



**DEPARTMENT OF LABOUR
RESEARCH, POLICY AND PLANNING**

***INVESTIGATION INTO AGRICULTURAL WORK IN RURAL AREAS- A
DECENT WORK APPROACH***

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Table of contents

EXECUTIVE SUMMARY	11
1. CHAPTER 1: INTRODUCTION	13
2. CHAPTER 2: GLOBAL PERSPECTIVE	15
2.1 ILO CONVENTIONS	15
2.1.1 Convention 29 – Forced Labour Convention, 1930	15
2.1.2 Convention 105 – Abolition of Forced Labour Convention, 1957	15
2.1.3 Convention 182 – Worst Forms of Child Labour, 1999	16
2.1.4 Convention 110 – Plantations Convention, 1958 (No.110)	16
2.1.5 Convention 141 – Rural Workers’ Organisation Convention, 1975 (No. 141).....	17
2.1.6 Convention 184 – Safety and Health in Agriculture, 2001.....	18
2.2 GAPS IN COVERAGE OF RURAL WORKERS BY ILO CONVENTIONS.....	18
2.2.1 Freedom of association and collective bargaining	18
2.2.2 Forced Labour	19
2.2.3 Equality of opportunity and treatment.....	19
2.2.4 Labour inspection.....	19
2.2.5 Occupational health and safety	19
2.3 MEASURES TO PROMOTE AGRICULTURAL EMPLOYMENT GLOBALLY	20
2.3.1 Promoting employment in agriculture	20
3. CLIMATE, GLOBALISATION AND EFFECTS ON AGRICULTURAL SECTOR	21
3.1 CLIMATE CHANGE AND SUSTANABILITY OF AGRICULTURE	21
3.2 GLOBALISATION AND ITS ROLE ON EMPLOYMENT IN AGRICULTURE	21
3.2.1 Strategies to implement decent work	21
4. FRAMEWORK FOR MEASURING DECENT WORK	22
5. SOUTH AFRICAN PERSPECTIVE.....	24
5.1 SOUTH AFRICAN POLICY FRAMEWORK – ECONOMIC AND EMPLOYMENT POLICIES	24
5.1.1 National Development Plan (Vision 2030).....	24
5.1.2 NEW GROWTH PATH.....	25
5.1.2.1 Job drivers	25
6. PATTERNS OF EMPLOYMENT IN SOUTH AFRICA	26
6.1 NATIONAL EMPLOYMENT TRENDS	26

6.2	MIGRATION TRENDS	26
6.2.1	Domestic Migration	26
6.2.2	PUSHING FACTORS.....	27
6.2.3	PULLING FACTORS.....	28
6.2.3.1	Difficulty of rural people to enter the labour market.....	28
6.3	NATURE OF AVAILABLE EMPLOYMENT OPPORTUNITIES	29
6.4	WORKING CONDITIONS AND JOB QUALITY	29
6.5	YOUNG PEOPLE IN AGRICULTURE.....	30
6.6	CASUALISATION	30
6.7	CHILD LABOUR	30
6.8	UNIONISATION IN FARMS.....	31
6.9	SUMMARY.....	31
7.	RESEARCH METHODOLOGY	33
7.1	Problem statement	33
7.2	Research objectives	33
7.3	Data collection and capturing.....	34
7.4	Employers' interviews.....	34
7.4.1	Sampling.....	34
7.4.2	Data collection	35
7.4.3	Data analysis	35
7.5	Workers'/employees survey.....	36
7.5.1	Sampling.....	36
7.5.2	Data collection	36
7.5.3	Data analysis	36
7.6	Limitations of the study	38
8.	RESEARCH FINDINGS.....	39
8.1	FINDINGS FROM EMPLOYEE SURVEY.....	39
8.1.1	Demographics	39
8.1.2	Economic activity	48
8.1.3	Labour laws and services	53
8.1.4	Decent work indicators.....	55
8.2	FINDINGS FROM EMPLOYER SURVEY	75
8.2.1	Working hours.....	76

8.2.2	Approach for organising work.....	76
8.2.3	Leave entitlement	76
8.2.4	Cases for unpaid leave	77
8.2.5	Social protection	77
8.2.6	Contracts	77
8.2.7	Recruitment strategies.....	79
8.2.8	Incidents of injuries and contracting diseases	80
9.	CONCLUSIONS	81
9.1	CONCLUSIONS FROM THE EMPLOYEE SURVEY.....	81
9.2	CONCLUSIONS FROM EMPLOYER SURVEY	82
10.	RECOMMENDATIONS.....	84
11.	REFERENCES	86
	Annexure A: Employee Questionnaire.....	89
	Annexure B: Employer interview guide	99
	Annexure C: Request for database of farmers' letter	102
	Annexure D: Permission letter for employer/employees.....	103

List of tables

Table 1: Demographics of Rural South Africa (mainly former homelands)..... 28

Table 2: Employer interviews conducted..... 35

Table 3: Worker sample allocation 37

List of figures

Figure 1: Distribution of the respondents by province.....	39
Figure 2: Distribution of the respondents by sex.....	40
Figure 3: Distribution of the respondents by population group.....	41
Figure 4: Distribution of the respondents by age	42
Figure 5: Distribution of the respondents by disability status	43
Figure 6: Distribution of the respondents by disability type	44
Figure 7: Distribution of the respondents by marital status	45
Figure 8: Distribution of the respondents by spoken language	46
Figure 9: Distribution of the respondents by province of origin	47
Figure 10: Distribution of agricultural activities at place of employment.....	48
Figure 11: Distribution respondents' main form of payment.....	49
Figure 12: Distribution of respondents' frequency of payment	50
Figure 13: Distribution of the respondents' monthly personal income.....	51
Figure 14: Distribution of receiving of a payslip from employer.....	52
Figure 15: Distribution of awareness of services provided by the Department of Labour	53
Figure 16: Distribution of rating knowledge of schemes and services of the Department of Labour	54
Figure 17: Distribution of duration of employment in the current job	55
Figure 18: Distribution of the respondents' willingness to work more hours.....	56
Figure 19: Distribution of additional hours preferred to have worked in past week	57
Figure 20: Distribution of availability to work more hours in the next four weeks	58
Figure 21: Distribution of paid leave types.....	59
Figure 22: Distribution of bonus payment.....	60
Figure 23: Distribution of the respondents' hours worked in the past week	61
Figure 24: Reasons for working less than 40 hours.....	62
Figure 25: Justification for working more than 45 hours	63
Figure 26: Distribution of respondents in labour exploitative work	64

Figure 27: Distribution of who the respondents' wages/salary is paid to	65
Figure 28: Distribution of children employed on farm	66
Figure 29: Distribution of the respondents' employment status	67
Figure 30: Distribution of the respondents' duration of the employment contract.....	68
Figure 31: Distribution of the respondents' nature of employment contract	69
Figure 32: Distribution of the respondents' experience of discrimination at the workplace...	70
Figure 33: Distribution of Social Security.....	71
Figure 34: Distribution of fatalities, injuries and accidents at work.....	72
Figure 35: Distribution of the respondents' union membership	73
Figure 36: Distribution of parties that determine annual salary increase.....	74

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GLOSSARY

Term used	Definition
Agriculture	The science, art, or practice of cultivating the soil, producing crops for food and fibre, and raising livestock and in varying degrees the preparation and marketing of the resulting products.
Casual work	A casual employee is employed for a short period and works for parts of the week, for example a domestic worker that only comes in once a week for 5 hours a day.
Compensation fund	The Compensation Fund provides compensation to employees who are injured or contract diseases through the course of their employment.
Decent work	Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.
Disability	Disability is a lack of ability relative to a personal or group standard. It includes mental disability, physical disability or impairment of the senses (hearing, seeing, walking, smelling, touching). The disability can be the result of a defect at birth, a chronic illness or an accident.
Discrimination	Discrimination is the practice of treating one person or group of people less fairly or less well than other people or groups.
Farming	The act or process of working the ground, planting seeds, and growing edible plants. It also involves raising animals for milk or meat.
Hazardous work conditions	These are work conditions that place a worker at an increased risk of physical or psychological harm.

Industry	The manufacturing or technically productive enterprises in a particular field, country, region, or economy viewed collectively, or one of these individually. A single industry is often named after its principal product; for example, the auto industry.
Labour exploitation	Exploitation of labour is the act of treating one's workers unfairly for one's own benefit.
Maternity leave	Time off from work granted to a mother after or shortly before the birth of her child.
Overtime	The time that a worker works during a day or in a week in excess of ordinary hours of work
Paid leave	Any annual leave, paid sick leave or family responsibility leave that a worker is entitled to.
Part-time employment	Part-time work means that you are employed, but work less days a week or fewer hours a day.
Paternity leave	Time off from work granted to a father after or shortly before the birth of his child.
Payment in kind	Any payment other than cash made or owing to the farm worker, to a value agreed to in either a contract of employment, collective agreement, provided that the agreed value may not be less than the cost to the employer or farm owner of providing the payment in kind.
Pension fund	A pension fund, also known as a superannuation fund in some countries, is any plan, fund, or scheme which provides retirement income. Pension funds typically have large amounts of money to invest and are the major investors in listed and private companies.
Permanent employment	The permanent contract of employment usually makes provision for annual leave, sick leave, maternity leave, subsidised health care, assistance to study further and contributions to a retirement plan. Sometimes such a permanent contract of employment makes

	provision that you can stay as long as you want on the job, depending on retirement age as set by the employer, or whether the company needs to retrench some people.
Piece work	If you do piece work, you are not paid according to hours of work, but according to the number of items you make, or tasks completed. Farm workers may for example be paid for the number of sheep sheared, provided they get paid at least the applicable minimum wage.
Sick leave	Time off from work, paid or unpaid, on account of an employee's temporary inability to perform duties because of sickness or disability.
Temporary employment	Temporary work means that you work for a short period such as one day or a few months for an employer, or until a task is completed. Your work has a specific start date and end date.
Unemployment Insurance Fund (UIF)	The Unemployment Insurance Fund (UIF) gives short-term relief to workers when they become unemployed or are unable to work because of maternity, adoption leave, or illness. It also provides relief to the dependents of a deceased contributor.
Week	“week” in relation to an employee, means the period of seven days within which the working week of that employee ordinarily falls
Work	Any activity carried out by the respondent during the reference period: for pay as an employee; for profit as an employer or self-employed person.

EXECUTIVE SUMMARY

In 1999 the then Director of the International Labour Organisation General Juan Somavia introduced the concept of Decent Work at the International Labour Conference; he describes decent work as “opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity” (Anker, Chernyshev, Egger, Mehran and Ritter, 2002). Since then the ILO has implemented the decent work agenda globally. The Department of Labour undertook this study in order to measure decent work in the agricultural sector, focussing specifically on this sector as it has been identified in the NDP 2030 as a key economic contributor and having the capacity to generate about a million new jobs by 2030.

Using a blend of both qualitative and quantitative methodologies, this study aimed to gain better insights on the current status of decent work in the agricultural sector. The research aimed to better understand the factors that hamper the promotion of decent work in the sector; creating decent work deficits. While it assessed barriers and enablers in the promotion of decent work, it also assessed the working conditions in the agricultural sector according to the four pillars of decent work. In an attempt to mitigate against bias in the findings, the research sought views both from the employer and employee standpoint.

The study revealed that the majority of employees were remunerated by means of a monthly salary, with most respondents employed on a permanent basis and had been employed at the same farm for 3 years or more. Employees were more likely to have written contracts and to work, on average 40 to 45 hours per week. While the majority of employees who worked overtime do get paid for working overtime, there is evidence that a noticeable number of farm workers would have like to work more hours in their current job.

The study highlighted safety at the work environment is a concern, where findings show that there are considerable accidents that occur in the work place. Social security in the agricultural sector was also highlighted an area of distress; where small proportions of employers contributed to compensation fund or pension fund, but larger number of employers paid for UIF contributions.

There is evidence that the majority of farm employees are paid for vacation leave and sick leave, but maternity leave and family responsibility leave are least catered for. Consistent with other studies, this study also showed that levels of unionisation in the agricultural sector are very low.

Although most surveyed farms are involved diverse agricultural activities, the working hours are on average 40 to 45 hours, with slight variations due to seasonality and planting or harvesting season.

The employer survey results also showed that most employers claimed to pay for parental leave, family responsibility, sick leave and annual leave. This is in contrast to what was sighted by employees, where maternity leave and family responsibility leave are mainly not paid.

Most employers indicated that social protection is offered to employees, mostly unemployment insurance fund as well as the compensation fund, with less coverage of employees on pension or retirement fund. While the majority of employers indicated that their workers were furnished with written contracts, some employers also alluded to the fact union representatives sometimes advise employees not to sign contracts. In some instances, some employees were reportedly refused to sign contracts because they were not in their mother tongue or a language that they understand.

Four recommendations emanate from the findings of the research. Firstly, there should be stakeholder engagements on services of the Department of Labour/social security in order to address apparent deficits in social security in the agricultural sector. Secondly, awareness should be raised on leave rights among employers and employees. Thirdly, improve on occupational health and safety in the agricultural sector, and lastly to facilitate easy access for union officials.

1. CHAPTER 1: INTRODUCTION

In 1999 the then Director of the International Labour Organisation (ILO) General Juan Somavia introduced the concept of Decent Work at the International Labour Conference and he describes decent work as “opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity” (Anker, Chernyshev, Egger, Mehran and Ritter, 2002). Since then the ILO has implemented the decent work agenda globally. Furthermore, the Director General of the ILO discussed that in order to promote this concept it is of utmost importance for the ILO to be able to measure and monitor progress and deficits. South Africa is one of the member states of the ILO; it is also implementing the decent work country programme from which it is measured.

The Department of Labour working with social partners at the National Economic Development and Labour Council (NEDLAC) is the custodian of implementing the decent work agenda. This is one of the projects undertaken by the department in order to measure decent work in the agricultural sector. One of the many reasons for focussing this study on the agricultural sector is that agriculture is perceived as the cornerstone of employment in many developing economies even in South Africa. In curbing the scourge of unemployment and poverty in the country, the NDP 2030 identifies agriculture as a key economic contributor to rural economies in South Africa, having the capacity to generate about a million new jobs by 2030. Likewise, the Department of Agriculture, Forestry & Fisheries and the Department of Rural Development & Land Reform (2016) state that agriculture; forestry and fisheries are widely recognised as sectors with significant job creation potential and with strategic links to beneficiation opportunities.

This report will discuss agricultural work vis a vis decent work with an aim to gain better insights on the status of decent work deficits in the agricultural sector. Eleven of the decent work themes are covered in the questionnaire that was administered throughout all the provinces. It will also discuss the international as well as country legal framework relating to rural employment, factors that affect livelihoods in rural areas as well as factors pushing people to urban areas, and patterns of employment in South Africa.

The report is structured as follows: Chapter 2 gives a global perspective of the policy framework in relation to the agricultural sector, Chapter 3 discusses climate change, globalisation and their effects on the agricultural sector. Chapter 4 details the framework for measuring decent work. Chapter 5 gives a South African perspective of the policy framework. Chapter 6 deliberates on patterns of employment, while Chapter 7 details the study's methodological approach and data analysis. The study's findings are discussed in Chapter 8, while Chapter 9 gives concluding remarks and Chapter 10 presents the study's recommendations.

2. CHAPTER 2: GLOBAL PERSPECTIVE

2.1 ILO CONVENTIONS

2.1.1 Convention 29 – Forced Labour Convention, 1930

Conventions are part of the United Nations' (UN) mandate to promote human rights. The UN agency for promoting worker's rights being the International Labour Organisation (ILO). The crux of this convention as stated in article 1 is that each member of the International Labour Organisation which ratifies this Convention undertakes to suppress the use of forced or compulsory labour in all its forms within the shortest possible period (ILO, 1930). Hence it is crucial for every member state to do everything in its power to eliminate forced labour.

2.1.2 Convention 105 – Abolition of Forced Labour Convention, 1957

This Convention states that each member state that ratifies the Convention undertakes to suppress and not to make use of any form of forced or compulsory labour (ILO, 1957). The Convention also states that forced labour should not be used 1) as a means of political coercion or education or as a punishment for holding or expressing political views or views ideologically opposed to the established political, social or economic system; 2) as a method of mobilising and using labour for purposes of economic development; 3) as a means of labour discipline; 4) as a punishment for having participated in strikes; 5) as a means of racial, social, national or religious discrimination.

2.1.3 Convention 182 – Worst Forms of Child Labour, 1999

Child labour remains a key concern for many countries in the global community. For this reason, the ILO (1999) states that the effective elimination of the worst forms of child labour requires immediate and comprehensive action, with the aim to remove the children concerned from all such work. Furthermore, the Convention states that this can be achieved by providing children with rehabilitation and social integration while addressing the needs of their families. The Convention recognises that child labour is to a great extent caused by poverty and that the long-term solution lies in sustained economic growth leading to social progress, particularly poverty alleviation and universal education.

2.1.4 Convention 110 – Plantations Convention, 1958 (No.110)

Convention 110 was adopted by the General Conference of the International Labour office that was convened by the Governing Body in 1958 and it was named the Plantations Convention (C 110). For the purpose of this Convention, the term plantation includes any agricultural undertaking regularly employing hired workers which is situated in the tropical or subtropical regions and which is mainly concerned with the cultivation or production for commercial purposes of coffee, tea, sugarcane, rubber, bananas, cocoa, coconuts, groundnuts, cotton, tobacco, fibres (sisal, jute and hemp), citrus, palm oil, cinchona or pineapple.

Article 9 of the convention states that, “recruited workers shall be brought before a public officer, who shall satisfy himself that the law and regulations concerning recruiting have been observed and, in particular, that the workers have not been subjected to illegal pressure or recruited by misrepresentation or mistake” (ILO, 1958). Migrant workers need protection from exploitation and abuse of their workers’ rights mostly because some of them are undocumented or do not have the relevant

work permits. Hence member states also need to ensure that their country laws, policies and practice offer protection to this category of workers.

The Convention covered most aspects of workers' rights as well as minimum wages. Due to forced labour and employers not complying with minimum wages in the plantations and agricultural sector, Article 25 of Convention 110 states that "each member state shall take the necessary measures to ensure that the employers and workers concerned are informed of the minimum rates of wages in force and that wages are not paid at less than these rates in cases where they are applicable" (ILO, 1958). These measures shall include such provisions for supervision, inspection, and sanctions as may be necessary and appropriate to the conditions on plantation in the country concerned. The Convention also states that each member state shall maintain a system of labour inspection and secure enforcement of legal provisions relating to conditions of work and protection of workers such as provisions relating to hours, wages, safety, health and welfare, the employment of children, young person and other connected matters.

2.1.5 Convention 141 – Rural Workers' Organisation Convention, 1975 (No. 141)

In 1975 the ILO adopted the Rural Workers' Organisations Convention (C141). ILO (1975) sets out in the preamble of this Convention that it is crucial to recognise the importance of rural workers and makes it urgent to associate them with economic and social development action if their conditions of work and life are to be permanently and effectively improved. Further the Convention notes that in many parts of the world, especially countries where there is massive under-utilisation of land and labour, this makes it imperative for rural workers to be given every encouragement to develop free and viable organisations capable of protecting and furthering the interests of their members.

In developing this Convention, the ILO also came up with a definition for rural workers. For the purpose of this Convention, the term rural workers mean any person engaged in agriculture, handicrafts or a related occupation in a rural area,

whether as a wage earner or, subject to the provisions of paragraph 2 of Article 2, as a self-employed person such as a tenant, sharecropper or small owner-occupier.

2.1.6 Convention 184 – Safety and Health in Agriculture, 2001

Health and safety is crucial for any workforce in that it leads to sustainability of organisations if employees do not experience health challenges caused by their workplace or if their safety is not compromised. National laws and regulations or the competent authority shall provide that whenever in an agricultural workplace two or more employers undertake activities, or whenever one or more employers and one or more self-employed persons undertake activities, they shall cooperate in applying the safety and health requirements (ILO, 2001). It is also crucial to inform and consult workers in agriculture on safety and health matters including risks that can be brought about by mechanisation. Consultation is important in that even if workers are not experts in health and safety matters but they have practical experience of risks in their work.

2.2 GAPS IN COVERAGE OF RURAL WORKERS BY ILO CONVENTIONS

2.2.1 Freedom of association and collective bargaining

The ILO International Labour Standards (NORMES) department conducted a gap analysis on coverage, barriers to ratification and implementation of International Labour Standards. Their findings are that in many countries agricultural and rural workers are still denied the right to organise and bargain collectively; where such rights are guaranteed, the number of agricultural trade union members is usually relatively small compared to the total number of workers. Furthermore, rural workers frequently continue to experience difficulties arising from legislation or practice when it comes to organising in trade unions, mainly due to the fact that rural employment has distinctive features, such as the predominance of small enterprises with relatively few employees, the prevalence of self-employment and the temporary or seasonal nature of much of the wage employment.

2.2.2 Forced Labour

Forced labour is one practice which is not allowed in any form of employment as it is synonymous with slavery and abuse of human rights. In some cases, the Committee of Experts on the Application of Conventions and Recommendations (CEACR) noted situations where non-respect of rights concerning payments of wages and work time led to the imposition of practices of forced labour, such as the obligation to do overtime work under the threat of a penalty.

2.2.3 Equality of opportunity and treatment

Even where there is legislation in force, agricultural workers may face discrimination (in particular women, indigenous workers, migrant workers and lower-caste workers), abusive or insalubrious working conditions, and are often paid lower wages. It is thus important to eliminate any practices that entrench inequality amongst workers and treating them differently.

2.2.4 Labour inspection

Only a small proportion of agricultural enterprises are legally covered by labour inspection systems worldwide. In order to deliver protection to rural workplaces it is crucial to encourage labour inspectorates, workers, employers and their organisations, as well as the local authorities and other relevant actors in rural areas to collaborate actively in order to promote awareness raising, voluntary compliance and effective enforcement despite having limited resources (ILO, 2012).

2.2.5 Occupational health and safety

While work in the agricultural sector may be dangerous, Convention no 184 prescribes specific preventative and protective measures in most areas relevant to agricultural work. However, FAO (2018) argues that even the ILO Convention 184 does exclude work in the exploitation of forests and in subsistence farming along

with the processing of agricultural raw materials), and allows for the exclusion of other categories of agricultural workers.

2.3 MEASURES TO PROMOTE AGRICULTURAL EMPLOYMENT GLOBALLY

2.3.1 Promoting employment in agriculture

The role of employment in poverty-reduction programmes in developing countries has received considerable attention worldwide, in development strategies and policies. A significant number of new employment opportunities in developing countries are likely to be created in the informal economy whose rate of growth may be higher than that of the formal sector.

