kahle Kobambe iqhaza: Sicela wazi ukuthi azikho izingcuphe noma yiluphi uhlobo lokungakhululeki okumele lwenziwe abahlanganyeli kulolu cwaningo. Ungahoxa noma ngasiphi isikhathi ocwaningweni uma uzwa ukungakhululeki

Chazela umhlanganyeli izizathu zokuthi angahoxa Ocwaningweni: Ukubamba iqhaza kulolu cwaningo kungokuzithandela ngokuphelele futhi ngeke kube nemiphumela uma ungahoxa kunoma yisiphi isigaba. Ungahoxa ekubambeni iqhaza ocwaningweni nganoma yisiphi isikhathi azikho izizathu eziyofunwa kuwe, ucwaningo luzothatha esiFundazweni saKwaZulu-Natali inhlolokhono ezothatha cishe imizuzu eyi-10 - 15 ukuqeda.

Izinzuzo: Mayelana nezinzuzo zocwaningo, ulwazi oluqoqiwe luzosiza ekwakheni uhlaka lomqondo okhombisa ukuthi i-CSR ingaba kanjani ithuluzi eliphumelelayo ekusekeleni amabhizinisi wokulima/ Ezolimo.

Umholo: Ngeke uthole noma iyiphi inkokhelo ngokubamba iqhaza ocwaningweni futhi azikho izindleko kuwena njengomhlanganyeli.

Izindleko Zocwaningo: Umhlanganyeli ngeke kulindeleke ukuthi akhokhe noma yiziphi izindleko ocwaningweni.

Ukugcinwa kuyimfihlo: Ukugcinwa kuyimfihlo kuzogcinwa kulo lonke ucwaningo.

Izingxoxo ngeke zikwaziwa futhi ziyimfihlo. Ulwazi olunikeziwe luzosetshenziselwa inhloso yalolu cwaningo kuphela.

Imiphumela: Imiphumela yalolu cwaningo izotholakala kuwe uma uyicela. Izindaba eziyimfihlo zizolahlwa. Ukulimala Okuhlobene Nocwaningo: Izingxoxo zocwaningo zizokwenziwa ezindaweni ezivikelekile (ngocingo noma mathupha).

Ukugcinwa kwawo wonke amakhophi e-electronic kanye nama-hard copies okuhlanganisa namakhasethi aqoshiwe: Idatha eqoqwe kulolu cwaningo izogcinwa ngokuvikelekile umcwaningi isikhathi esiyiminyaka emi-5 futhi izosetshenziselwa

injongo yalolu cwaningo kuphela.

Abantu ongathintwa Emcimbini Wanoma Iziphi Izinkinga noma Imibuzo: Sicela athinte umcwaningi (uMnu Sandile Khumalo, 0728431565 noma Sandilekmlo@gmail.com), umphathi wami (Prof Emem Anwana, 031 373 5469 noma emema@dut.ac.za) noma i-Institutional Research Ethics Administrator ku-031 373 2375 noma kubikwe kuMqondisi Wezocwaningo kanye Nokweseka Kwabaneziqu UDkt Govender ku-031 373 2577 noma researchdirector@dut.ac.za.



IMVUME

Isihloko Socwaningo Locwaningo: Iqhaza lokulamula” le-Corporate Social Responsibility” (CSR) ekuthuthukiseni umhlaba

Umphenyi Oyinhloko/umcwaningi: (Sandile Khumalo/LLB)

Isitatimende Sesivumelwano Sokuba Iqhaza Ocwaningweni Locwaningo:

