



Western Cape  
Government

Agriculture

BETTER TOGETHER.

2021

# SIZA Monitoring & Evaluation Report

Quarterly Update Report – Q1 2020/2021  
SIZA Social (Ethical)



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### **SIZA Data Platform update**

The MySIZA development has been completed and implemented since June 2020. The new platform development gives a comprehensive overview of data and the graphical features are upmarket and modern. Risks are easily defined and visible to all members to ensure that continuous improvement can take place beyond the audit process.

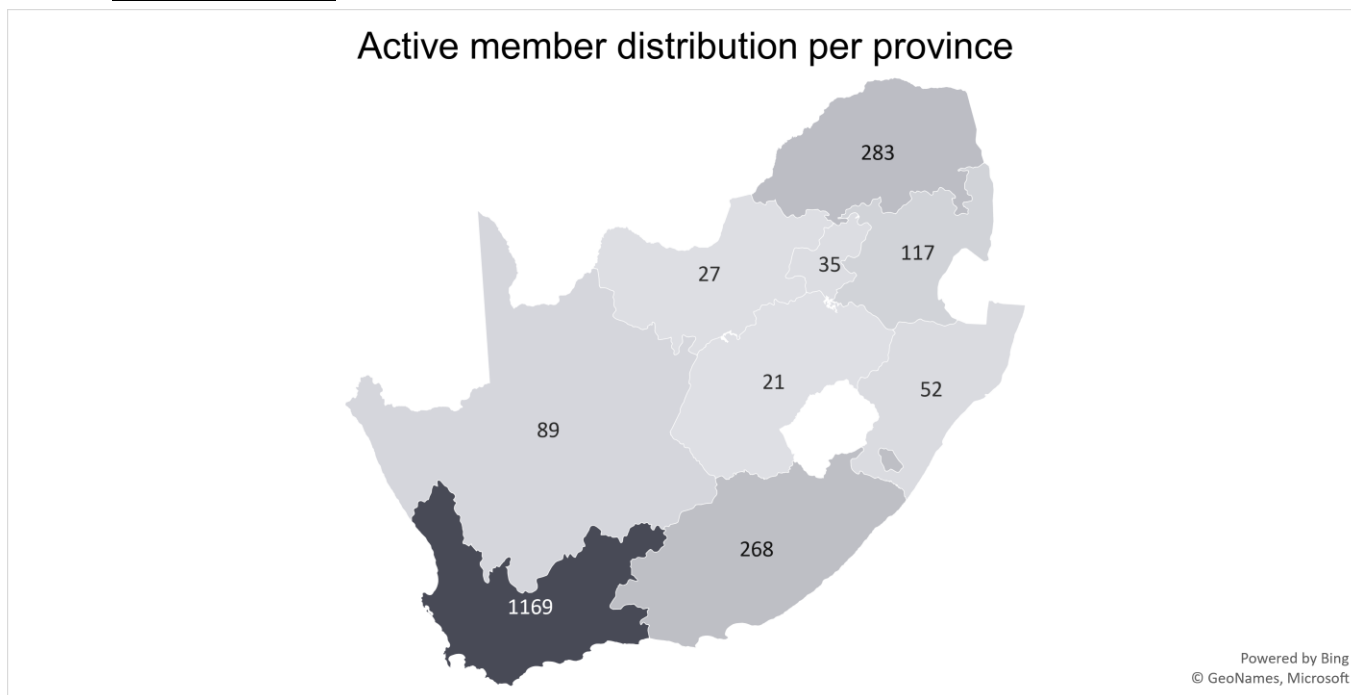
### **Scope of the report**

Quarterly Report:        1 October 2020 – 30 September 2020

## A. Quarterly Report – Q1 2020/2021

### 1. SIZA Membership breakdown

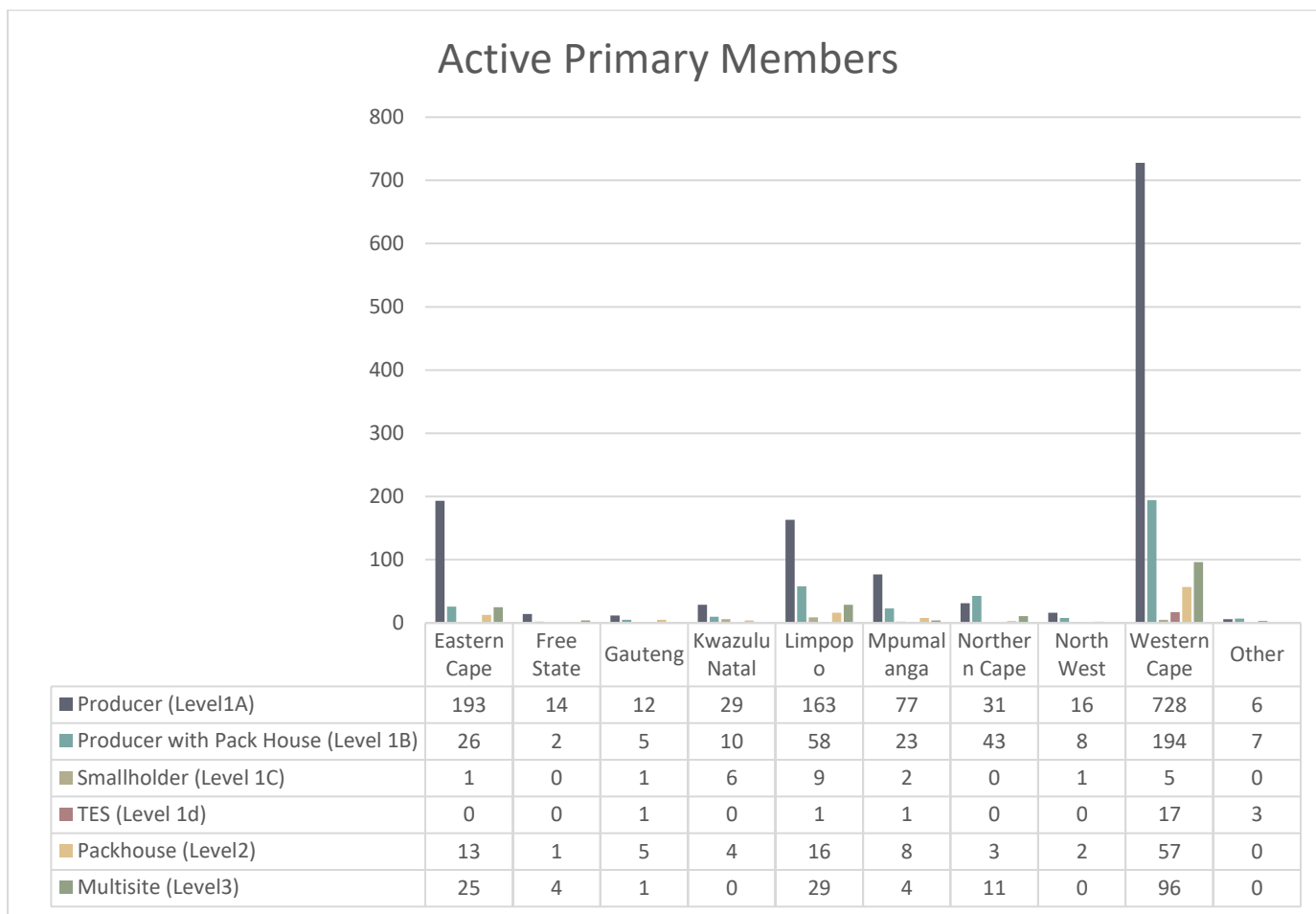
#### 1.1. Active members



On 15 October 2020, there was 2115 active SIZA members on the MySIZA platform. This is nett growth of 0.57% (12 members) more than Q4-2019/2020. Compared to same period 12 months ago, it is an increase of 4.34%

The Western Cape still records the highest SIZA membership which is currently on 1169 active members.