The development and growth of small enterprises is pegged to the existence of some level of entrepreneurial climate or enterprise culture amongst the people. While entrepreneurial skills exist in all cultures, they may vary in degree according to traditions, environment, and history. Such skills and motivations should be supported by a well-defined institutional structure that is understood by the participants, and which includes formal rights and protections to physical and other property. Access to resources in the form of capital, labour and infrastructure will then lead to the development of small enterprises participating in marketing and/or processing of farm produce. As Reardon *et al.* (2001) point out, household members will redirect their labour away from land-based activities with the existence of: (i) pull factors such as higher incomes in the non-farm sector relative to the farm sector; and (ii) push factors such as increase in agriculturally sourced risk (farming that cannot ensure year-round income and consumption).

There is considerable potential for rural job creation not only in farming, agro processing and rural industry but also in building rural infrastructure, in the sustainable management of natural resource, waste and residues. Rural people in developing countries are still faced with challenges related to access to basic services, economic opportunities and some degree of incoherence with regard to planning related to rural-urban divide. Investments in environmental protection, rural

infrastructure and rural health and education are critical to sustainable rural development and can enhance national well-being.

3. CLIMATE, GLOBALISATION AND EFFECTS ON AGRICULTURAL SECTOR

3.1 CLIMATE CHANGE AND SUSTAINABILITY OF AGRICULTURE

Climate change is a global threat that will affect rural practices as well as agriculture. The consequences of increased temperatures, changes in rainfall patterns, extreme weather events, sea level rise and changes in biodiversity will have significant impacts on national economies, rural livelihoods and development in general (Madzwamuse, 2010). Climate change will significantly affect agricultural systems and livelihoods of rural people. Furthermore, rising temperatures, reduced rainfall and water scarcity will collectively impact on the agricultural systems in South Africa.

3.2 GLOBALISATION AND ITS ROLE ON EMPLOYMENT IN AGRICULTURE

3.2.1 Strategies to implement decent work

Even where they are not excluded from the law, agricultural workers may be prevented from asserting their rights and benefitting from them in practice often due to; informality, weak or no-existent labour inspection in isolated and remote areas, poor literacy, lack of awareness and vulnerability to abuses (ILO, 2012). In reality there is a disjuncture between what is legislation and policy for agricultural workers in terms of employment conditions. Wage disparities between men and women and problems of wage earners are particularly important in agriculture (ILO, 2012).

There are many people who live and work in rural areas due to that agriculture is labour intensive. Decent work deficits that rural workers face include: weak enforcement of labour legislation; insecure and low incomes; poor health, safety and environmental conditions; gender inequality in pay and opportunities; the exploitation of migrant workers; inadequate social protection; and weak social dialogue. These

decent work deficits are reflected in the disproportionately high levels of unemployment, underemployment and poverty among workers.

Job creation in rural areas should also have decent work integrated in them. It is important to set an appropriate wage level for work on employment-intensive rural infrastructure projects through careful preparation and deliberation, taking into account factors such as minimum wages, market wages, labour productivity, gender wage gaps, poverty lines and existing social protection measures (ILO, 2013). Guaranteeing decent work in rural areas can improve the livelihood as well as eliminate poverty of rural workers.

4. FRAMEWORK FOR MEASURING DECENT WORK

The ILO launched the concept of decent work in 1999. When the ILO launched this concept, expectations amongst labour market analysts were raised, hoping that the concept would lead to new measurements, more extensive and internationally comparable data gathering (Burchell, Sehnbruch, Piasna and Agloni, 2013). Since then several ILO member state countries have been collecting data on decent work.

There are four pillars of decent work; namely 1) full and productive employment; 2) rights at work; 3) social protection and 4) promotion of social dialogue. The Tripartite Meeting of Experts convened in September 2008 and they developed a guideline for the measurement of decent work. In this guideline the four pillars of decent work are further dissected to eleven dimensions to assist in measuring decent work. For the purpose of this study only dimensions one to 10 were used as a guide for the framework to guide the development of research instruments. Dimension 11 cannot be measured through a survey and it needs different data to monitor it.

The eleven dimensions of measuring decent work are the following:

1. Employment opportunities
2. Adequate earnings and productive work
3. Decent working time
4. Combining work, family and personal life

5. Work that should be abolished
6. Stability and security of work
7. Equal opportunities and treatment in employment
8. Safe work environment
9. Social security
10. Social dialogue, workers' and employers' representation
11. Economic and social context for decent work

Based on the eleven dimensions for measuring decent work there are 52 indicators that were developed (ILO, 2008). This is composed of 19 core indicators, 25 additional indicators and another 8 variables related to the socio-economic context of member countries. Burchell et al (2013) state that subsequent to the publishing of the indicators for measuring decent work the ILO was supposed to develop a universally applicable methodology for the measurement of decent work, however this has not been done. This framework is the one that informed this study as well as the research instruments that were developed (see annexure A and B for the research instruments). Further the indicators are divided into two, there are statistical and legal framework indicators; for the purpose of this research study only the statistical indicators were used.

Further, it is important to note even though the concept of decent work is universal there may be personal priorities for individuals on certain aspects of decent work. Anker et al (2002) stated that even though the relative importance of specific aspects of decent work varies from country to country and from person to person, the concepts and the basic elements are common. Therefore, in measuring decent work it is crucial to understand that some aspects may not matter in certain countries due to their socio-economic situations.

5. SOUTH AFRICAN PERSPECTIVE

5.1 SOUTH AFRICAN POLICY FRAMEWORK – ECONOMIC AND EMPLOYMENT POLICIES

Following the first democratic elections in 1994 the country went through a wave of policy and legislation reform to redress the wrongs of the past and ensure equitable access to resources (Madzwamuse, 2010). Furthermore, the study mentioned that with a progressive National Constitution, Growth Employment and Redistribution Policy (GEAR), the Reconstruction and Development Programme (RDP), the Government of National Unity and then later the government pursued a rights-based approach to development with the intention of achieving justice, equity and sustainability in the new dispensation.

5.1.1 National Development Plan (Vision 2030)

Vision 2030 states that by 2030 South Africa's rural communities must have better opportunities to participate fully in the economic, social and political life of the country (National Development Plan, 2011). It plans to make rural areas an integral part of the economy and tap into their potential to be a significant player in the economy. Rural economies will be supported by agriculture, where possible, by mining, tourism, agro processing and fisheries (National Development Plan, 2011).

One of the things highlighted in the document is the need to improve infrastructure as well as access to services. It is general knowledge that rural areas in South Africa have services that are substandard and that in most cases there is no infrastructure. The vision includes better integration of the country's rural areas, achieved through infrastructure development, job creation, poverty alleviation, improving access to basic services, particularly health care and public transport (National Development Plan, 2011).

5.1.2 NEW GROWTH PATH

5.1.2.1 Job drivers

The New Growth Path (2010) plans to grow employment by five million by 2020. This is around three million more than the anticipated growth and if extrapolated from 2002 to 2009 over half of all working-age South Africans would have paid employment and narrow unemployment would drop by 10 percentage points from 25 percent currently to around 15 percent. Two key variables will affect the target of five million new jobs: the rate of economic growth and the employment intensity of that growth – that is, the rate of growth in employment relative to the rate of growth in GDP.

The New Growth Path (2010) has identified five jobs drivers and those are:

1. Substantial public investment in infrastructure both to create employment directly, in construction, operation and maintenance as well as the production of inputs, indirectly by improving efficiency across the economy.
2. Targeting more labour-absorbing activities across the main economic sectors – agricultural, mining value chains, manufacturing and services.
3. Taking advantage of new opportunities in the knowledge and green economies.
4. Leveraging social capital in the social economy and the public services.
5. Fostering rural development and regional integration.

6. PATTERNS OF EMPLOYMENT IN SOUTH AFRICA

6.1 NATIONAL EMPLOYMENT TRENDS

South Africa has for over a long time been experiencing job losses in key sectors of the economy. Employment estimates over the period 2001-2012 suggest that workers in the primary sectors experienced significant declines; the agriculture and mining sectors experienced declines in employment as more than half a million jobs were lost in agriculture while more than 200 000 were lost in mining (Bhorat, Hirsch, Kanbur & Ncube, 2013). These have continued in a way over some time as these sectors have never fully regained the losses experienced during this time.

The agriculture as one of the sectors that have been key players in creating rural employment has been experiencing some constraints in terms of job creation and some authors also allude this to globalisation and slow economic growth. The Department of Agriculture, Forestry & Fisheries and the Department of Rural Development & Land Reform (2016) stated that agriculture, forestry and fisheries are widely recognised as sectors with significant job creation potential and with strategic links to beneficiation opportunities. However, between 1994 and 2014 employment declined in both primary agricultural production and agro processing by about 30 to 40 percent.

6.2 MIGRATION TRENDS

6.2.1 Domestic Migration

Migration of black people to urban areas was inevitable for many reasons amongst them were that they needed to obtain better job opportunities. In 1913 the Land Act was passed which divided South Africa into a racially divided world of White South Africa and black homelands or reserved (Ndabeni, undated). The Department of Labour (2016) states that low wages, poor working conditions have not deterred foreign migrant labourers and one of the key reasons cited for using migrant labour is the unavailability of local labour to work in some sectors. The issue of migrant

labour is sensitive and needs to be discussed in the context of the Public Employment Services Act which stipulated that migrant labour should only be sourced for skills that are not available in South Africa. However, this is not the case as employers in most cases are willing to do almost anything to employ migrant labour because they offer relatively cheap labour.

6.2.2 PUSHING FACTORS

There are factors that lead to some in the rural areas to abandon the places where they stay and move to urban areas. As the Department of Agriculture (2016) paper puts it “in South Africa there are developed and well-resourced areas versus underdeveloped, under-resourced areas (rural) and it is estimated that 35 percent of the population live in rural spaces. According to the paper the South African urban population is also growing larger and younger.

Poverty is one of the factors that are really a driving force behind rural people migrating to urban areas. Unemployment and widespread poverty, combined with the historical loss of land and farming acumen continue to drive food insecurity among black people in South Africa (The Presidency, 2014). This food insecurity also drives rural inhabitants to move to urban areas with the hope that they will have more food security due to being able to get jobs that will generate an income for them. Ndabeni (undated) also reiterated that in the specific case of South Africa, migration needs to be analysed within a particular framework of economic growth and against the backdrop of the high rate of unemployment and poverty especially in rural areas. This view was also reiterated by Bekker (2006) that even at the prospect that rural people might not find jobs in urban areas they still migrate in search for better infrastructure.

6.2.3 PULLING FACTORS

6.2.3.1 Difficulty of rural people to enter the labour market

People in rural areas are at a disadvantage of entering the labour market due to among other reasons their lack of information about jobs as well as being located far from places of work. Rural former homelands are presumably the most distant from centres of information about jobs, and are also lacking in communication and other community facilities (Dinkelman & Pirouz, 2002). Access to information about jobs is of utmost importance for one to be able to know about the available opportunities in the labour market. The demographic profile of rural people as displayed in the report developed by Statistics South Africa (2012c) as cited in the Presidency (2014) is shown below:

Table 1: Demographics of Rural South Africa (mainly former homelands)

Element	2001 (or earlier year)	2011 (or earlier year)
	Percentage	Percentage
Percentage national population, rural	43	33
Household size, average	4.6	4.1
Percentage rural reporting absent member	39 (1993)	30 (2008)
Women as a percentage of rural population	48 (1996)	37.8
<18 years as a percentage of rural population (Statistics South Africa, 2011b)	-	59.3 male
	-	57.6 female
>65 years as a percentage of rural population (Gender Statistics SA, 2011)	-	4.4 male
	-	7.5 female
15-64 years as a percentage of rural population	54.2	57.5
Unemployment rate	60	44
Youth unemployment rate	69	53
Percentage of population with no schooling	17.9	8.7
Percentage of population with matric	20.4	28.2
Percentage of households headed by females	52.7	54.7

6.3 NATURE OF AVAILABLE EMPLOYMENT OPPORTUNITIES

The job losses in the agricultural sector are a result of mechanisation which led to the evolution of farming system. Simbi (2012) as stated in Department of Agriculture mentioned that firstly the agricultural sector lost jobs due to the evolution of farming systems as new technologies are introduced; secondly due to the casualization of the labour force leading to many seasonal employees. Total employment in the 1950s was approximately 1.4 million people employed in commercial agriculture, and they supported approximately four million dependants, this figure was at 914 000 in the mid- 1990s (Department of Agriculture, 2016). This illustrates how the agricultural sector as an employer has been losing significance over the years coupled with the fact that there has been an increase in casual jobs.

The agricultural sector also employs a vast number of women. Statistics South Africa (2014) stated that employment in Agriculture are highest among women, increasing by 415 000 compared to a decline of 48 000 among males between 2008 and 2014 (Department of Agriculture, 2016). This illustrates the role of women in terms of contributing to food security in the country.

6.4 WORKING CONDITIONS AND JOB QUALITY

The working conditions for those who work in rural areas sometimes leave much to be desired. It has been discovered even by the Department of Labour inspectors that the working and living conditions are appalling. (Department of Agriculture, 2016) mentioned that there is overwhelming consensus that rural communities in general, and farm workers in particular, have a history of their human rights being abused and they are confronted with various social malpractices.

Farm workers earn the lowest wages among those formally employed in the country, and have the lowest rates of literacy in the country (Department of Agriculture, 2016). Therefore, it is crucial for education to be prioritised in rural areas so that they can be able to improve the levels of life through education.

6.5 YOUNG PEOPLE IN AGRICULTURE

South Africa has a high youth unemployment rate and agricultural investment can help to mitigate this high unemployment rate. United Nations (2014) mentioned that government can promote employment in agriculture through initiatives that specifically target young people in order to provide them with additional or enhanced employment opportunities in agriculture; government initiatives focussing on young people's employment which have an agricultural component. Further the report noted that there is a need for NGO Projects that specifically target young people in order to provide them with enhanced employment opportunities in agriculture (United Nations, 2014).

6.6 CASUALISATION

There is a trend to employ less and lesser permanent employees in Agriculture. According to Webster et., (2013) by 2007 the percentage of workers employed on a continuous full-time or part-time basis (permanent workers) had dropped down to 54.2% while that of temporary workers employed for a specific period of time (seasonal workers) and casual workers escalated up to 45.8%. This illustrates the phenomenon of hiring more temporary workers over time. Further, some employers have used casualization, immigrant labour and increasingly labour brokers to evade labour legislation Webster et al, 2013).

6.7 CHILD LABOUR

Statistics South Africa conducts a survey of activities of young people every five years. According to this study only 2.4 million of the 11.2 million children aged 7-17 years were involved in economic activities in 2015 (StatsSA, 2017). It must also be noted that the legal working age in South Africa is 15 years according to the Basic Conditions of Employment Act. The study also states that only 53.1% were involved in agricultural activities for less than 14 hours in 2015, the figure stood at 68.2% in 2010. Further the study also showed that 46.9% were involved in agricultural

activities for more than 14 hours in 2015, in 2010 only 31.8% were involved in agriculture activities for more than 14 hours (StatsSA, 2017). This shows that there is a decrease in children aged 7-17 year working in agriculture for less than 14 hours, however for those who work more than 14 hours there is an increase.

6.8 UNIONISATION IN FARMS

There are some obstacles in terms of organising farm workers and there are things that contribute to that. According to Webster et al (2013) organising in farms is made difficult by the fact that the power of farm owners extends to ownership of land, employment and access to economic and social needs. Further, it is exacerbated by the fact that union representatives are defined as private persons without statutory rights and may only in highly exceptional cases be allowed access to the farm with prior and explicit arrangement with the owner.

6.9 SUMMARY

This report has highlighted the issues of rural employment and economies as well as the ILO standards that govern this. It also discussed gaps in coverage of rural workers by the ILO Conventions. The report further discussed the role of climate change, globalisation, urbanisation, increasing food prices and poverty on rural economies and employment. It also discussed the role of climate change and the effect that it will have on rural areas as well as on the agricultural sector.

Further, the South African economic and employment policies framework was discussed and how these have been designed to address the injustices of the past. The report also discussed how the policies planned to mitigate some of the structural challenges that create a barrier to economic growth and employment creation.

It was discussed that measuring decent work is not well researched, internationally as well as in the South African context. Most of the publications on this topic are from the ILO. Further they state that though effect on academic literature is not a perfect measure of impact but it does give an indication of the penetration of a development

concept such as decent work. Since this is an important topic that relates to the rights of workers it should be well researched and there should be a standard way to measure it.

7. RESEARCH METHODOLOGY

This study deployed both qualitative and quantitative research methodologies in an attempt to better understand the factors that hamper the promotion of decent work in the agricultural sector. Quantitative approaches are more about making sense of the data using numbers to describe phenomenon being studied. Qualitative approaches seek to arrive at an understanding of a particular phenomenon from the perspective of those experiencing it.

7.1 Problem statement

Although agriculture contributes significantly to employment in the rural areas the jobs that are created in this sector are not decent and sustainable. The problem manifested itself into the following research question:

- ❖ What hampers the promotion of decent work in the agricultural sector?

7.2 Research objectives

This research intended to gain better insights on the status of decent work deficits in the agricultural sector.

Specifically, this research aimed to:

1. Assess barriers and enablers in the promotion of decent work by farm employers.
2. Assess the working conditions of employees in the agricultural sector according to the four pillars of decent work. The pillars are as follows:
 - Full and productive employment
 - Rights at work
 - Social protection
 - Promotion of social dialogue

7.3 Data collection and capturing

The fieldwork for the study commenced in October 2018 to December 2018. The capturing of data was an on-going process finalised in January 2019. The detailed methodology for each of the targets groups is presented below being workers' survey and employers' interviews respectively.

7.4 Employers' interviews

7.4.1 Sampling

A list of employers involved in agricultural activities was obtained from the Department of Labour Inspection and Enforcement Services (IES) in respective provincial offices. With this approach, the researchers from each province scheduled interviews with farm employers.

The targeted number of employers/managers was one per farm. Table 2 below illustrates the number of employers that were interviewed per province:

Table 2: Employer interviews conducted

Provincial Office	Employers interviewed
Eastern Cape	12
Free State	38
Gauteng	19
KwaZulu-Natal	19
Limpopo	42
Mpumalanga	13
Northern Cape	11
North West	22
Western Cape	34
Total	210

7.4.2 Data collection

An interview guide was developed in order to conduct interviews with employers/managers of farms in the sector.

7.4.3 Data analysis

The data that were collected using the interview guide were captured on MS Excel and analysed using thematic analysis. These methods ensure that data are subjected to qualitative analysis for commonly recurring themes. Thematic analysis as an independent qualitative descriptive approach is mainly described as “a method

for identifying, analysing and reporting patterns (themes) within data” (Braun & Clarke, 2006: 79).

7.5 Workers’/employees survey

7.5.1 Sampling

The provincial allocation of the sample was done using the provincial distribution of agriculture employment figures of the Quarterly Labour Force Survey Q3: 2017 as a guide to allocate the sample. The study made use of a convenience sampling method, which is a non-probability method of sampling. Respondents were interviewed based on their availability and willingness to participate in the survey. As a result, not every farmworker took part in the survey. Therefore, generalisation based on the findings of the study should be made with caution if not at all.

7.5.2 Data collection

A questionnaire was developed to collect data from the targeted respondents. In a questionnaire the researcher has a list of questions to be covered some of those are pre-coded with a limited open-ended questions. Face to face interviews were conducted with the respondents.

7.5.3 Data analysis

The questionnaires were captured on an MS Excel template, while the data was edited and analysed using Stata 15. Structured questions were pre-coded before capturing and analysis. Open ended responses were analysed using thematic analysis, thereafter they were coded and captured on Stata 15. The provincial datasets were consolidated into a national database. The sample allocation is presented below for the proposed sample as well as the achieved sample:

Table 3: Worker sample allocation

Provincial Office	Proposed sample size	Achieved sample size
Eastern Cape	430	178
Free State	375	272
Gauteng	220	224
KwaZulu-Natal	605	745
Limpopo	690	690
Mpumalanga	500	488
Northern Cape	195	230
North West	245	231
Western Cape	795	419
Total	4055	3477

7.6 Limitations of the study

The first limitation of this study stems from inadequate sample coverage. A challenge of any survey research is finding and recruiting participants from the target population. This challenge was compounded by the lack of a comprehensive database of employers from a neutral institution in the agricultural sector. The challenge of not having a database led to researchers utilising the Department of Labour Inspection and Enforcement (IES) database of farmers. The utilisation of such a database may introduce bias as the farms that participate are those that the Department of Labour has inspected before.

Not having a complete list of employees who are employed in the agriculture sector means that the representativeness of the sample cannot be ascertained. The other limitation of the study is the timeframe which was not sufficient for data collection up to the step of report writing and this was caused largely by the research proposal which took longer than anticipated to be finalised as well as negotiating access to farms.

Furthermore, the other limitation of the study was human resources, owing to the fact that some LMIS provincial offices have limited staff members and having to conduct the survey in the stipulated timelines was a challenge for them. Some needed assistance from head office to help them to reach their targeted sample. The budget is also a limitation experienced by some LMIS provinces; this included the travelling costs associated with the fieldwork.

8. RESEARCH FINDINGS

8.1 FINDINGS FROM EMPLOYEE SURVEY

8.1.1 Demographics

Figure 1: Distribution of the respondents by province

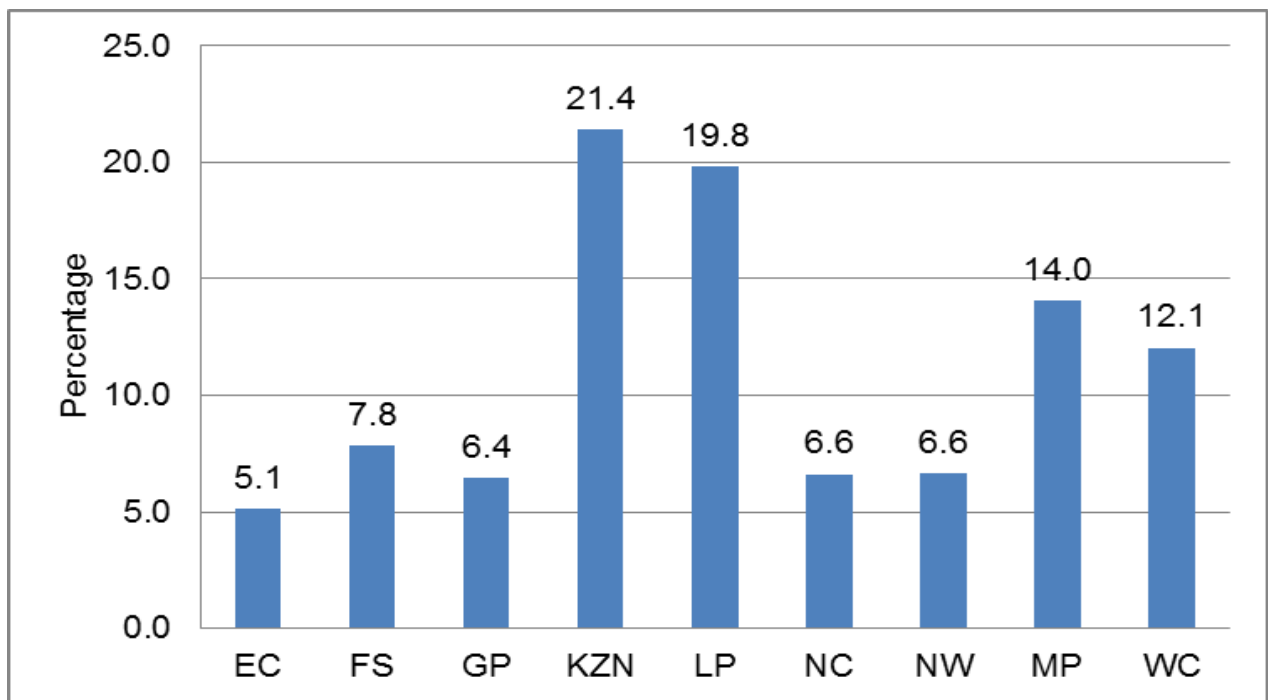


Figure 1 above shows the provincial distribution of responses for the study. The study saw a total response of 3 447 respondents across the nine provinces. The majority of respondents were in KwaZulu-Natal (21.4%), followed by Limpopo (19.8%). Mpumalanga and Western Cape followed at (14.0%) and (12.1%) respectively.