- Ngiaqinisekisa ukuthi ngaziswe ngumcwaningi, uSandile Khumalo, mayelana nemvelo, ukuziphatha, izinzuzo kanye nobungozi balolu cwaningo - Ukucaciswa Kwezimiso Zokucwaninga inombolo: _____,
- Ngiphinde ngathola, ngifunde futhi ngaqonda ulwazi olubhalwe ngenhla (Incwadi Yombambiqhaza ka Ulwazi) mayelana nocwaningo.
- Ngiyazi ukuthi imiphumela yocwaningo, okuhlanganisa imininingwane yomuntu siqu mayelana nobulili bami, ubudala, usuku lokuzalwa, amagama okuqala kanye nokuxilongwa kuzocutshungulwa ngokungaziwa kwenziwe umbiko wocwaningo.
- Ngokubheka izidingo zocwaningo, ngiyavuma ukuthi idatha eqoqwe phakathi nalolu cwaningo ingacutshungulwa ohlelweni lwekhompuyutha ngumcwaningi.
 - Ngingakwazi, kunoma yisiphi isigaba, ngaphandle kokubandlulula, ngihoxise imvume yami nokubamba iqhaza ocwaningweni.
- Ngibe nethuba elanele lokubuza imibuzo futhi (ngokuzithandela kwami) ngazitshela ukuthi ngikulungele ukuhlanganyela esifundweni.
 - Ngiaqonda ukuthi okutholakele okusha okubalulekile okuthuthukiswe phakathi nalolu cwaningo okungenzeka okuhlobene nokubamba kwami iqhaza kuzokwenziwa kutholakale kimi.

Igama Eligcwele Lombambiqhaza	Usuku	Isikhathi	Isiginesha
-------------------------------	-------	-----------	------------

Mina, Sandile Khumalo ngiyaqinisekisa ngalokhu ukuthi umhlanganyeli ongenhla ubesebenza ngokugcwele

ukwaziswa ngohlobo, ukuziphatha kanye nobungozi bocwaningo olungenhla.

Igama Eligcwele Lomcwaningi	Usuku	Isiginesha
-----------------------------	-------	------------

Igama Eligcwele LoFakazi (Uma likhona)	Usuku	Isiginesha
--	-------	------------

Igama Eligcwele Lomnakekeli Wezomthetho	Usuku	Isiginesha
---	-------	------------

Sicela uqaphele okulandelayo:

Imininingwane yocwaningo kufanele ihlinzekwe ngendlela ecacile, elula nefanele ngokwesiko futhi labo abazoba iqhaza kufanele basizwe ukuze bafinyelele esinqumweni esinolwazi ngokusebenzisa ulimi olufanele (izinga le-grade 10), ukukhetha okungelona iqiniso. -indawo eyingozi yokusebenzisana kanye nokuba khona kokwelulekwa kontanga (Umnyango Wezempilo, 2004).

Uma lowo ongase ahlanganyele engakwazi ukufunda/ukungakwazi ukufunda, kudingeka isithupha sokudla kanye nofakazi ongachemile, ofundile futhi omaziyo umhlanganyeli isib. umzali, ingane yakini, umngane, umfundisi, njll. kufanele baqinisekise ngokubhala, basayine ngokufanelekile ukuthi kutholakele imvume yomlomo enolwazi (uMnyango Wezempilo, 2004).

Uma kukhona owenza iphutha ngokugcwalisa lo mbhalo isb. idethi engalungile noma iphutha lesipelingi, idokhumenti entsha kufanele igcwaliswe. Idokhumenti yoqobo engaphelele kufanele igcinwe efayeleni lomhlanganyeli futhi ingalahlw, futhi amakhophi ayo kufanele anikezwe umhlanganyeli.

Izithenjwa:

Department of Health: 2004. *Ethics in Health Research: Principles, Structures and Processes* <http://www.doh.gov.za/docs/factsheets/guidelines/ethnics/>

Department of Health. 2006. *South African Good Clinical Practice Guidelines*. 2nd Ed. Available at: http://www.nhrec.org.za/?page_id=14



CONSENT

Full Title of the Study: The mediating role of Corporate Social Responsibility (CSR) in enhancing land reform Policies in South Africa

Names of Researcher/s: Sandile Khumalo

Statement of Agreement to Participate in the Research Study:

- I hereby confirm that I have been informed by the researcher, Sandile Khumalo (name of researcher), about the nature, conduct, benefits and risks of this study - Research Ethics Clearance Number: **IREC 047/24**.
- I have also received, read and understood the above written information (Participant Letter of Information) regarding the study.
- I am aware that the results of the study, including personal details regarding my sex, age, date of birth, initials and diagnosis will be anonymously processed into a study report.
- In view of the requirements of research, I agree that the data collected during this study can be processed in a computerized system by the researcher.
- I may, at any stage, without prejudice, withdraw my consent and participation in the study.
- I have had sufficient opportunity to ask questions and (of my own free will) declare myself prepared to participate in the study.
- I understand that significant new findings developed during the course of this research which may relate to my participation will be made available to me.

