

STRATEGIC PLAN FOR THE DEPARTMENT OF AGRICULTURE, WESTERN CAPE

CONTENTS	Page
Introduction	
Policy Statement by the Minister of Agriculture,	2
Overview by Head of the Department,	3
Economic Overview,	4
The Agricultural Sector Strategy,	10
Departmental Overview	
Purpose Statement,	12
Organisational Overview,	14
Organisational design,	16
Key Business Processes,	18
- Transformation	
- Batho Pele	
Departmental Programmes and Planned Expenditure	
Programme 1 - Corporate Services	23
Programme 2 - Technology Development and Transfer	23
Programme 3 - Agricultural Engineering	26
Programme 4 - Veterinary Services	29
Programme 5 - Agricultural Training	32
Programme 6 - Farmer Settlement	34
Additional Information	
- Food Security	36
- Rural Development	37
- AIDS	38

POLICY STATEMENT BY THE WESTERN CAPE MINISTER OF AGRICULTURE

I have a vision where the people of the Western Cape have enough food; where the farmers – be they commercial or resource-poor – and their workers have healthy and prosperous lives; where our precious resources are handled with respect, and where agriculture takes its rightful place in the demanding and ever-changing world-markets.

My vision goes hand in hand with the agricultural strategy of the National Government. The Western Cape Department of Agriculture is dedicated to the development of the rural areas by focusing on job creation and the creation of prosperity, as well as food security and food safety.

I feel inspired by the magnitude of opportunities in agriculture that make a significant difference to the lives of our people. Agriculture is indeed the backbone of rural development.

For this year our priorities are as follows:

- To ensure equal access to participation in agriculture and to stimulate sustainable rural development
- To increase the competitiveness of all agricultural producers on the local level, as well as national and international levels
- To conserve the natural resources available to us in order to ensure that generations to come can still benefit from them.

We intend to settle 7000 new entrants to agriculture in the next five years. Empowering new farmers through infrastructure development, training and research further enhance these settlement programmes. These new entrants have very special needs and in the next few years our challenge will be to successfully provide for their needs. For the cause of land reform we have a responsibility to hasten this process.

Finally, this year's milestone for agriculture in the Western Cape is the coming into its own from a chief directorate to a department. This will enable the department to give input on transversal issues at the highest level, and constructively contribute to good governance of the Western Cape. It was always difficult to explain why we were a chief directorate and not a department. Now we have a status on par with those of other provinces.

I congratulate you on the great work you do for all the people of this Province.

JOHAN GELDERBLOM

MINISTER OF AGRICULTURE, TOURISM AND GAMBLING

OVERVIEW BY THE ACCOUNTING OFFICER

The National Agricultural Strategy signed by the State President at the beginning of 2002, spells out a national perspective on where Agriculture should be heading in the medium term. If we add the agricultural perspectives included in NEPAD, significant challenges lie ahead for Agriculture in the Western Cape.

The most significant policy shift over the past two years has been the realignment of the Western Cape Department of Agriculture towards the establishment of and services rendered to emerging black farmers. This immense task, included in the land reform initiative, which will effectively double the number of farmers in the Western Cape over the next 5-6 years, can only be executed with significant increases in the resources of the Department.

The imperative for the Department of Agriculture to service all agricultural sectors will have to be extended beyond the present involvement with the deciduous fruit industry; it should include other strategic Western Cape sectors like wine, fynbos, rooibos tea and buchu.

The Department will also embark on new initiatives regarding rural development, the development of water resources within the Province, and enhanced research and extension services. The concepts of food security and food safety will also receive the necessary attention. This will require substantial increases in resources as well as restructuring within the Department over the next 12 months.

The Department will further expand its partnerships within South Africa as foreseen in the Provide Project where this department will execute agricultural policy modelling for the other provinces as well as the National Department of Agriculture. The recently signed memorandum of understanding between the Western Cape and our neighbouring provinces adds impetus to the cooperative spirit in our Department. International partnerships to enhance our own research capacity are already underway in Italy and France and in the foreseeable future links with Bavaria in Germany and China will be further expanded.

I am confident that our management team will rise to the challenges and inspire our staff to even higher levels of service delivery.

DR PIETER VAN ROOYEN
HEAD OF THE DEPARTMENT

ECONOMIC OVERVIEW

This economic overview focuses on the role of agriculture in the Western Cape. The agricultural sector is firstly compared to other sectors at macro-economic level and then some key industries in the Western Cape are highlighted.