Figure 2: Distribution of the respondents by sex

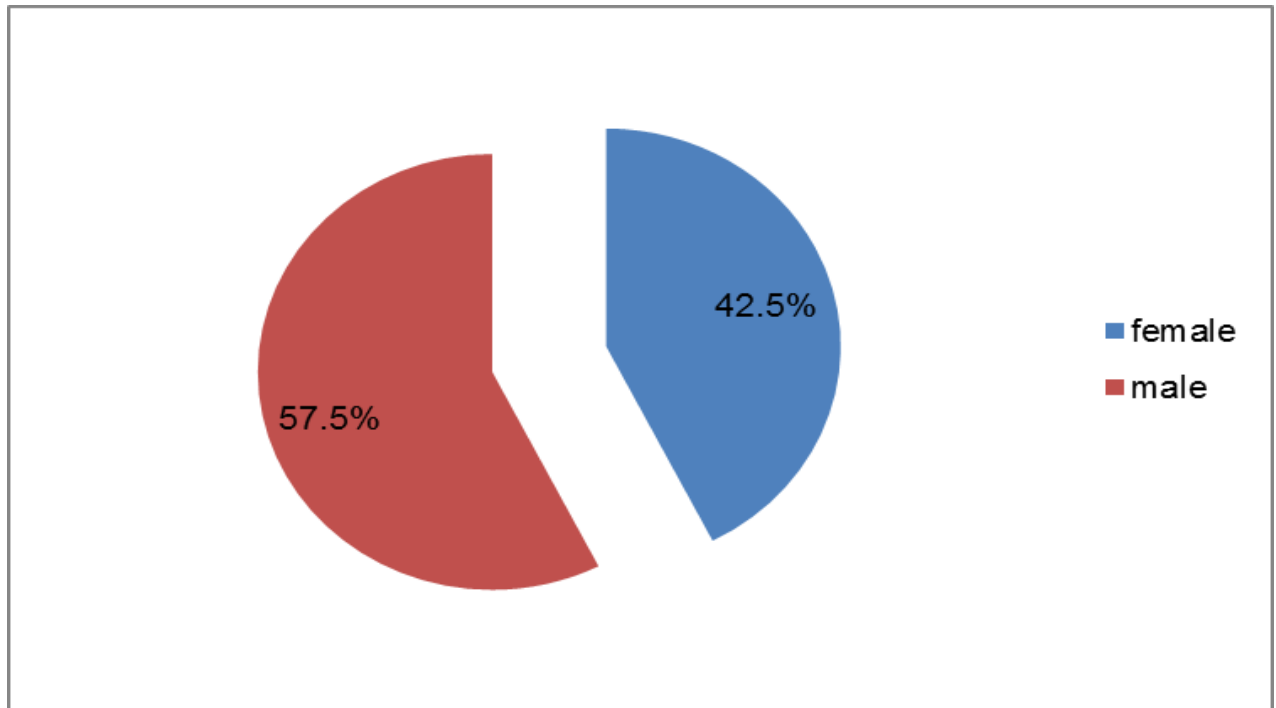


Figure 2 shows that more than half of the respondents were male (57.5%), while 42.5% were female. In complete numbers, there were 1 992 males, compared to 1 473 females.

Figure 3: Distribution of the respondents by population group

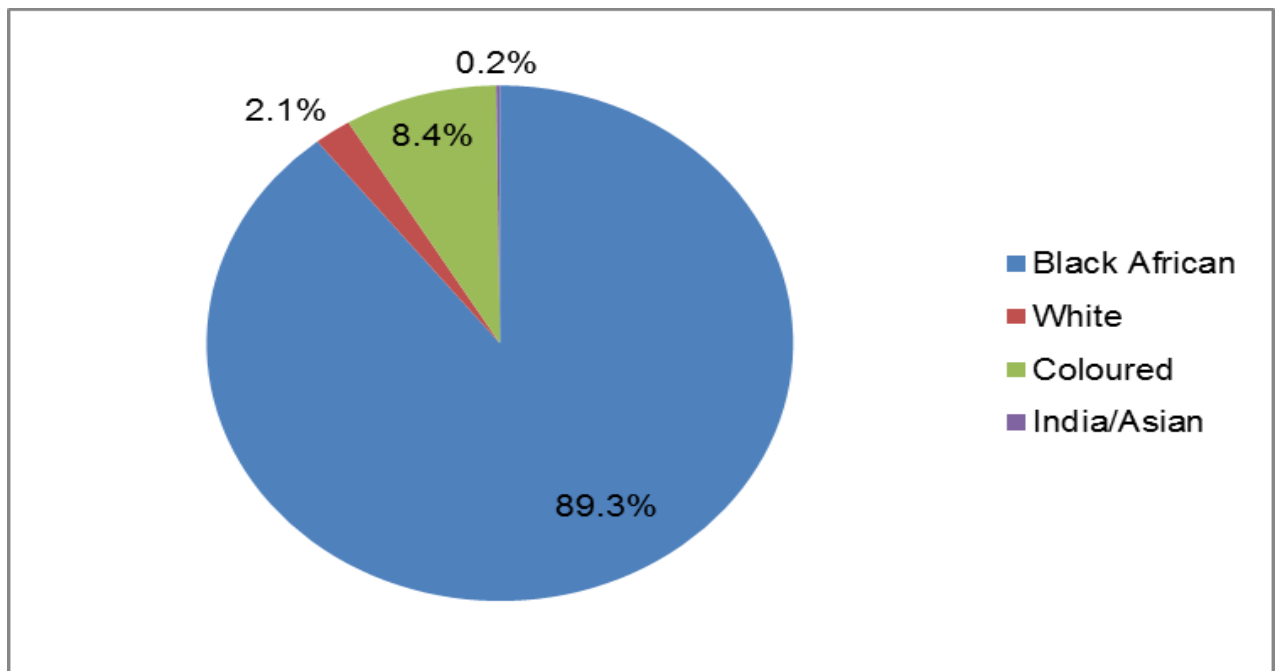
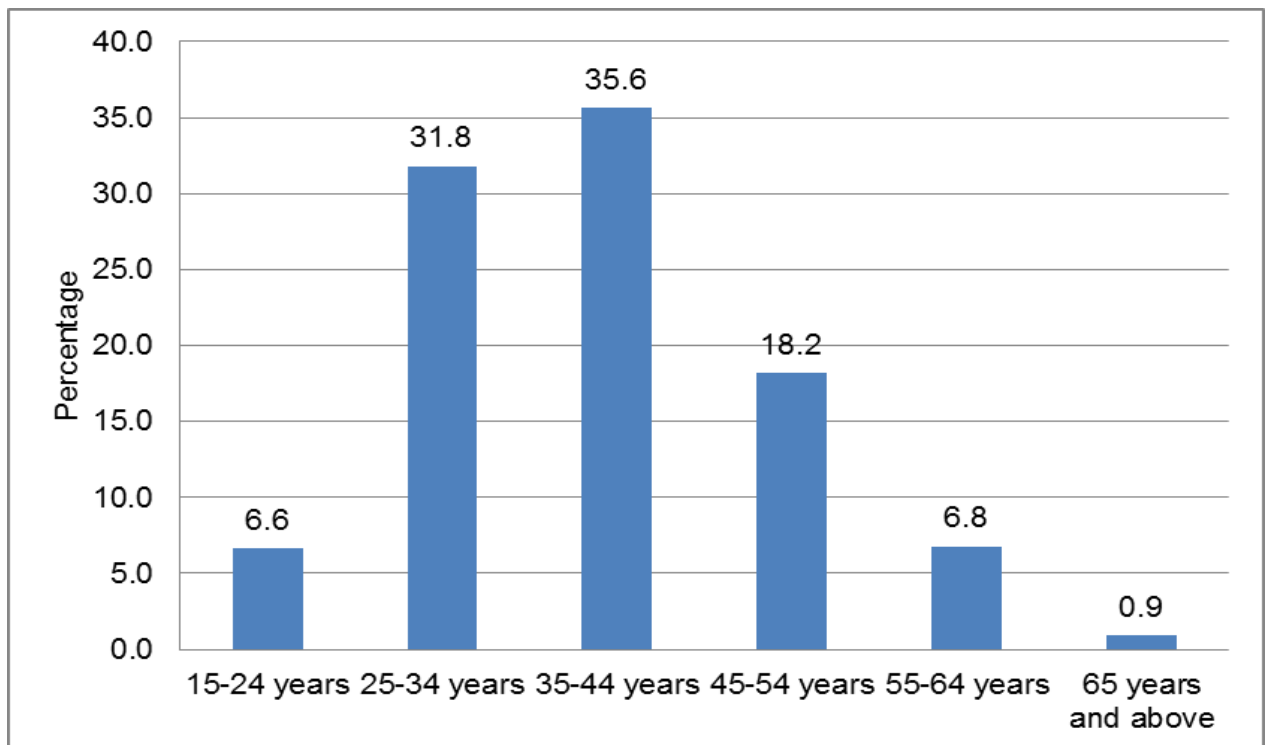


Figure 3 is a graphical depiction of population group of respondents. The prevalent population group in the study was black Africans (89.3%). The coloured were represented at 8.4% and whites at 2.1%. Indian/Asian constituted 0.2% of the respondents.

The study also sought to gain insight about the nationality of workers in the agricultural sector. It found that about nine in ten (90.9%) workers in the agricultural sector were South African nationals, whereas nine per cent (9.1%) were not South African nationals. The literature had indicated that the majority of employers prefer to hire migrant workers instead of South Africans

Figure 4: Distribution of the respondents by age



Of the 3 477 people who participated in the survey, only 3 465 provided their age group. The survey shows that people aged 35 – 44 years accounted for the majority of the sample (35.6%), followed by respondents in the 25 – 34 year category (31.8%). Almost two in ten (18.2%) were aged between 45 and 54 years. About 6.6% of participants were in the age category 15 – 24 years, which is almost the same proportion for those aged 55 – 64 (6.8%). Those aged 65 years and older constituted 0.9% of the sample.

Figure 5: Distribution of the respondents by disability status

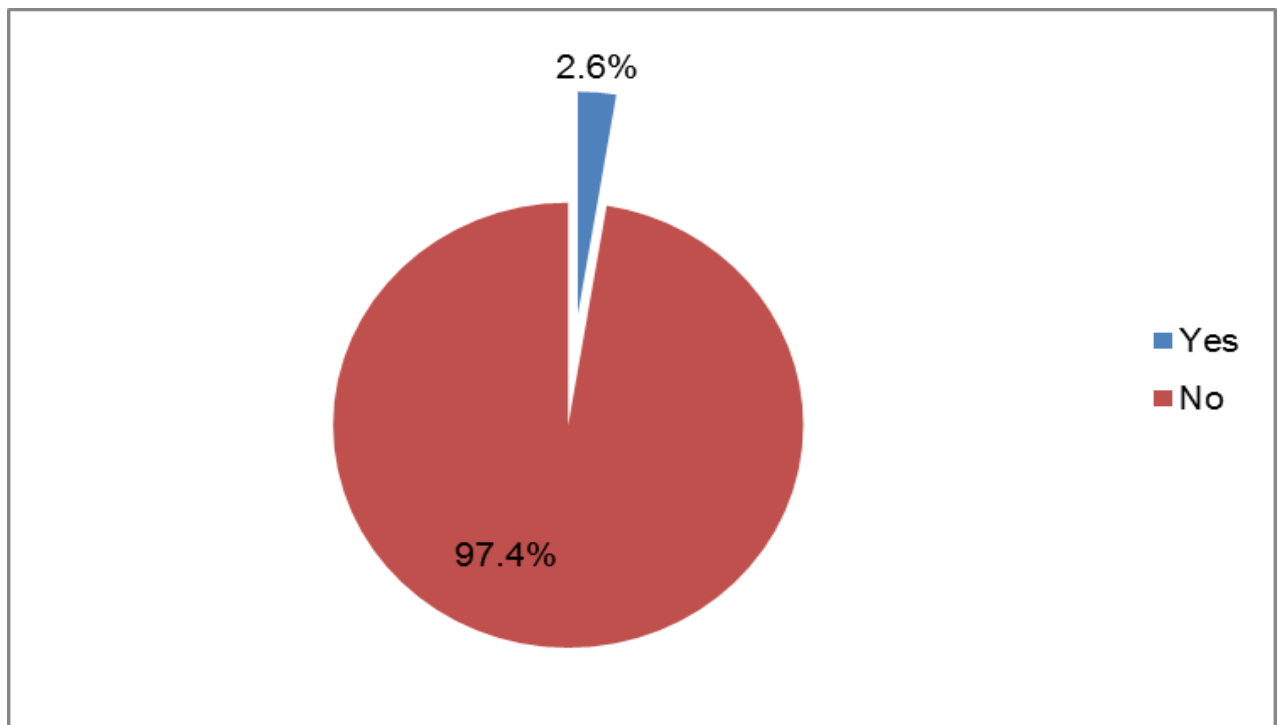


Figure 5 above illustrates that among the 3 477 respondents surveyed only 2.6% mentioned that they were persons with disabilities. In absolute terms this is only 91 respondents who said they are persons with disabilities and 3 386 said they have none.

Figure 6: Distribution of the respondents by disability type

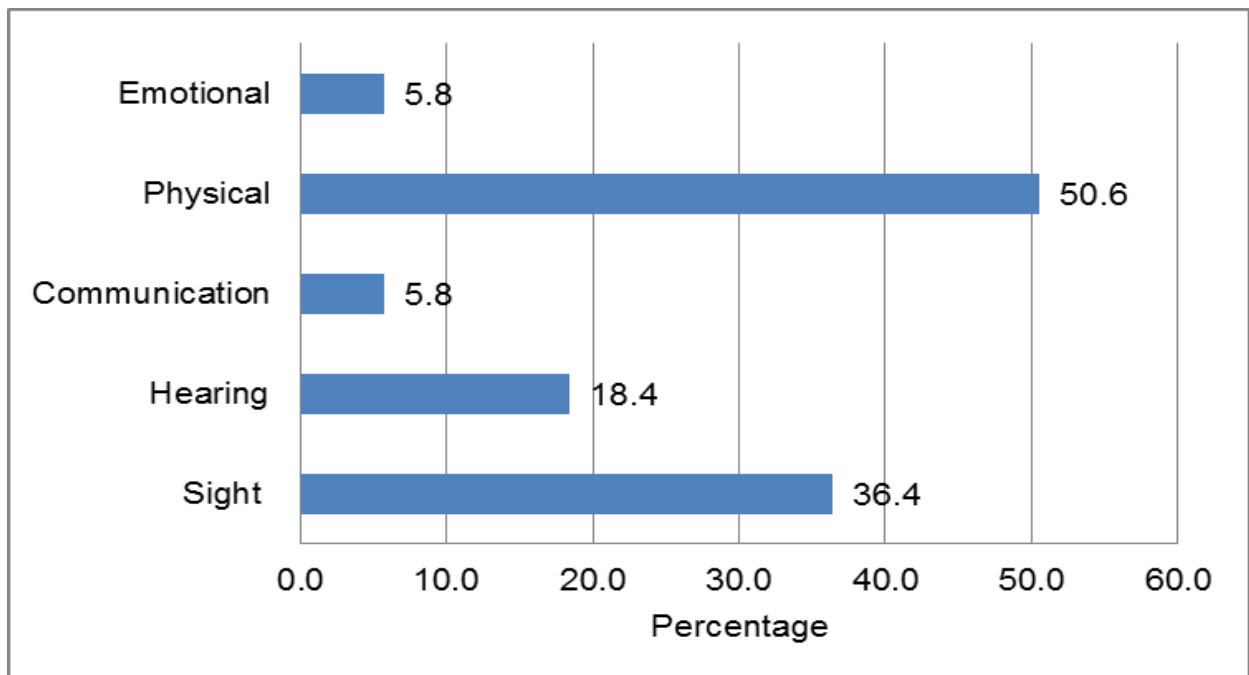


Figure 6 depicts the distribution of types of disability prevalent among those who indicated that they were persons with disabilities. This was a multi response question to cater for persons who have more than one form of disability. More than half of the persons with disabilities cited having a physical disability (50.6%), followed by those who mentioned having a disability related to sight (36.4%). Almost a fifth (18.4%) of the surveyed persons with disabilities said that they had a disability related to hearing, while 5.8% of the people surveyed have a communication or emotional disability.

Figure 7: Distribution of the respondents by marital status

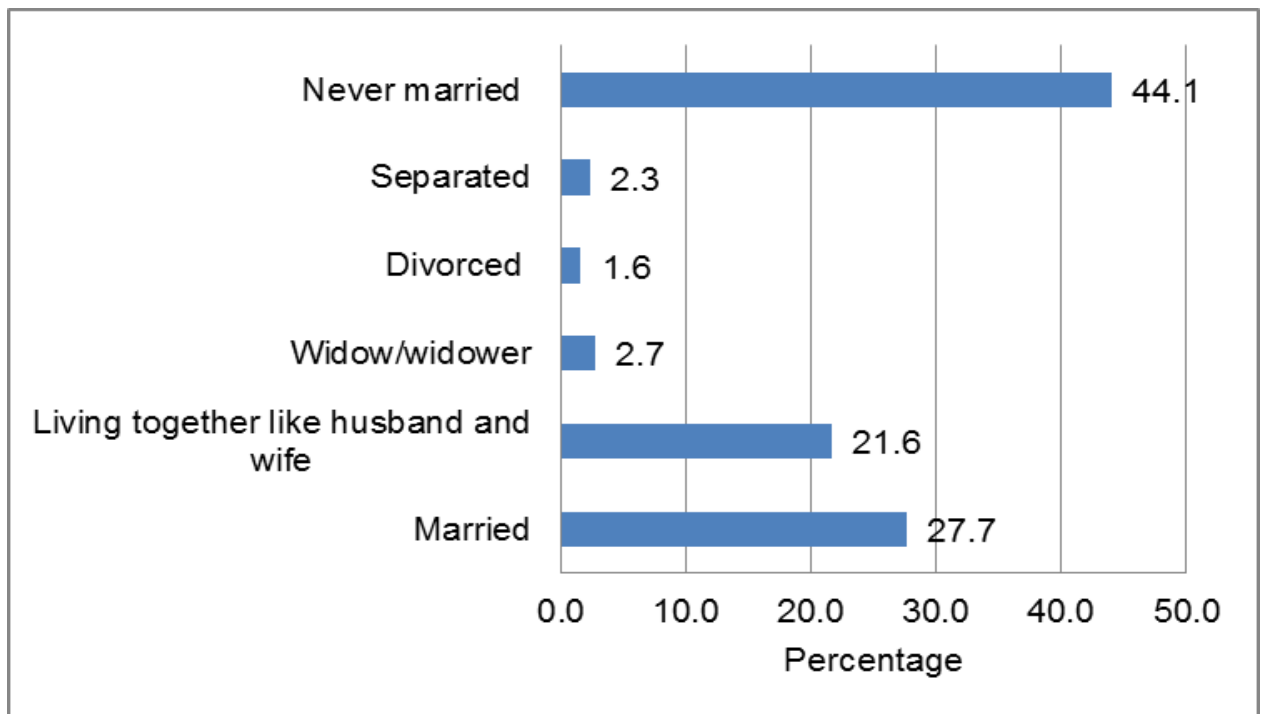


Figure 7 is a graphical presentation of the distribution of marital status of respondents. More than four in ten (44.1%) indicated that they have never been married, whereas 27.7% mentioned that they are married. Those who are living together like husband and wife constituted 21.6% of the sample. Those who mentioned that they are widows/widowers were 2.7% of the sample, followed by 2.3% who are separated and 1.6% who are divorced.

Figure 8: Distribution of the respondents by spoken language

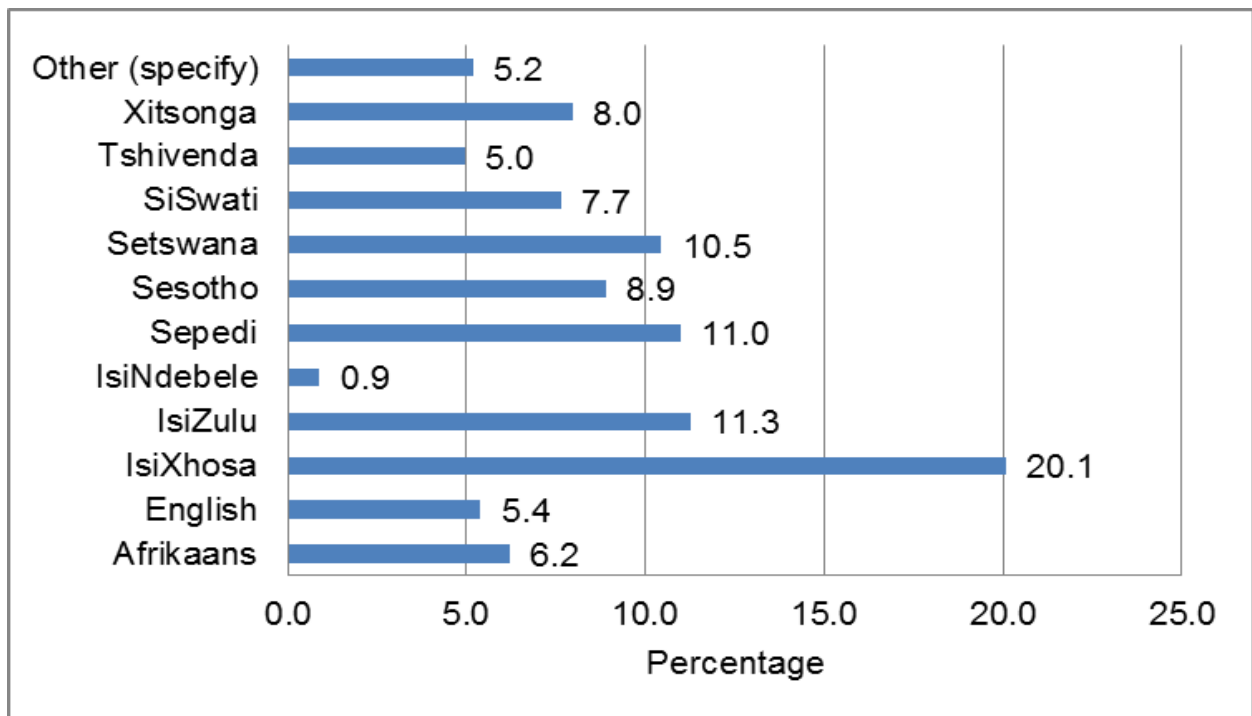


Figure 8 is a graphical depiction of languages spoken by surveyed respondents. The language most spoken by respondents was IsiXhosa (20.1%), followed by IsiZulu (11.3%) and Sepedi (11.0%). One in ten of the respondents speak Setswana (10.5%), followed by Sesotho (8.9%), Xitsonga (8.0%) or SiSwati (7.7%). Afrikaans is spoken by (6.2%) of the respondents. English is spoken by (5.4%) of the respondents, Tshivenda by (5%). About 5.2% of respondents indicated that they spoke other languages that are not South African official languages.

