

ANNUAL REPORT

2018/2019



We develop the South African Agricultural Industry.
Ons ontwikkel die Suid-Afrikaanse Landbou Industrie.



CENTRE OF EXCELLENCE
Labour and Development



Neil Hamman

Neil Hamman and Renier Snyman served as chair and deputy chair, respectively, with Johan Wege as an additional member. Jahni de Villiers served as head of the Centre of Excellence: Labour and Development.

The committee gives effect to its new strategy, which focuses on sharing important and relevant information and forging good relationships with various role players in the field.

Sectoral determination 13 (farmworkers)

The national minimum wage for farmworkers, which came into effect on 1 January 2019, is R18 per hour. This includes domestic workers on farms and security guards who are not in the service of private security companies. The sectoral determination still applies insofar as the conditions of employment of farmworkers are concerned, but the payment of farmworkers is now regulated by the National Minimum Wage Act.

National minimum wage

The National Minimum Wage Act came into effect on 1 January 2019. In terms of this legislation, the agricultural sector was granted a special dispensation according to which farmworkers would be paid 90% of the national minimum wage. Furthermore, the past year was characterised by various processes within the National Economic, Development and Labour Council (Nedlac) to ensure that the practical implementation of the act proceeds as seamlessly as possible. These included the formulation of an enforcement strategy and the design of an electronic system to deal with exemptions.

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Relationship between Agri SA and the Commission for Conciliation, Mediation and Arbitration

In 2018, Agri SA signed a three-year agreement with the Commission for Conciliation, Mediation and Arbitration (CCMA). The working relationship includes various outreach initiatives in the agricultural sector as well as the roll-out of the CCMA's training-retrenchment scheme for farming operations that experience financial pressure.

During the second half of 2019 the CCMA intends to give practical effect to the agreement by focusing on employers who are under serious pressure due to drought or impending strikes.

Future of Work Report under the auspices of the International Labour Organisation

Agri SA provides inputs towards this report via the relevant structures of Business Unity South Africa (Busa). Jahni de Villiers was selected as one of the five representatives of Busa to attend the 108th International Labour Conference in Geneva, where she specifically provided input during negotiations around the proposed convention against violence and harassment in the workplace. She also represented Busa in the run-up to the International Labour Conference in celebrating the 45th anniversary of the African Region Labour Council (Arlac) in Durban, which coincided with the celebration of the 100th anniversary of the International Labour Organisation.

Jobs Summit

Agri SA participated in the Jobs Summit as announced by the president. The process offered a valuable platform to launch the Agri Phakisa farmworker-housing project.



Provident fund for farmworkers

Provision for retirement is an important element of the relationship between employers and employees. Absa's Agricultural Sector Provident Fund again received attention during the reporting year, and the fund administration was successfully transferred to Sanlam. The provident fund is well managed, and the focus remains on expanding its membership.

Policy level: Development work

The policy head is a member of National Economic, Development and Labour Council (Nedlac)'s Development Chamber and during the past year served in the Comprehensive Social Security task team, which focuses on reforming the country's retirement, healthcare and social grant systems to ensure that they operate for the benefit of all citizens. Indications are that this work will continue in the foreseeable future.

AgriSETA

Christo van der Rhee continued to serve as chair of the AgriSETA board, with Neil Hamman as board member. AgriSETA appointed Zenzela Myenza to serve as its executive manager.

Agricultural entrepreneurial management training

In 2018, Agri SA, in collaboration with Stellenbosch University, hosted entrepreneurial training, also with a view to extending such training to other universities.

Social unity compact

A social unity compact, which reflects primary agriculture's commitment to sound and prosperous rural communities, was developed jointly by the Land and Labour Centres of Excellence. Agri SA's structures were to advise their respective members of this protocol.

National Economic, Development and Labour Council

The policy head is a member of the Labour Market Chamber (LMC) within Nedlac. The chamber focuses mainly on labour and social matters and attempts to facilitate consensus between government, organised agriculture, organised labour and the business sector. The policy head was also selected to represent Busa during so-called section 77 applications, where parties can apply for permission for protected protest action around social issues.