1.2. Primary members

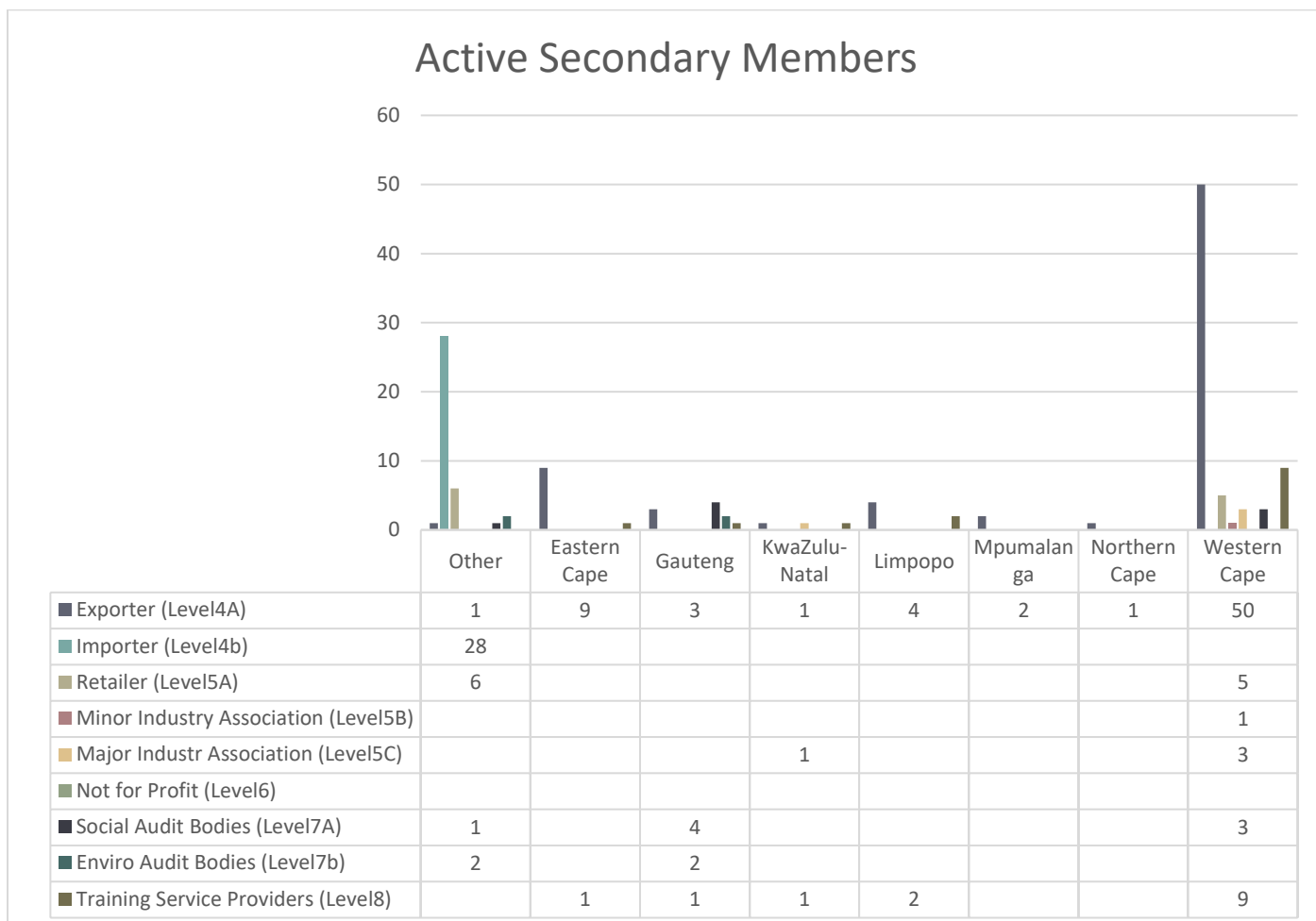


Primary member (those that qualify or would be required to undertake 3rd party audits) have increased by 0.56% during Q1 of 2020/2021. This shows an increase of 11 members since end June 2020.

The highest percentage of members remains to be Level 1A, meaning a grower with one farm and no packhouse. Level 1A currently represents 65.53% of all primary members and 728 (57.37%) of all Level 1A growers are based in the Western Cape.

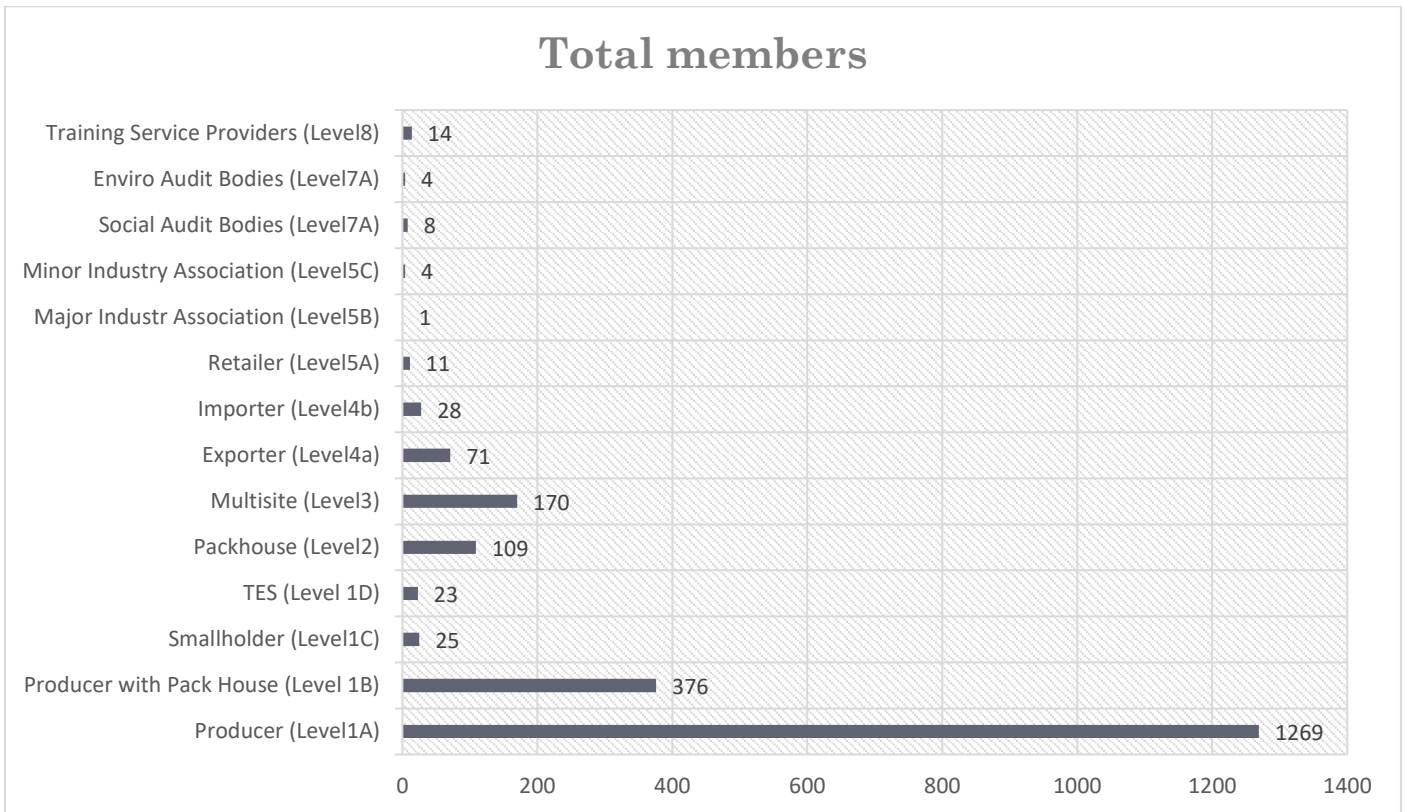
The continued improvement of Ethical Trade and Fair Labour practices on farms in South Africa are focussed at this group

### 1.3. Secondary / Tertiary members



Secondary and Tertiary members are those members that are either managing risks through auditing primary members or those that are service and remedy providers to the SIZA programme. A total of 141 members is registered on the SIZA platform and several of the buyers from suppliers in South Africa choose to have visibility via the SEDEX platform in the FSA-AB account. SIZA have also implemented an interface with the GlobalG.A.P. database where observers are able to see a status update of SIZA members on the GlobalG.A.P. database. Further information about SIZA acceptance is detailed in the last section of this report.

**1.4. Active members per type**

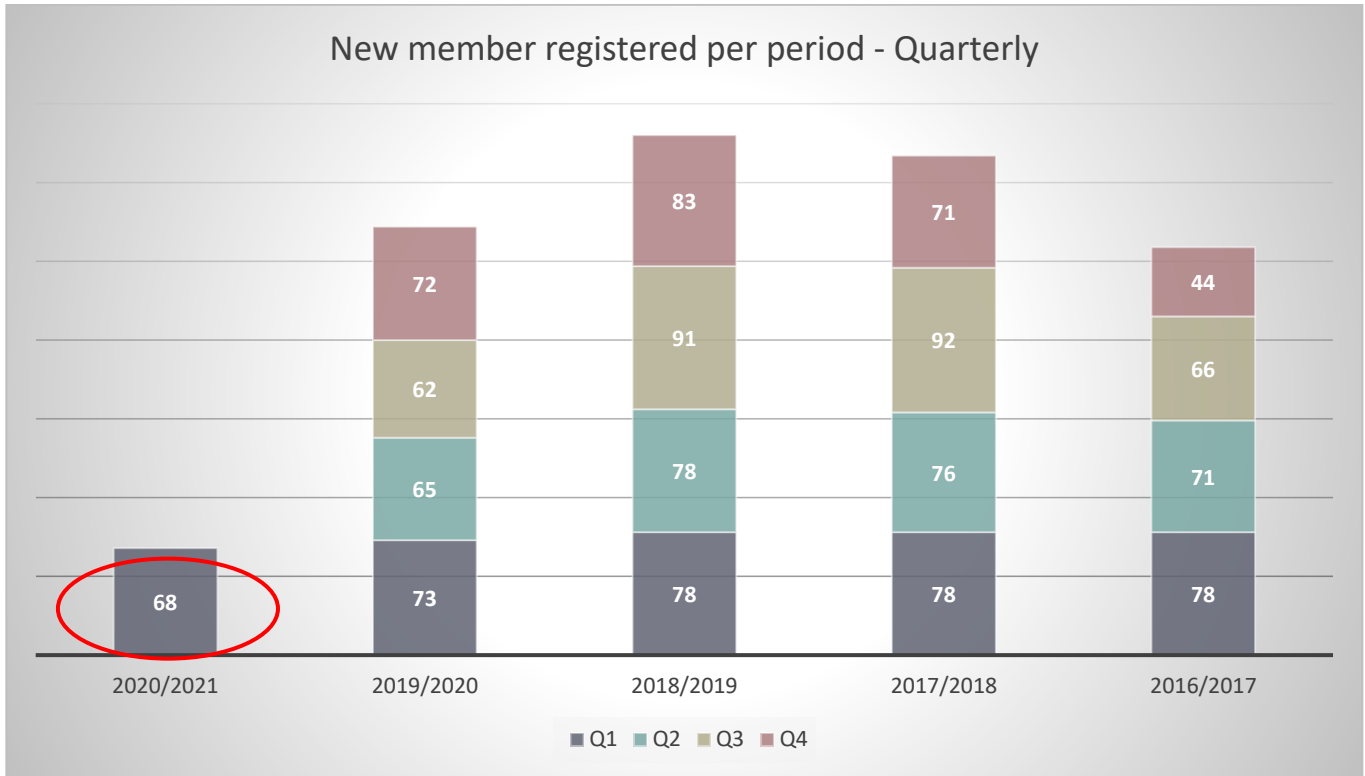


The 1269 Producers (Level 1A) represents 60% of the total membership base.

