



Labour

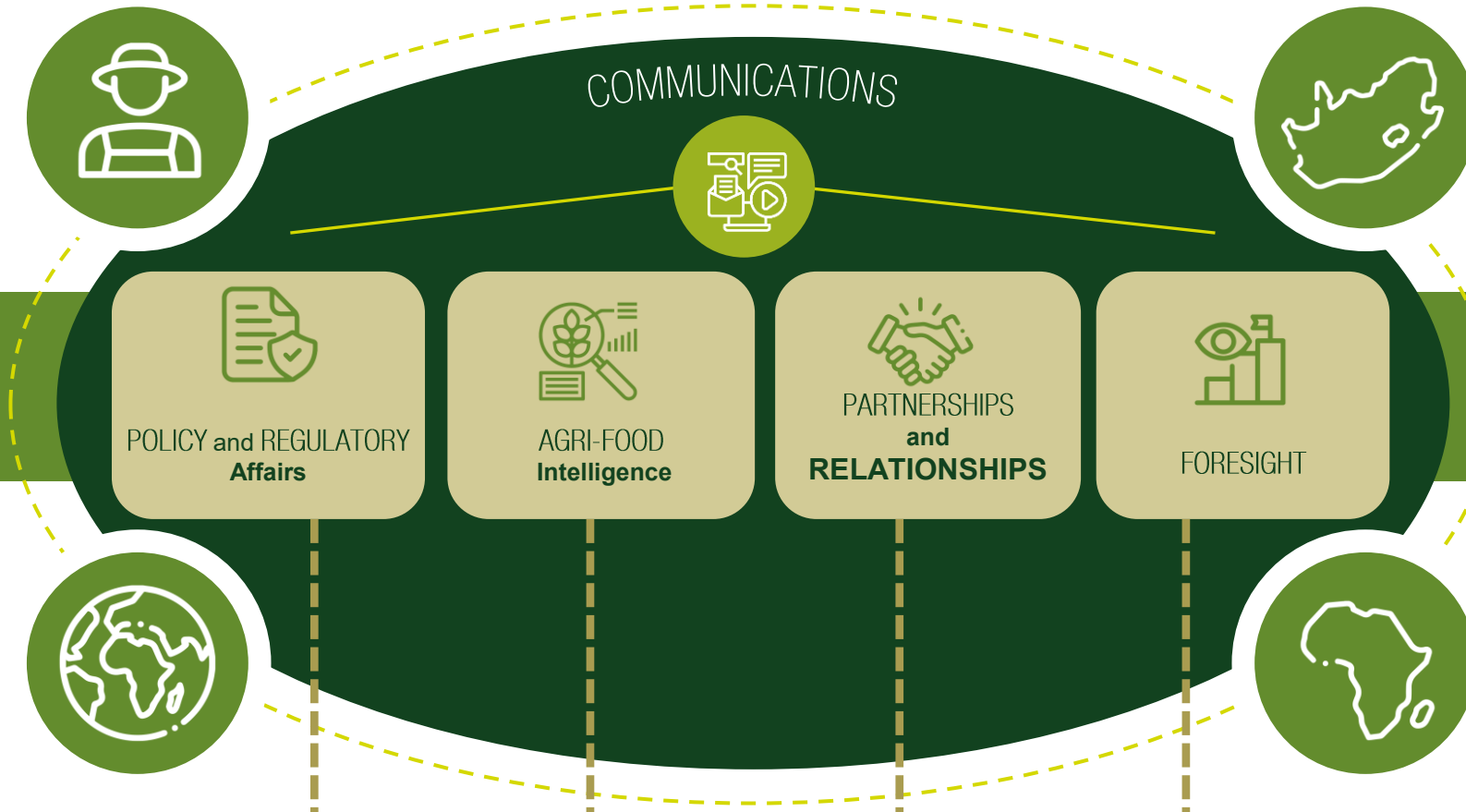
Centre of Excellence

DRAFT
Nov 2025

Outline

1. AgriSA Strategy
2. COE framework for effectiveness
3. Labour COE vision, mission and mandate
4. Strategic focus areas

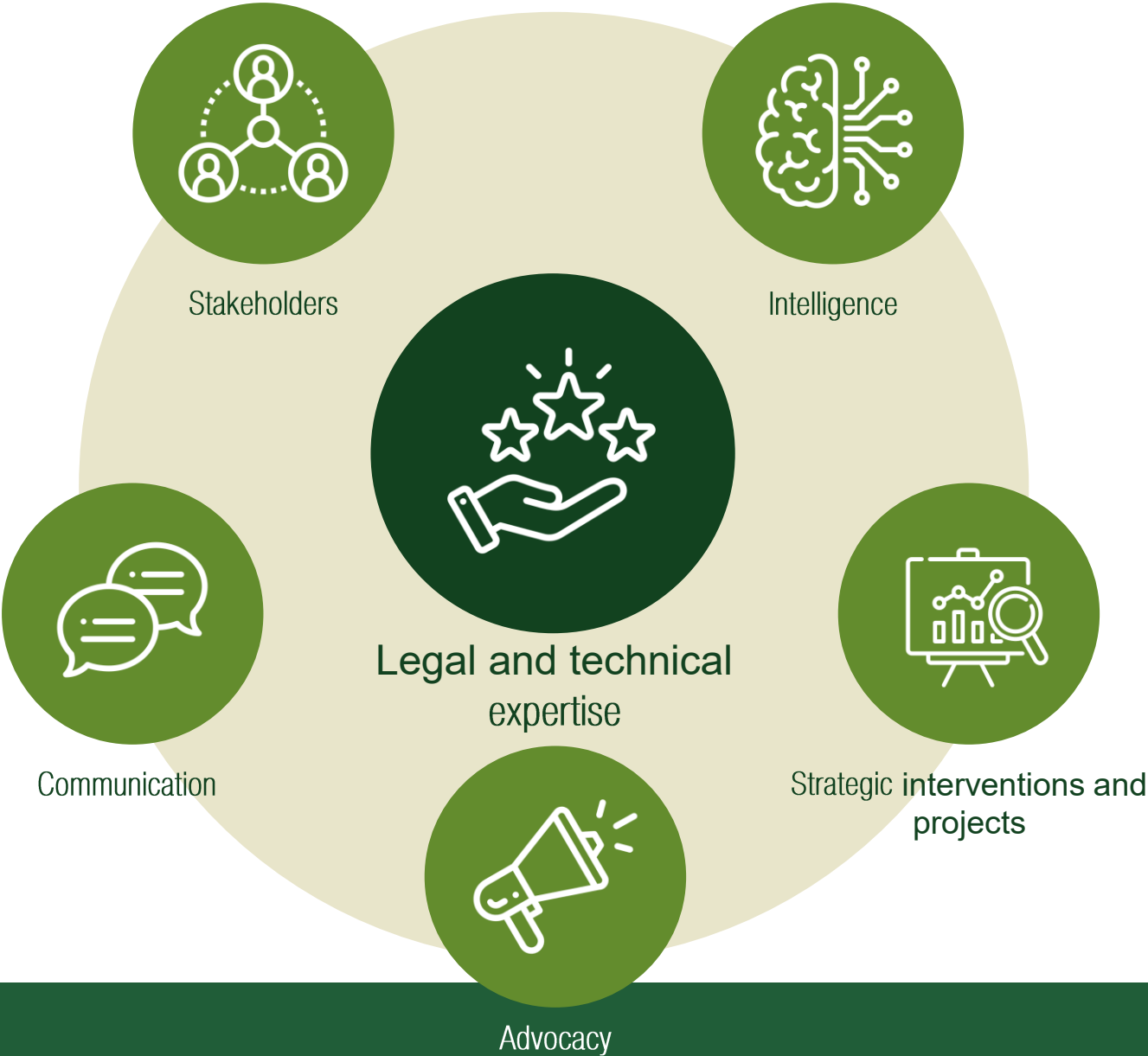
OPERATION FOCUS



GOALS



FRAMEWORK for
managing COE
effectiveness and
impact



LABOUR

Labour COE - Focus areas

1



Labour Law
and Employment
Intelligence

2



Policy and
legal affairs

3



Advocacy

4



Communication

1

Labour Law Intelligence

OBJECTIVE



To build a comprehensive labour intelligence capability that tracks legislation, regulatory changes, wage trends, compliance requirements, skills dynamics, and labour-market risks affecting agriculture

Focus area	Objectives
1. Mapping and Quantification	Map and quantify labour utilisation patterns across farm types, commodities, provinces, and seasonal cycles, including employment levels, wage structures, and skills availability.
2. Tracking Trends and Transitions	Track regulatory changes, minimum wage shifts, labour inspections, compliance notices, migration dynamics, and labour-market shocks to identify emerging risks and opportunities for the sector.
3. Workforce Structure Profiling	Profile workforce structures — permanent, seasonal, migrant, youth, and skilled categories — to inform debates on competitiveness, productivity, fair employment, and sector transformation.
4. Spatial and Economic Integration	Integrate spatial (GIS) and economic data to link labour availability, wage pressures, and skills gaps with farm productivity, mechanisation trends, and labour vulnerability across regions.
5. Policy and Advocacy Support	Provide credible, up-to-date labour intelligence to strengthen Agri SA's submissions on minimum wages, skills development, labour migration, compliance regulation, and employment equity reforms.
6. Evidence Base for Partnerships	Build a trusted evidence base for collaboration with government, SETAs, training institutions, social partners, and labour market stakeholders to drive practical, sustainable labour solutions for agriculture.