Figure 9: Distribution of the respondents by province of origin

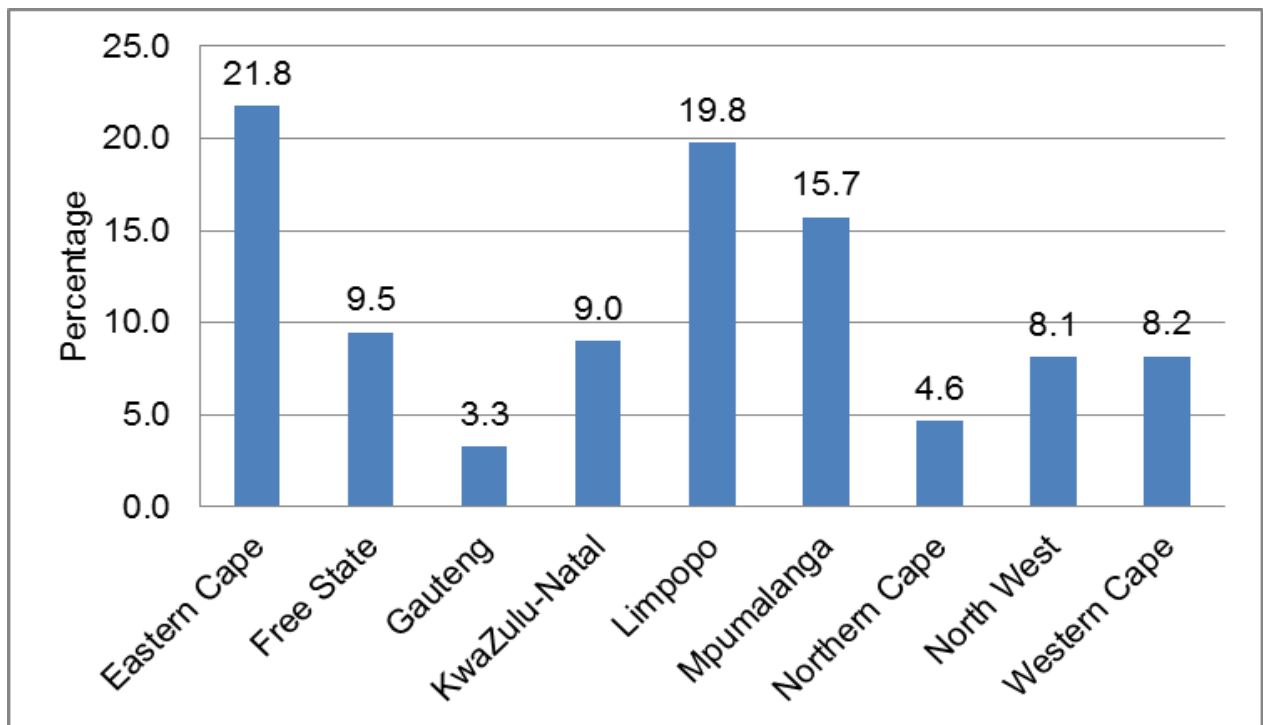
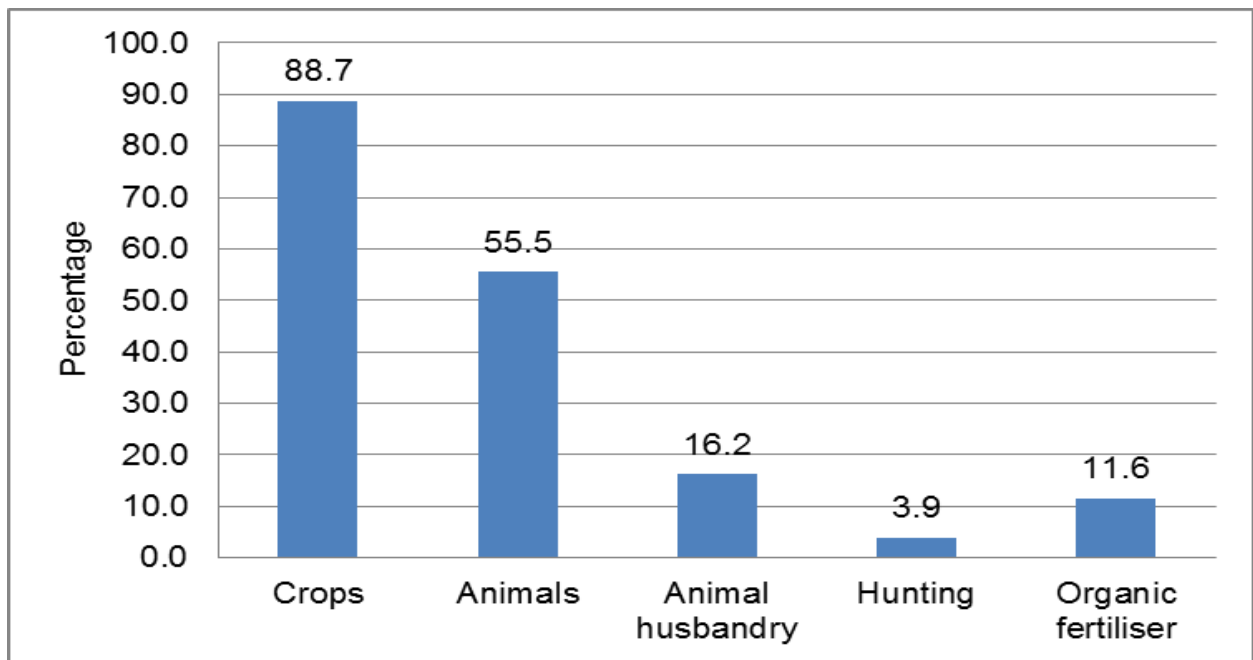


Figure 9 above shows the provincial of origin of the respondents. The study saw a total response of 3 304 respondents across the nine provinces. The majority of respondents were in KwaZulu-Natal (21.8%) followed by Limpopo at (19.8%). There were also considerable proportion of respondents who mentioned that they are originally from Mpumalanga province (15.7%). The least number of respondents mentioned that they were from Gauteng province at (3.3%).

8.1.2 Economic activity

Figure 10: Distribution of agricultural activities at place of employment



This question was to ascertain the type of agricultural activities undertaken at respondents' work place. It is also worth noting that this was a multiple response question. The agricultural activity that takes place at most of the farms is the growing of crops (88.7%), farming of animals also being the second agricultural activity being mentioned to be taking place at (55.5%) of the farms. About sixteen per cent of the farms (16.2%) engage in agriculture and animal husbandry, 11.6% in organic fertiliser and 3.9% of the farms surveyed are based on hunting.

Figure 11: Distribution respondents' main form of payment

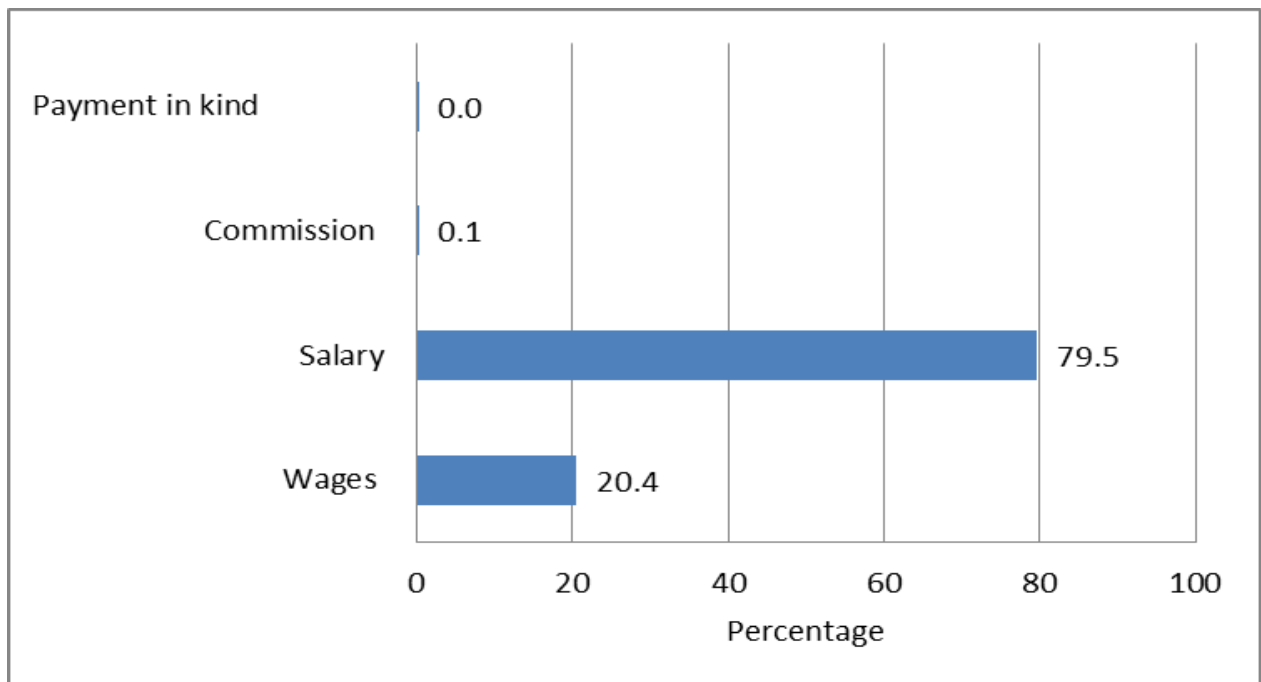


Figure 11 above shows the main form of payment of the respondents. The majority of respondents were paid salaries (79.5%), (20.4%) were paid wages. There was low representation of respondents who get paid commission (0.1%) and those who got payment in kind (0.0%).

Figure 12: Distribution of respondents' frequency of payment

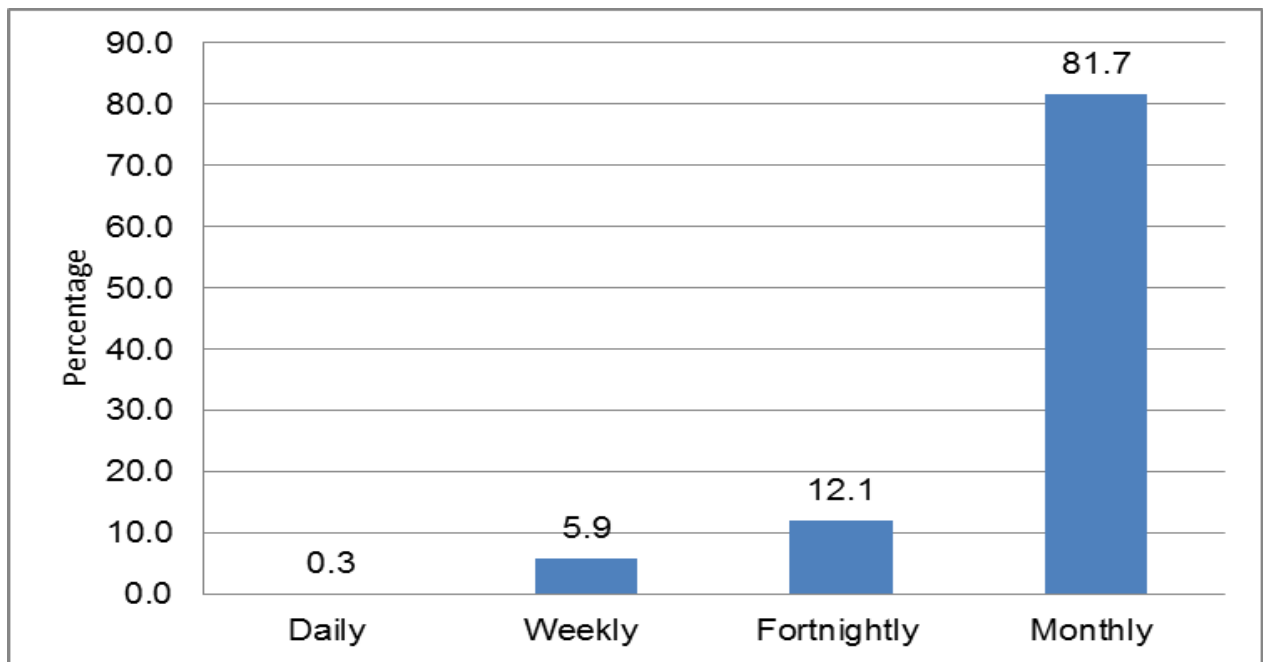


Figure 12 above displays the distribution of frequency of payment of the respondents. Most respondents are paid monthly (81.7%), (12.1%) are paid fortnightly. There are six percent (5.9%) who are paid weekly and (0.3%) are paid on a daily basis.

Figure 13: Distribution of the respondents' monthly personal income

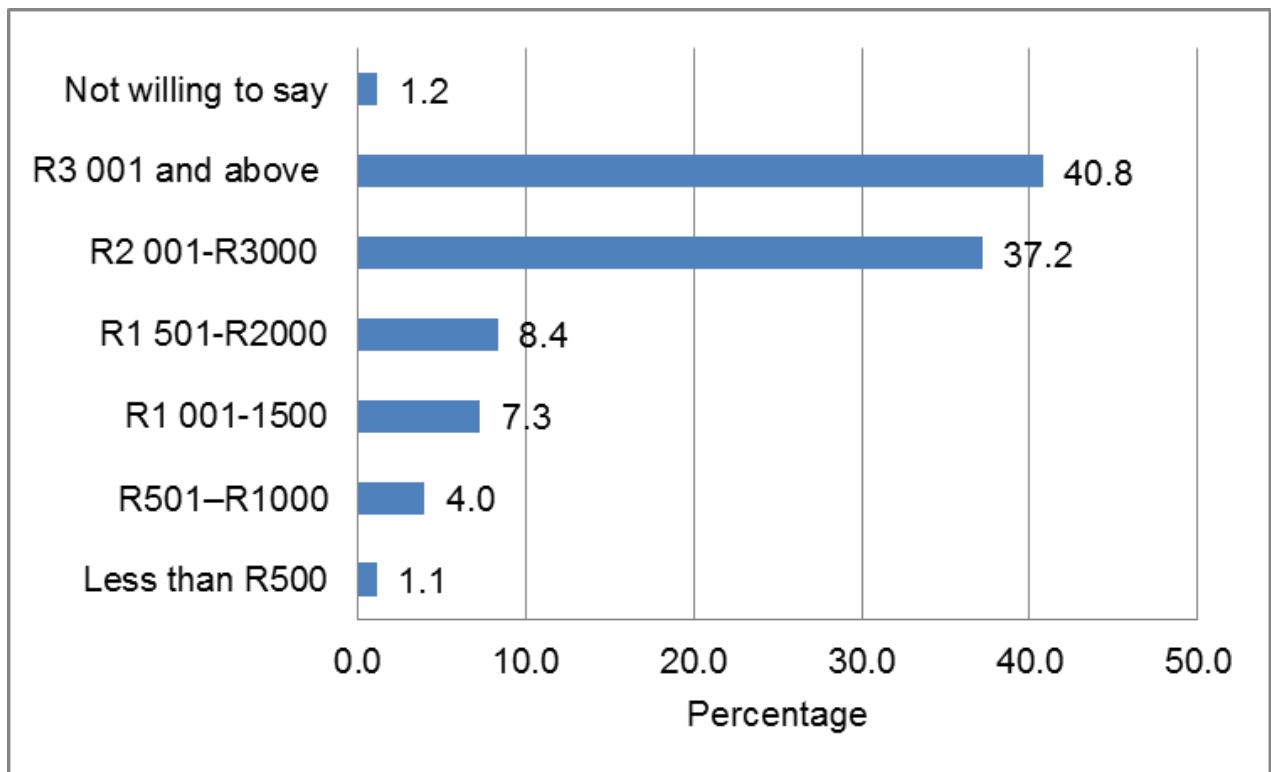
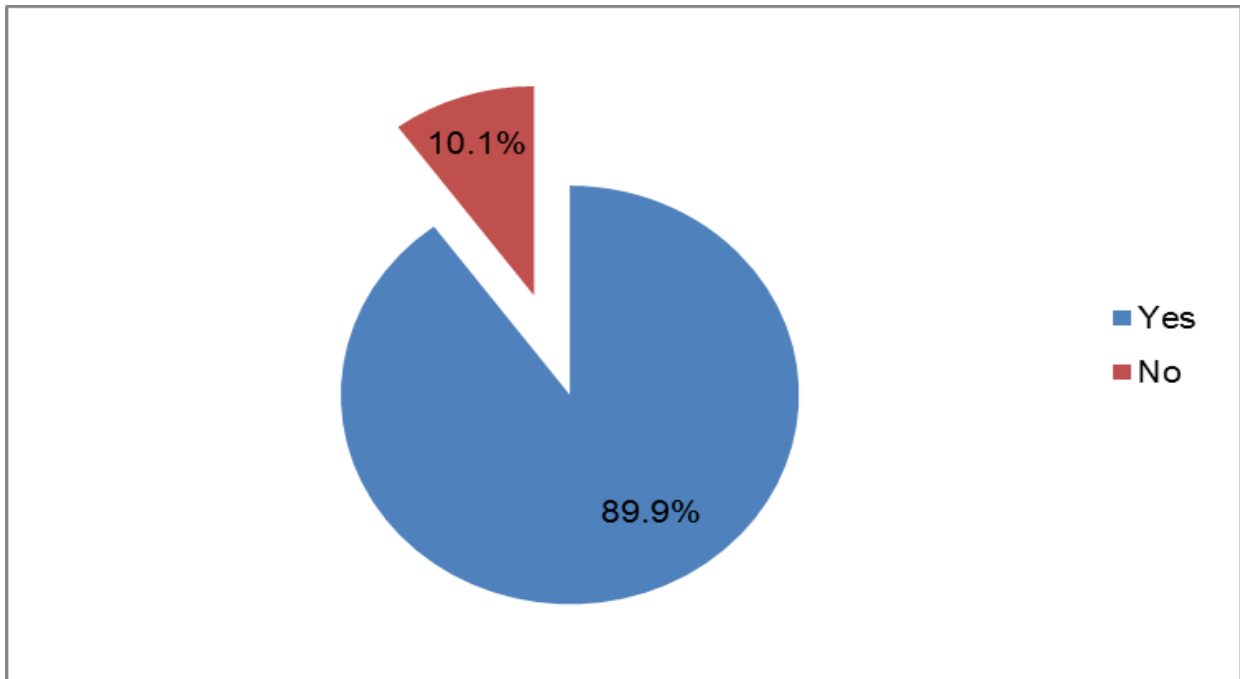


Figure 13 above shows the distribution of the monthly personal income of the respondents. About four in ten (40.8%) of the respondents are paid more than R3 000 per month. Respondents who got paid between R2 001 to R3 000 were about 37.2%. There are three categories of personal incomes which all received mentions of less than one in ten or ten percent. Those categories are for those who get paid R1 501 to R2 000 (8.4%), R1 001 to R1 500 (7.3%) and merely (4%) get paid R501 to R1 000. The majority of respondents are paid salaries (79.5%), (20.4%) are paid wages. Whereas there are low mentions of respondents who get paid commission (0.1%) and (0.0%) who get payment in kind. There are also respondents who mentioned that they get paid less than R500 which is a pittance for anybody who is working. At a low mention though there are (1.2%) of the respondents who were not willing to disclose their monthly personal income.

Figure 14: Distribution of receiving of a payslip from employer



While the Basic Conditions of Employment Act requires that an employer should issue the employees with payslips. The graph above illustrates that among the 3 477 respondents surveyed, the most of them (89.9%) got payslips and only one in ten (10.1%) did not receive payslips (Figure 14). In absolute terms, there are 3 091 respondents who mentioned that they receive payslips and 348 do not get payslips from their employer.