**2. New members / Renewals**

This section indicates the growth of the SIZA membership base. The Data Platform has helped SIZA in managing the new registrations as well as providing easy access to information on renewal of memberships that needs to take place.

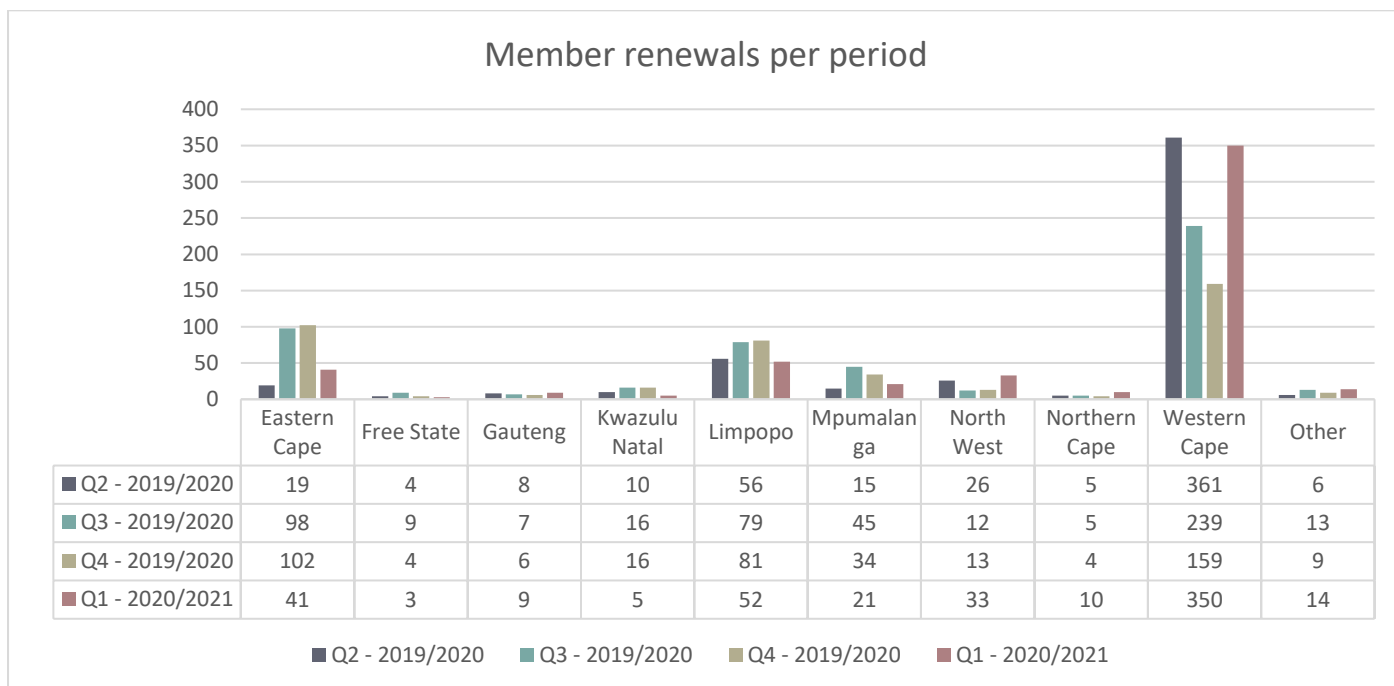
**2.1. New member registration**



68 new members was registered in the period.



**2.2. Member Renewals – Quarterly report**



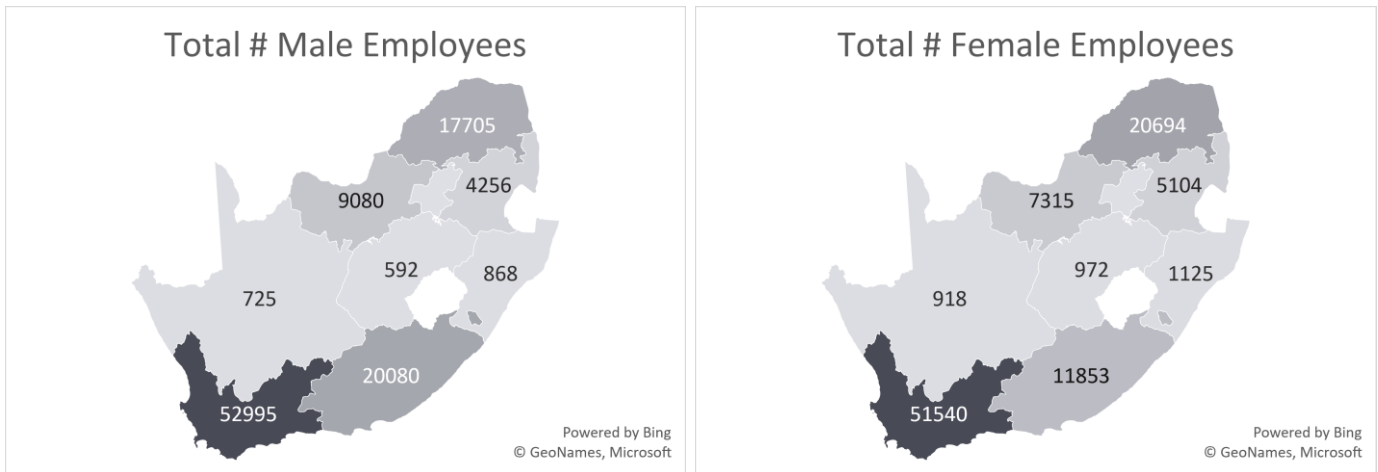
In Q1 of 2020/2021 a total of 538 members renewed the SIZA subscriptions. There was 350 in the Western Cape which accounted for only 65% of renewals.

### 3. *Membership per industry*

Industry	30 June 2019	30 September 2019	31 December 2019	31 March 2020	
<b>Citrus</b>	24.56%	24.29%	24.13%	24.24%	↑
<b>Pomefruit</b>	15.67%	15.42%	15.58%	15.48%	↓
<b>Stonefruit</b>	14.41%	14.43%	14.29%	14.05%	↓
<b>Table Grapes</b>	12.25%	12.26%	11.94%	11.84%	↓
<b>Mangoes</b>	0.67%	0.70%	0.78%	0.81%	↑
<b>Litchis</b>	0.97%	1.06%	1.03%	1.03%	-
<b>Avocado</b>	3.99%	3.97%	3.98%	4.01%	↑
<b>Cherries</b>	0.97%	0.96%	1.00%	0.99%	↓
<b>Pomegranates</b>	1.56%	1.54%	1.69%	1.65%	↓
<b>Berries</b>	3.29%	3.36%	3.64%	3.48%	↓
<b>Olives</b>	0.60%	0.61%	0.66%	0.68%	↑
<b>Dried Fruit</b>	0.77%	0.74%	0.75%	0.78%	↑
<b>Canning Fruit</b>	0.67%	0.64%	0.66%	0.68%	↑
<b>Flowers</b>	0.67%	0.64%	0.75%	0.81%	↑
<b>Vegetables incl. Potatoes</b>	3.66%	4.45%	4.42%	4.57%	↑
<b>Wine</b>	3.69%	3.71%	3.64%	3.60%	↓
<b>Grain</b>	0.47%	0.45%	0.47%	0.53%	↑
<b>Meat / Dairy</b>	1.26%	1.26%	1.22%	1.21%	↓
<b>Other</b>	9.88%	9.88%	9.37%	9.57%	↑

With the development of the new platform, the breakdown of industry and commodities have been improved to include multisector commodities. SIZA encourages all its members to update the industry fields so that the data can be processed in the near future.

#### 4. SIZA Membership – Worker Summary



The following summary seeks to present information relating to farm workers involved with the SIZA program. Data was obtained from ‘approved’ SAQ’s for the period 1 October 2019 – 30 September 2020

During the SAQ’s, primary members are asked to complete a table and list the following:

- Permanent (Male and Female)
- Temporary (Male and Female)
- Migrant (Male and Female) – “This worker type is a foreign National which do not hold South African passport and would need legal authorization to work in South Africa e.g. Lesotho or Zimbabwean workers”
- Agency (Male and female) – “This worker type is recruited and paid via a 3<sup>rd</sup> party e.g. Labour Brokers, Labour Service Providers, Temporary Employment Service Provider or Sub Contractor”

The table below indicates the worker distribution per province and worker type.