Gross regional product (GRP) and Employment

The gross regional product for the Western Cape amounted to R125 700 million in 2000. The agricultural sector (including forestry and fishing) contributed 5.9% or R7 400 million of the GRP. The contribution of agriculture to employment is however known to be proportionally much higher. According to the 1996 Population Census it was approximately 14.6% and it is currently estimated at approximately 12.7%. In 2000 the Western Cape contributed 14.4% to the country's GDP, which amounted to R873.6 billion.

Table 1: Western Cape Sectoral GRP 1999 & 2000

	Gross Regional Product				99/00 % change
	1999		2000		
	Rb	%	Rb	%	
Agriculture, Forestry & Fishing	7	6.1	7.4	5.9	6%
Mining & quarrying	0.2	0.2	0.3	0.2	50%
Manufacturing	23.2	20.1	25.3	20.1	9%
Electricity, gas & water	3.3	2.9	3.6	2.9	9%
Construction	4.3	3.7	4.6	3.7	7%
Trade	12.7	11	13.9	11.1	9%
Tourism	10.4	9	11.5	9.1	11%
Transport & Communication	10.6	9.2	11.6	9.2	9%
Financial & Business Services	20.1	17.4	21.9	17.4	9%
Govt. & other community & social services	23.5	20.4	25.6	20.4	9%
Total Western Cape	115.4	100	125.7	100	9%

Although the agricultural sector contributed 5.9% of the GRP of the Western Cape, the contribution of the sector to the overall economy is much greater than is suggested by the contribution to GRP. Agriculture's strong indirect role in the economy is a function of backward and forward linkages to other sectors. Its purchase of goods such as fertilisers, chemicals and implements forms backward linkages with the manufacturing sector while forward linkages are formed through the supply of raw materials to industry. About 66% of agricultural output is used as

intermediate products in the sector. These linkages augment the sector's contribution to the GRP. The GRP multiplier for agriculture in the Western Cape is estimated at 1.29, while that of agribusiness and non-agricultural industries are similarly estimated at 1.02 and 1.1 respectively. The employment multiplier for agriculture is 82.8, compared to 39.7 and 29.4 for agribusiness and non-agricultural industries respectively. Agriculture's potential to contribute to employment and value added in the provincial economy therefore on average exceeds those of the non-agricultural sectors. Within the agricultural sector the horticultural industry has the greatest linkage effect.

Exports

The South African agricultural sector is an important earner of foreign exchange, namely R14.7 billion in 1999. Well over half of the country's agricultural exports originate from the Western Cape. Deciduous fruit accounts for the largest export value in the Western Cape. The four core exports are all related to the food and agricultural industry and contributed 40% of the value of total exports (agricultural and non-agricultural) in 2000. The increase in the value of exports from these sectors however amounted to only 2% between 1999 and 2000, whereas the value of other exports increased by 30% during the same period.

Table 2: Western Cape key exports 1999 & 2000

	1999		2000		99/00
Product Category	(R million)	% of total	(R million)	% of total	% change
Fruit	2 648	19.4%	2 438	15.2%	-8%
Wine & spirits	1 239	9.1%	1 597	10.0%	29%
Fish	1 360	9.9%	1 282	8.0%	-6%
Processed Fruit & Vegetables	977	7.1%	1 018	6.4%	4%
Total core exports	6 225	45.5%	6 336	39.6%	2%
Total other exports	7 458	54.5%	9 661	60.4%	30%
Total all exports	13 682	100.0%	15 996	100.0%	17%

It is estimated that a four percent increase in exports of processed fruit and vegetable and a 29 percent increase in exports of the distilleries and winery industry, will lead to an increase of 0.9 percent in the total output of the Western Cape economy. The direct effect accounts for 30 percent of the total effect and the indirect/linkage effect for 70% of the total effect. The increase in export demand has the potential to create 14 270 employment years within the production sectors: 5 590 in the agricultural sector and 8 680 in the non-agricultural sector. With regard to household incomes the increase in exports result in a significant redistribution of income from urban to rural households. Income of urban households increased by only 0.53 percent as opposed to the 1.08 percent increase experienced by rural households. These results emphasise the magnitude and importance of the linkage effects of agriculture in the Western Cape economy.

Gross farm income

The gross farm income (GFI) for the Western Cape is estimated at approximately 23% of the GFI for South Africa, which was R51.2 million in 2001. The Western Cape makes the largest contribution of all the provinces.

