



Western Cape
Government

Agriculture

BETTER TOGETHER.

2021

SIZA Monitoring & Evaluation Report

Quarterly Update Report – Q2 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.

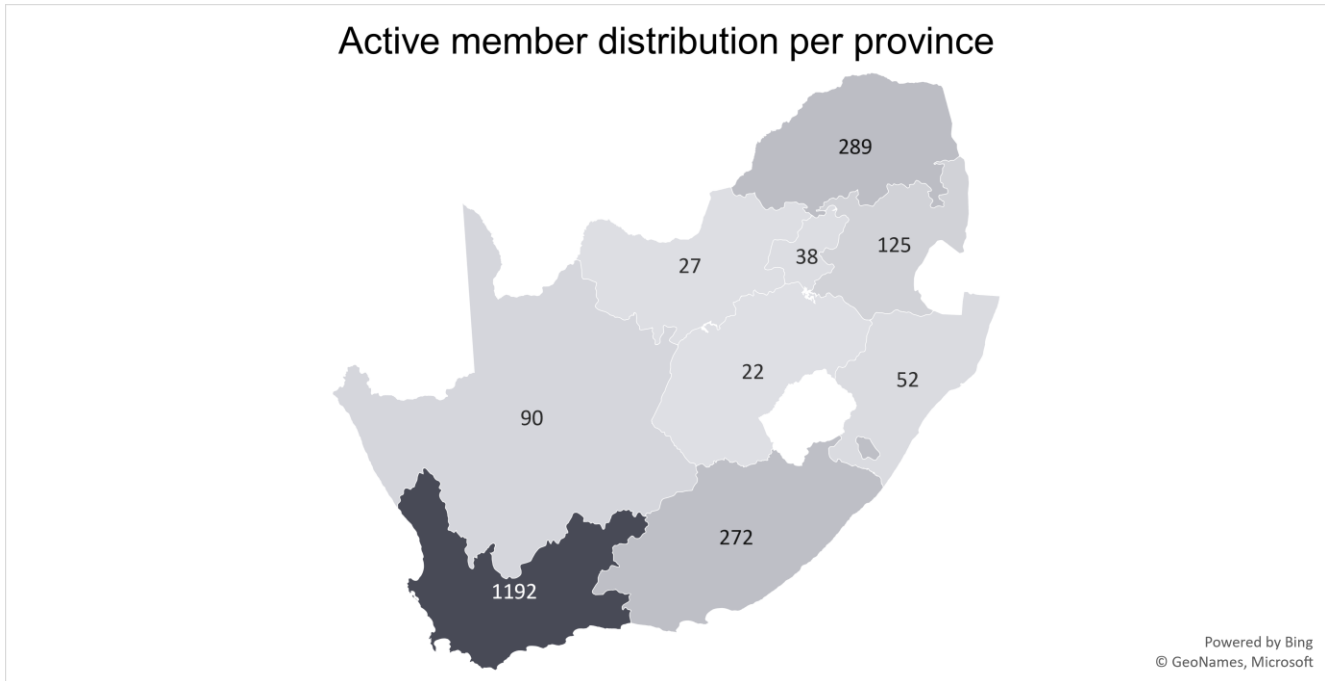
Scope of the report

Quarterly Report: 1 October 2021 – 30 December 2020

A. Quarterly Report – Q1 2020/2021

1. SIZA Membership breakdown

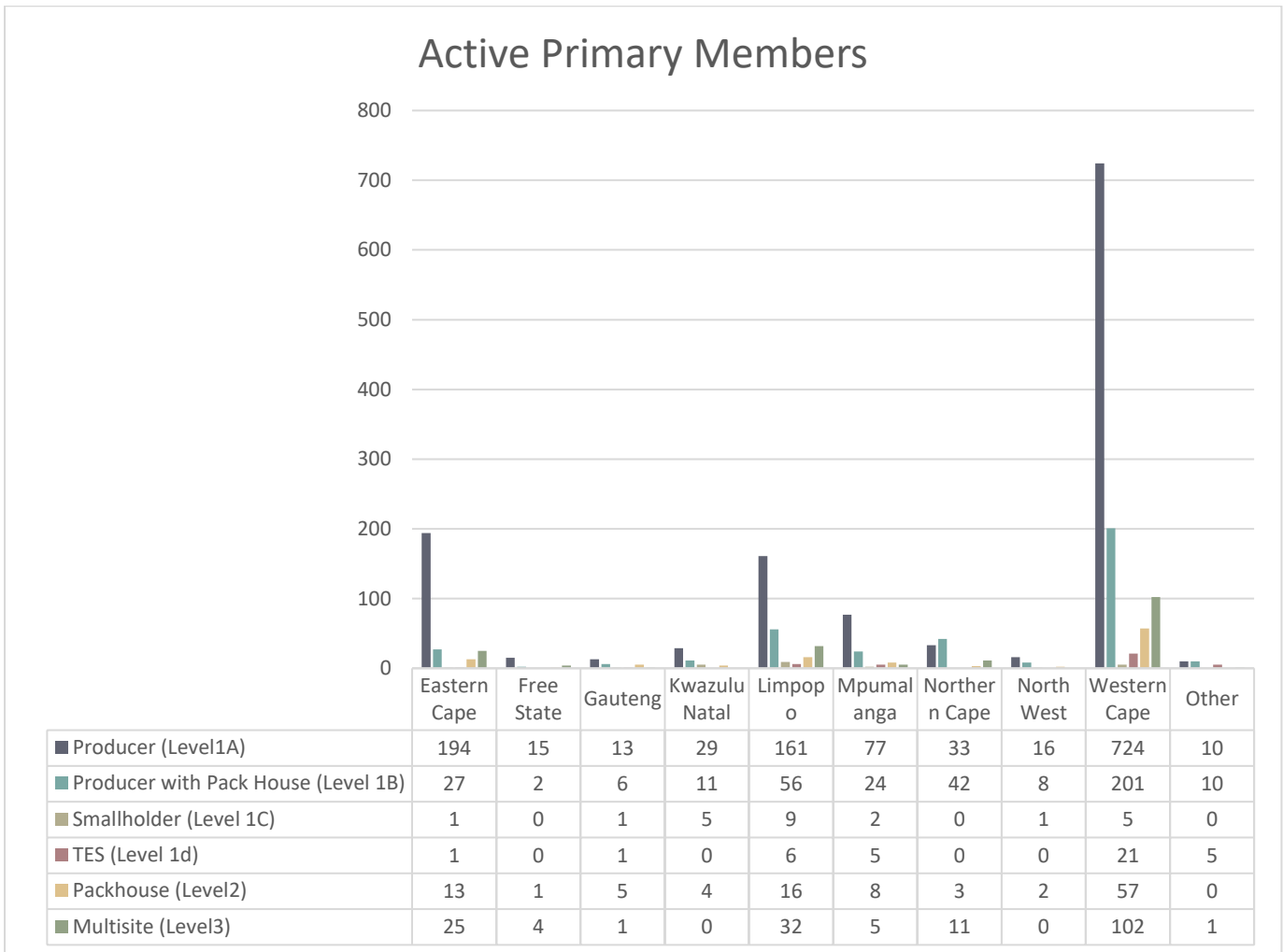
1.1. Active members



On 11 January 2020, there was 2176 active SIZA members on the MySIZA platform. This is nett growth of 2.88% (61 members) more than last reported period. Compared to same period 12 months ago, it is an increase of 5.99%

The Western Cape still records the highest SIZA membership which is currently on 1192 active members, followed by Limpopo and Eastern Cape.