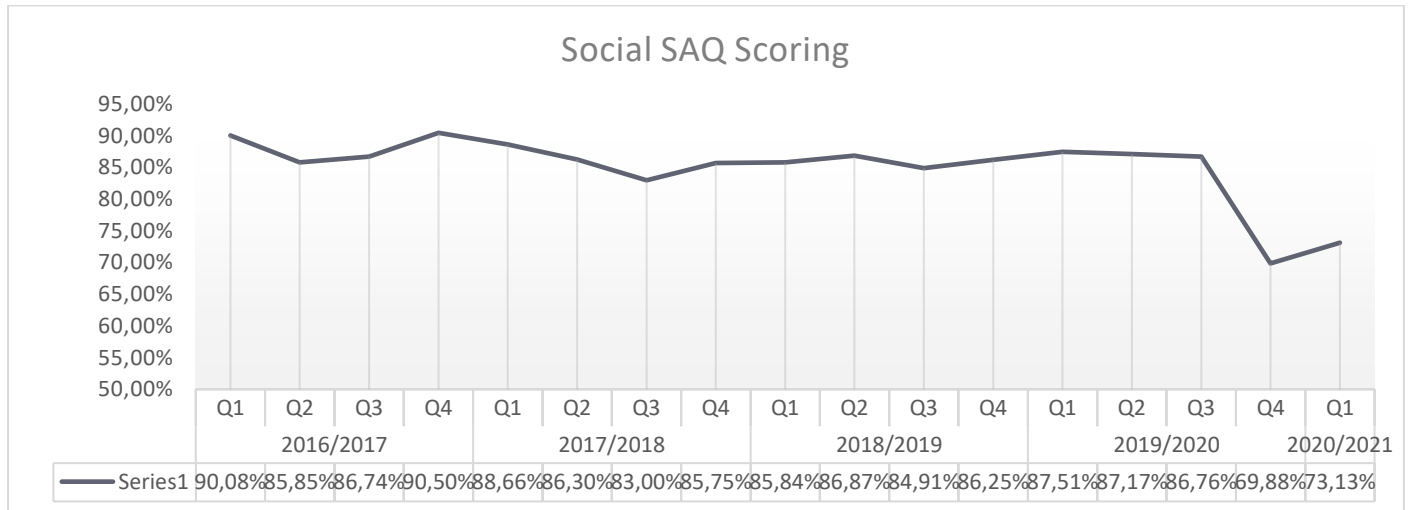
Province	Permanent	Temporary	Migrant	Agency	Total
Other	229	1232	0	0	1461
Eastern Cape	7397	22609	1362	565	31933
Free State	506	1058	0	0	1564
Gauteng	121	123	15	0	259
Kwazulu Natal	1219	682	6	86	1993
Limpopo	13498	22998	1563	340	38399
Mpumalanga	4193	5150	11	6	9360
North-West	2528	13863	4	0	16395
Northern Cape	1016	542	84	1	1643
Western Cape	33832	65350	2862	2491	104535
<b>Total</b>	<b>64539</b>	<b>133607</b>	<b>5907</b>	<b>3489</b>	<b>207542</b>

Western Cape accounts for the highest number of employee’s due to the large number of memberships that is based in the Western Cape. 50.73% of all farm workers is Western Cape based

### 5. Self-Assessment Questionnaire (SAQ)

The purpose of SAQ's are for the primary members to have an opportunity for self-evaluation. It is also important for the auditing process as the auditors will be using the SAQ information as a benchmark during the 3<sup>rd</sup> party audit.

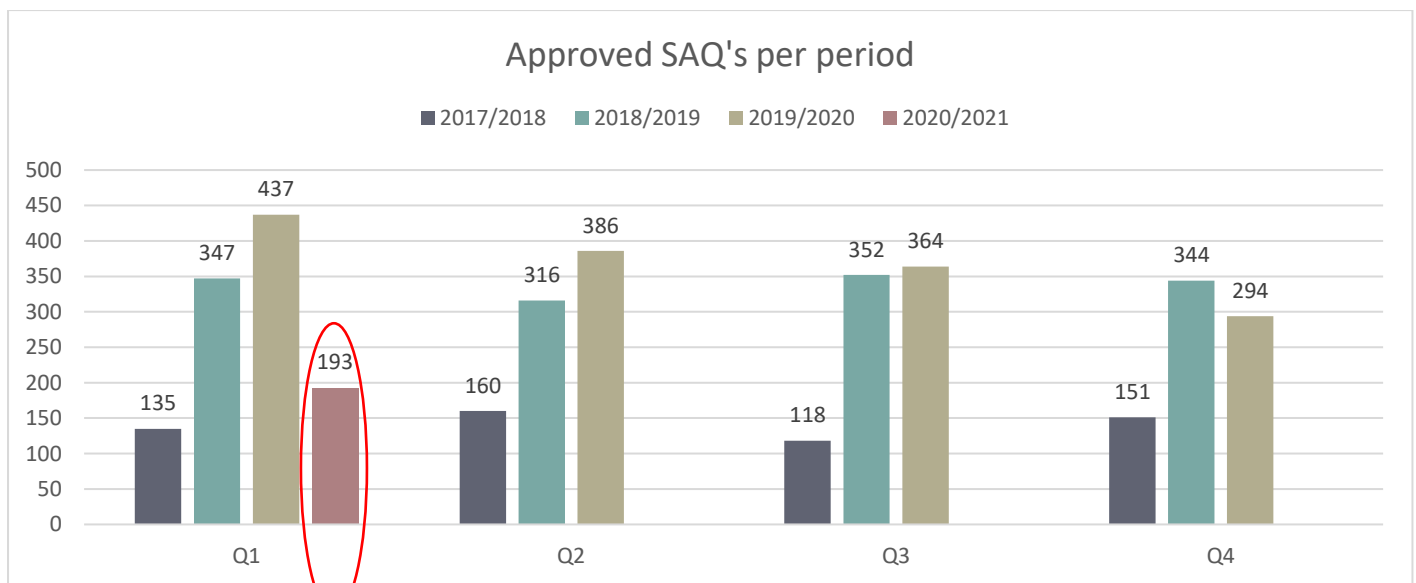
The SAQ will also indicate growth from year to year as the primary members are required to complete a SAQ on an annual basis. The SIZA platform allows feedback to the member by means of a risk indicator.



The average score obtained for all approved SAQ's in Q1 of 2020/2021 is standing on 63.13%. It is better than the previous quarter. The sharp decline is due to an update scoring model on the new MySIZA platform. The revised scoring calculations SAQ an overall drop in percentages of between 10-15%

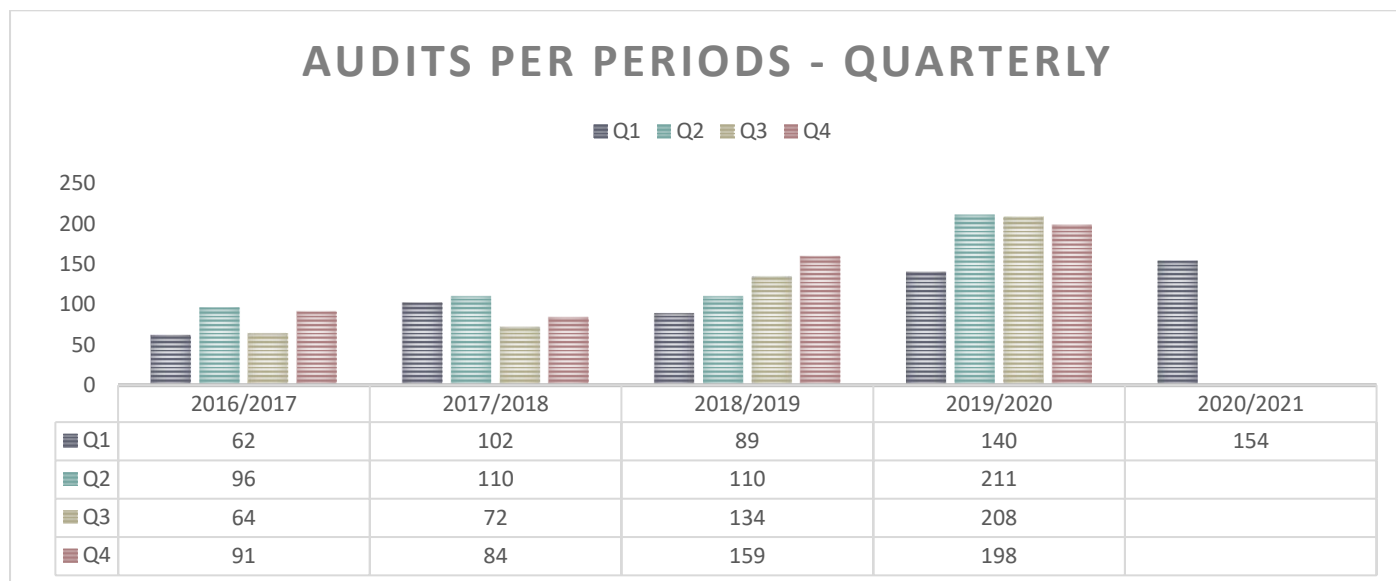
#### 5.1. SAQ's per period

Members are required to complete SAQ on the SIZA data platform. Members need to have an 'Approved' SAQ before they can qualify to be audited. It is also a requirement to submit SAQ annually. An SAQ with 'Approved' status means it has been reviewed and approved by SIZA.



In Q1 of 2020/2021 a total of 193 SAQ's was approved.

## 6. Audit Information



- In Q1 of 2020/2021 - 154 audits were done.

