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# Agri SA Centres of Excellence (COE's)

Policy Work | Q1 2019

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# Agri SA Sentrums van Uitnemendheid (SvU's)

Beleidswerk | Q1 2019

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

## Foreword

Agri SA is primarily focused on policy work which is spread across five Centres of Excellence (COE's) being Natural Resources, Economics and Trade, Land, Rural Safety and Labour and Development. The aim of these COE's/centres is to provide the Agri-value chain with bespoke solutions and insights on policy matters and industry developments.

A Policy Work Document will be released every quarter to keep our stakeholders informed about every centres' activities and/or their policy focus areas. This document is a non-exhaustive summary of the work that each COE is currently doing. The quality of the work is largely dependent on the insights and inputs from the Agri SA membership base.

Agri SA would like to thank its membership for their contributions in this regard.

## Voorwoord

Agri SA fokus hoofsaaklik op beleidswerk wat versprei is oor vyf Sentrums van Uitnemendheid (SvU's), naamlik Natuurlike Hulpbronne; Ekonomie en Handel; Grond; Landelike Veiligheid; en Arbeid en Ontwikkeling. Die doel van hierdie SvU's is om die Agri-waardeketting te voorsien van toepaslike oplossings en insigte oor beleidsake en industrie verwickelinge.

'n Beleid-werksdokument sal elke kwartaal versprei word om ons belanghebbendes in te lig oor elke sentrum se aktiwiteite en/of beleidsfokusareas. Hierdie dokument is nie 'n volledige opsomming van die werk waarmee elke SvU tans besig is nie. Die gehalte van die werk hang grootliks af van insigte en insette vanaf Agri SA se ledebasis.

Agri SA wil graag sy lede bedank vir hul bydrae in hierdie verband.



## Labour and Development

### Enforcement Strategy

The Department of Labour has been in consultation with the Nedlac stakeholders since mid-2018 to ensure that the enforcement of the NMW happens in accordance with a consulted strategy. These talks have stalled in that the inspectorate has failed to consider any inputs from stakeholders, including on the legality of the communicated strategy and standard operating procedure. This means confusion amongst inspectors as to the procedure to be followed in inspections. The inspectorate has been given 2 weeks to rectify their strategy and standard operating procedure, failing which a joint complaint will be filed with Nedlac's committee of principals and the Director-General of the Department of Labour.

### National Minimum Wage

The NMW Commission had its first meeting, during which it was agreed that a workplan be established for the rest of the year. The view is that a recommendation should be made to the minister regarding a NMW adjustment in January 2020. Our role is ensuring that the law and procedure regarding the functioning of the NMW commission is followed properly.

### Social Unity

Developing a social unity protocol for all members, built on the UN sustainable development goals (SDG's) and the NDP.

The importance of social unity in our rural areas cannot be overstated and the idea is that a social unity protocol will serve as the value system on which Agri SA's membership is based. The process we are engaged in is to establish a documented viewpoint to make sure that we capture inputs from our membership in a document that will be by our members, for our members. The document relies heavily on the Bill of Rights, NDP and UN SDG's.

### Agri BEE

Ensuring access to AgriBEE expert advice.

Agri SA is a member of the AgriBEE charter council, and have expressed our discomfort at the way that council is conducted.

Agri SA committed to assist members, and therefore asked a leading AgriBEE advisor to advise members at our meeting. It is clear that the AgriBEE system is costly and extremely difficult to buy into, and it is clear that these criticisms need to be escalated.

### Research

The committee has been tasked with initiating research into the reasons why job creation is not occurring in the sector as expected.

The target according to the NDP is 1 million jobs in agriculture.

The research will include the migration patterns of labour. We believe that scenario planning will assist our members in future-proofing their businesses.



## Arbeid en Ontwikkeling

### Afdwingingstrategie

Die Departement van Arbeid is sedert die middel van 2018 in konsultasie met Nedlac-belanghebbendes om te verseker dat die Nasionale Minimumloon (NMW) volgens 'n beredeneerde strategie geïmplementeer word. Hierdie samesprekings is onderbreek deurdat die inspektoraat versuim het om enige insette van belanghebbendes te oorweeg, insluitend die wetlikheid van die gekommunikeerde strategie en standaard bedryfsprosedures (SOP's). Daar was verwarring onder inspekteurs oor die prosedure wat met inspeksies gevolg moet word. Die inspektoraat is twee weke gegun om hul strategie en SOP's aan te pas. Sou die inspektoraat nalaat om dit te doen, sal daar 'n gesamentlike klag by Nedlac se komitee van hoofde en die Direkteur-Generaal van die Departement van Arbeid ingedien word.

### Nasionale Minimumloon

Tydens die NMW-kommissie se eerste vergadering is daar ooreengekom dat 'n werksplan vir die res van die jaar opgestel moet word. Die gevoel was dat 'n aanbeveling aan die minister gemaak moet oor 'n NMW-aanpassing in Januarie 2020. Ons rol is om te verseker dat die wetgewing en prosedures vir die funksionering van die NMW-kommissie behoorlik gevolg word.

### Maatskaplike samehorigheid

Ontwikkeling van 'n maatskaplike samehorigheidsprotokol vir alle lede gegrond op die VN se volhoubare doelwitte (SDG's) en die NOP.

Die belangrikheid van maatskaplike samehorigheid in ons landelike gebiede kan nie oorbeklemtoon word nie. Die idee is dat 'n maatskaplike samehorigheidsprotokol sal dien as die waardestelsel waarop Agri SA se lidmaatskap gegrond is. Die proses waarby ons betrokke is, is om 'n gedokumenteerde standpunt daar te

stel om te verseker dat dit die insette van ons lede vervat – 'n dokument deur ons lede vir ons lede. Die dokument maak grootliks staat op die Handves vir Menseregte, die NOP en die Verenigde Nasies se SDG's.

### Agri SEB

Verseker toegang tot kundige advies oor AgriSEB.

Agri SA is 'n lid van die AgriSEB-handvesraad en het sy ontevredenheid met die manier waarop die raad bedryf word uitgespreek. Agri SA het onderneem om lede behulpsaam te wees en het daarom 'n bekwame AgriSEB-adviseur genader om lede tydens ons vergadering te adviseer. Dit is duidelik dat die AgriSEB-stelsel duur is en uiters moeilik om by in te koop. Dit is ook duidelik dat hierdie kritiek ge-eskaleer moet word.

### Navorsing

Die komitee is getaak om navorsing af te skop na die redes vir die stadige werkskepping in die landbou-sektor.

Volgens die NDP is die werkskepping teken vir landbou 1 miljoen werksgeleenthede.

Die navorsing sal migrasie-patrone van arbeid insluit. Ons glo dat scenario-beplanning ons lede sal help om hulle besighede toekomstbestand te maak.

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