<u>Aphiwe Ntombikayise Mtshali</u>	<u>17/07/2024</u>	<u>11h53</u>	
Full Name of Participant Thumbprint	Date	Time	Signature / Right

I, Sandile Khumalo herewith confirm that the above participant has been fully informed about the nature, conduct and risks of the above study.

<u>Sandile Khumalo</u>	<u>07/07/2024</u>
Full Name of Researcher	Date
<u>Thandazile Mkhize</u>	<u>17/07 /2024</u>
Full Name of Witness (If applicable)	Date



CONSENT

Full Title of the Study: The mediating role of Corporate Social Responsibility (CSR) in enhancing land reform Policies in South Africa

Names of Researcher/s: Sandile Khumalo

Statement of Agreement to Participate in the Research Study:

- I hereby confirm that I have been informed by the researcher, Sandile Khumalo (name of researcher), about the nature, conduct, benefits and risks of this study - Research Ethics Clearance Number: **IREC 047/24**,
- I have also received, read and understood the above written information (Participant Letter of Information) regarding the study.
- I am aware that the results of the study, including personal details regarding my sex, age, date of birth, initials and diagnosis will be anonymously processed into a study report.
- In view of the requirements of research, I agree that the data collected during this study can be processed in a computerized system by the researcher.
- I may, at any stage, without prejudice, withdraw my consent and participation in the study.
- I have had sufficient opportunity to ask questions and (of my own free will) declare myself prepared to participate in the study.
- I understand that significant new findings developed during the course of this research which may relate to my participation will be made available to me.

John Owen Flanagan

9 Oct 24

1627

**Full Name of Participant
Thumbprint**

Date

Time

Signature

Right

I, Sandile Khumalo herewith confirm that the above participant has been fully informed about the nature, conduct and risks of the above study.

Sandile Khumalo
Full Name of Researcher

27/09/2024
Date

Signature

Full Name of Witness (If applicable)

Date

Signature

9. APPENDIX C: SEMI-STRUCTURED INTERVIEW SCHEDULE (ENGLISH)

Interview Schedule 1

The mediating role of Corporate Social Responsibility (CSR) in enhancing land reform policies in South Africa

Interview questions for small scale farmers

Questions:

1. How long have you been in the farming business?
2. How big is your farm?
3. What type of farm holding do you have? (family land, communal land, purchased land, tenured, other)
4. Small-scale agriculture is frequently associated with the primitive, unproductive, non-commercial subsistence farming that may be found in some regions of the former homelands, what type of agricultural activities do you get done in your farm and what prompted you to partake in that type of farming activity?
5. The agriculture sector includes businesses whose main activities are the production of crops, the breeding of livestock, and the collection of fish and other animals from farms, ranches, or their natural habitats. Are you registered in any agro-sector related association?
6. Have you ever received any support from any nearby agro-sector company near you?
7. What are the main difficulties you face on your farm?
8. What form of support have you received from the agro-business around you?
9. Do you feel they can do more to assist you? If so, how?
10. Corporate Social Responsibility (CSR) is a business strategy that is interconnected with the company's basic business goals and core capabilities, from the outset it is intended to provide economic benefit and contribute to social good, and it is embedded in the company's day-to-day operations and corporate culture (McElhaney, 2009:35). Are you aware of CSR in the agro-sector company operating in this area?
11. How do you feel about their CSR activities in this area?
12. What more do you think the companies through CSR can do for the small-scale farmers in this area?

THANK YOU FOR YOUR TIME AND PARTICIPATION!