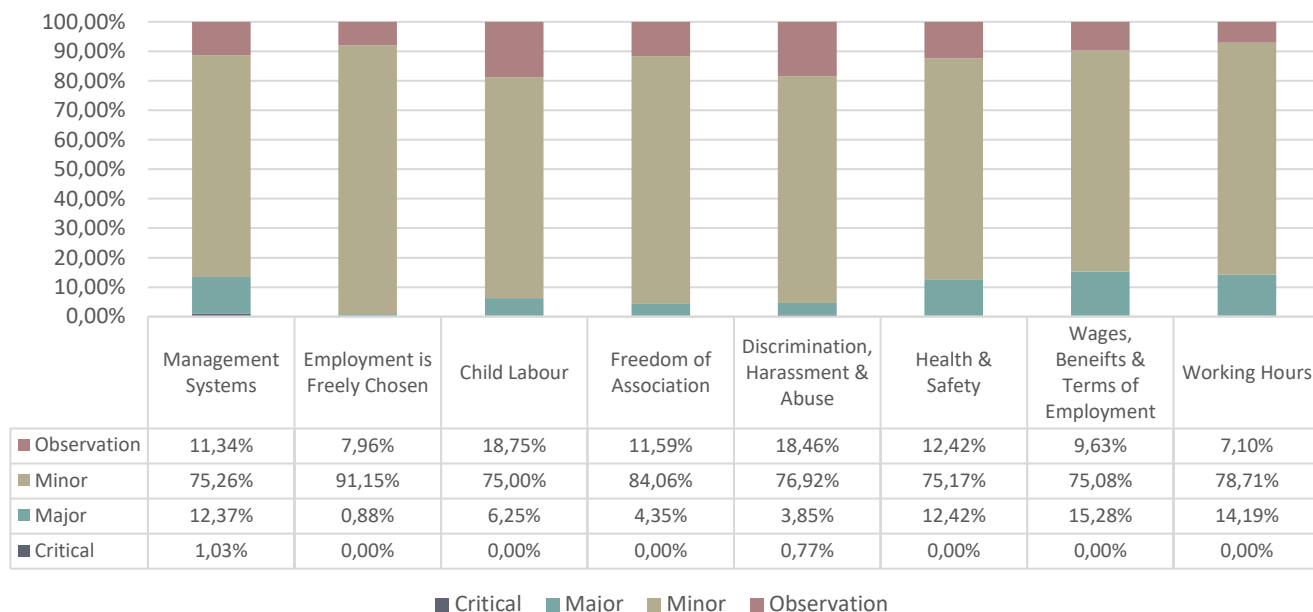
## 7. Non-Conformances

The non-conformances raised during audits is indicative of the risk areas in the industry. Future data will also show improvement by means of a decrease in total number of non-compliances raised.

The SIZA program monitors compliances in the following areas:

- Management systems
- Forced Labour (Employment Freely Chosen)
- Child Labour
- Freedom of Association
- Discrimination, Harassment & Abuse
- Health & Safety
- Wages, Benefits and Terms of Employment
- Working Hours

### NC Distribution per Category - Q4 2019/2020

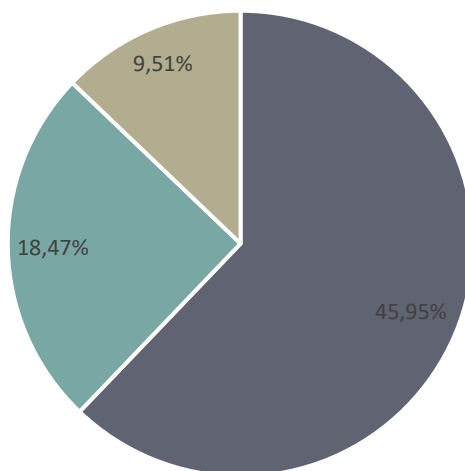


During this period only Critical findings was raised under Code Principle: Discrimination, Harassment & Abuse

In Q4 – 2019/2020 the 3 main NC contributors have dominated again areas of non-conformance – a total of 73.93% coming from these 3 categories nationally.

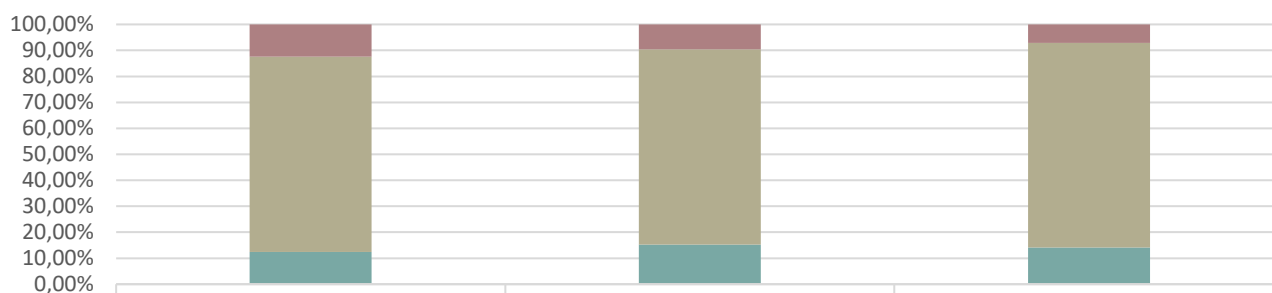
- Health & Safety
- Wages, Benefits and Terms of Employment
- Working Hours

### Top 3 Categories - Q4 - 2020



■ Health & Safety    ■ Wages, Benefits & Terms of Employment    ■ Working Hours

### Top 3 Categories - Q4 - 2020

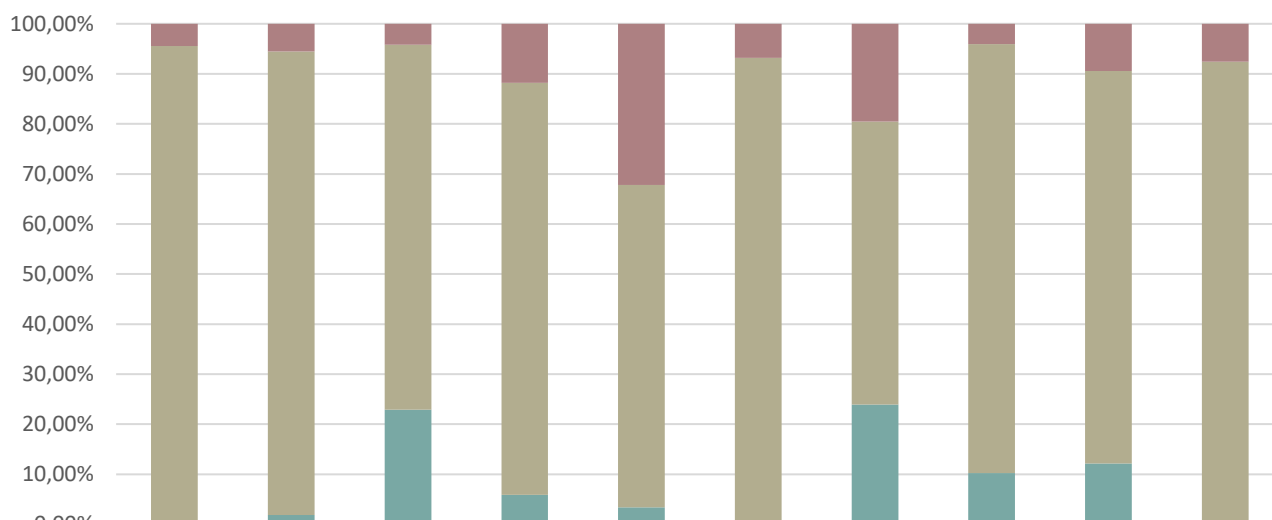


	Health & Safety	Wages, Benefits & Terms of Employment	Working Hours
Observation	12,42%	9,63%	7,10%
Minor	75,17%	75,08%	78,71%
Major	12,42%	15,28%	14,19%
Critical	0,00%	0,00%	0,00%

■ Critical ■ Major ■ Minor ■ Observation

#### 7.1. Top 10 Non-Compliant Areas

### Top 10 NC Questions - Q4 - 2020



	(3.1.3)	(6.4.1)	(7.1.1)	(7.1.2)	(7.3.4)	(7.3.7)	(7.5.3.0)	(8.1.2.1)	(8.3.1)	(9.1.6)
Observation	4,44%	5,56%	4,17%	11,76%	32,20%	6,82%	19,57%	4,08%	9,46%	7,55%
Minor	95,56%	92,59%	72,92%	82,35%	64,41%	93,18%	56,52%	85,71%	78,38%	92,45%
Major	0,00%	1,85%	22,92%	5,88%	3,39%	0,00%	23,91%	10,20%	12,16%	0,00%
Critical	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%

■ Critical ■ Major ■ Minor ■ Observation

33.05% of all non-conformances was raised under the 10 questions listed below.

(3.1.3) Is there a clear procedure that indicates what steps management, supervisors and employees would take to prevent forced / bonded labour and the steps it would take if such practices are identified within its business

(6.4.1) Is there a grievance procedure in place and is there evidence that it is effectively implemented?

(7.1.1) Are there adequate systems in place to ensure the effective management of health and safety?

(7.1.2) Does the site have a documents health & Safety Risk assessment

(7.3.4) Are there records indicating that workers who come into contact with hazardous substances have been through appropriate medical check?