8.1.3 Labour laws and services

Figure 15: Distribution of awareness of services provided by the Department of Labour

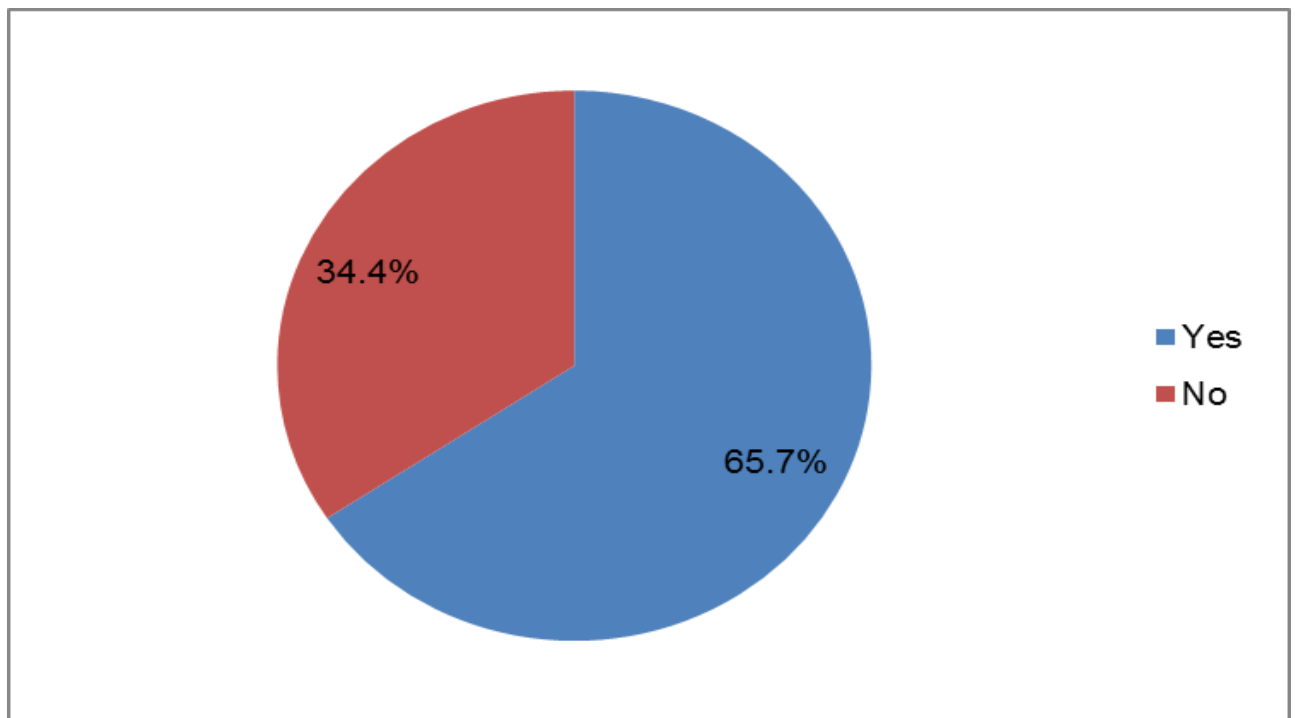
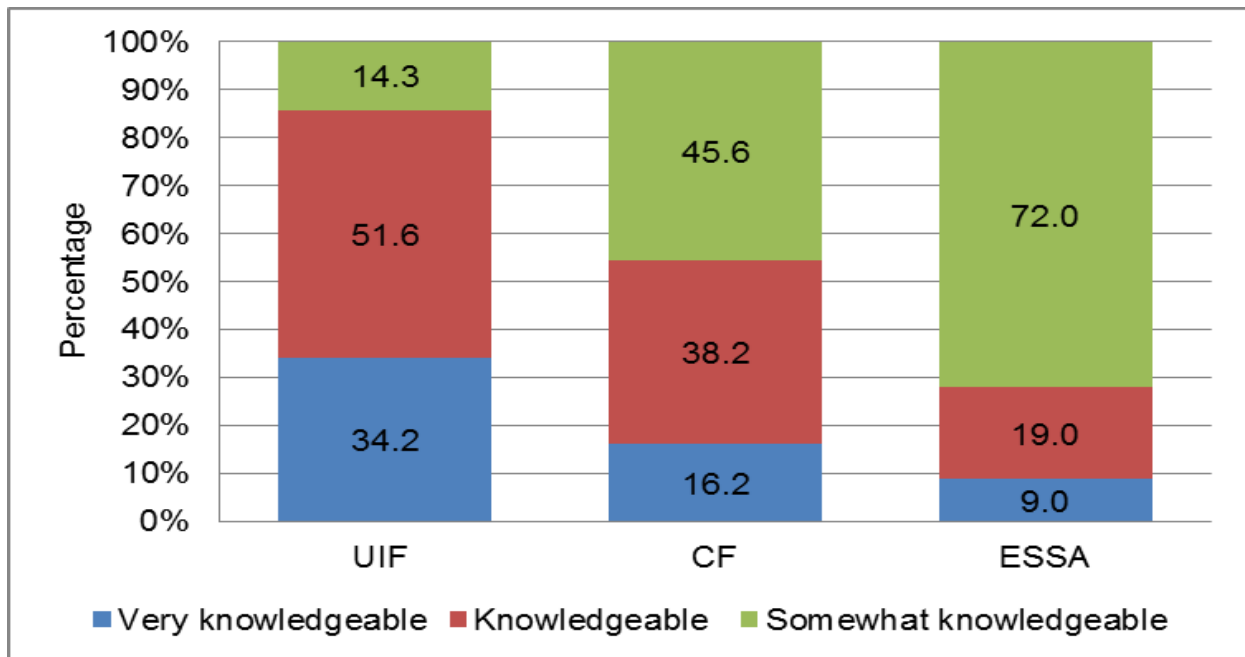


Figure 15 above shows that among the 3 477 respondents surveyed, almost two thirds (65.7%) were aware of the services provided by the Department of Labour, while about 34.4% were not aware of these services.

Figure 16: Distribution of rating knowledge of schemes and services of the Department of Labour



The respondents were asked to rate their knowledge of schemes and services offered by the Department of Labour. Figure 16 above shows the rating of knowledge on various services of the department. In terms of the Unemployment Insurance Fund services just more than five in ten (51.6%) are knowledgeable and (34.2%) are very knowledgeable. Only (14.3%) are somewhat knowledgeable.

As for the rating of knowledge on the Compensation Fund services almost four in ten (38.2%) said that they are knowledgeable, (16.2%) are very knowledgeable. A large proportion is somewhat knowledgeable though at (45.6%) which shows limited knowledge about compensation fund services.

The levels of knowledge of Employment Services of South Africa are lowest among the three services that are being rated. A mere (9%) mentioned that they are very knowledgeable about this service. About two in ten (19.0%) are knowledgeable and a very high proportion is somewhat knowledgeable.

8.1.4 Decent work indicators

Figure 17: Distribution of duration of employment in the current job

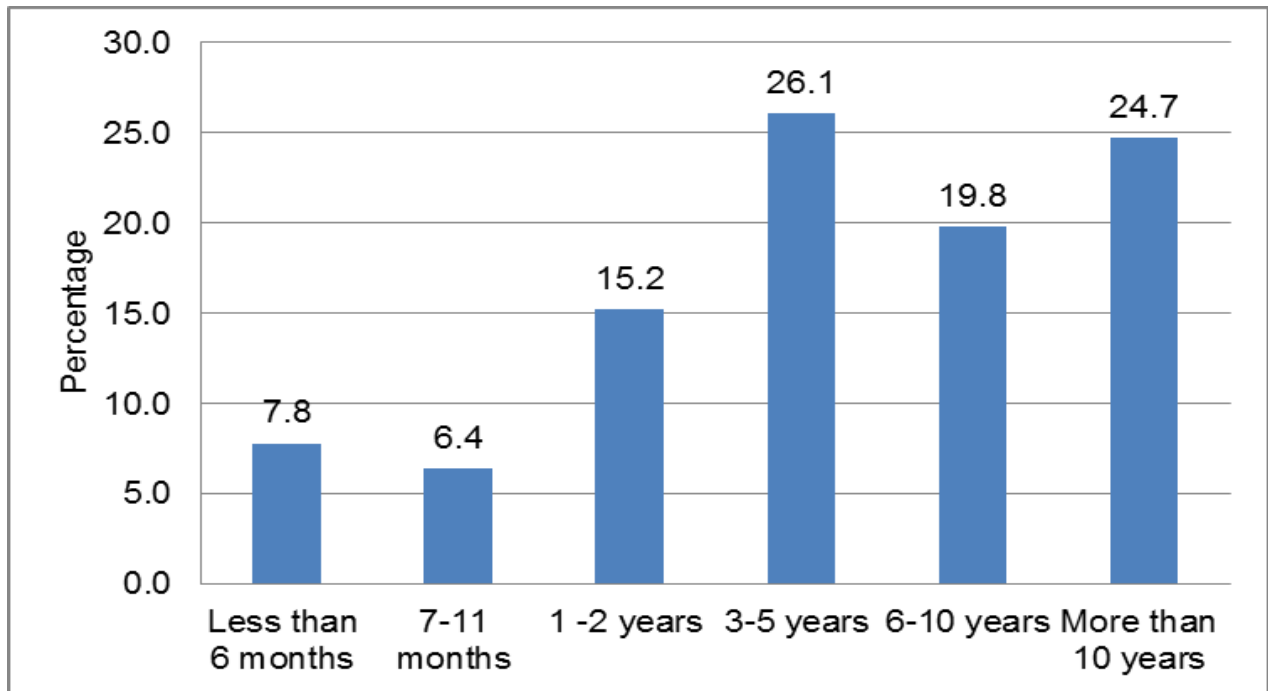


Figure 17 above shows the distribution of duration of employment in the current job. The majority of respondents (26.1%) were employed for 3 to 5 years, while 24.7% were employed for more than 10 years. The proportion of those who were employed for less than 6 months is 7.8% and the lowest proportion is for respondents employed for 7-11 months. This shows that in the agricultural sector, employees tend to work for one employer for three years and longer.

Figure 18: Distribution of the respondents' willingness to work more hours

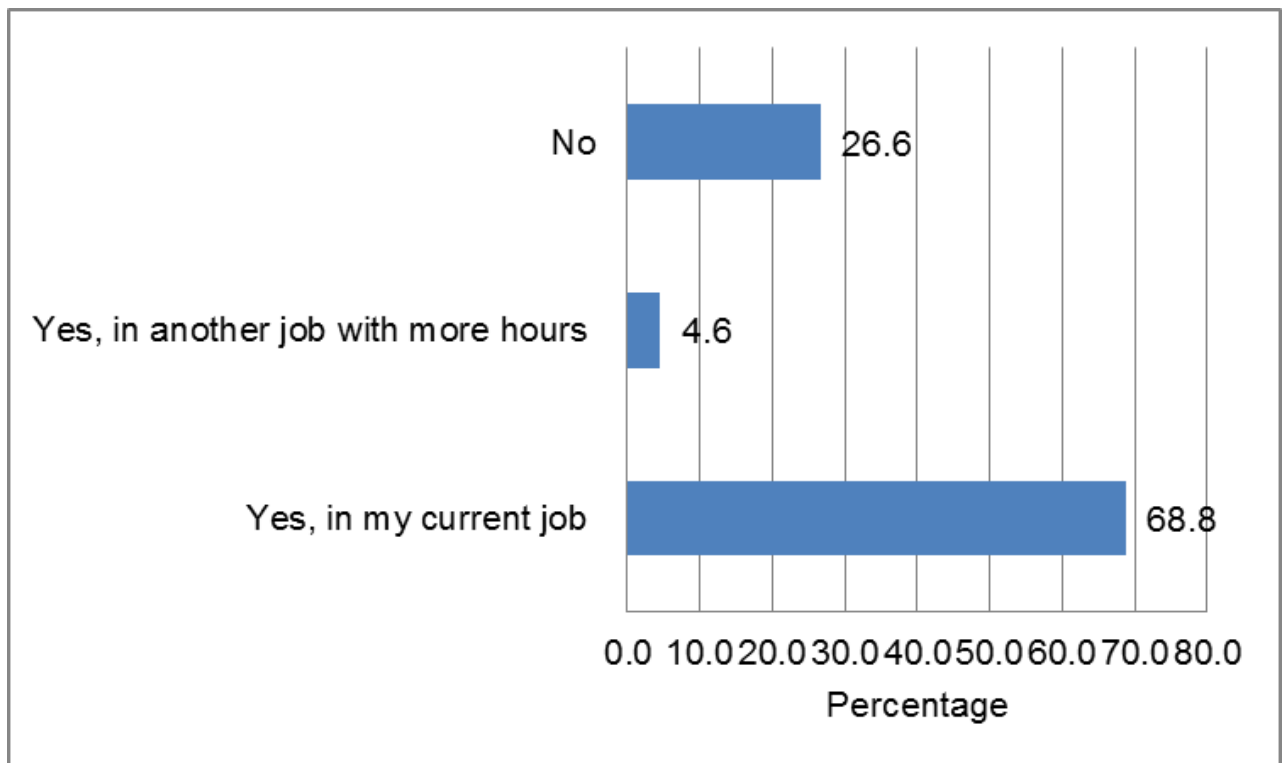
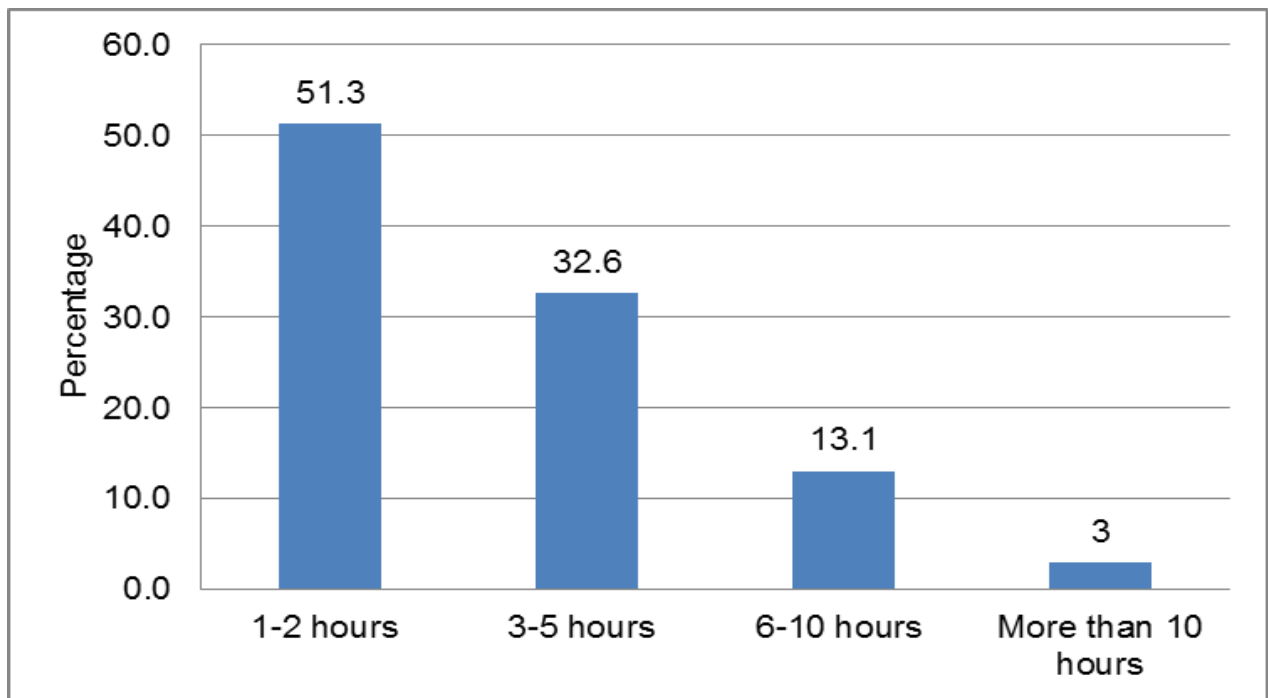


Figure 18 above shows the distribution of whether respondents would have liked to work more hours or not. More than two thirds of the respondents (68.8%) would have liked to work these extra hours in their current job. However, (26.6%) would not like to work extra hours, despite that they will be paid for doing that. A small proportion of the respondents (4.6%) would have liked to work extra hours in another job with more hours.

Figure 19: Distribution of additional hours preferred to have worked in past week



The additional hours preferred to be worked by the respondent are depicted in Figure 20. More than half (51.3%) of the respondents would have liked to work 1 to 2 hours in the previous week, while almost thirty-three per cent (32.6%) would have liked to work an extra 3 to 5 hours. About thirteen per cent indicated that they could work 6 to 10 hours over above the hours they worked in the past week. Only three per cent said they would have liked to work more than 10 hours in the last week.

Figure 20: Distribution of availability to work more hours in the next four weeks

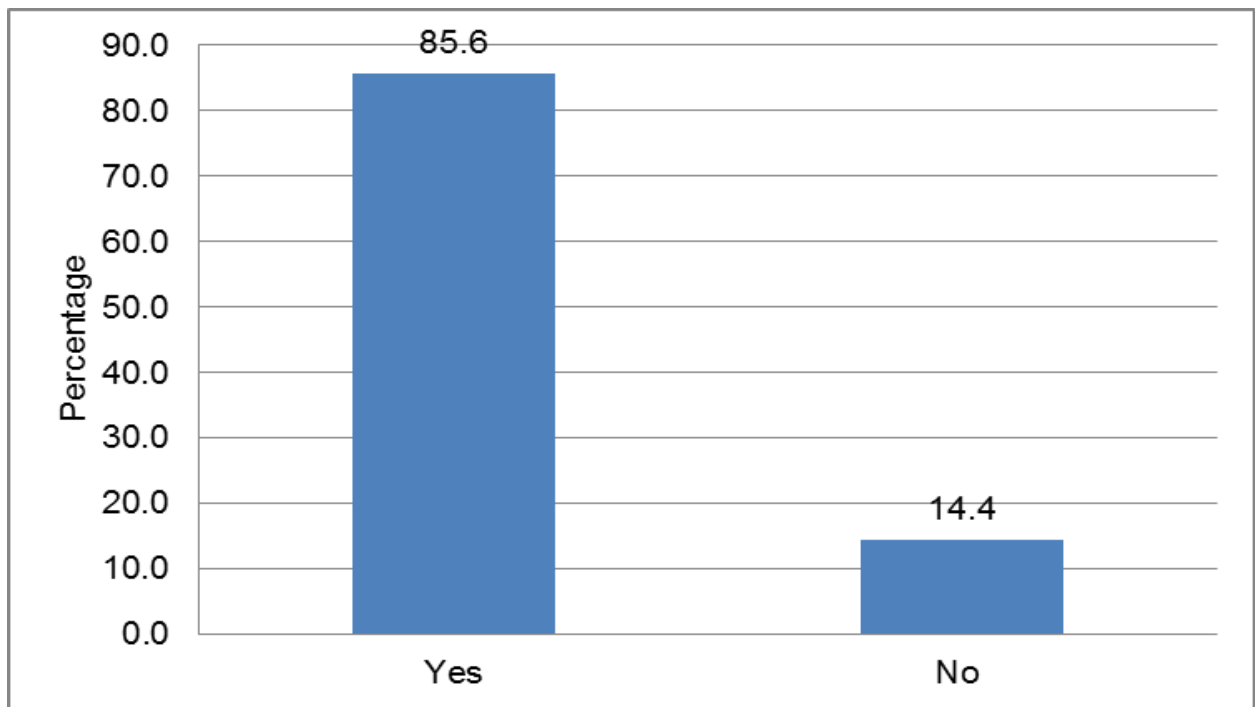
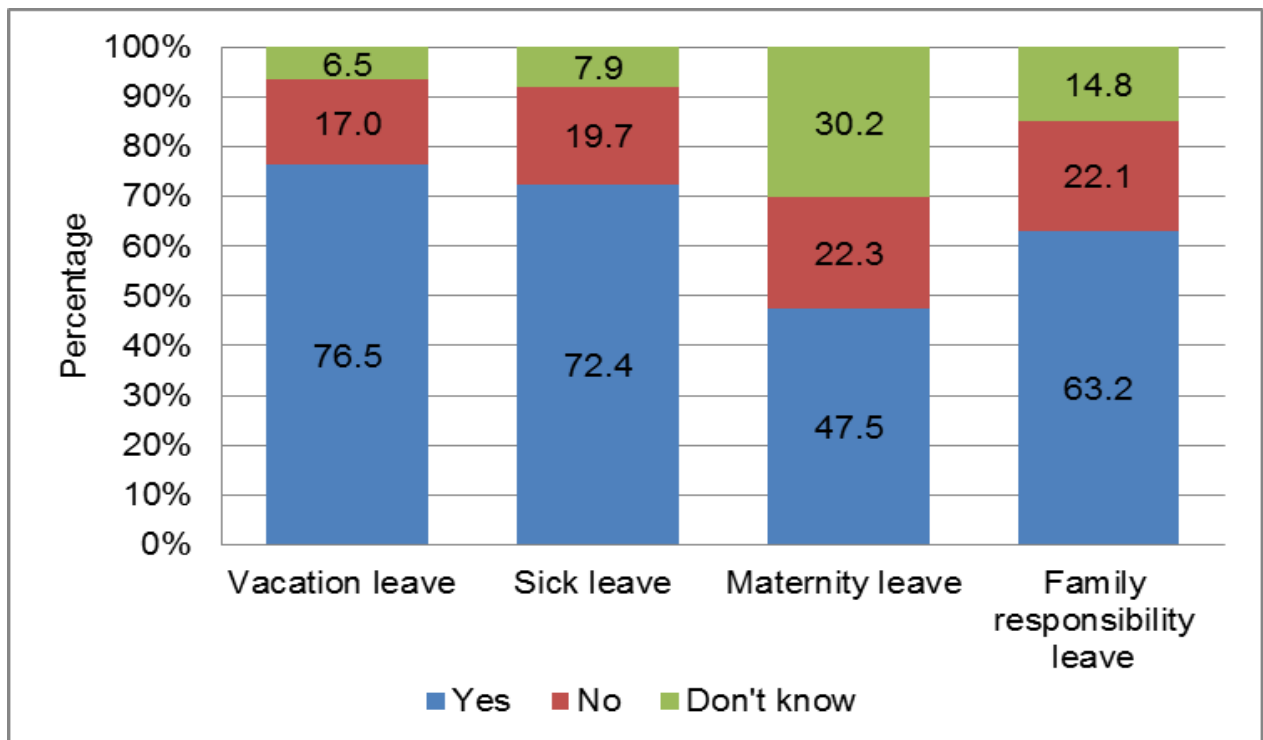


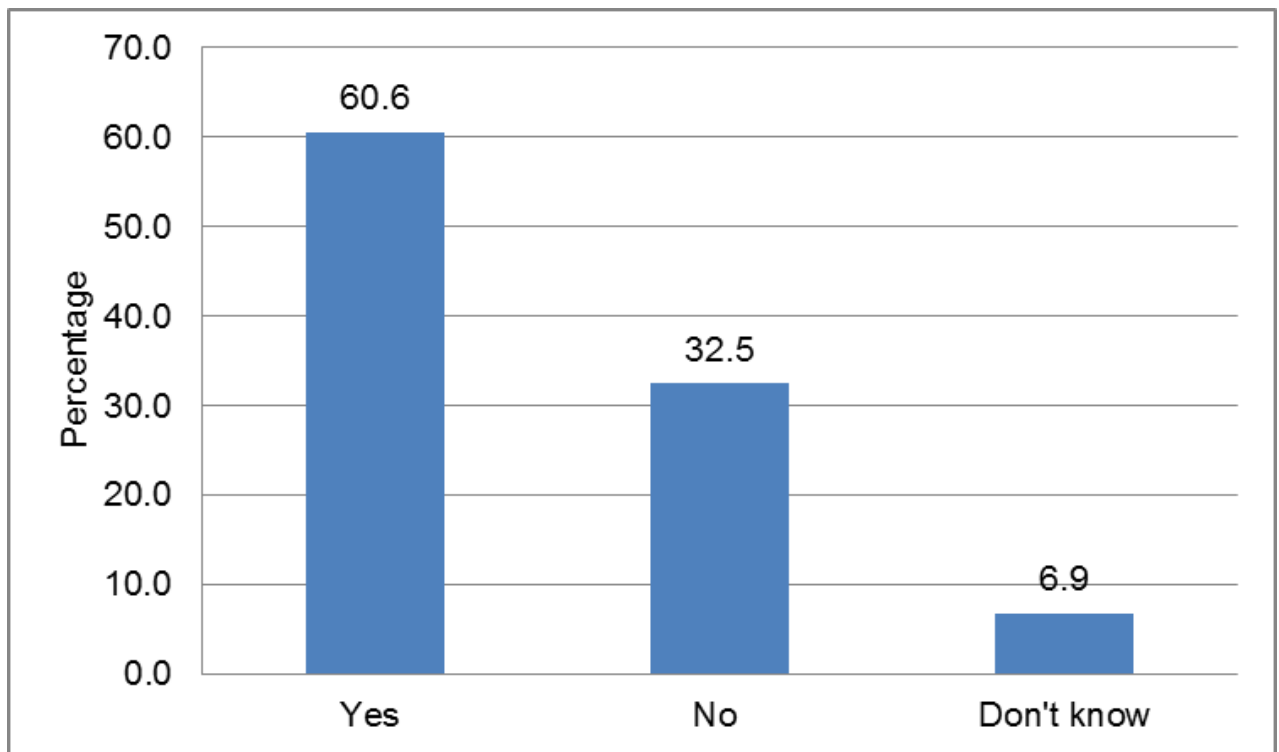
Figure 20 above illustrates the distribution of whether respondents would have liked start work in the coming four weeks if extra work were to become available. Approximately eighty-six per cent (85.6%) said they would start such work in the next four weeks, while fourteen per cent (14.4%) said they would not be available.