Table 3: Gross farm income for the Western Cape and SA 2001

Gross farm income	Western Cape		RSA		Western Cape
	(R'000)	% of total	(R'000)	% of total	% of SA
Field Crops	1 760 555	15%	16 230 400	32%	10.8%
Horticulture	6 074 742	52%	13 772 800	27%	44.1%
Animal	3 531 865	30%	21 196 800	41%	16.7%
Total	11 776 000	100%	51 200 000	100%	23.0%

Key industries

Eleven sectors contribute significantly to agriculture:

Table 4: Western Cape agriculture % of gross value (1999)

Industry	% of Gross Value
Fruit	20%
Winter grain	15%
White meat	14%
Viticulture	12%
Vegetables	12%
Red meat	7%
Other animals	8%
Dairy	6%
Eggs	4%
Animal Fibre	1%
Other crops	1%
Total gross value	100%

Deciduous fruit

With 2500 deciduous fruit growers, the Western Cape is the country's largest producer of citrus fruit, accounting for approximately 90% of South Africa's total exports. In 1999 the value of exports at producer level was around R3.5 billion. The dried fruit, fruit canning and juice processing industries also stem from the deciduous and citrus industries. The gross value of the dried fruit industry was R100 million at producer level in 1999 and 65-70% of annual production is exported.

Citrus

The citrus industry has grown steadily since 1990. South African citrus makes up only 2% of world production, but accounts for more than 8.5% of total world exports. The Western Cape produces 20% of South Africa's citrus, but is its largest exporter. 60% of the annual crop is exported, 25% is consumed locally and 5% is processed into juice.

Wine

South Africa is the world's sixth largest wine producer and the Western Cape produces 91% of the South African wines. Producer's income amounted to R1.44 billion in 1999, with the total value of export at R1.22 billion. The industry employs 3300 cellar personnel and approximately 80 000 farm workers.

Grains

The Western Cape is the second largest wheat-producing region in South African. It is furthermore the sole producer of hops and the largest barley grower in South Africa, producing nearly 95% of the country's 80 000 tons of barley for the beer industry.

Animal products

The broiler industry in the Western Cape accounts for over 17% of national production as is worth almost R6 billion at producer level. The Western Cape further produces about 20% of the country's annual total of 4.6 billion eggs. The Western Cape has also been traditionally known for its ostrich meat and more recently for Karoo lamb, which is marketed as a product of origin.

Dairy

The dairy industry is South Africa's fourth largest agricultural industry and the Western Cape is South Africa's second largest dairy producer. In 1999 the 1267 milk producers in the Western Cape produced 500 million litres of milk with a total value at producer level of R545 million.

Olives

The Western Cape olive industry accounts for about 90% of South Africa's total production. Although there were only 51 commercial producers in the Western Cape in 1999, the sector's value added amounted to R25 million. Approximately 40% of local production is sold as table olives and the remainder is processed into olive oil.

Rooibos

International demand for Rooibos has grown steadily. In 1999 foreign earnings were R20 million from 1800 tons exported to 31 countries. The industry in the Western Cape includes more than 300 commercial farmers, 50-60 small-scale farmers and on about 25 farms produce Rooibos is produced organically. Organic Rooibos contributes R3-4 million to export earnings. The sector

employs 4000 people and earns R65-70 million a year, with an annual production of approximately 6 000 tons per year.

Fynbos

The export value at producer level for the flower market in SA is R60 million for fresh flowers and R30 million for dried flowers, while the local fresh flower market accounts for R15 million. The Western Cape contribution to the flower market is mainly through indigenous fynbos of which 95% of the annual production stems from the Western Cape.

Organic agriculture

The total annual turnover for organic agriculture in South African is 6-10 million, with R2 million estimated for the Western Cape. Produce for the export market includes mainly grapes, rooibos, honey bush tea, wine, plums, clementines, as well as culinary and medicinal herbs. A variety of vegetables are produced mainly for the domestic market. Price premiums are estimated at no more than 5-10%.

Land reform

The performance of the agricultural sector must be seen against the backdrop of the inequalities in land ownership that remain within the sector. Besides ownership issues, the majority (72 percent) of poor people live in rural areas. Land reform has the potential to address rural poverty as well as restructuring the agrarian economy. Land reform can take the form of land restitution, land tenure reform or land redistribution. Land reform is governed at national level by various acts such as the amended Restitution of Land Rights Act, 22 of 1994, the Land Reform Act, 3 of 1996, the Extension of Security of Tenure Act, 62 of 1997 and the Provision of Land and Assistance Act, 126 of 1993. The responsibility at provincial level is to facilitate the establishment of emerging farmers through the Land Redistribution for Agricultural Development (LRAD) programme and to provide and support rural communities with agricultural infrastructure development to expand their agricultural production.