Interview Schedule 2

The mediating role of Corporate Social Responsibility (CSR) in enhancing land reform policies in South Africa

Interview questions for CSR practitioners in Agri-sector organisations Questions:

1. What is your position in the company?
2. How does your company view CSR? (How important is CSR in your company?)
3. Are small-scale farmer's part of your CSR stakeholders?
4. How does your company support the small-scale farmers through CSR?
5. What motivates your company to practice/implement CSR?
6. Why are the small-scale farmers important to your CSR strategy?
7. What percentage would you say your company dedicates to CSR activities for small-scale farmers?
8. Is your company contributing to the socio-economic development of the community?
How?
9. What is your company's view on the land reform policies?
10. In your view how would your company support land reform policies through CSR?
11. What would your company not support in the government's land reform policies?
12. In order not to disrupt the agricultural sector how do you think the land reform policies can be better handled to support the small-scale farmers to become big farms in future?

THANK YOU FOR YOUR TIME AND PARTICIPATION!

Interview Schedule 3

The mediating role of Corporate Social Responsibility (CSR) in enhancing land reform policies in South Africa

Interview questions for Government Agency official

1. What is your position in the organisation?
2. What does your organisation do?
3. Are small-scale farmer's part of your CSR stakeholders?
4. How does your organisation support the small-scale farmers through CSR?
5. What motivates your organisation to practice/implement CSR?
6. Why are the small-scale farmers important to your CSR strategy?
7. How is your organisation contributing to the socio-economic development of small-scale farmers?
8. What is your organisation's views on the land reform policies?
9. In your view how do you think your organisation can support the government's land reform policies? (To make it equitable and fair for all concerned).
10. In your view, what do you think the private sector is not buying into the government's land reform program, suggest what can improve?
11. How do you think the land reform policies can be better handled to support the small-scale farmers to become big farms in future?

THANK YOU FOR YOUR TIME AND PARTICIPATION!

10. APPENDIX D: SEMI-STRUCTURED INTERVIEW SCHEDULE (ISIZULU)

Interview Schedule 1

Iqhaza lokulamula le-Corporate Social Responsibility (CSR)
ekuthuthukiseni izinqubomgomo zokubuyiswa komhlaba eNingizimu Afrika.

Imibuzo yenhlolekhono yabalimi abasafufusa

imibuzo:

1. Unesikhathi esingakanani usebhizinisini lokulima??
2. Lingakanani ipulazi lakho?
3. Ulithole kanjani ipulazi? (abaqashiwe, abamhlophe, ifa, umhlaba womndeni, umhlaba womphakathi, nabanye)
4. Ukulima kwezinga elincane kuvame ukhlotshaniswa nokulima kwakudala, okungakhiqizi, okungekona ukuthengisa okungatholakala kwezinye izifunda zamazwe angaphambili, hlobo luni lwemisebenzi yezolimo olwenzayo epulazini lakho nokuthi yini ekwenze wabamba iqhaza. kulolo hlobo lomsebenzi wokulima?
5. Umkhakha wezolimo uhlanganisa amabhizinisi imisebenzi yawo eyinhloko ewukukhiqiza izitshalo, ukuzalanisa imfuyo, nokuqoqwa kwezinhlanzi nezinye izilwane emapulazini, emapulazini, noma ezindaweni zazo zemvelo. Ingabe ubhalisiwe kunoma iyiphi inhlangano ehlobene nomkhakha wezolimo?
6. Ingabe wake wakuthola ukwesekwa kunoma iyiphi inkampani eseduze yomkhakha wezolimo eduze nawe?
7. Yibuphi ubunzima obhekene nabo epulazini lakho?
8. Iluphi uhlobo loxhaso olutholile ebhizinisini lezolimo elikuzungezile?
9. Ucabanga ukuthi amapulazi omkhakha wezolimo endaweni yangakini angakuxhasa kanjani ibhizinisi lakho lepulazi?
10. Ingabe unomuzwa wokuthi bangenza okwengeziwe ukuze bakusize? Uma kunjalo, kanjani?
11. I-Corporate Social Responsibility (CSR) isu lebhizinisi elixhumene nezinjongo zebhizinisi eziyisisekelo kanye namakhono ayinhloko, kusukela ekuqaleni lihloselwe ukuhlinzeka ngenzuzo yezomnotho kanye neqhaza ekuzuzweni komphakathi, futhi ligxilile osukwini lwenkampani lwansuku zonke- ukusebenza kosuku nesiko lebhizinisi

(McElhaney, 2009:35). Ingabe uyazi nge- CSR enkampanini yomkhakha wezolimo esebenza kule ndawo?