Figure 21: Distribution of paid leave types



Respondents were asked if the different leave types were paid for by the employer. Figure 21 above illustrates the distribution of leaves that the employer pays for. More than 7 in 10 of the employees said that their employer pays for vacation leave and sick leave (76.5%) and (72.4%) respectively. The third highest leave that the employers pay for is family responsibility leave at (63.2%), followed by maternity leave (47.5%). The study shows that in the agricultural sector, employers were more likely to pay for vacation leave and sick like, compared to maternity leave and family responsibility leave.

Figure 22: Distribution of bonus payment



The majority of respondents get paid a bonus at (60.6%), whereas 3 in 10 are not paid a bonus (32.5%). There is a small proportion of the respondents who do not know if their employer pays a bonus (6.9%).

Figure 23: Distribution of the respondents' hours worked in the past week

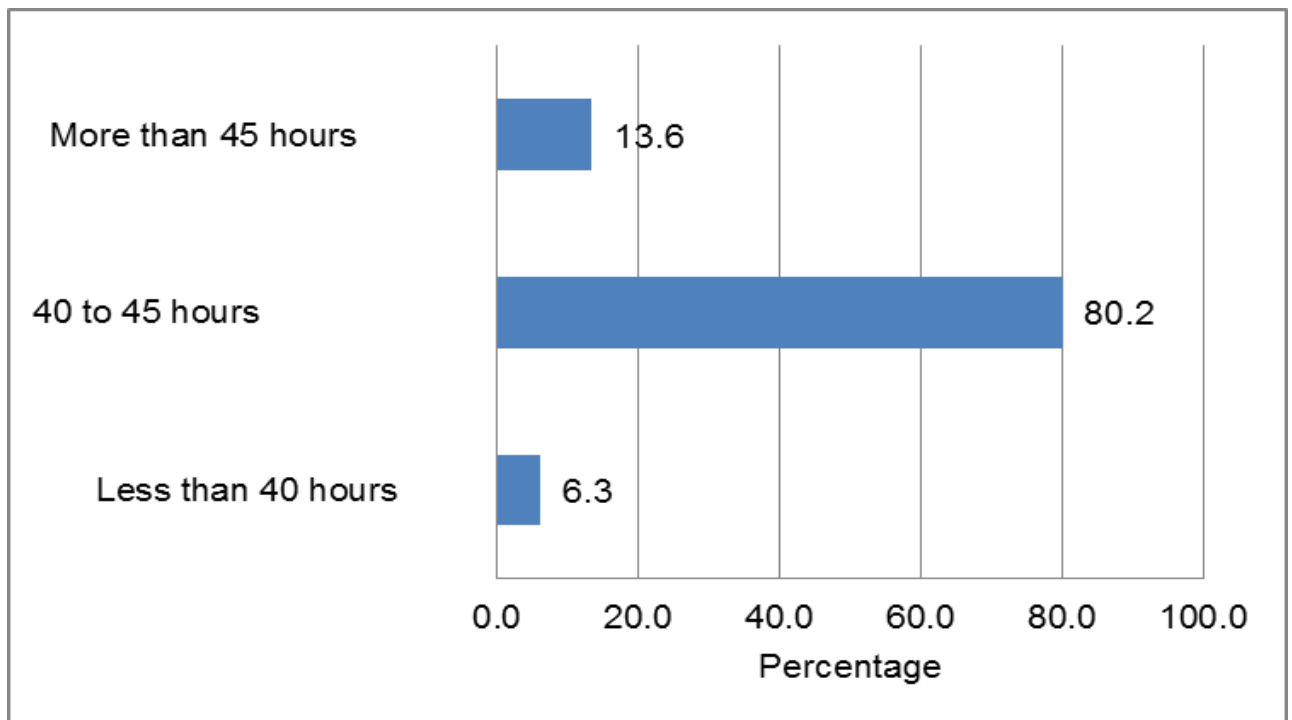


Figure 23 shows the distribution of hours worked in the past week. The majority of respondents worked 40 to 45 hours (80.2%), while just more than 1 in 10 (13.6%) worked more than 45 hours. In absolute numbers 2 786 respondents worked 40 to 45 hours, 471 worked more than 45 hours and lastly 218 worked less than 40 hours.

Figure 24: Reasons for working less than 40 hours

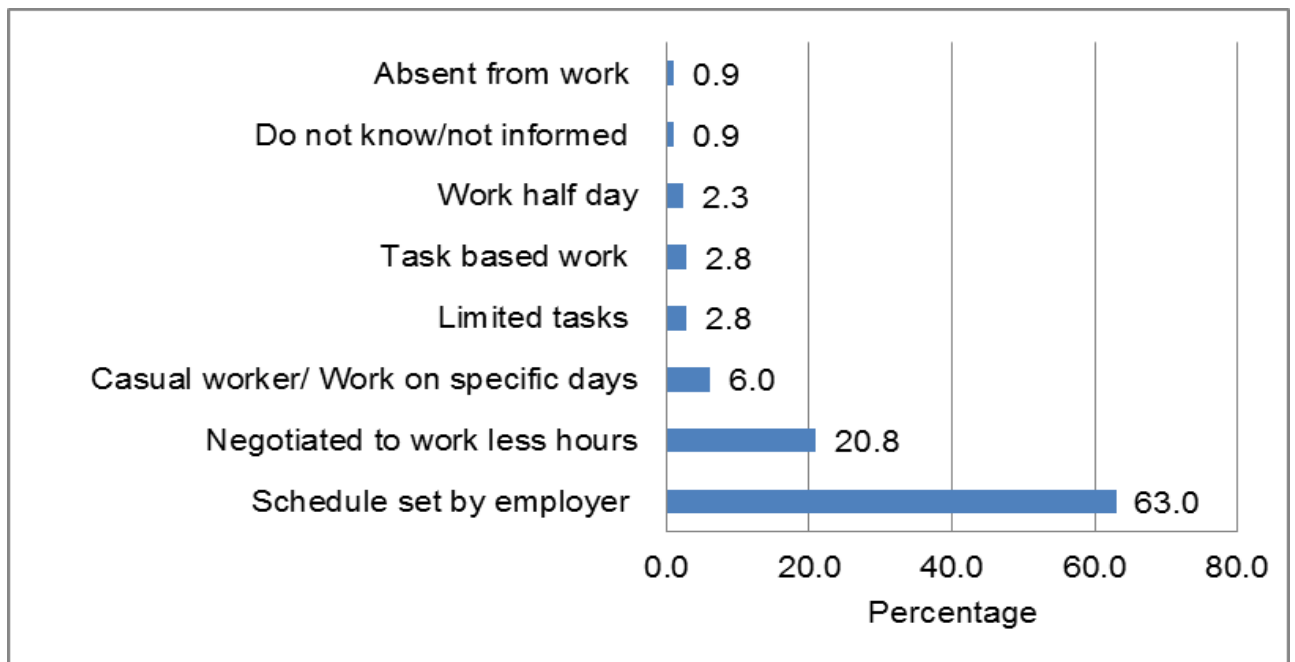


Figure 24 shows the distribution of reasons for working less than 40 hours. Amongst those who work less than 40 hours their reasons are as follows; schedule is set by the employer (63%), they have negotiated to work less hours (20.8%), and they work on specific days (6%). Equally (2.8%) of respondents mentioned that they work less than 40 hours because there are limited tasks or that their work is task based. Lastly equally (0.9%) of respondents said they do not know the reason for working less than 40 hours and the other proportion it is because they were absent work.

Figure 25: Justification for working more than 45 hours

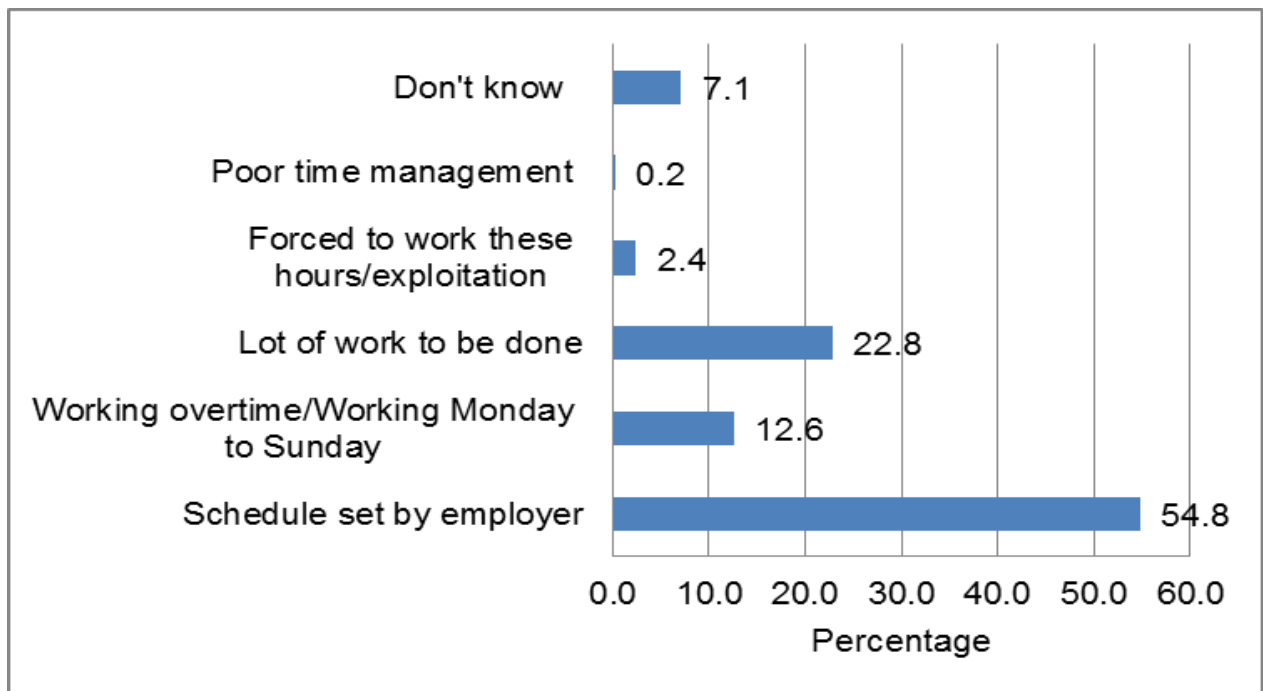
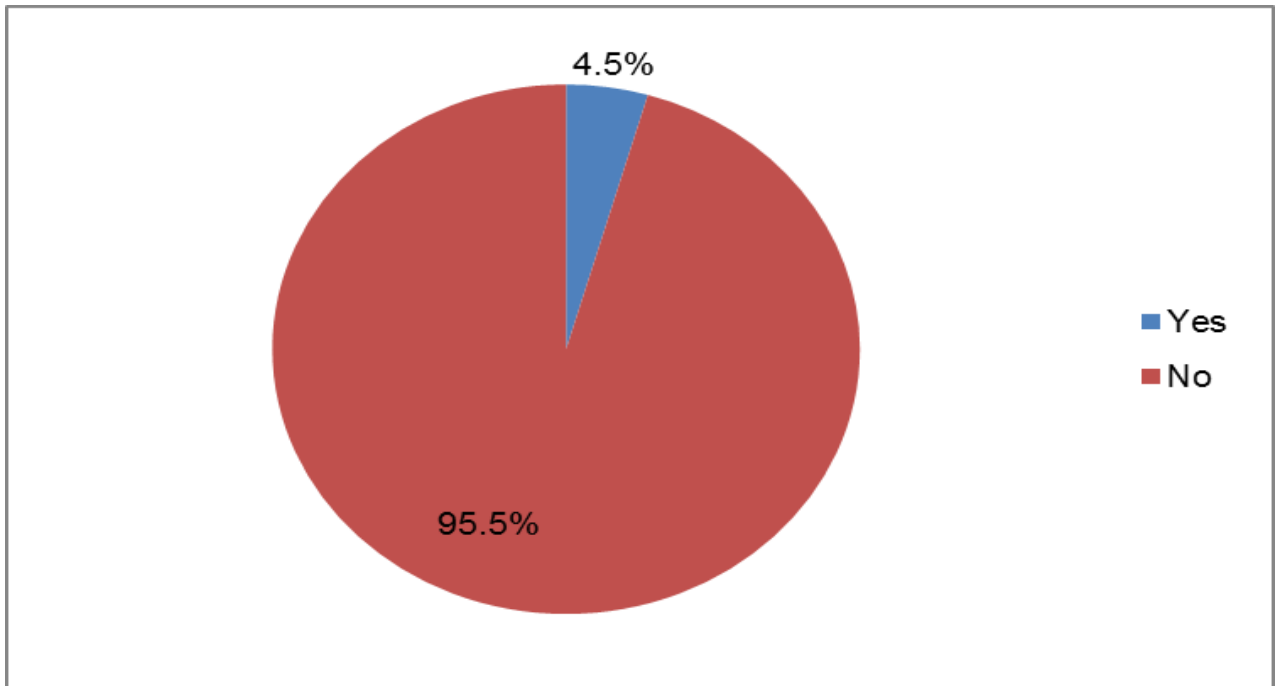


Figure 25 shows the distribution of reasons for working more than 45 hours. For those who work more than 45 hours their reasons are as follows; schedule is set by the employer (54.8%), there is a lot of work to be done (22.8%), and they work overtime (12.6%). There is a considerable proportion of respondents who do not know why they work more than 45 hours (7.1%), (2.4%) of respondents mentioned that they are forced to work these hours. Some (0.2%) attributed working more than 45 hours to poor time management.

While the study showed that overtime was determined by a set schedule, three quarters (74.4%) of those that worked overtime confirmed that they got paid for working overtime, while a quarter (25.6%) said they did not get paid.

Figure 26: Distribution of respondents in labour exploitative work



Respondents were asked whether they are in work imposed by private agents for labour exploitation (Figure 26). Just more than nine in ten (95.5%) said they are not in labour exploitative work, in absolute number this is 3 320 respondents. About five percent (4.5%) mentioned that they are in labour exploitative work, in absolute number this is 156 respondents. It is worth noting that the base of respondents in labour exploitative work is small and the results should be used with caution.

Figure 27: Distribution of who the respondents' wages/salary is paid to

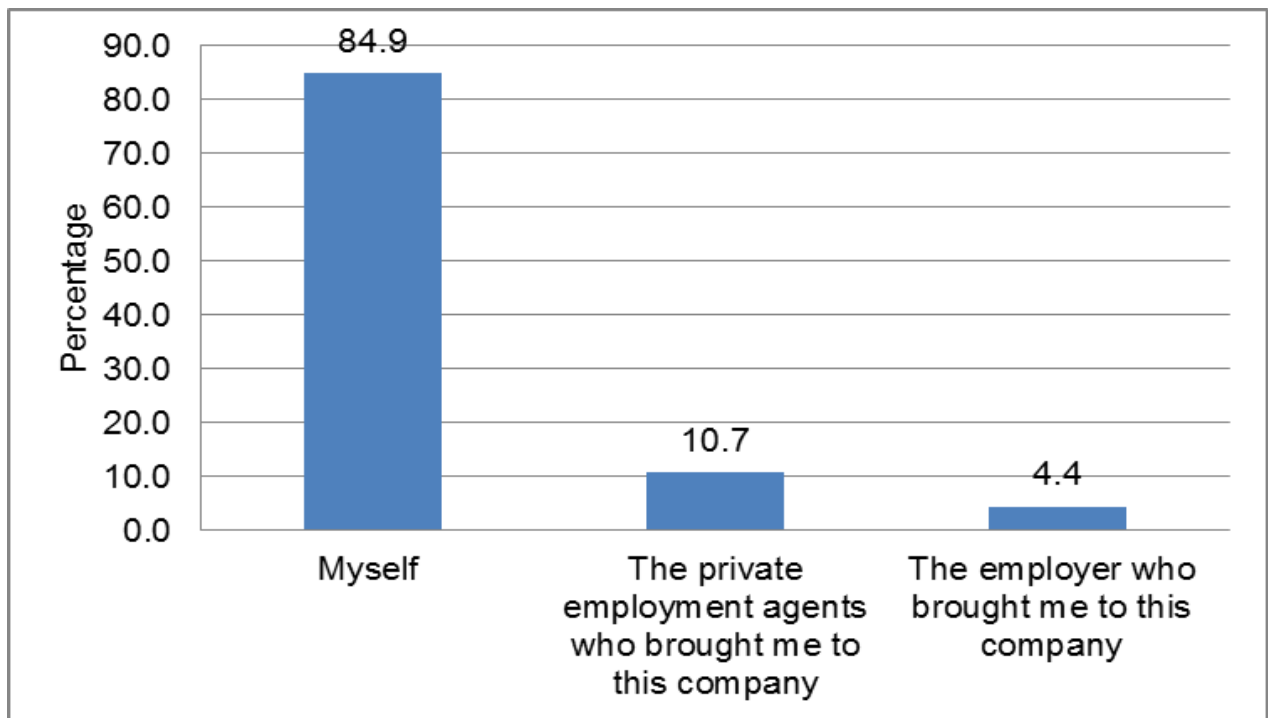


Figure 27 above depicts the distribution of who the respondents' salary is paid to. Among those who said they are exploited, about 84.9% said that their wages/salary were paid to themselves, while 10.7% said their wages are paid to a private employment agent who brought them into the company. Slightly more than four per cent (4.4%) said their wages were paid to the employer who brought them into the company. Further, it must be noted that this graph is based on the previous question which had a base of 156 and the results should be interpreted with caution.

Figure 28: Distribution of children employed on farm

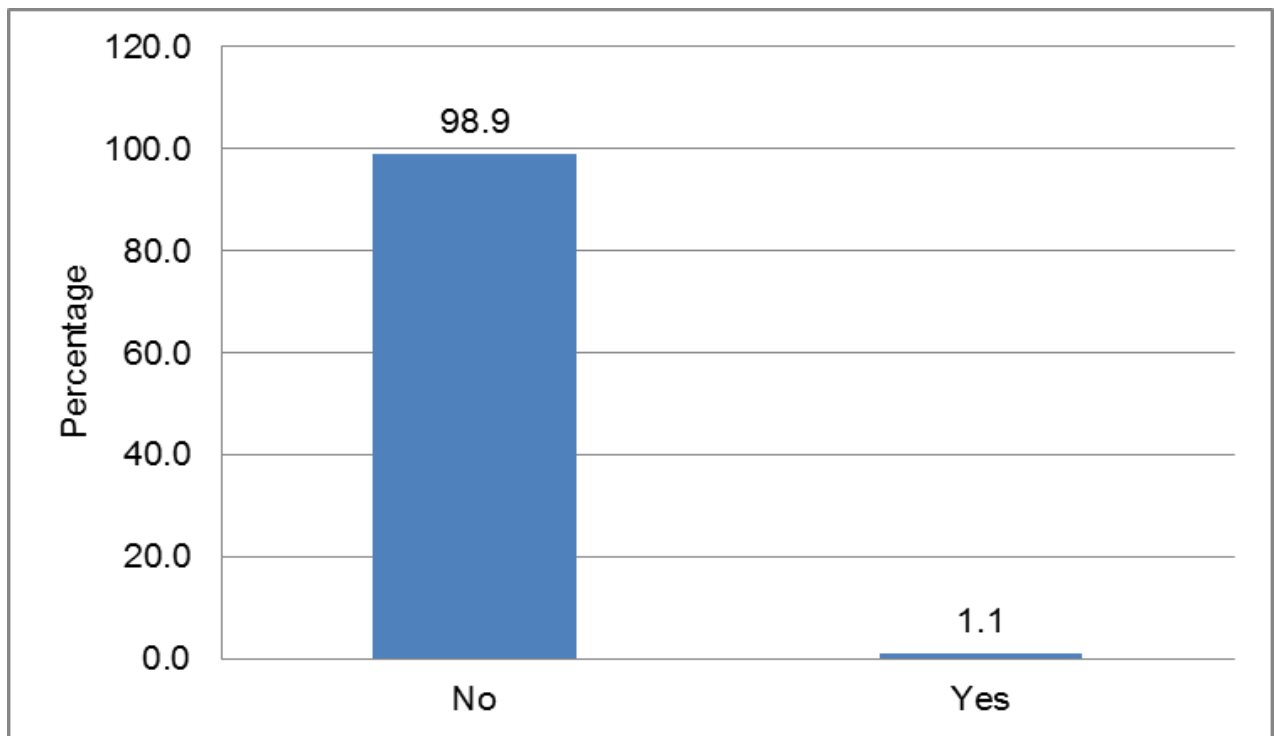


Figure 28 above depicts the distribution of whether respondents have witnessed any children employed on the farm. While the Basic Conditions of Employment Act (BCEA) prohibits the employment of children younger than fifteen years, about a per cent of respondents claimed that they had seen children employed on their farm. In absolute number this is 38 respondents, It is worth noting that this base is small and the results should be used with caution.

Sixteen per cent of the children who were seen to be working on farms are said to be working under hazardous conditions. These hazardous conditions expose children to a range of harmful chemical, biological and physical dangers.