1.2. Primary members

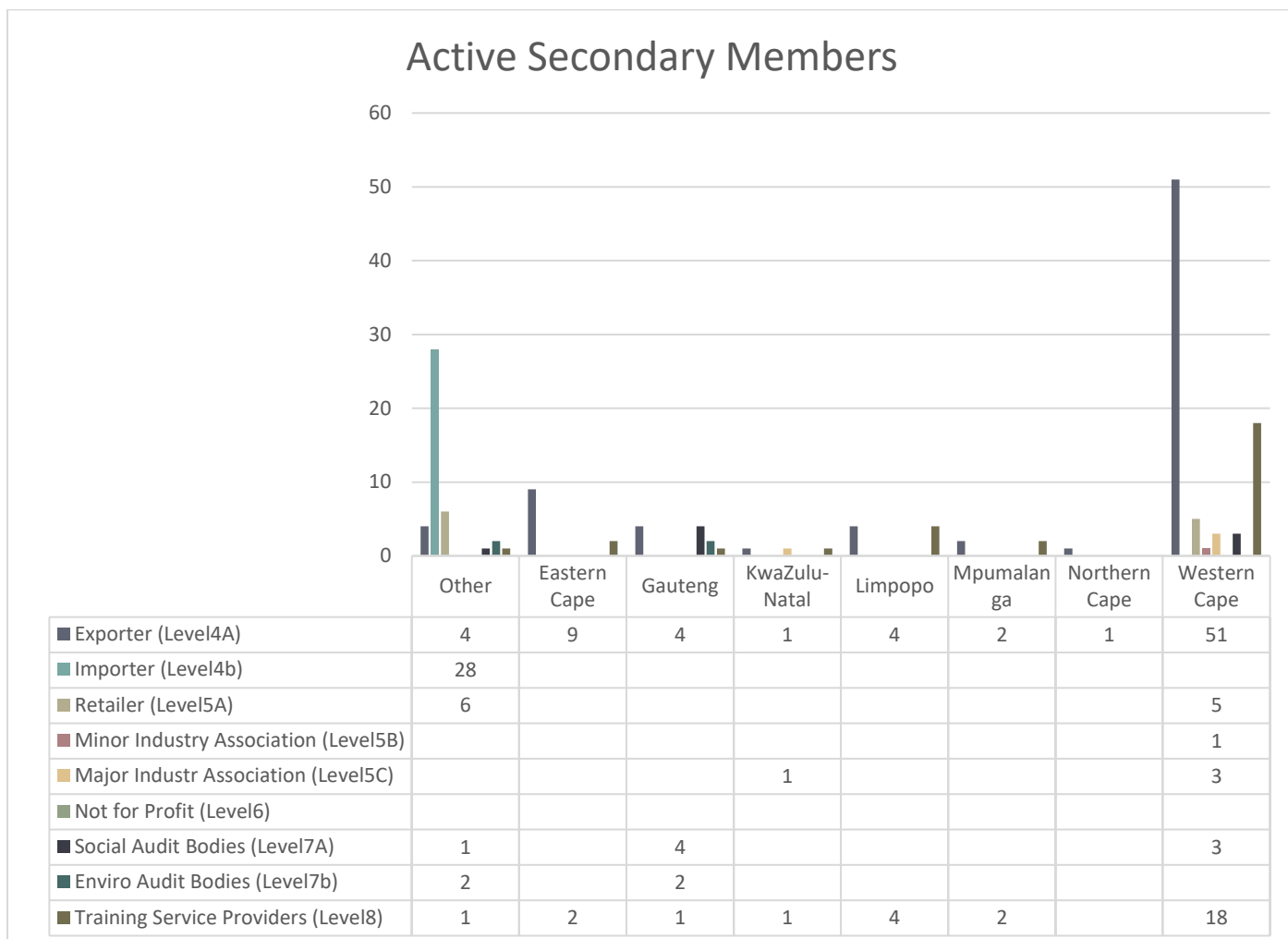


Primary member (those that qualify or would be required to undertake 3rd party audits) have increased by 2.03% during Q2 of 2020/2021. This shows an increase of 40 members since end September 2020.

The highest percentage of members remains to be Level 1A, meaning a grower with one farm and no packhouse. Level 1A currently represents 63.22% of all primary members and 724 (56.92%) of all Level1A 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

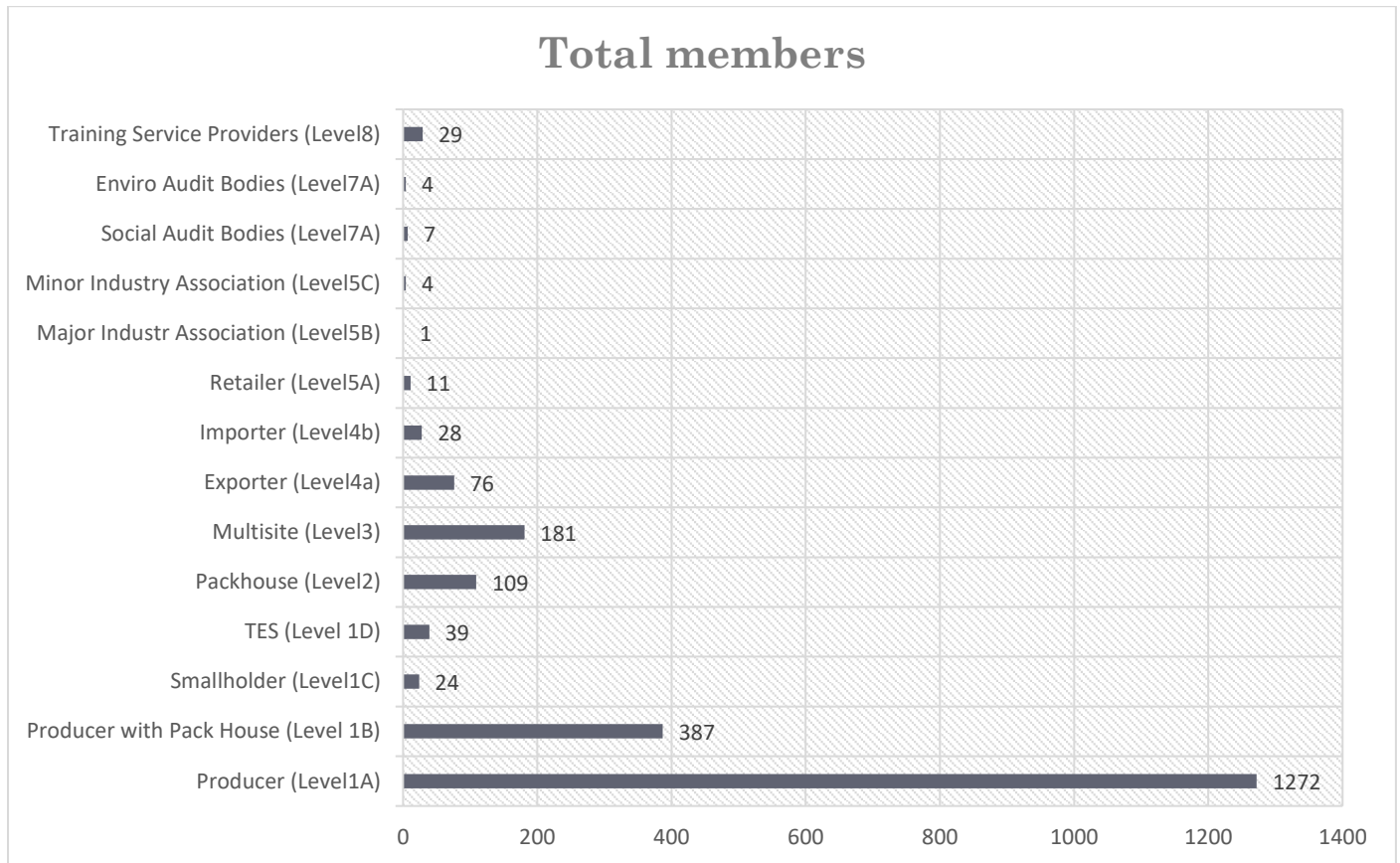
1.3. Secondary / Tertiary members



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 161 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