(7.3.7) Are all hazards clearly identified through appropriate signage?

(7.5.3.0) Does worker housing meet basic health, safety and hygiene requirements as set out in this Standard and local law?

(8.1.2.1) Do workers receive payslips with each pay period and do payslips contain all the information required by law?

(8.3.1) Do all workers (including seasonal /temporary workers) have written contracts of employment?  
all non-conformances were working hours related.

(9.1.6) Is there a documented policy or a clause in the contract of employment about rain days or other days when work is not performed? Do interviews with workers confirm they understand this policy?

## 8. Risk distribution

The risk of individual producers is categorized by using a scoring matrix which divides risks into categories of Critical, Major, Minor and Observations. Non-compliances and observations are classified according to:

- ❖ The frequency of the problem and whether the issue is an isolated occurrence.
- ❖ The potential severity of the problem.
- ❖ The probability of recurrence.
- ❖ The management system in place.
- ❖ The response of the management

A minor non-compliance is:

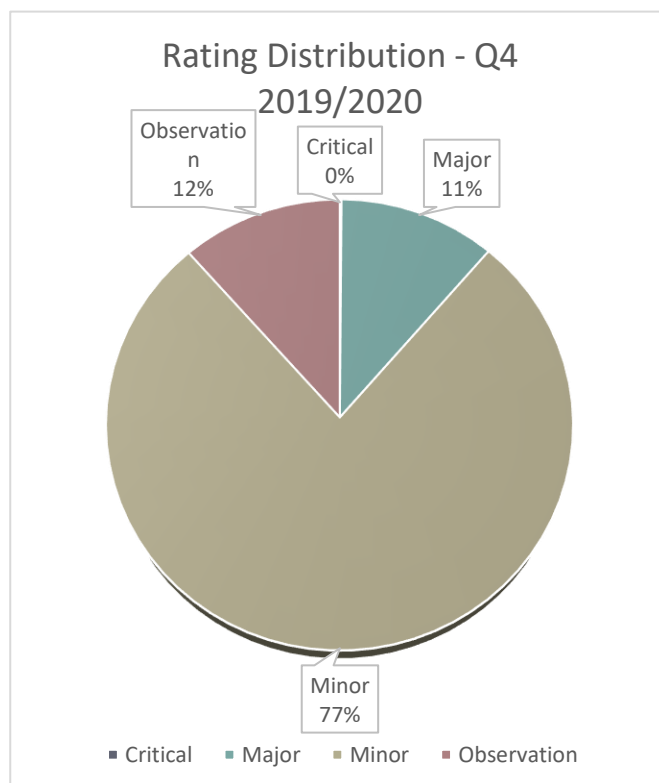
- An occasional or isolated problem.
- An issue which presents a low risk to workers/ those on-site.
- A policy issue or misunderstanding where there is no evidence of a material breach

A major non-compliance is:

- A breach which represents a danger to workers/ those on-site.
- A material breach of a code requirement/ law.
- A systemic violation of a code requirement/law.

A critical non-compliance is:

- An issue which presents imminent risk to workers' safety/risk to life and limb or constitutes a significant breach of workers' human rights, and/or;
- A major non-compliance that has not been addressed or for which no significant improvement has been made by the time of a follow up audit, despite supplier commitment to resolve the issue.
- An attempt to pervert the course of the audit through fraud, coercion, deception or interference.

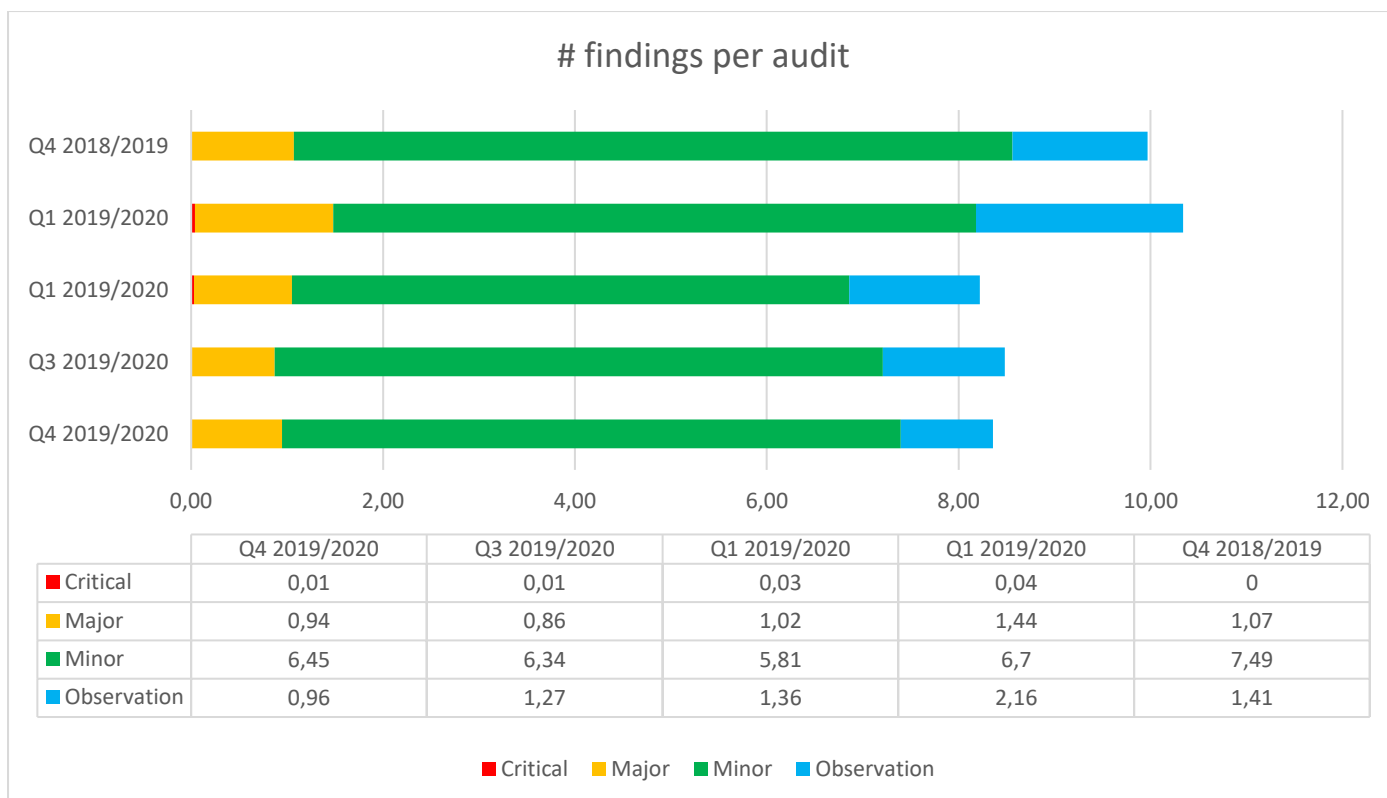




During period 12 months up to the end of Q4 – 2019/2020 77.12% of all findings was minors. 2 critical non-conformances (0.12%) were raised during this period and 11.23% majors

Rating	Q4 2019/2020	Q3 2019/2020	Q1 2019/2020	Q1 2019/2020	Q4 2018/2019
<b>Critical #</b>	<b>2</b>	<b>2</b>	<b>7</b>	<b>5</b>	<b>0</b>
Critical %	0.12%	0.13%	0.41%	0.35%	0.00%
<b>Major #</b>	<b>183</b>	<b>155</b>	<b>212</b>	<b>202</b>	<b>161</b>
Major %	11.23%	10.11%	12.45%	13.95%	10.75%
<b>Minor #</b>	<b>1257</b>	<b>1147</b>	<b>1202</b>	<b>938</b>	<b>1124</b>
Minor %	77.12%	74.82%	70.58%	64.78%	75.08%
<b>Observation #</b>	<b>188</b>	<b>229</b>	<b>282</b>	<b>303</b>	<b>212</b>
Observation %	11.53%	14.94%	16.56%	20.93%	14.16%
	<b>1630</b>	<b>1533</b>	<b>1703</b>	<b>1448</b>	<b>1497</b>

The image below indicates the average number of findings that is raised per audit over time. In this period an average of 8.36 findings per audit was raised compared to the previous period 8.48



Based on the average above an average SIZA member will be a Gold rating as seen in the risk matrix below

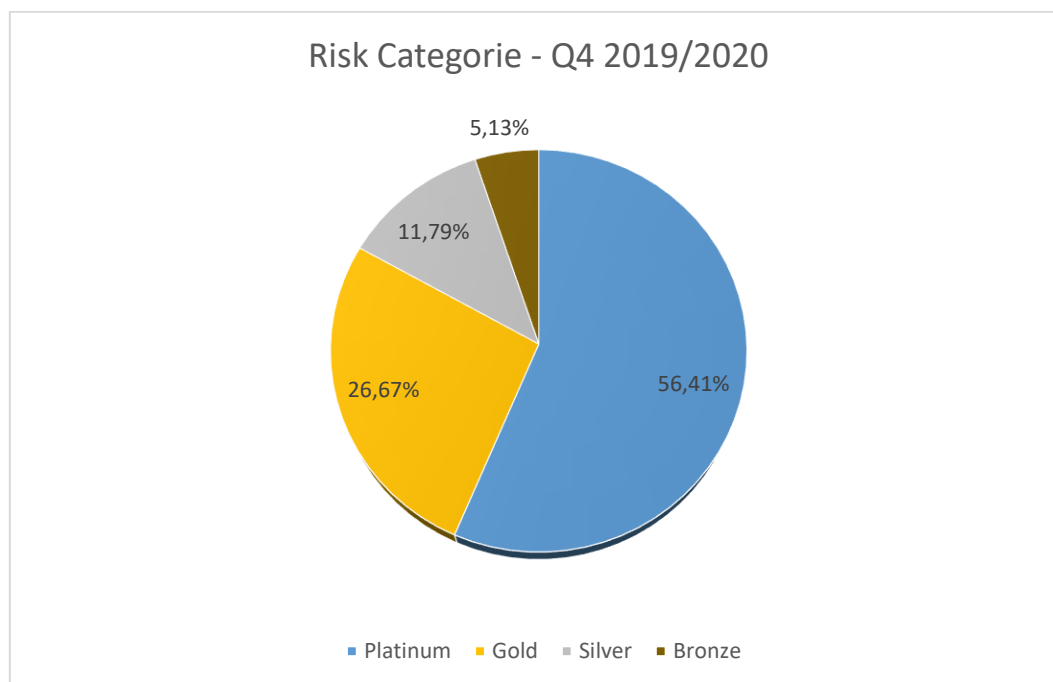
### 8.1. Member Risk Categories

SIZA uses an Audit frequency matrix based on the number of non-compliances to categorize members into different groups which influences audit frequency.