12. Yini enye ocabanga ukuthi izinkampani nge-CSR ezingayenzela abalimi abasafufusa kule ndawo?

NGIYABONGA NGESIKHATHI SAKHO NOKUBAMBA IQHAZA!

11. APPENDIX E: GATEKEEPER LETTERS



P O Box 23378, Gezina, 0031
AgriSETA House
529 Belvedere Street, Arcadia, 0083
Tel: (012) 301 5600
Fax: (012) 325 1677
Website: www.agriseta.co.za
Email: info@agriseta.co.za

Ms. / Mr. Sandile Khumalo
Durban University of Technology (Student – No-21711316)
Email: 21711316@dur4life.ac.za
Mobile: 072 843 1565

Dear Ms/Mr Khumalo

**RE: LETTER OF PERMISSION TO CONDUCT STUDY RESEARCH WITH
AGRISETA ON A TOPIC: "The Mediating Role of Corporate Social
Responsibility (CSR) in Enhancing Land Reform Policies in South Africa."**

This letter serves to permit you to conduct research with the AgriSETA as part of your Master's studies through Durban University of Technology.

This research may include interviews and/or surveys and the approval is granted providing the information gathered is used solely for research purposes and that the research dissertation is shared with the AgriSETA upon completion.

All the best with your research.

Sincerely,

Innocent Sirovha(Dr)
Chief Executive Officer
23 July 2024



• Ms GS Sepeng - Chairperson • Innocent Sirovha (Dr) - Chief Executive Officer • Ms M Burger - Member • Ms B Cele - Member • Ms L Gqokoma - Member
• Mr A Kriel - Member • Ms P Luwaca - Member • Mr M Mahanjana - Member • Adv. E Mhlongo - Member • Mr M Mngomezulu - Member • Ms S Mthembu - Member
• Mr A Rabe - Member • Ms K Senyatsi - Member • Mr K Tsimatsima - Member • Mr C van der Rhee - Member • Mr M Dlanga - Company Secretary

Dear Sandile

Thank you for your letter regarding the above request to conduct research in the area of “The mediating role of Corporate Social Responsibility (CSR) in enhancing land reform”. I am happy to support your research conduct the required interviews with yourself to share some of our experiences as Illovo Sugar South Africa.

In my role as the Head of Business Improvement I should be able to assist with the initial ask that you provided in your brief and depending on your requirements we may need to engage more broadly. Once we have had our initial engagement I should be able to assist and direct you to other colleagues that maybe able to provide additional specific insights in this area within our Corporate affairs and Agriculture divisions.

My preference would be to conduct a Microsoft Teams call and we can arrange accordingly.

Please feel free to reach out to me to make the appropriate arrangements.

Regards

Baldwin Muzondo

Business Improvement Head

ILLOVO SUGAR (SOUTH AFRICA) (PTY) LTD

Mobile: +2783 853 3049 | Tel: +0000 000 0000 | Email: bmuzondo@ilovo.co.za



1 Nokwe Avenue, Ridgeside, Umhlanga Rocks, Durban, South Africa

PO Box 194, Durban, South Africa, 4000

www.illovosugarafrika.com

Illovo Sugar (South Africa) adopts zero tolerance approach to bribery and corruption. Please report any suspicious activity to Deloitte Tip-offs Anonymous at 0800 455 686, email : ilovo@tip-offs.com or Freepost KZN 138, Umhlanga Rocks 4320

To read the email disclaimer/confidentiality statement, click here [Illovo Sugar Africa \(Pty\) Ltd](#).





26 June 2024

To whom it may concern,

The Do More Foundation (DMF), a nonprofit organization dedicated to creating a better tomorrow for young children through partnerships with businesses and government, agrees to participate in the study titled "The Mediating Role of Corporate Social Responsibility (CSR) in Enhancing Land Reform Policies in South Africa."

Please note that DO MORE FOUNDATION is not a corporate entity.