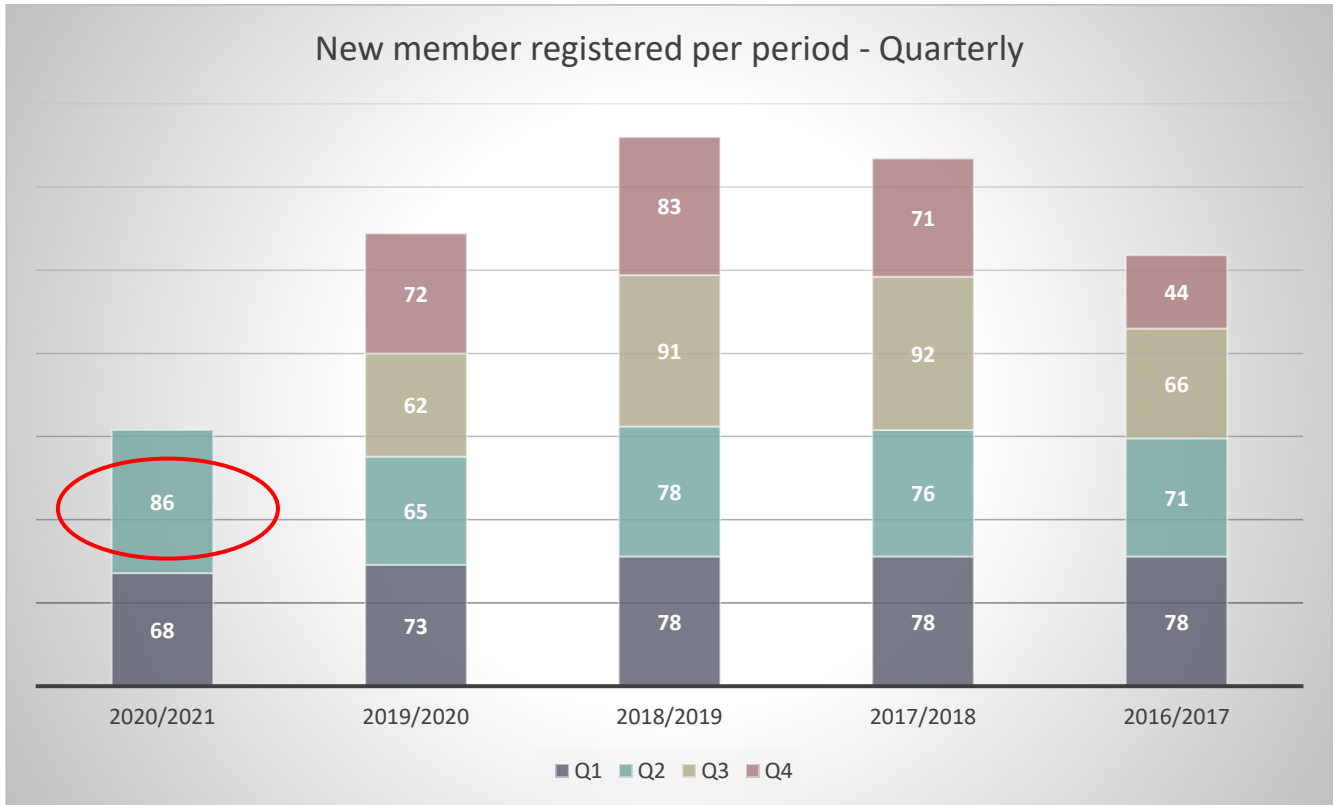
The 1272 Producers (Level 1A) represents 58.46% of the total membership base.



2. New members / Renewals

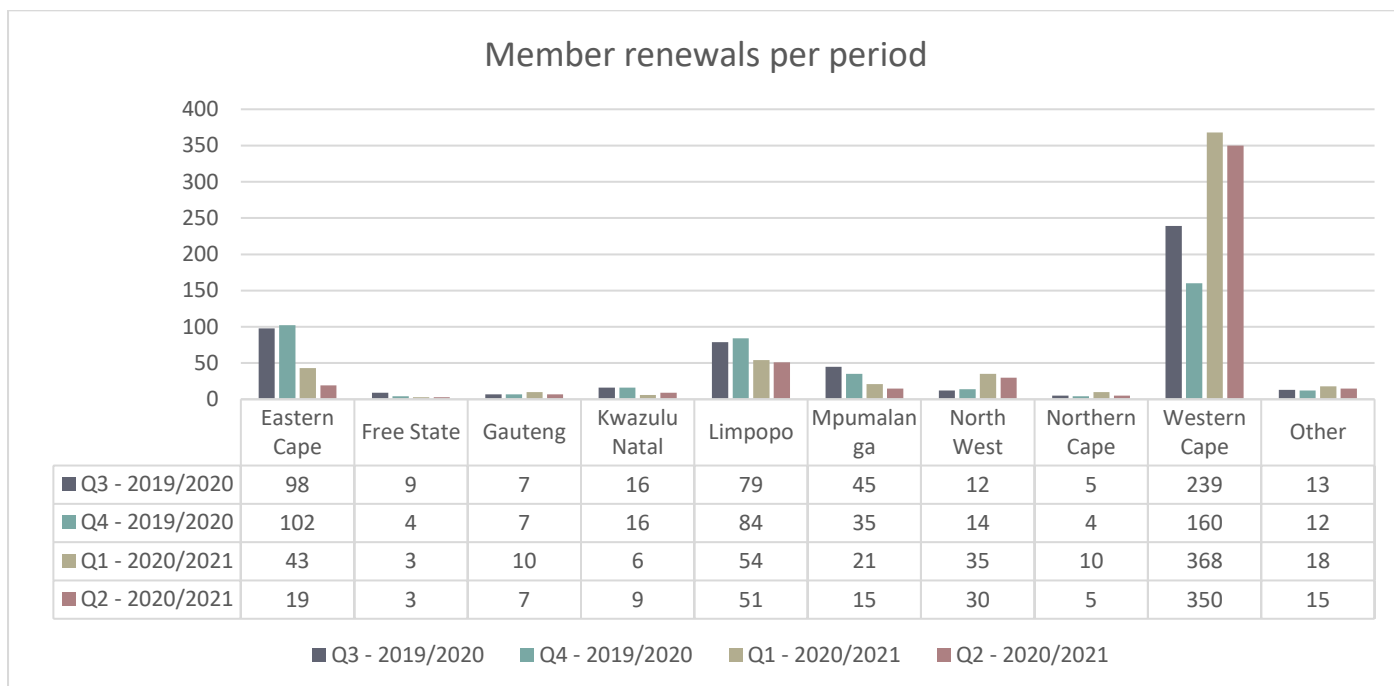
This section indicates the growth of the SIZA membership base. The Data Platform has helped SIZA in managing the new registrations as well as providing easy access to information on renewal of memberships that needs to take place.

2.1. New member registration



86 new members registered in the period.

2.2. Member Renewals – Quarterly report



In Q1 of 2020/2021 a total of 504 members renewed the SIZA subscriptions. There was 350 in the Western Cape which accounted for only 69% of renewals.

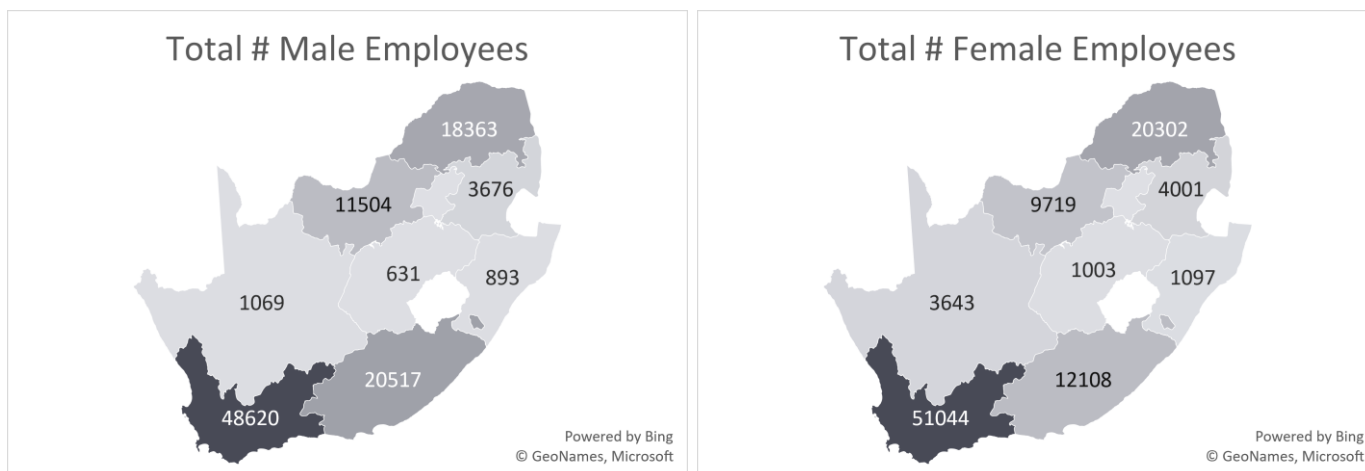
3. Membership per industry

On the new MySIZA platform a new breakdown of commodities was used. It is more detailed. SIZA members have contributed to completing the data and of all the members there is 759 members which have not yet updated their industry information – and these members have not been considered for the breakdown percentages.

