

MEMORANDUM

AFRA WORKSHOP ON PROMOTING & MONITORING COMPLIANCE WITH HUMAN RIGHTS IN AGRICULTURAL BUSINESS (Pietermaritzburg, 19 February 2007)

1. Background

AFRA is proposing the establishment of a provincial forum to promote and monitor compliance in HR in the agric sector with an initial focus on labour relations.

2. Objective/Purpose

The envisaged outcomes of the workshop include:

- A collaborative effort among stakeholders to address common good
- Building a wider network of assist in promoting and monitoring of compliance and identifying and addressing of potential problem areas
- Promoting an environment in the province that meets national & international standards.

3. Who Attended – About 25

- Tenure Security Co-ordinating Committee
- AFRA
- University of KZN
- Farm Workers Union (FAWU)
- Centre for Conciliation Mediation and Arbitration (CCMA)
- Dept. of Labour
- Wines & Agriculture Ethical Trading Association (WEITA)
- Fair Trade & Tourism in SA (FTTSA)
- National Agricultural Farmers Union (NAFU)
- Kwazulu Natal Land Legal Cluster
- Kwazulu Natal Lands Union (KWANALU)
- AICC/ SA HRCA Project

4. Presentations

Essentially the workshop was ordered in a way whereby there were three presentations from to set the tone for the participants' to engage towards formulating a position in terms of the workshop's objectives. The presentations were from:

- WEITA – briefing on their certification process
- AICC/SA HRCA project – Sketch HR Compliance Standards for Companies in SA and introduce SA HRCA Project.
- Fair Trade in Tourism SA

5. Issues Raised

Issues raised that are of particular significance to the SA HRCA Project include:

- How the tool covers and assists farmers that are outside the formal set-up, because they are the ones infringing more on these rights since they are not regulated
- What are the incentives for informal businesses to apply tool
- Specific dynamics and issues within the agric sector that needs to be captured by the project: These include:
 - 1st and second economies in SA
 - Division re (a) commercial and (b) emerging farms – who are on communal land (with only PTOs that not lands rights) – with some cultural issues. The house strongly recognized the need for the sector to be involved in the testing of the Quick Check so as to ensure that the sector specific issues pertaining to the agric sector were properly mainstreamed.
 - AFRA's role in testing the SA HRCA within the agric sector, as it thinks that maybe KWANALU (representing commercial farmers) or NAFU would be better placed to test the HRCA on their members directly instead of AFRA acting as a conduit between SA HRCA Project and those organizations. Tagbo made a call to both organizations to consider joining the network of SA HRCA resource organizations with affirmative interest on their part. The rep from KWANALU left earlier, but Tagbo confirmed with NAFU that they would be keen to attend the March 6 meeting in Johannesburg if possible, or other opportunities e.g. Roundtable in July.
 - There was a recognition of some commonalities between HR and labour issues within the tourism (re FTTSA) and the agric sector (re WEITA)
 - SA HRCA tool could also look at fair trade farms – within their standards they got some for small and larger farms.

6. Outcomes

- The session for the next day was removed as the delegation from this workshop were meeting in the provincial steering committee established by the CCMA & Dept of Labour as the outcomes of the workshop will feed into the deliberations of the provincial steering committee.
- Some views were that the group should not reinvent the wheel (e.g. ignoring the entire certification landscape that is available), but to work with existing frameworks within the country at a national level.
- To include some more stakeholders in future engagements e.g. Business, quality control experts, dept of trade & industry, financiers e.g. land bank, provincial tourism body etc.