2

Policy and legal affairs

Applicable legislation and policies	Description
1 National Minimum Wage Act	Establishes a compulsory national minimum wage to protect low-paid workers, reduce exploitation, and promote fair labour standards across all sectors.
2 Employment Services Amendment Bill	Strengthens regulation of labour migration, introduces stricter controls on employing foreign nationals, and improves matching of job seekers to opportunities through the public employment system.
3 White Paper on Citizenship, Immigration and Refugee Protection	Sets out South Africa's future migration policy framework, aiming to balance national security, labour market needs, humanitarian protection, and efficient immigration management.
4 Labour Relations Act 66 of 1995	Regulates employer–employee relations, promotes collective bargaining, outlines procedures for dispute resolution, and protects workers' rights to organise and strike.
5 Basic Conditions of Employment Act 75 of 1997	Establishes minimum conditions of employment—working hours, leave, overtime, termination rules—to ensure fair and humane labour practices.
6 Employment Equity Act 55 of 1998	Promotes equal opportunity and fair treatment in the workplace, eliminates unfair discrimination, and drives affirmative action to achieve a representative workforce.
7 AgriBEE Sector Code (Agricultural B-BBEE)	Drives transformation in the agricultural sector through inclusive ownership, management control, enterprise development, and skills investment.
8 Agriculture and Agro-processing Master Plan (AAMP)	Provides a national framework to boost sector growth, stimulate investment, expand market access, improve competitiveness, support black farmer inclusion, and align sector-wide transformation and employment strategies.
9 Immigration Act 13 of 2002	Regulates the entry, residence, and employment of foreign nationals, including work visas and employer obligations.
10 Skills Development Act 97 of 1998	Improves workforce skills through training incentives, SETA frameworks, and learnerships to enhance productivity, employment, and national competitiveness.

3

Advocacy

Stakeholder	AgriSA's Objectives
National Minimum Wage Commission	Advocate for agricultural wage determinations based on robust economic evidence, rural cost-of-living realities, productivity trends, and the sector's competitiveness and employment capacity.
Department of Employment and Labour (DEL)	Advocate for predictable, evidence-based labour regulations; fair and realistic minimum wage adjustments; and improved, targeted labour inspections that support compliance without penalising viable farming operations.
National Economic Development and Labour Council (NEDLAC)	Ensure agricultural perspectives are represented in national labour negotiations, particularly on wages, migration, and labour reform processes.
Department of Home Affairs (DHA)	Advocate for a functional, predictable system for seasonal and skilled labour migration, efficient work permit processing, and practical implementation of immigration and refugee policies affecting agriculture.
Sector Education and Training Authorities (SETAs) – AgriSETA, FoodBev SETA	Promote stronger funding flows, relevant curricula, and workplace-based training to address agricultural skills shortages and support farmer-led training initiatives.

3

Advocacy (continued)

Stakeholder	AgriSA's Objectives
Department of Public works	Advocate for the expansion of the EPWP in rural areas.
Department of Agriculture	Align agricultural policy with labour realities, strengthen extension support for labour compliance, and coordinate on seasonal labour, safety, and rural employment challenges. Lobby for an agricultural EPWP similar to the programme of public works
Labour Unions – e.g., FAWU, COSATU affiliates	Support constructive engagement on fair employment practices, dispute resolution, and collaborative approaches that safeguard both workers and farm sustainability.
Farmers, Agribusinesses & Commodity Organisations	Provide intelligence and guidance on compliance, workforce management, skills gaps, and practical impacts of labour legislation to strengthen advocacy positions.
Training Institutions & TVET Colleges	Advocate for modernised agricultural curricula, expanded rural training access, and partnerships with farmers for practical skills development.

4

Communication

Stakeholder	AgriSA's Objectives
Strengthen Understanding of Labour Requirements and Compliance	Provide clear, accessible communication to farmers on labour legislation, wage changes, inspection processes, and compliance responsibilities to reduce uncertainty and risk.
Communicate the Economic Realities of Farming to Policymakers and the Public	Highlight the impact of labour costs, skills shortages, and regulatory pressures on farm viability to influence balanced, evidence-based decision-making.
Position Agri SA as the Trusted Authority on Labour Intelligence in Agriculture	Share timely insights, research, wage analyses, and policy positions to reinforce Agri SA's leadership role in national labour discourse.
Promote Fair and Sustainable Employment Practices in Agriculture	Showcase the sector's commitment to fair labour standards, skills development, and safe working conditions to strengthen public trust and support.
Facilitate Constructive Engagement Between Farmers, Workers, and Labour Stakeholders	Encourage dialogue, dispute resolution mechanisms, and collaborative approaches to labour challenges that enhance workplace stability and sector resilience.



Thank you