Commodity	# of sites	% of SIZA members
Citrus - Lemons	338	27.5%
Citrus - Oranges	332	27.1%
Citrus - Soft Citrus	330	26.9%
Table Grape	249	20.3%
Pome Fruit - Pears	206	16.8%
Stone Fruit - Plums	192	15.6%
Pome Fruit - Apples	187	15.2%
Stone Fruit - Peaches	145	11.8%
Subtropical - Avocados	129	10.5%
Wine Grapes	127	10.4%
Stone Fruit - Nectarines	102	8.3%
Citrus - Grapefruit/Pomelo	92	7.5%
Berries	87	7.1%
Fresh Vegetables	86	7.0%
Stone Fruit - Apricots	81	6.6%
Nuts & Seeds	65	5.3%
Other Products not listed above	44	3.6%
Pomegranates	31	2.5%
Subtropical - Litchis	24	2.0%
Subtropical - Mangoes	24	2.0%
Citrus - Limes	23	1.9%
Canning Fruit	17	1.4%
Figs	17	1.4%
Bananas	16	1.3%
Dried Fruit & Vegetables	15	1.2%
Flowers & Ornamentals	15	1.2%
Persimmons/ Sharon Fruit	15	1.2%
Meat	14	1.1%
Cherries	13	1.1%
Olives	13	1.1%
Tea & Beverages	11	0.9%
Guavas	10	0.8%
Granadilla / Passionfruit	8	0.7%
Kiwis	7	0.6%
Wool / Mohair	4	0.3%
Dairy Products	3	0.2%
Dragon Fruit	3	0.2%

Eggs	3	0.2%
Grain, Bread & Bakery Products	3	0.2%
Sugar	3	0.2%
Marine	1	0.1%
Poultry	1	0.1%
Seasonings & Preservatives	1	0.1%

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 January 2020 – 31 December 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 3rd 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.

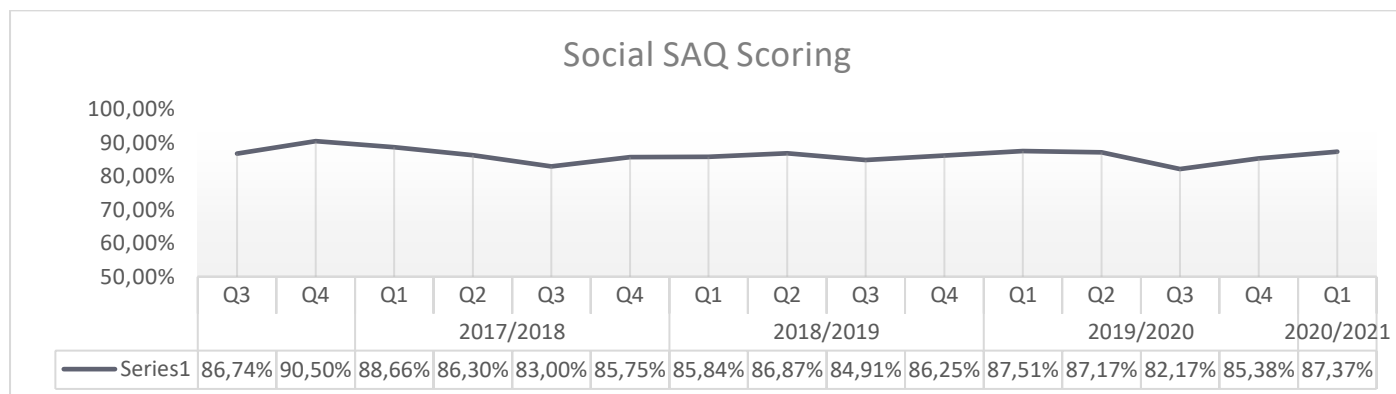
Province	Permanent	Temporary	Migrant	Agency	Total
Other	128	759	24	0	911
Eastern Cape	7289	23037	1734	565	32625
Free State	487	1147	0	0	1634
Gauteng	175	278	82	3	538
Kwazulu Natal	1049	845	10	86	1990
Limpopo	13274	22274	2550	567	38665
Mpumalanga	3784	3832	55	6	7677
North-West	2933	18169	121	0	21223
Northern Cape	1186	2580	945	1	4712
Western Cape	29011	61848	4992	3813	99664
Total	59316	134769	10513	5041	209639

Western Cape accounts for the highest number of employee’s due to the large number of memberships that is based in the Western Cape. 47.54% of all farm workers is Western Cape based

5. Self-Assessment Questionnaire (SAQ)

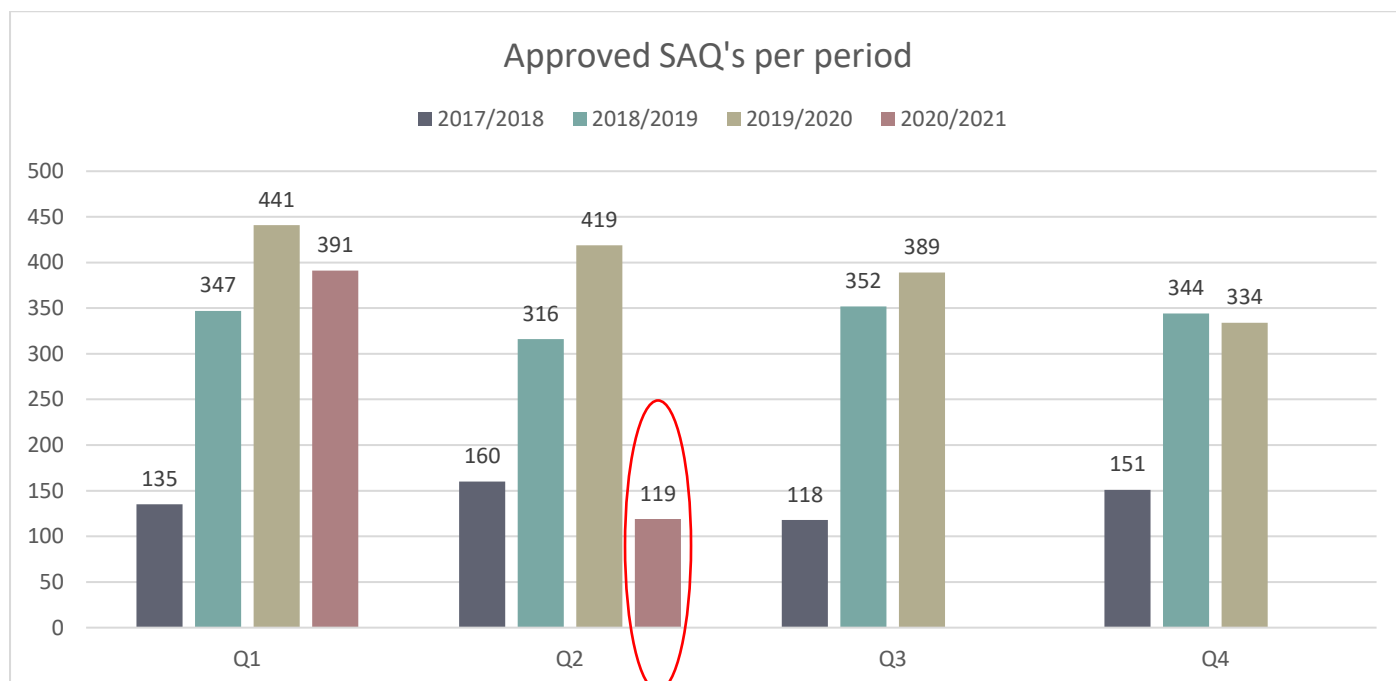
The purpose of SAQ's are for the primary members to have an opportunity for self-evaluation. It is also important for the auditing process as the auditors will be using the SAQ information as a benchmark during the 3rd party audit.