Kind regards,

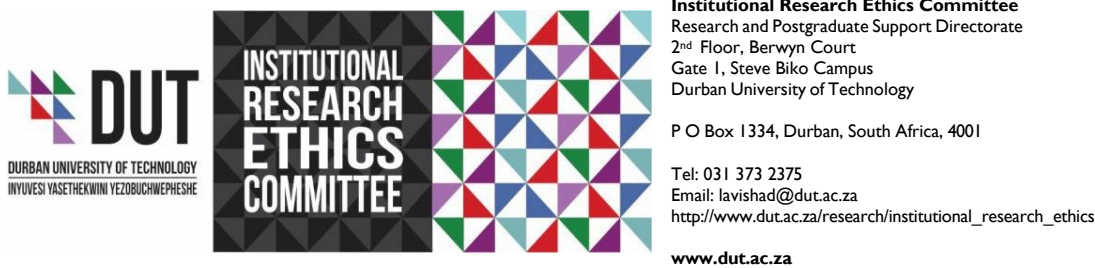
Jessica Ronaasen

National Programmes Lead

☎ +27 (0) 31 242 8600 | ✉ support@domore.org.za | 🌐 www.domore.org.za
📍 Ten The Boulevard, Westway Office Park, Westville, 3629

Trustees: Warren Farrer, Stephen Heath, Ian Gourley, Andrew Turner, Derek van Niekerk, Gcina Zondi, Caesar Kenny
THE DO MORE FOUNDATION TRUST | Reg. No. IT 000234/2017 (D) | PBO No. 930057199 | NPO No. 189-866

12. APPENDIX F: FULL APPROVAL LETTER



15 August 2024

Mr S S Khumalo
25 Pitlochry
Westville North
3629

Dear Mr Khumalo

The mediating role of Corporate Social Responsibility (CSR) in enhancing land reform Policies in South Africa

Ethics Clearance Number: IREC 047/24

The DUT-Institutional Research Ethics Committee acknowledges receipt of your notification regarding the piloting of your data collection tool.

Kindly ensure that participants used for the pilot study are not part of the main study.

In addition, the DUT-IREC acknowledges receipt of your gatekeeper permission letters.

Please note that **FULL APPROVAL** is granted to your research proposal. You may proceed with data collection.

Any adverse events [serious or minor] which occur in connection with this study and/or which may alter its ethical consideration must be reported to the DUT-IREC according to the DUT-IREC SOP's.

Please note that any deviations from the approved proposal require the approval of the DUT-IREC as outlined in the DUT-IREC SOP's.

It is compulsory for a student or researcher to apply for recertification on an annual basis. The failure to do so will result in withdrawal of ethics clearance. It is the responsibility of the researcher and the supervisor to apply for recertification.

Please note that you are required to submit a Notification of Completion of Study form together with an abstract to the DUT-IREC office on completion of your study.

Yours Sincerely

✓

Prof J K Adam
Chairperson: DUT-IREC

13. APPENDIX G: TURNITIN REPORT

THE MEDIATING ROLE OF CORPORATE SOCIAL RESPONSIBILITY (CSR) IN ENHANCING LAND REFORM POLICIES IN SOUTH AFRICA

ORIGINALITY REPORT

11%	8%	10%	3%
SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS

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Promouvoir les plus hauts standards éthiques dans la protection des participants à la recherche biomédicale
Promoting the highest ethical standards in the protection of biomedical research participants

Certificat de formation - Training Certificate

Ce document atteste que - this document certifies that



Sandile Khumalo

a complété avec succès - has successfully completed

Introduction to Research Ethics

du programme de formation TRREE en évaluation éthique de la recherche
of the TRREE training programme in research ethics evaluation

Release Date: 2022/09/22

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Professeur Dominique Sprumont
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[REV : 20220217]

14. APPENDIX H: EDITING LETTER

EDITING LETTER

696 Clare Road
Clare Estate
Durban
4091
27 July 2025

To: S S Khumalo

THE MEDIATING ROLE OF CORPORATE SOCIAL RESPONSIBILITY (CSR) IN
ENHANCING LAND REFORM POLICIES IN SOUTH AFRICA

This letter serves as confirmation that the aforementioned dissertation has been language edited. The requisite grammatical conventions have been met/recommended. Suggestions have been made where necessary.

Any queries may be directed to the author of this letter.

Regards


MP MATHEWS
Lecturer and Language Editor
Mercimathews4@gmail.com
083 676 4778