Figure 29: Distribution of the respondents' employment status

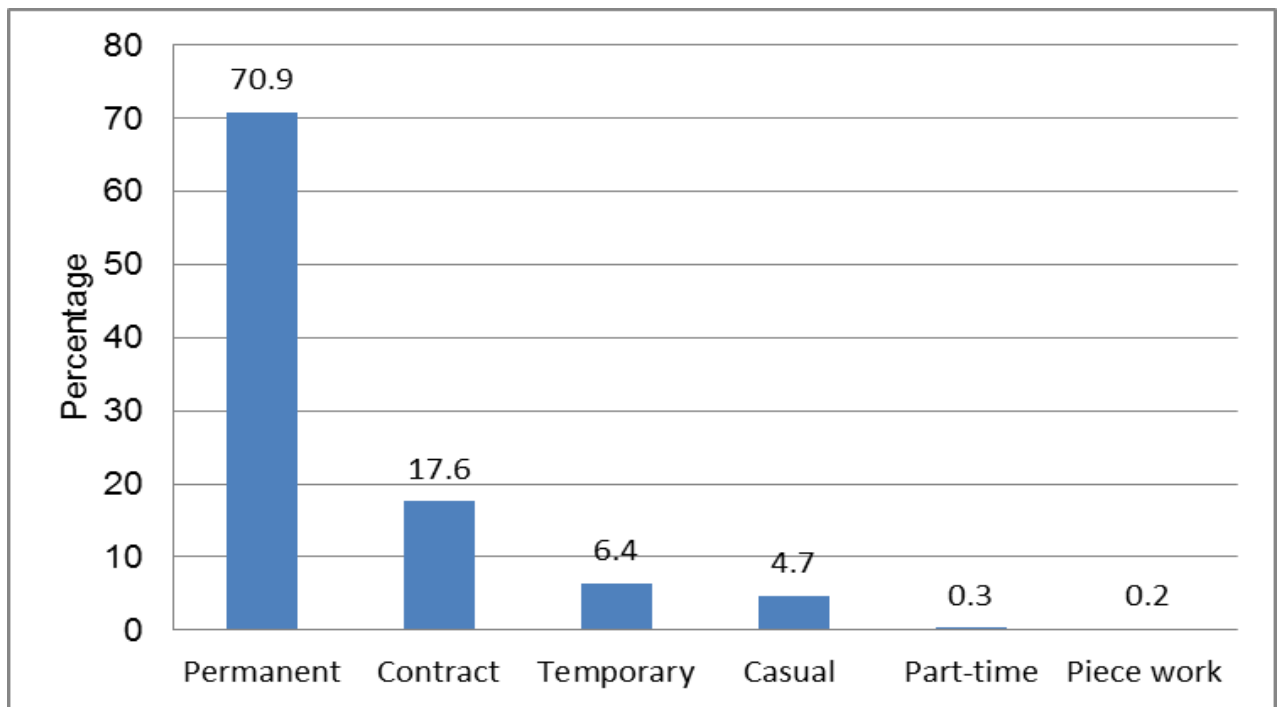
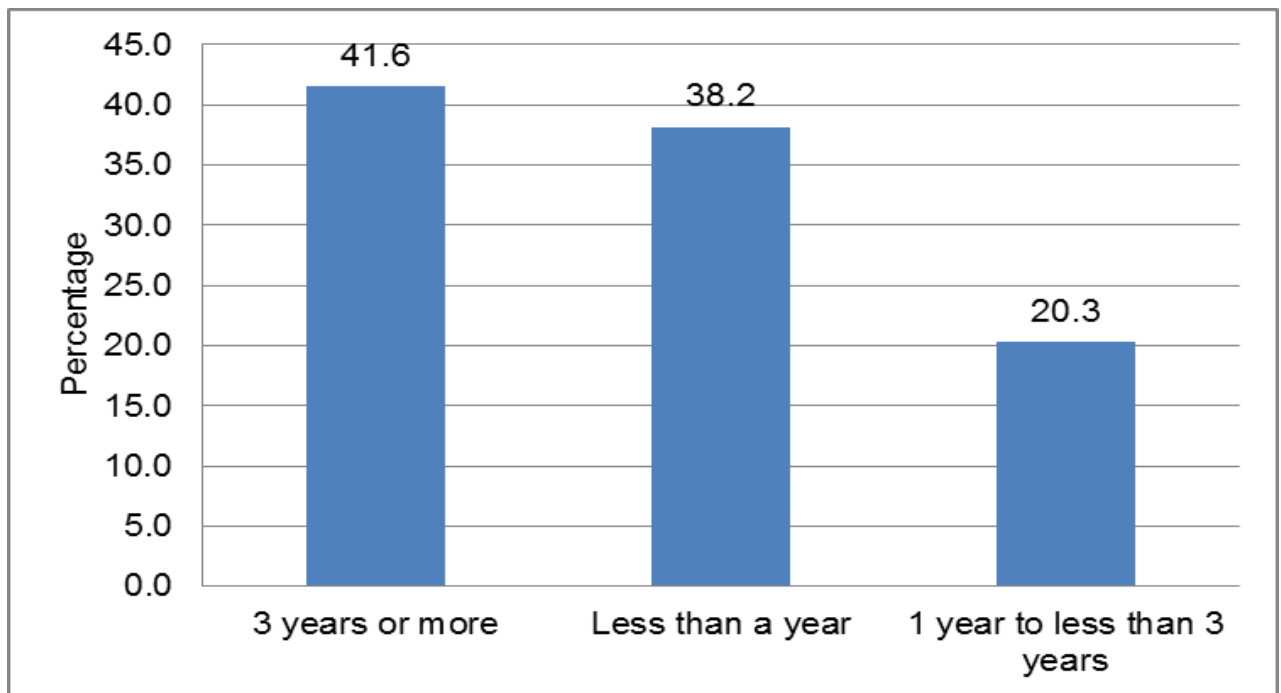


Figure 29 above depicts the distribution of the employment status of respondents. Among the people who were interviewed 70.9% said they were permanent, 17.6% were contract employees, while 6.4% were temporary and 4.7% are casual workers. Part time and piecework employees were least represented at 0.3% and 0.2%, respectively.

Figure 30: Distribution of the respondents' duration of the employment contract



The graph above illustrates the distribution of the term of employment contract of the respondents. A majority of the employees (41.6%), indicated that their contract term was three years or longer, followed by those who said that their contract term was less than a year (38.2%). About two in ten (20.3%) said that their employment contracts were for 1 year to less than 3 years.

Figure 31: Distribution of the respondents' nature of employment contract

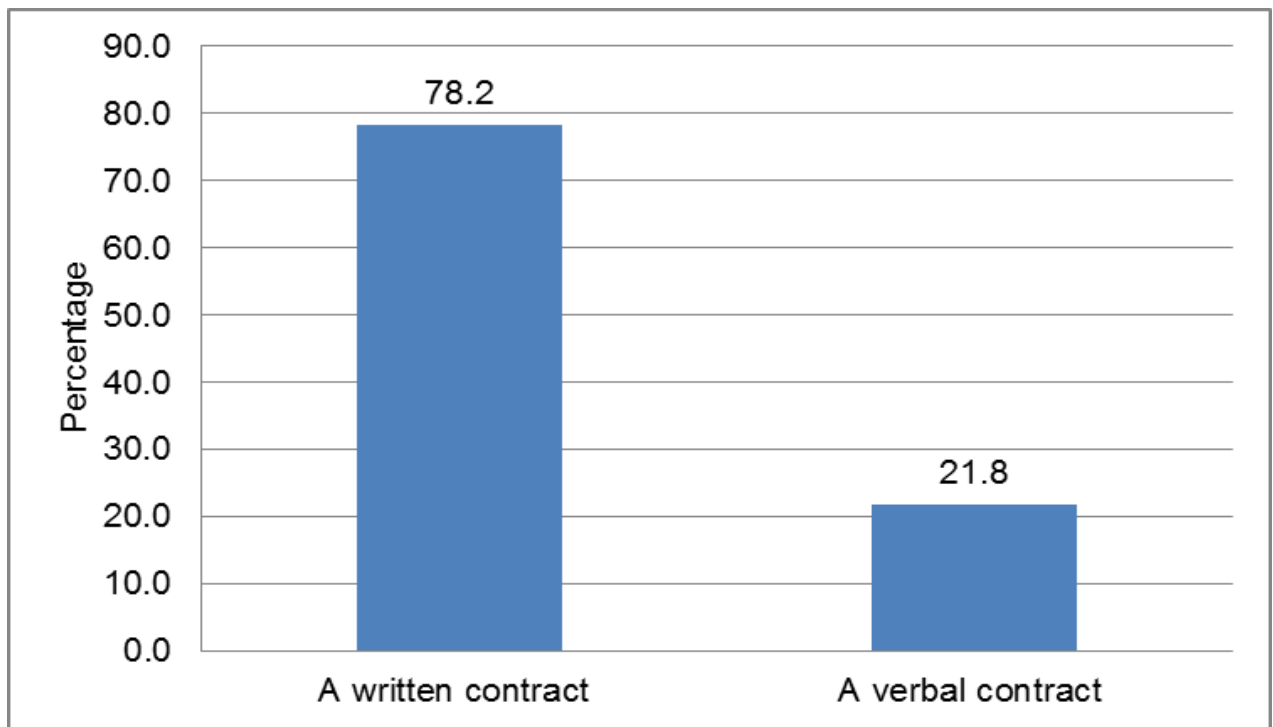


Figure 31 illustrates the distribution of the nature of employment contract of respondents. A majority (78.2%) of the employees have a written contract with their employer and only 21.8% have a verbal contract.

Figure 32: Distribution of the respondents' experience of discrimination at the workplace

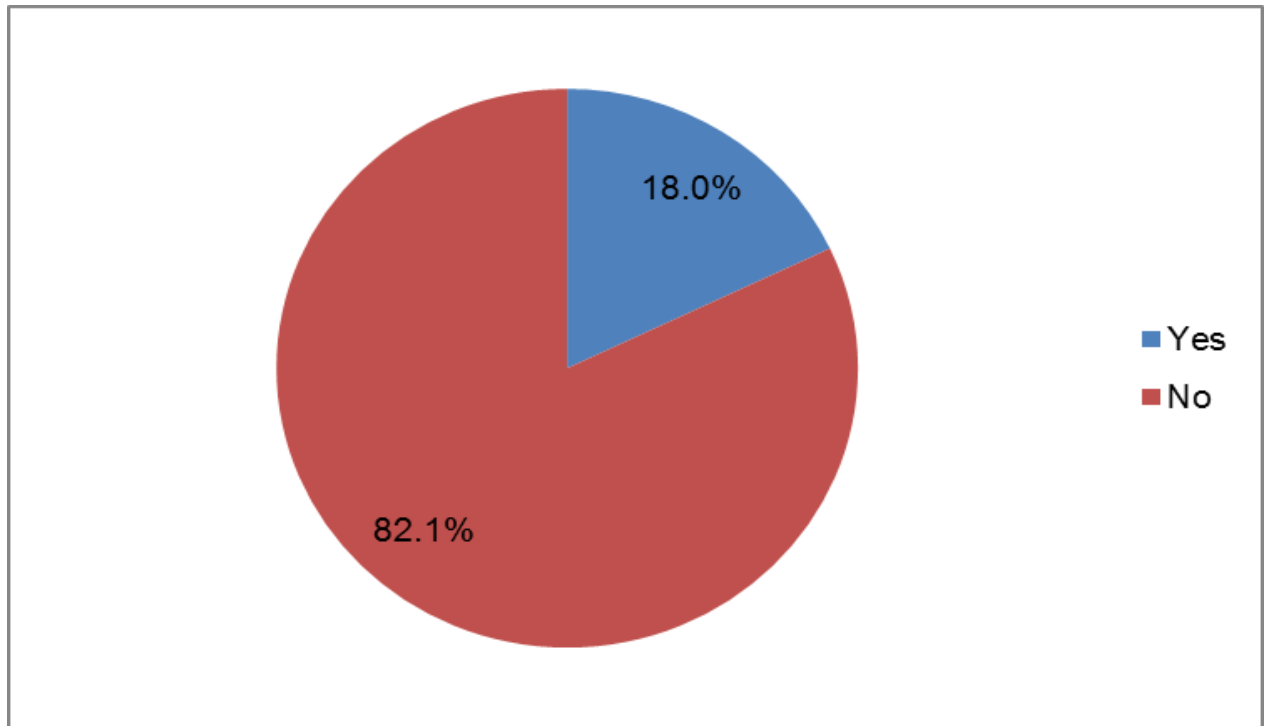


Figure 32 illustrates the distribution of discrimination experienced by respondents in the past twelve months. While the majority (82.1%) the respondents said they did not experience discrimination in the past twelve months, about 18.0% claimed to have experienced discrimination at the work place.

Figure 33: Distribution of Social Security



Figure 33 depicts the distribution of payment of contributions, such as Unemployment Insurance Fund (UIF), Compensation Fund and the pension fund. Almost nine in ten (87.2%) respondents said that their employer pays UIF contributions. Just below seven per cent (6.6%) stated that their employer does not contribute towards UIF.

Almost four in ten (38.1%) respondents said that their employer pays for Compensation Fund contributions, whereas 20.3% said their employers do not pay. An estimated 48.3% of respondents cited that their employers pay for pension fund contributions. The data suggests that in the agricultural sector, employers are more likely to pay for UIF contribution, as opposed to paying for Compensation Fund and Pension Fund contributions.

Figure 34: Distribution of fatalities, injuries and accidents at work

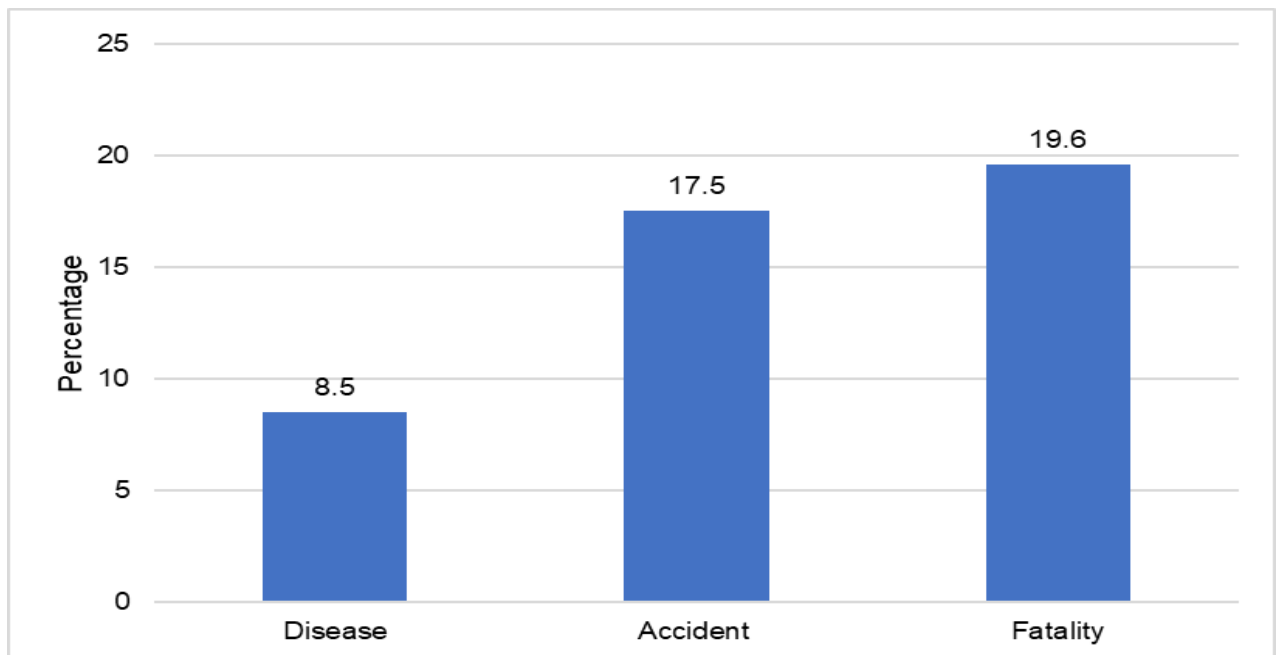


Figure 34 above shows the distribution of injuries, fatalities and accidents at work. Data shows that there are noticeable incidents of injuries at the work place, in the agricultural sector. An estimated 17.5% respondents in the agricultural sector said that they experienced an injury at the workplace. While 8.5% of respondents said they had contracted a disease at work, 19.6% said they knew of a person who had a fatal injury owing to an incident at the workplace.

It is concerning that while Figure 33 showed that employers were least likely to pay contribution towards Compensation Fund, Figure 34 shows that a considerable number of employees claim to contract diseases, get injured, and witness fatalities at work. Compensation fund is an entity of the Department of Labour that is responsible for compensation for disablement or death caused by occupational injuries or diseases sustained or contracted by employees.

Figure 35: Distribution of the respondents' union membership

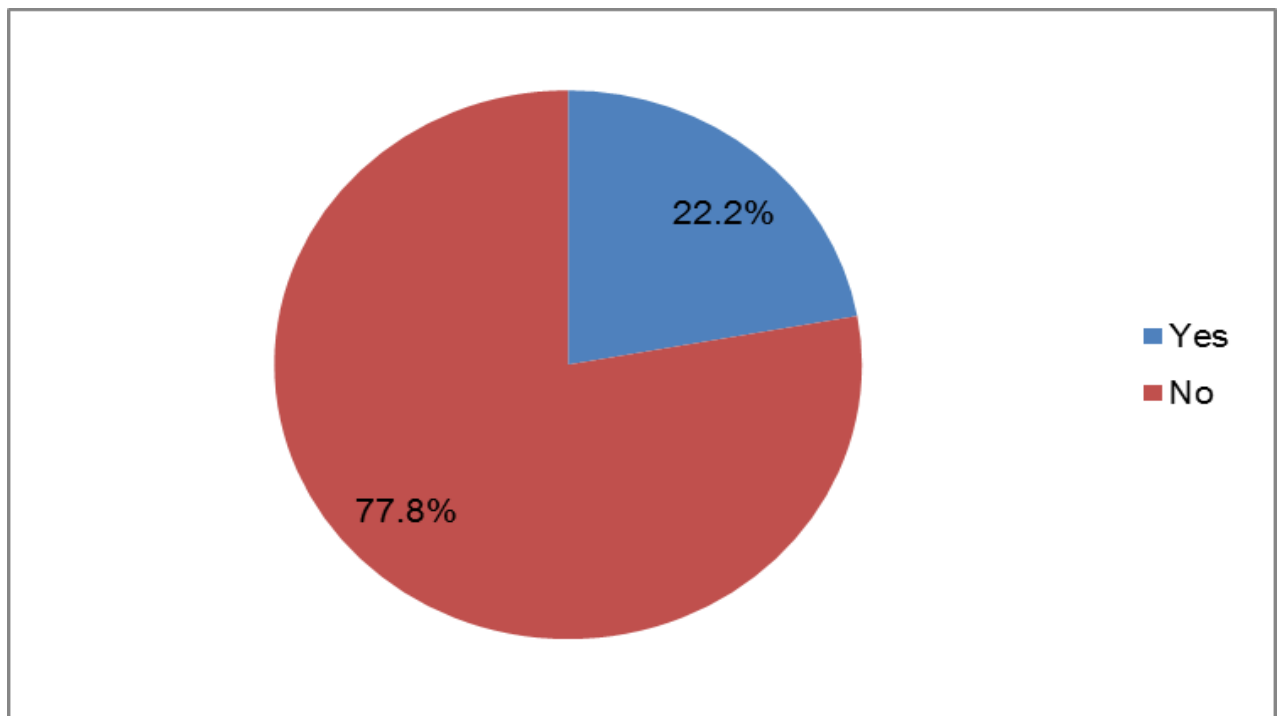
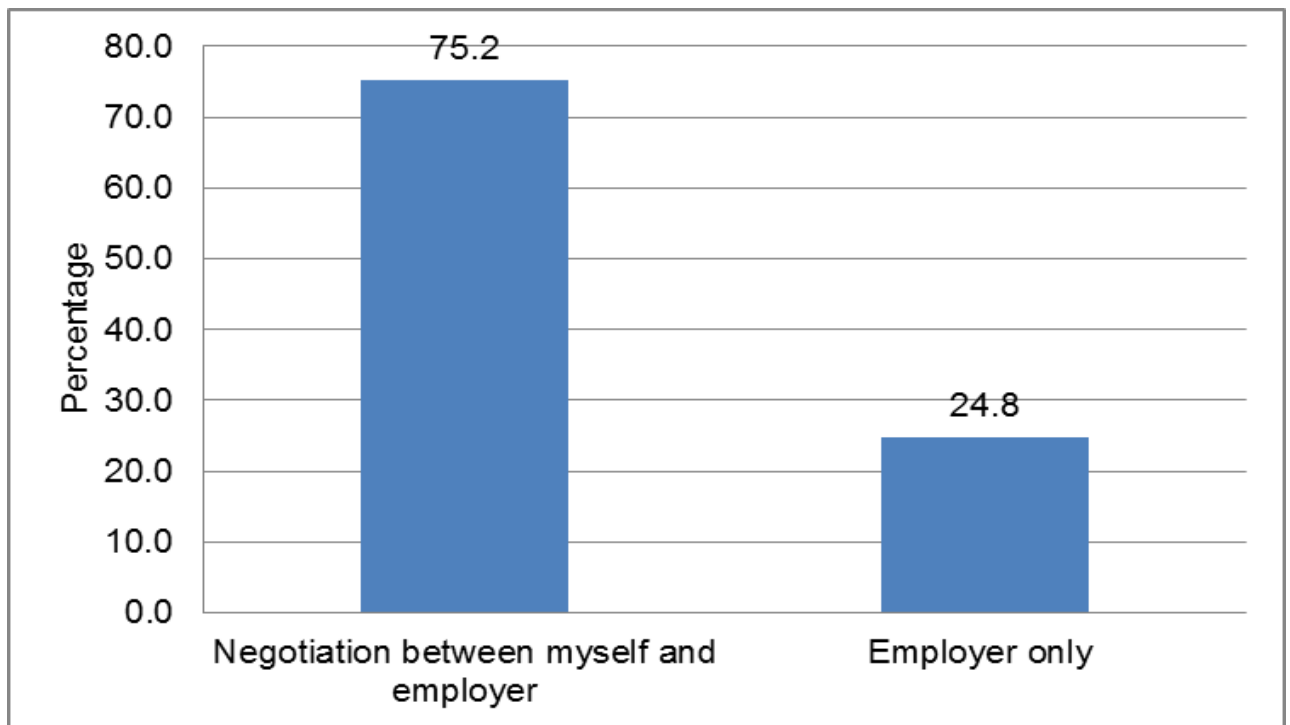


Figure 35 above depicts the distribution of the respondents' union membership. More than three-quarters of respondents (77.8%) said they did not belong to a union, while less than a quarter (22.2%) were unionised.

Figure 36: Distribution of parties that determine annual salary increase



Negotiating work conditions and remuneration is one of the crucial elements within a decent work framework. Figure 36 graph above shows how annual salary increases are determined for workers in the agricultural sector. Three quarters of respondents (75.2%) indicated that their salary increase was negotiated between themselves and the employers, whereas a quarter (24.8%) said it was decided solely by the employer.

Figure 35 showed that three-quarters of workers in agriculture were not unionised, it is therefore not surprising that annual increases for a noticeable number of employees was determined by the employer only.

8.2 FINDINGS FROM EMPLOYER SURVEY

Table 4: Number of employers interviewed

Provincial Office	Employers interviewed
Eastern Cape	12
Free State	38
Gauteng	19
KwaZulu-Natal	19
Limpopo	42
Mpumalanga	13
Northern Cape	11
North West	22
Western Cape	34
Total	210

A total of 210 respondents who represented employers were interviewed in the study. They held positions that range from an operational manager to senior managers. Some of the managers were responsible for overseeing certain agricultural activities at the farms for example a citrus manager in a farm which also has dairy and cattle farming.