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.



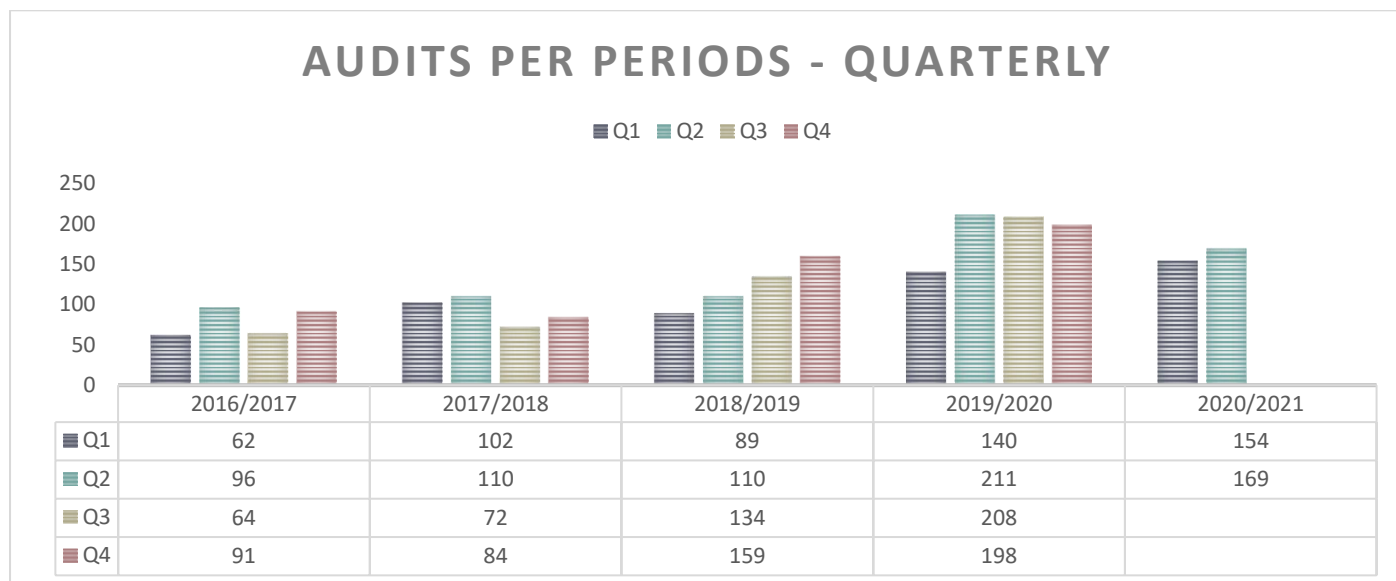
The average score obtained for all approved SAQ's in Q2 of 2020/2021 is standing on 87.37%.SAQ's per period

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 Q2 of 2020/2021 a total of 119 SAQ's was approved.

6. Audit Information



- In Q2 of 2020/2021 - 169 audits were done.