Risk Category	Critical	Major	Minor	Action Required	Next Full audit
Bronze	1 or more	And/or >5	And/or >30	Submission of corrective actions within timescales agreed during audit; and/or follow up visit during months 0 - 6	Full audit 0 – 12 months from date of original audit.  If NC's are not complete as per CAP time frames <b>no confirmation letter will be issued.</b>
Silver	0	3 - 5	And/or 21 - 30	Submission of corrective actions within timescales agreed during audit; and / or follow up PARTIAL audit (using desk top evidence submitted or visit to farm to check corrective actions during months 0 – 6)	If Non-compliances are completed in giving timeframe – full audit 2 years from date of original audit.  If NC's are not complete as per CAP time frames – full audit at the start of the next season, but no more than 12 months from date of original audit and <b>no confirmation letter will be issued.</b>
Gold	0	1 - 2	11 - 20	Submission of corrective actions within timescales agreed during audit; and / or follow up PARTIAL audit (using desk top evidence submitted or visit to farm to check corrective actions as per the agreed timeframes during the audit)	If Non-compliances are completed in giving timeframe – full audit 2 years from date of original audit.  If NC's are not completed as per CAP time frames – full audit at start of next season but no more than 12 months from date of original audit <b>no confirmation letter will be issued.</b>

Platinum	0	0	0 - 10	Submission of corrective actions within timescales agreed during audit; and/or follow up PARTIAL audit (using desk top evidence submitted or visit to farm to check corrective actions as per the agreed timeframes during the audit)	If NC's are completed – full audit 3 years from date of original audit.  If NC's are not completed as per CAP time frames – full audit at start of next season but no more than 12 months from date of original audit and <b>no confirmation letter will be issued.</b>
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Below is a summary of the distribution of audits that took place in Q2 – 2019/2020 period



During Q4 – 2019/2020 there was 56.41% of the members audited that achieved platinum rating and 26.67% Gold.

Category	Q4 2019/2020	Q3 - 2019/2020	Q2 - 2019/2020	Q1 - 2019/2020	Q4 - 2018/2019	Q3 - 2018/2019	Q2 - 2018/2019	Q1 - 2018/2019
Platinum	110	115	121	73	83	55	39	49
Gold	52	46	62	40	42	88	59	33
Silver	23	13	18	12	20	12	3	11
Bronze	10	7	6	15	5	4	0	4

### 9. Improvement / Corrective Action

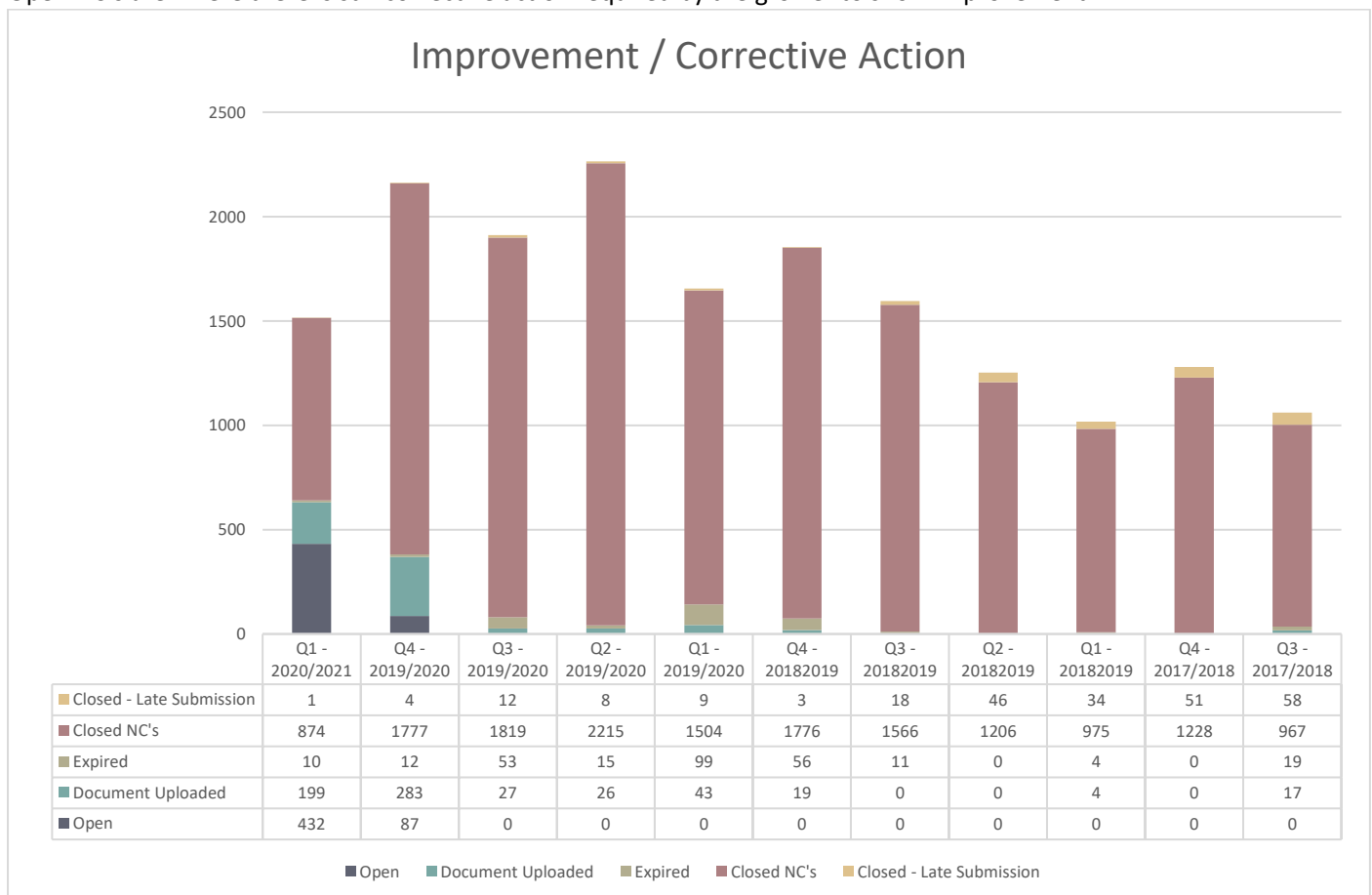
SIZA being a continuous improvement program have the focus to drive improvements on any findings during audits. The below graph can show that majority of findings is closed by primary members that had audit

Period	Open NC's	Expired NC's	Document Uploaded	Closed - Late Submission	Closed
Q1 - 2020/2021	28.50%	0.66%	13.13%	0.07%	57.65%
Q4 - 2019/2020	4.02%	0.55%	13.08%	0.18%	82.15%
Q3 - 2019/2020	0.00%	2.77%	1.41%	0.63%	95.19%
Q2 - 2019/2020	0.00%	0.66%	1.15%	0.35%	97.84%
Q1 - 2019/2020	0.00%	2.60%	2.60%	0.54%	90.88%
Q4 - 2018/2019	0.00%	1.02%	1.02%	0.16%	95.79%
Q3 - 2018/2019	0.00%	0.00%	0.00%	1.13%	98.18%
Q2 - 2018/2019	0.00%	0.00%	0.00%	3.67%	96.33%
Q1 - 2018/2019	0.00%	0.39%	0.39%	3.34%	95.87%
Q4 - 2017/2018	0.00%	0.00%	0.00%	3.99%	96.01%
Q3 - 2017/2018	0.00%	1.60%	1.60%	5.47%	91.14%

The graph below clearly shows how over time NC's get closed out by the growers.

Expired NC's will result in a follow up audit during 0-12 months from the last audit date.

Open NC's are where there is still corrective action required by the grower to show improvement.



It is an indication that SIZA members and the program drives improvement.