The farms that were visited were involved in varied agricultural activities. It was rare to find a farm that focussed on one agricultural activity; the majority of farms had primary and secondary agricultural activities.

8.2.1 Working hours

Most of the employers interviewed mentioned that the employees work on average 40 to 45 hours. However, there were outliers; there were employees who worked below 40 hours and again there were those who worked more than 46 hours per week. In some cases, there are employees who worked more than 46 hours per week that also included overtime as well as working over the weekend in some farms. Employers also clarified that there are circumstances or business needs that require employees to work prolonged hours, for example, in farming of animals there should always be employees available to take care of the animals irrespective of the day of the week. Further, where a farm is involved in the growing of crops the demand for working hours is affected by seasonality; planting and harvesting seasons typically require more hours to be worked. A significant number of employees indicated that they do pay employees for working overtime.

8.2.2 Approach for organising work

In most of the farms visited there are no shifts. In those farms where there are shifts they differ; there are shifts where individual employees rotate weekly with other employees and there are instances where the teams rotate on a weekly basis. Seasonality also plays a role where the shifts differ depending on whether it is the planting or harvesting season. Furthermore, there are weekend shifts and this is also done on a rotational basis. Some of the work in the farms is organised into night and day shift.

8.2.3 Leave entitlement

The research showed that a majority of the employers pay parental leave, family responsibility, sick leave and annual leave. The exceptions being there as well where some employers would offer one form of leave like annual leave and sick leave. Furthermore, parental leave and family responsibility leave are not offered by some

employers at all. There are a limited number of employers who do not offer any form of paid leave to their employees.

8.2.4 Cases for unpaid leave

A significant number of employers offer unpaid leave when an employee absconds from work without reporting or when they are absent without applying for leave. Further, some employers also do not pay maternity leave while some employers offer paid maternity but do not pay when the maternity leave is extended. There are instances where an employee has exhausted their annual leave and some employers enforce unpaid leave. Employers also do not pay employees when they come to work under the influence of alcohol. Additionally, if an employee is absent due to illness and they could not produce a medical certificate then unpaid leave also gets applied. Some employers said that they had never had to pay unpaid leave. There are also instances where employees arrange to take unpaid leave when they need to attend to personal matters that do not fall within annual leave or sick leave. The study revealed that some employers institute unpaid leave when the farm is experiencing adverse conditions, for example, when there is a shutdown or under bad weather conditions that are not conducive for working.

8.2.5 Social protection

A significant number of employers asserted to contributing to the unemployment insurance fund as well as the compensation fund. Only a limited number of employers indicated that they contribute to any form of pension or retirement fund.

8.2.6 Contracts

A majority of employers mentioned that they furnish their employees with written contracts with a few contracts being verbal. Written contracts were typically for permanent or fixed term employment. Although written contracts, as compared to other types of contracts were dominant in the agricultural sector, some employers

said that employees refused to sign the written contracts as per advice of their union leaders. Furthermore, some employers mentioned that employees refused to sign the contracts because they were written in Afrikaans.

8.2.7 Recruitment strategies

Some employers indicated that they do not recruit non-South Africans. Employers that did not recruit non-South Africans were more likely to seek help from the Department of Labours and the Department of Agriculture in recruiting farm workers.

Table 5: Recruitment strategies

	Recruitment strategy
South African employees	<ul style="list-style-type: none"> ❖ Word of mouth from local communities ❖ Walk-ins ❖ Recruit within employees' families ❖ Pick up by the street ❖ Use the Department of Agriculture ❖ Use the Department of Labour ❖ Recruit from other farms ❖ Advertise vacancies ❖ Use private agents ❖ Social Media
Non-South African employees	<ul style="list-style-type: none"> ❖ Word of mouth ❖ Walk-ins ❖ Private Agents ❖ Pick up by the street ❖ Advertise vacancies ❖ Social Media

8.2.8 Incidents of injuries and contracting diseases

The study revealed that workers were more prone to sustain injuries while on duty than as opposed to contracting diseases. Some employers also mentioned that the employees are sent for regular check-ups and the Department of Health mobile clinic pays them a visit frequently. The injuries sustained while on duty range from minor injuries like hitting the nail with a hammer to moderate to serious injuries like falling off motorbike, falling off a tractor and machine injuries.

9. CONCLUSIONS

9.1 CONCLUSIONS FROM THE EMPLOYEE SURVEY

The study aimed to shed insights on the status of work in the agricultural sector, while also assessing the working conditions in the agricultural sector against ILO's principles of decent work.

The study covered various activities within the agricultural sector and found that the majority of employees were remunerated by means of a monthly salary, where the average salary was above R2000 per month. The majority of respondents surveyed were employed on a permanent basis and had been employed at the same farm for 3 years or more on average. The study showed that the majority of employees were furnished with payslips by their employers; however there is a noticeable proportion of employees whose salaries are not documented on a payslip. Although the agricultural sector employs people with relatively low literacy levels, the study found that employees were more likely to have written contracts than verbal contracts

Furthermore, many respondents indicated that they work 40 to 45 hours per week. Those employees who work overtime said they do get paid for working overtime. A large majority of respondents indicated that they would like to work more hours in their current job, a high proportion of respondents indicated that they would like to work an additional 1 to 2 hours per week and most indicated that they can start the extra work in the next four weeks.

There were a high proportion of respondents indicating that they are also aware of the services of the department of labour; furthermore, a majority of those who are aware of the services of the department, were aware of the UIF compared to the other services such as Compensation Fund.

The research findings showed that there are workers who are in work that should be abolished according to the decent work indicators; which are namely working for exploitation, child labour as well as children employed in hazardous working

conditions. Though it came from a small base the hazardous conditions that children were exposed to were chemical, biological and ergonomic.

Occupational health and safety is concern in the sector. As the literature pointed out that the agricultural sector has high incidences of accidents, this has also been affirmed by the research findings which show that there are considerable accidents that occur in the work place.

Social security in the agricultural sector is also a concern. The study indicated that while the majority of employees said that their employer pays for UIF contributions, only a small proportion said their employer contributes to the compensation fund or pension fund. These findings imply that employees are adversely affected in cases where there are retrenchments or injuries, and their livelihoods may become dependent on government social security when they retire.

Additionally, balance of work life and workers' rights are a concern to some extent. With respect to paid leave, the study revealed that in the agricultural sector, employers were more likely to pay for vacation leave and sick like, compared to maternity leave and family responsibility leave.

The agricultural sector also is also not doing well when it comes to social dialogue. Consistent with other studies, this study also showed that levels of unionisation in the agricultural sector are very low and this means that workers may be deprived of the benefits of collective unity and collective bargaining. The one thing being done well in the sector though is that salary increases were mostly negotiated by employers and employees.

9.2 CONCLUSIONS FROM EMPLOYER SURVEY

Most of employers surveyed indicated that their farms have diverse agricultural activities. Similar to the findings of the employee survey, the employers survey showed that the working hours are on average 40 to 45 hours. Variations in the working hours are due to seasonality; planting or harvesting season. Employers also indicated that they pay workers for working overtime.

The employer survey results also showed that most of the employers pay for parental leave, family responsibility, sick leave and annual leave. However, they do apply unpaid leave depending on the circumstances of the leave but mostly being when employees do not report when they are absent, do not have supporting documents for their leave or for various leaves which have been extended.

Most employers indicated that social protection is offered to employees, mostly unemployment insurance fund as well as the compensation fund, with less coverage of employees on pension or retirement fund. In contrast to the employee survey the employers indicated that they contribute for their employees with compensation fund. These discrepancies in reporting between employers and employees could be due to the difference in literacy levels between these groups. It could also be the lack of visibility of such schemes, as the study found that employees were generally not knowledgeable about the Compensation Fund

While the majority of employers indicated that their workers were furnished with written contracts, some employers also alluding to the fact union representatives sometimes advise employees not to sign contracts. In some instances, some employees were reportedly refused to sign contracts because they were not in their mother tongue or a language that they understand.

10.RECOMMENDATIONS

Recommendation 1: Stakeholder engagements on services of the Department of Labour/social security

Research findings consistently showed that most respondents are aware of the Unemployment Insurance Fund, however it showed limited knowledge of the Compensation Fund and the Employment Services of South Africa whereby unemployed people can register on the database of the department to be matched with employers. The department together with social partners can advocate for services of the department in order to create more awareness on the diversity of services offered by the department.

Recommendation 2: Raise awareness on leave rights among employers and employees

The survey results have shown vacation leave was more likely to be paid than responsibility leave as well as maternity leave. There needs to be communication on awareness about the Basic Conditions of Employment Act as well as the leave provisions thereof which should be available for every worker. Such could be done through community radio stations and other media targeting the profile of media that farm workers utilise on a daily basis notwithstanding the need by the department of labour to arrange information sessions together with other social partners, namely labour, business and community.

Recommendation 3: Improve occupational health and safety in the agricultural sector

The reviewed literature and the research findings both complemented each other on highlighting health and safety risks experienced by workers on a daily basis. It is imperative to have customised occupational health and safety campaigns targeting this sector in order to prevent and reduce the incidents of injuries, contracting diseases and fatalities. This will be an import move considering that the research

findings also show that most employers do not contribute towards the compensation fund as well as a retirement fund for the employees.

Recommendation 4: Facilitate easy access for union officials at farms

Research findings have shown that unionisation levels in the agricultural sector are fairly low. Some of the reasons point to access barriers to workplaces. It is crucial to have good working relations for all social partners in this sector and one of them will be to promote easy access of union officials even if that means they must collaborate with government officials like the department of labour.

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Annexure A: Employee Questionnaire



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA

QUESTIONNAIRE NUMBER				
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AN INVESTIGATION INTO AGRICULTURAL WORK IN RURAL AREAS: A DECENT WORK APPROACH

WORKER SURVEY QUESTIONNAIRE

INTRODUCTION

“Good day, my name is ___ from the Department of Labour. We are conducting research on decent work in the agriculture industry. The purpose of this research is to understand the conditions of work and progress towards achieving decent work in the agriculture industry. We would appreciate a few minutes of your time, so we can hear your views. Please note that the information you provide will only be used for research purposes. The interview will take approximately 30 minutes to complete.”

PLEASE NOTE: This research interview does **NOT** require your name and all answers that you provide will remain anonymous and confidential.

Date of interview	Start time of interview	
Name of entity where interview is conducted:		
Interviewer's name:		
Province where the interview took place:		

ALL RESPONDENTS TO COMPLETE ALL THE SECTIONS

PART A: DEMOGRAPHICS OF THE RESPONDENT

1. What is your sex?

Female	1
--------	---

Male	2
------	---

2. Which population group do you belong to?


Black African	White	Coloured	Indian/Asian
1	2	3	4

3. In which age category do you fall?

15-24 years	1
25-34 years	2
35-44 years	3
45-54 years	4
55-64 years	5
65 years and above	6

4. Are you a person with a disability?

Yes	1
-----	---

No	2
 Go to question 5	

4.1 If yes, please select the type of disability that you have. **Mark all applicable**

	YES	NO
4.1 (a) Sight (blind/severe visual limitation)	1	2
4.1 (b) Hearing (deaf, profoundly hard of hearing)	1	2
4.1 (c) Communication (speech impairment)	1	2
4.1 (d) Physical (needs wheelchair, crutches, etc.)	1	2
4.1 (e) Intellectual (serious difficulties in learning)	1	2
4.1 (f) Emotional (behavioural, psychological)	1	2

5. What is your present marital status?

Married	Living together like husband and wife	Widow/widower	Divorced	Separate d	Never married
1	2	3	4	5	6

6. What is your home language?

Language	Answer only one
Afrikaans	1
English	2
IsiXhosa	3
IsiZulu	4
IsiNdebele	5
Sepedi	6
Sesotho	7
Setswana	8
SiSwati	9
Tshivenda	10
Xitsonga	11
Other (specify)	12

7. In which province do you come from in South Africa?

Easter n Cape	Free Stat e	Gauten g	KwaZulu -Natal	Limpop o	Mpumalang a	Norther n Cape	Nort h West	Wester n Cape
1	2	3	4	5	6	7	8	9

PART B: ECONOMIC ACTIVITY

8. What agricultural activities take place where you are employed? **Mark all applicable**

Type of activity	Example of the products	Yes	No
8.1 Growing of crops; market gardening; horticulture	(e.g. maize, potatoes, fruits, vegetables, nuts, tobacco, tea, sugar cane)	1	2
8.2 Farming of animals	(e.g. cattle, game, egg production, bees)	1	2
8.3 Agriculture and animal husbandry services, except veterinary activities	(e.g. aerial seeding, spraying, artificial insemination)	1	2
8.4 Hunting; trapping and game propagation, including related services	(e.g. culling of game)	1	2
8.5 Organic fertiliser	(e.g. compost, animal manure)	1	2

9. What is your main form of payment?

Wages	1
Salary	2
Commission	3
Payment in kind → Go to Part C	4

10. How often do you get paid?

Daily	Weekly	Fortnightly	Monthly
1	2	3	4

11. What is your monthly personal income category?

Less than R500	R501- R1 000	R1 001- R1 500	R1 501- R2 000	R2 001- R3 000	R3 001 and above	Not willing to say
1	2	3	4	5	6	7

11(a) Do you get a payslip from your employer?

Yes	1	No	2
-----	---	----	---

PART C: LABOUR LAWS AND SERVICES

12. Are you aware of the services that are provided by the Department of Labour?

Yes	1	No	2
		→ Go to question 14	

13. Please rate your knowledge of the services of the Department of Labour?

	Very knowledgeable	Knowledgeable	Somewhat knowledgeable
13.1 Unemployment Insurance Service (UIF)	1	2	3
13.2 Compensation Fund (CF)	1	2	3
13.3 Employment Services of South Africa (ESSA)	1	2	3

PART D. DECENT WORK INDICATORS

EMPLOYMENT OPPORTUNITIES

14. How long have you been employed in your current job?

Less than 6 months	1
7-11 months	2
1 -2 years	3
3-5 years	4
6-10 years	5
More than 10 years	6

ADEQUATE EARNINGS AND PRODUCTIVE WORK

15. Last week (Monday to Sunday), would you have liked to work more hours than you actually worked, provided the extra hours had been paid?

Yes, in taking additional work in my current job	1
Yes, in another job with more hours	2
No → Go to question 17	3

16. How many additional hours would you have liked to work in the last week (Monday to Sunday)?

1-2 hours	1
3-5 hours	2
6-10 hours	3
More than 10 hours	4

17. If extra work became available, would you be able to start such work in the next four weeks?

Yes	1
No	2

18. Have you attended any work related training in the past twelve months?

Yes	1	No	2
-----	---	----	---

COMBINING WORK, FAMILY AND PERSONAL LIFE

19. Do you get paid vacation leave from your employer?

Yes	1
-----	---

No	2
----	---

Don't know	3
------------	---

20. Do you get paid sick leave from your employer?

Yes	1
-----	---

No	2
----	---

Don't know	3
------------	---

21. Do you get paid maternity/paternity leave from your employer?

Yes	1
-----	---

No	2
----	---

Don't know	3
------------	---

22. Do you continue to receive pay from your job during your absence at work for family responsibility leave (sick child, funeral in the immediate family)?

Yes	1
-----	---

No	2
----	---

Don't know	3
------------	---

23. Do you get a bonus?

Yes	1
-----	---

No	2
----	---

Don't know	3
------------	---

WORKING TIME

24. How many hours did you work in the past week (Monday to Sunday)?

Less than 40 hours	➡	Go to question 25	1
40 to 45 hours	➡	Go to question 28	2
More than 45 hours	➡	Go to question 26	3

25. Why are you working less than 40 hours? ➡ Go to question 28

26. Why are you working more than 45 hours?

27. Did you get paid for having worked overtime?

Yes	1
-----	---

No	2
----	---

WORK THAT SHOULD BE ABOLISHED

28. Is the work you are involved in imposed by private agents for labour exploitation?

[Note: private agents work in recruiting trafficked and non-trafficked labour to work for a certain employer without being paid and for exploitation]

Yes	1
-----	---

No → (Go to question 31)	2
--------------------------	---

29. If yes, who forces you to work for this company against your will?

Another employer	1
Family member	2
Private employment agents	3

30. Who are your wages/salary paid to?

Myself	1
The employer who brought me to this company	2
a) The family member who brought me into the company.	3
The private employment agents who brought me to this company.	4

31. In the past twelve months have you seen children employed on this farm?

Yes	1
-----	---

No → Go to question 34)	2
-------------------------	---

32. If there are any children involved in child labour what conditions are they working in?

Hazardous working conditions	1
------------------------------	---

Non-hazardous working condition	2
→ (Go to question 34)	

33. For those who said the working conditions are hazardous, indicate from the list below? **Mark all applicable**

	Yes	No
33.1 biological - bacteria, viruses, insects, plants, birds, animals, and humans, etc.	1	2
33.2 chemical – toxic fumes, liquids like paints, acid, chemical and toxic properties of the chemical.	1	2
33.3 ergonomic – frequent lifting, poor posture, operating vibrating machine,	1	2

pulling and pushing heavy objects.		
33.4 physical - pressure extremes, hot and cold temperature extremes, constant loud noise, high exposure to sunlight/ultraviolet rays etc.	1	2
33.5 psychosocial - stress, workplace violence, sexual harassment, workload demands etc.	1	2
33.6 safety - slipping/tripping hazards, unguarded machinery and moving machinery parts, equipment malfunctions or breakdowns.	1	2

STABILITY AND SECURITY AT WORK

34. How would you classify your employment status? One response only.

Permanent ————→ (Go to question 36)	1
Casual	2
Temporary	3
Contract	4
Part-time	5
Piece work	6

35. What is the duration of your contract or agreement?

Less than a year	1	1 year to less than 3 years	2	3 years or more	3
------------------	---	-----------------------------	---	-----------------	---

36. What is the nature of your contract?

A written contract	1	A verbal contract	2
--------------------	---	-------------------	---

EQUAL OPPORTUNITY AND TREATMENT IN EMPLOYMENT

37. Did you experience any form of discrimination in the past twelve months?

Yes	1	No	2
-----	---	----	---

38. What form of discrimination takes place in the workplace?

SOCIAL SECURITY

39. Does your employer pay UIF contributions?

Yes	1
-----	---

No	2
----	---

Don't know	3
------------	---

40. Does your employer contribute to the Compensation Fund?

Yes	1
-----	---

No	2
----	---

Don't know	3
------------	---

41. Does your employer contribute to any pension/retirement fund for you?

Yes	1
-----	---

No	2
----	---

Don't know	3
------------	---

SAFE WORK ENVIRONMENT

42. Have you ever experienced an injury owing to an incident/accident at the workplace?

Yes	1
-----	---

No	2
----	---

43. Have you contracted a disease in the workplace?

Yes	1
-----	---

No	2
----	---

44. Do you know of someone who has experienced a fatal injury owing to an incident/accident at your workplace?

Yes	1
-----	---

No	2
----	---

SOCIAL DIALOGUE, WORKERS' REPRESENTATION

45. Are you a member of a trade union or other workers' organisations?

Yes	1
-----	---

No	2
----	---

46. Who determines your annual salary increase?

Negotiation between myself and employer	1
Employer only	2

CROSS BORDER MIGRATION

47. Are you a South African national?

Yes	1
-----	---

No	2
----	---

End time of interview	
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>>>>>>>>>>>>>>>>>End interview and thank respondent<<<<<<<<<<<<<<<

Annexure B: Employer interview guide



labour

Department:

Labour

REPUBLIC OF SOUTH AFRICA

AN INVESTIGATION INTO AGRICULTURAL WORK IN RURAL AREAS: A DECENT WORK APPROACH

EMPLOYER INTERVIEW GUIDE

INTRODUCTION

“Good day, my name is ___ from the Department of Labour. We are conducting research on decent work in the agriculture industry. The purpose of this research is to understand the conditions of work and progress towards achieving decent work in the agriculture industry. We would appreciate a few minutes of your time, so we can hear your views. Please note that the information you provide will only be used for research purposes.”

PLEASE NOTE: This research interview does **NOT** require your name and all answers that you provide will remain anonymous and confidential.

Date of interview	Start time of interview	
Name of entity where interview is conducted:		
Interviewer's name:		
Province where the interview took place:		

1. What position do you hold in farm/business?
2. For how long have you owned/managed this farm?
3. What agricultural activities take place on this farm?

Note for interviewer: capture all agricultural activities that take place on the farm.

4. How many hours do employees in this farm/business work per week?
5. Do employees get paid for working overtime
6. How are the work shifts organized at the farm/business (monthly / weekly) and what guides the approach to organize them in such a manner.
7. What kind of paid leave does the business offer its employees? ***Probe for parental leave, family responsibility leave, sick leave, annual leave.***
8. In which cases does the business offer unpaid leave?
9. What kind of social protection benefits does the business cover its employees for?
 - a. Unemployment insurance fund?
 - b. Compensation fund?
 - c. Pension/retirement fund?
10. What kind of contracts do employees have? ***Probe for conditions on how verbal or written contract are decided on.***
11. Are any of employees on the farm/business members of trade unions?

Annexure C: Request for database of farmers' letter



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA

Enquiries: 012 309 4716

Dear Sir/Madam

A STUDY ON DECENT WORK IN THE AGRICULTURAL SECTOR

The Department of Labour is conducting a study on the status of decent work in the South African agricultural sector.

The aim of this study is to assess barriers and enablers in the promotion of decent work by employers in the agricultural sector. It will also assess the working conditions in this sector, in line with the four pillars of decent work. These four pillars are namely:

- Full and productive employment
- Rights at work
- Social protection
- Promotion of social dialogue.

The Department of Labour request the database of farmers/employers registered on your database for the purposes of sampling and subsequent data collection purposes. In order to better understand the phenomenon of decent work in the agricultural sector we request your assistance.

Should you have any queries, please contact Ms Tendani Ramulongo on 012 309 4231 Tendani.Ramulongo@labour.gov.za or Mr Thami Bikitsha on 012 309 4716 or Thami.Bikitsha@labour.gov.za.

Thank you for your cooperation.

Yours Sincerely,

Mr. Virgil Seafeld
Deputy Director General: Labour Policy & Industrial Relations

Date _____

Annexure D: Permission letter for employer/employees



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA

Enquiries: 012 309 4716

Dear Sir/Madam

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- Full and productive employment
- Rights at work
- Social protection
- Promotion of social dialogue.

The Department of Labour values your views and work experience as an employee or employer in the agricultural sector. In order to better understand the phenomenon of decent work in the agricultural sector, we request your full participation in this study. Your participation is voluntary and your responses will be treated with the strictest confidentiality and only be used for the purpose of this study

Should you have any queries, please contact Ms Tendani Ramulongo on 012 309 4231 Tendani.Ramulongo@labour.gov.za or Mr Thami Bikitsha on 012 309 4716 or Thami.Bikitsha@labour.gov.za.

Thank you for your cooperation.

Yours Sincerely,

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Deputy Director General: Labour Policy & Industrial Relations

Date_____