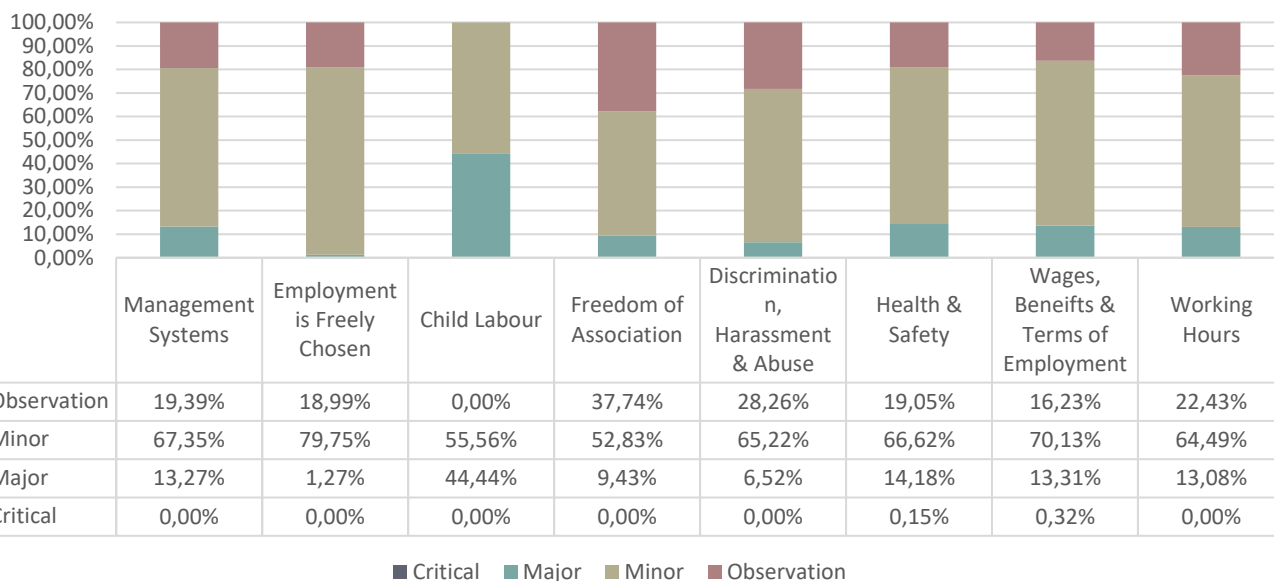
7. Non-Conformances

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 - Q1 2020/2021

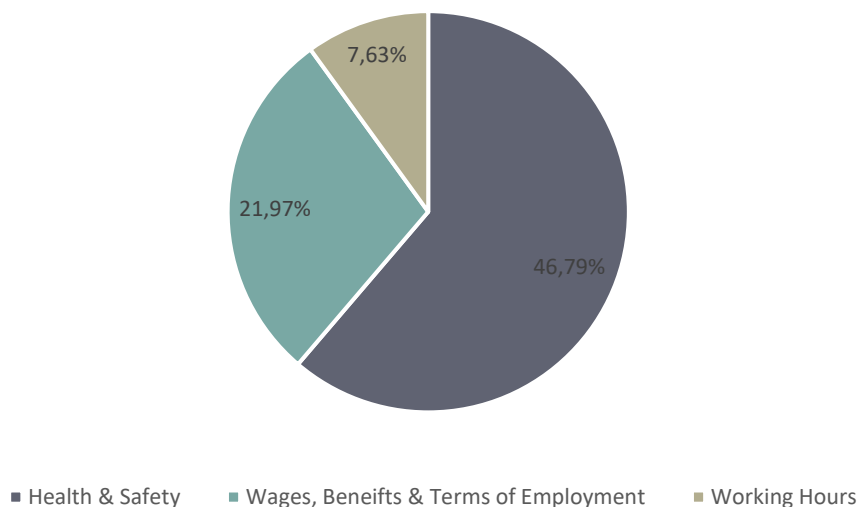


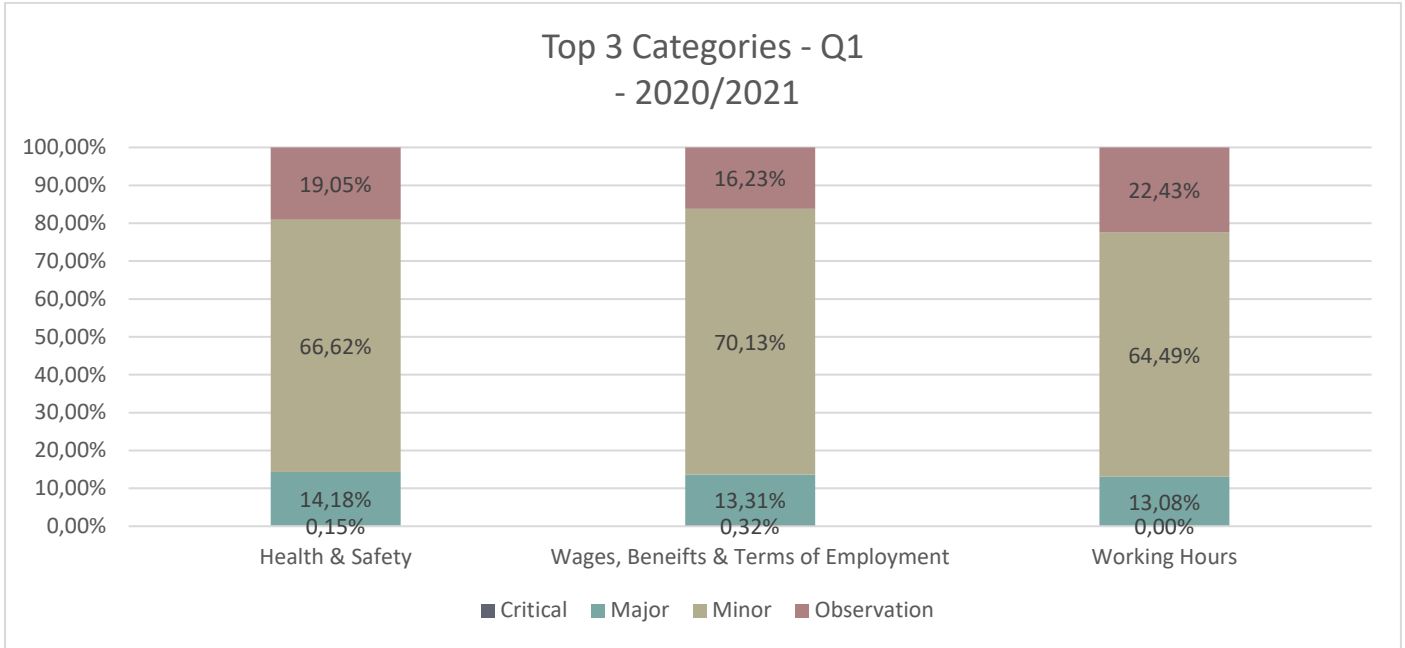
During this period only Critical findings was raised under Code Principle: Discrimination, Harassment & Abuse

In Q1 – 2020/2021 the 3 main NC contributors have dominated again areas of non-conformance – a total of 76.39% coming from these 3 categories nationally.

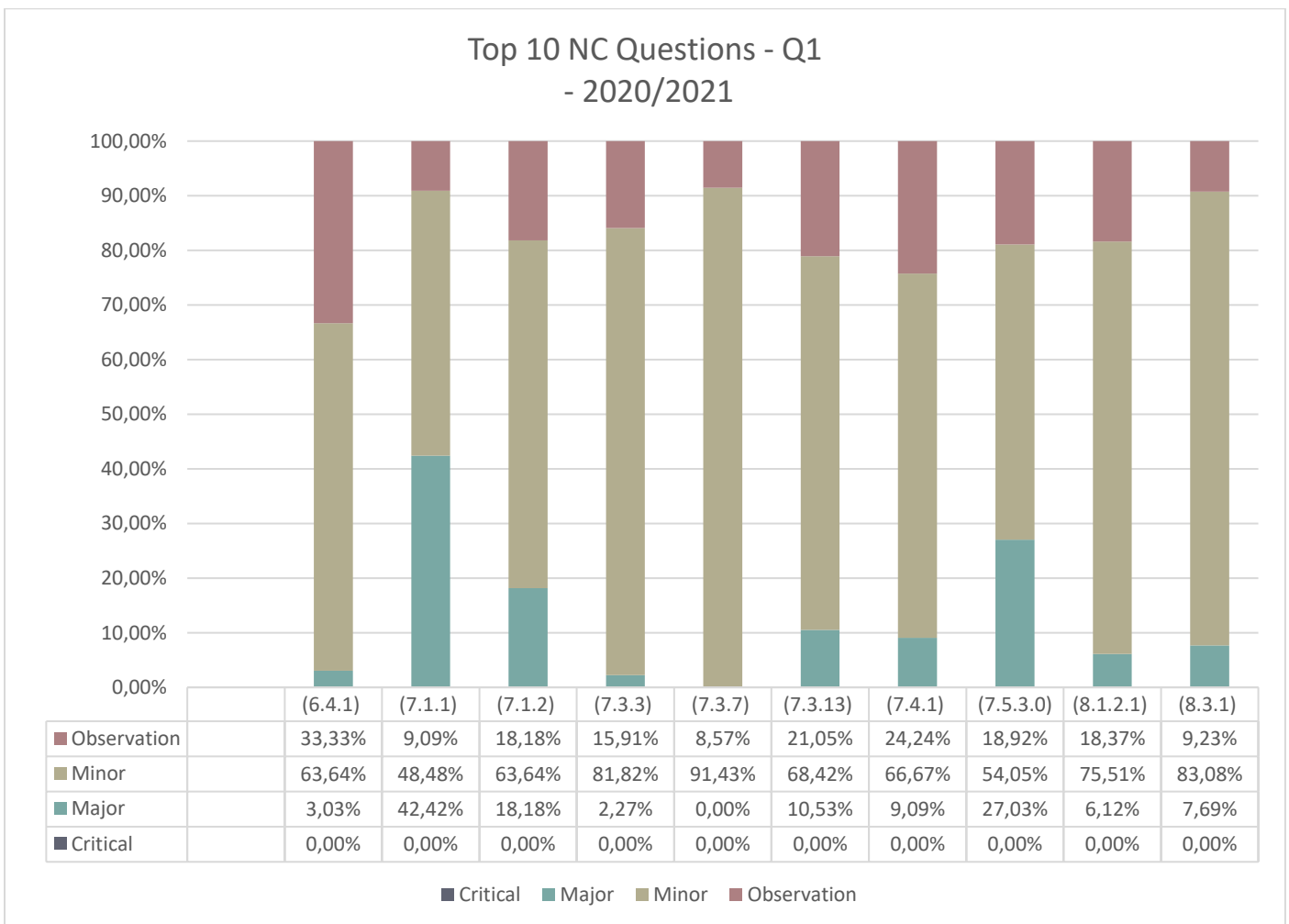
- Health & Safety
- Wages, Benefits and Terms of Employment
- Working Hours

Top 3 Categories - Q1 - 2020/2021





7.1. Top 10 Non-Compliant Areas



28.53% of all non-conformances was raised under the 10 questions listed below.

- (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
- (7.3.3) Are there records kept of workplace incidents and accidents?
- (7.3.7) Are all hazards clearly identified through appropriate signage?
- (7.3.13) Are appropriate measures taken to control the risk posed by latent infrastructural risks such as dams, CA stores, etc.?
- (7.4.1) Is machinery and equipment maintained to be in a good state of repair?
- (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.