## B. SIZA Best Practice Program

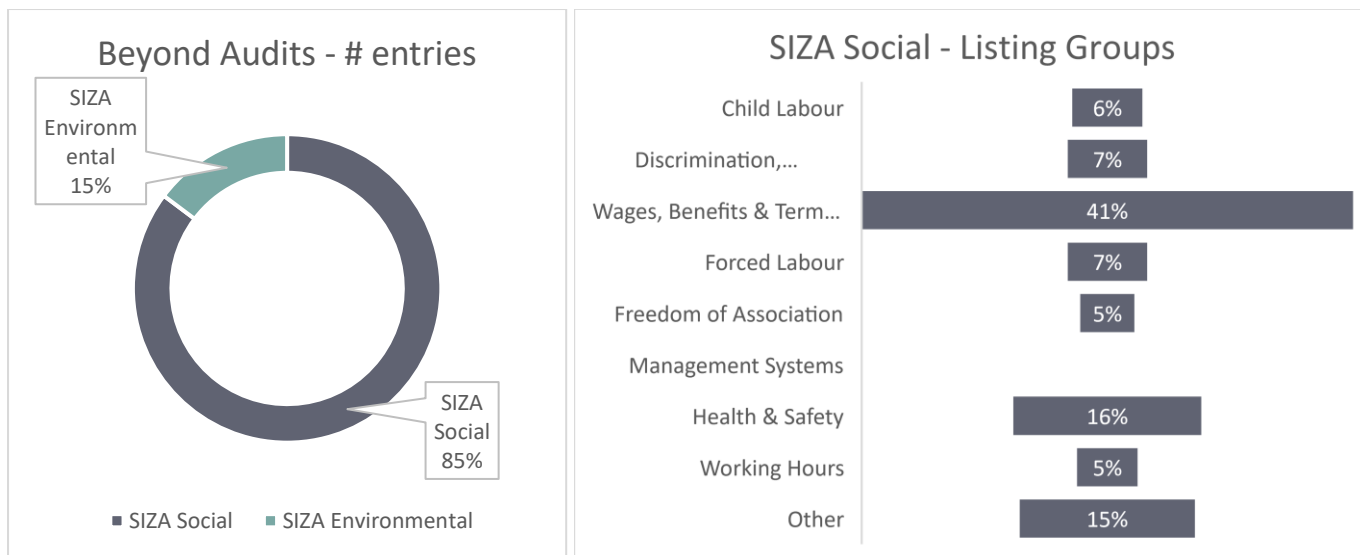
SIZA announced an exciting new addition to the SIZA programme – BEYOND AUDITS in Q2 – 2018/2019 (16 October 2018).

Auditing has been a catalyst for driving sustainable change in the global supply chain for several years. The number of workplace violations were reduced through a principle of driving continuous improvement. Conducting audits on farms, pack houses, processing facilities and workplaces in general have provided objective measurement, to benchmark progress. Yet auditing is not the only solution. The Beyond Audit online programme will give producers the opportunity to show best practice areas where they feel they have reached more than compliance, create value and sustain practices beyond the audit process.

Samples of best practices include the following: Providing a Provident fund, Health- Clinics/services, Sport facilities, Crèches, Aftercare facilities, Training and Development initiatives, Wellness programmes, etc.

Once the details have been uploaded to the platform, SIZA will review these best practices and if approved, it will reflect as a Beyond Audit program in the producer’s member listing on the platform. It will also, together with other data, be visible to linked members (exporters, importers and retailers) of choice. With this initiative we aim to showcase best practices of suppliers and at the same time try to create a balanced view of ethical (social) assurance practices in agriculture.

To date there have been 129 growers that used this service to upload a Beyond Audit listing. In total 441 entries have been approved. Some is awaiting confirmation, and some have been rejected. SIZA Social seems to attract most listings and currently holds 85% of all the listings (376)



Within the SIZA Social Standard the Beyond audit listing has been categorized as follow. The SIZA Code Principle of Wages, Benefits and Terms of Employment attracts most of the listings (41%).

- Data used for Beyond audits was from Q3 – 2020 due to data migration on this not yet being 100% completed

## C. SIZA Market Acceptance for the Social (Ethical) module

SIZA has always positioned itself to be the preferred standard for suppliers from South Africa. It is in line with SIZA vision to avoid audit duplication where possible and to save time and cost, whilst still being able to identify areas of risk in the industry and work towards the goal of continuous improvement.

Market acceptance is therefore one of the key measurable objectives to monitor growth but also to maintain the current acceptance throughout the world.

Currently SIZA provide supplier information when suppliers give SIZA permission to do so. Visibility is provided via 4 platforms at this stage

- via the SIZA Data platform
- via the SEDEX Data Platform
- via a link on the GlobalG.A.P. database
- via ITC Map

SIZA acceptance have also grown in terms of businesses and industries that is accepting SIZA audits and recognizing primary members ethical trade performance against the SIZA standard.

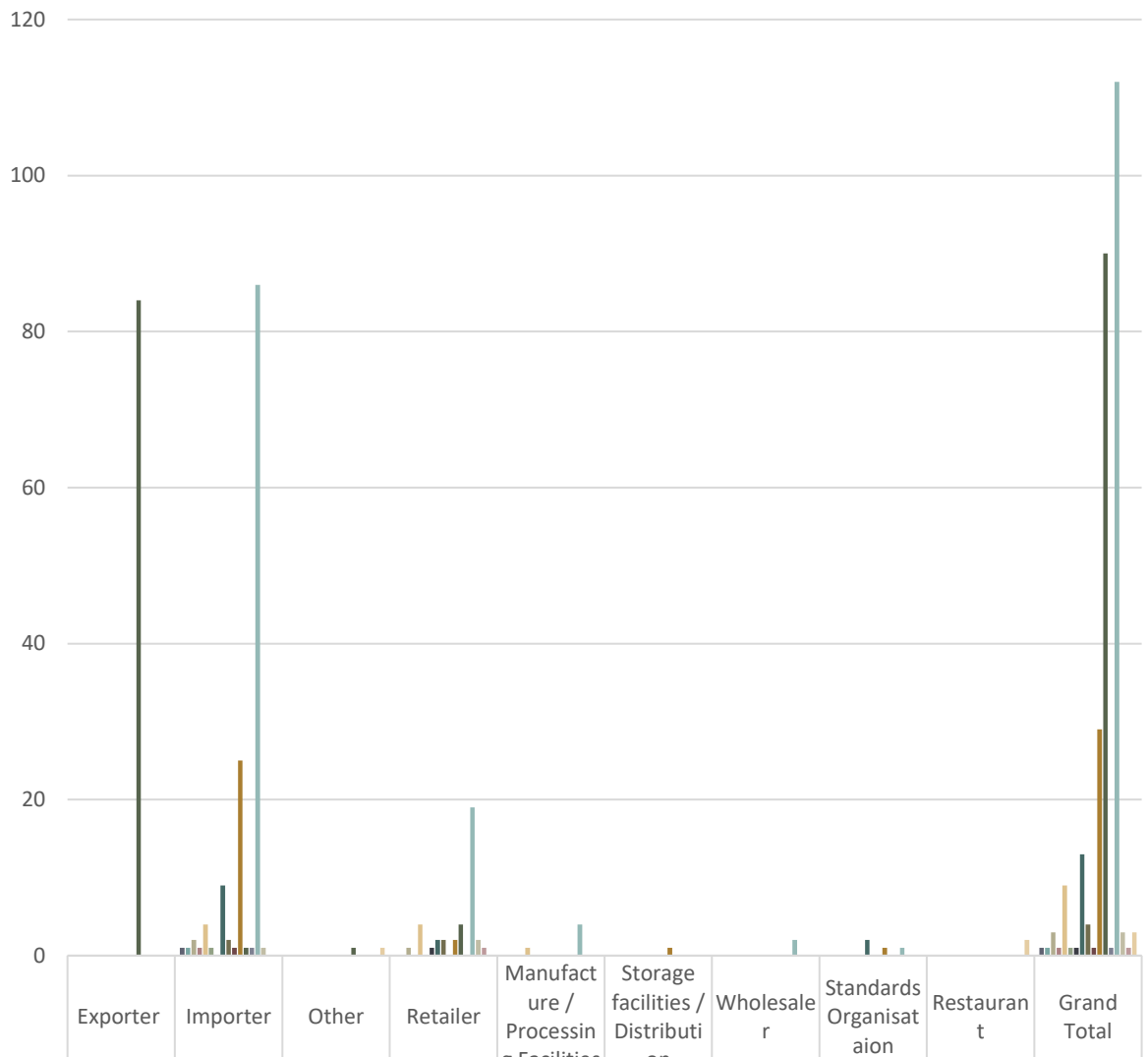
Current acceptance is through

- Exporters
- Importers
- Retailers
- Manufacturing / Processing Facilities
- Storage / Distribution Facilities
- Wholesalers
- Restaurants

SIZA will continue to monitor the market growth and continuously engage with new markets for further acceptance. Across the 4 different platforms SIZA is accepted by 274 businesses that operates in 15 different markets.



### Market Acceptance



	Exporter	Importer	Other	Retailer	Manufacture / Processing Facilities	Storage facilities / Distribution	Wholesaler	Standards Organisation	Restaurant	Grand Total
■ Brazil		1								1
■ Chile		1								1
■ Denmark		2		1						3
■ Dominican Republic		1								1
■ Europe		4		4	1					9
■ Europe		1								1
■ France				1						1
■ Germany		9		2				2		13
■ Ireland		2		2						4
■ Israel		1								1
■ Netherlands		25		2		1		1		29
■ South Africa	84	1	1	4						90
■ Spain		1								1
■ United Kingdom		86		19	4		2	1		112
■ United States		1		2						3
■ China				1						1
■ Other			1						2	3