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:

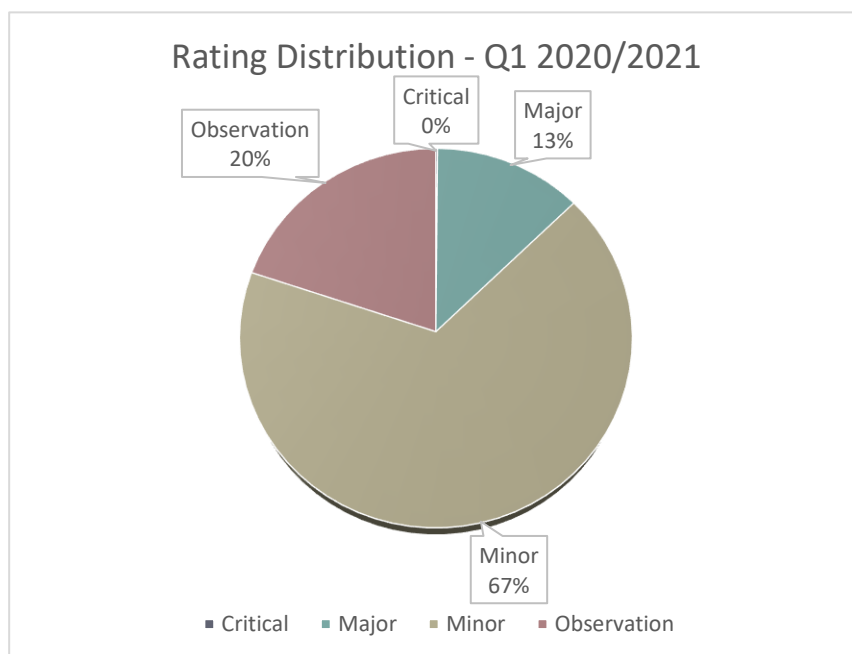
- An occasional or isolated problem.
- An issue which presents a low risk to workers/ those on-site.
- A policy issue or misunderstanding where there is no evidence of a material breach

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:

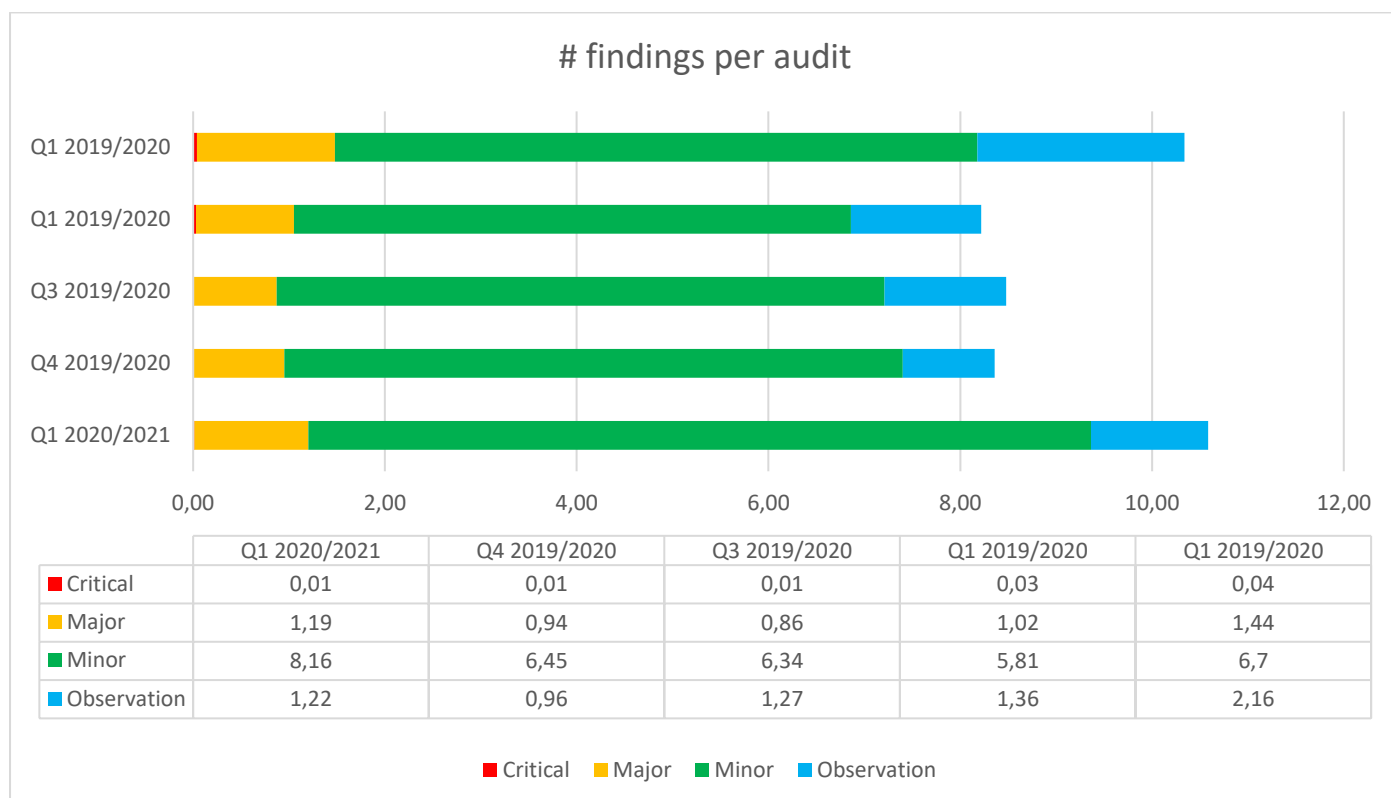
- An issue which presents imminent risk to workers' safety/risk to life and limb or constitutes a significant breach of workers' human rights, and/or;
- A major non-compliance that has not been addressed or for which no significant improvement has been made by the time of a follow up audit, despite supplier 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 Q1 – 2020/2021 67.33% of all findings was minors. 2 critical non-conformances (0.14%) were raised during this period and 12.62% majors

Rating	Q1 2020/2021	Q4 2019/2020	Q3 2019/2020	Q1 2019/2020	Q1 2019/2020
Critical #	2	2	2	7	5
Critical %	0.14%	0.14%	0.13%	0.41%	0.35%
Major #	177	183	155	212	202
Major %	12.62%	13.05%	10.11%	12.45%	13.95%
Minor #	944	1257	1147	1202	938
Minor %	67.33%	89.66%	74.82%	70.58%	64.78%
Observation #	279	188	229	282	303
Observation %	19.90%	13.41%	14.94%	16.56%	20.93%
	1402	1630	1533	1703	1448

The image below indicates the average number of findings that is raised per audit over time. In this period an average of 10.58 findings per audit was raised compared to the previous period 8.36. This is the highest average in the last 24 months



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

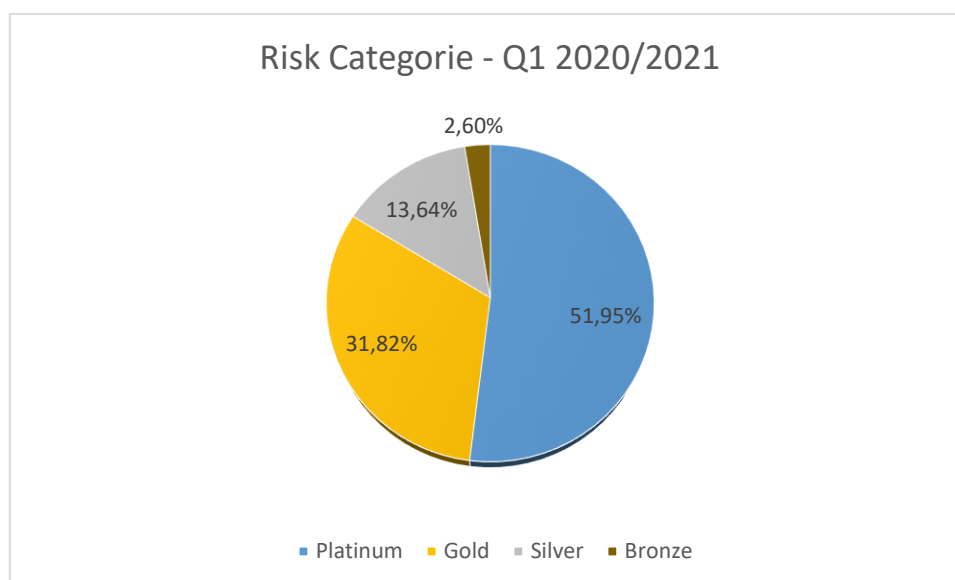
8.1. Member Risk Categories

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 no confirmation letter will be issued.
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 no confirmation letter will be issued.
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 no confirmation letter will be issued.

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 no confirmation letter will be issued.
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Below is a summary of the distribution of audits that took place in Q2 – 2019/2020 period



During Q1 – 2020/2021 there was 51.95% of the members audited that achieved platinum rating and 31.82% Gold.

Category	Q1 2020/2021	Q4 2019/2020	Q3 - 2019/2020	Q2 - 2019/2020	Q1 - 2019/2020	Q4 - 2018/2019	Q3 - 2018/2019
Platinum	80	110	115	121	73	83	55
Gold	49	52	46	62	40	42	88
Silver	21	23	13	18	12	20	12
Bronze	4	10	7	6	15	5	4

9. Improvement / Corrective Action

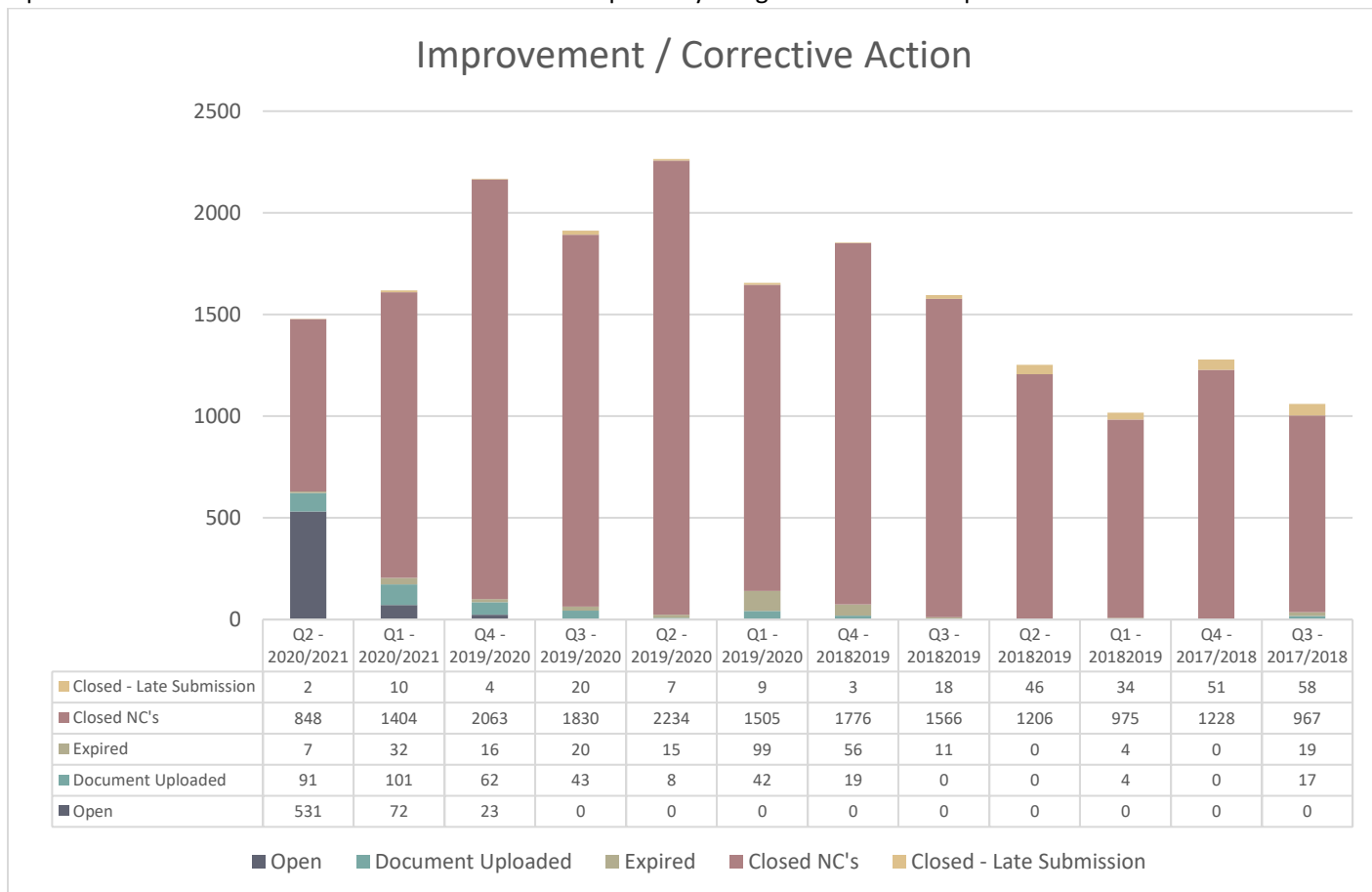
SIZA being a continuous improvement program have the focus to drive improvements on any findings during audits. The below graph can show that majority of findings is closed by primary members that had audit

Period	Open NC's	Expired NC's	Document Uploaded	Closed - Late Submission	Closed
Q2 - 2020/2021	35.90%	0.47%	6.15%	0.14%	57.34%
Q1 - 2020/2021	4.45%	1.98%	6.24%	0.62%	86.72%
Q4 - 2019/2020	1.06%	0.74%	2.86%	0.18%	95.16%
Q3 - 2019/2020	0.00%	1.05%	2.25%	1.05%	95.66%
Q2 - 2019/2020	0.00%	0.66%	0.35%	0.31%	98.67%
Q1 - 2019/2020	0.00%	2.54%	2.54%	0.54%	90.94%
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 het 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

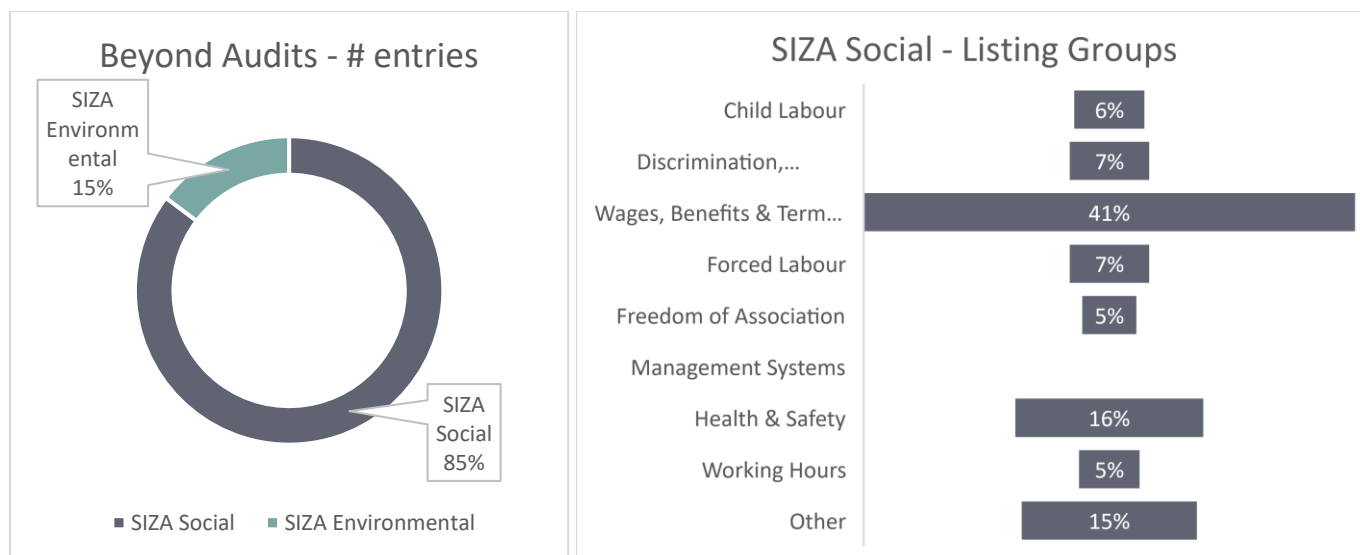
SIZA announced an exciting new addition to the SIZA programme – BEYOND AUDITS in Q2 – 2018/2019 (16 October 2018).

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 update on this not yet being 100% completed and will be revised in Q4 – 2021.

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 291 businesses that operates in 20 different markets.

Country	Exporter	GlobalGAP	Importer	Importer / Wholesaler	Manufacture / Processing Facilities	Restaurant	Retailer	Standards organisation	Storage facilities / Distribution	Supermarket	Unknown	Wholesaler	(blank)	Grand Total
Australia			1											1
Austria			1											1