Conclusion

Although the agricultural sector has experienced a gradual decrease in contribution to the GRP of the Western Cape, it is recognised that it remains an important sector due to extensive forward and backward linkages of the sector in the provincial economy. Agriculture also offers employment opportunities to a significant portion of the labour market. Agricultural exports from the Western Cape play an important role in earning foreign exchange, not only at provincial level, but also at national level. The Western Cape has also established itself as the country's main producer in certain niche markets such as Rooibos tea and olives. Effective land reform in the Western Cape has the potential to address high levels of rural poverty.

THE AGRICULTURAL SECTOR STRATEGY

Government has identified agriculture as one of the sectors of the economy that require special attention because of its potential to contribute to the objectives of higher growth rates and job creation. Early in 2001 President Thabo Mbeki convened a Presidential working group on agriculture and challenged the different role-players within the sector to develop a common vision and a supportive strategy for the sector.

A vision for agriculture in the country is now well articulated in *The Strategic Plan for South African Agriculture*, which was accepted by the President's working group on agriculture on 27 November 2001 and signed to by the Minister and leaders of the dominant farmer's unions. The context and challenges given by the President as well as the basic premises and values of the new South African society dictate the new vision for the agricultural sector. At the core of the role and strategies of the sector are intentions to ensure the supply of adequate, healthy and nutritious food to South African people that will banish hunger and malnutrition while contributing to economic prosperity.

The vision that was agreed to is:

“A united and prosperous agricultural sector”

The vision defines a unified sector served by a unimodal policy framework designed to bridge the inherent dualism and to maximize the contribution of the sector to economic growth and development. This vision further implies sustained profitable participation in the South African agricultural economy by a full spectrum of economic entities, taking full cognisance of the importance of continued commercial production as well as the reality of the historical legacies and biases that resulted in skewed access and representation.

The vision acknowledges the diversity of the sector and aims to ensure a place and role for all farmers in a united sector. Such a focus is considered appropriate for the current developmental state of the South African nation and will create the basis to accommodate and energise all race groups of this historically divided society, including small, medium and large enterprises and historically disadvantaged groups such as women and youth.

The strategic plan is underpinned by three core strategies. These are summarised below:

Equitable access and participation

The objectives of this strategy are to enhance equitable access to and participation in agricultural opportunities, to deracialise land and agricultural enterprise ownership, and to unlock the full entrepreneurial potential in the sector.

Global competitiveness and profitability

The aim of this strategy is to enhance profitability and ensure sustained global competitiveness in the agricultural sector's input supply, primary production, agri-processing and agri-tourism industries.

Sustainable resources management

This strategy aims to enhance farmers' capacities to use resources in a sustainable manner and to ensure the wise use and management of natural resources.

The above core strategies are supported by a number of essential supporting and or enabling strategies namely: good governance; integrated and sustainable rural development; knowledge, management and innovation; international cooperation; and safety and security.

These complementary strategic objectives provide the critical foundation without which the strategic goal will not be realized. They also emphasise the dependence of the sector on the support of other government cluster departments and industries.

The partners who have tasked themselves with the responsibility for the plan's implementation will also produce the detailed action plans in the course of 2002. A complete list of the identified actions has been included as an annexure to this strategic plan. Furthermore, the leading partners have established a permanent joint committee to ensure co-ordination of primary actions, oversight over implementation and reporting.

As a first step the core group of partners identified the following priority programmes and actions:

- ✓ Fostering this shared vision on agriculture, good governance and social partnerships
- ✓ Fast tracking the programme of land redistribution for agricultural development
- ✓ Transforming agricultural research, transfer of technology, education and extension to be more responsive to markets
- ✓ Redefining the policy framework for agricultural marketing and international trade in the post-control board era in the light of greater global competition and demands for market access, infrastructure and information.

- ✓ Implementing the broad-based safety and security strategy for good working and social stability, trust and confidence.
- ✓ Building credible agricultural statistical and economic analysis systems that will be accessible to all farmers and enterprises
- ✓ Establishing the integrated rural financial services system outlined by the Strauss Commission Report
- ✓ Developing an effective integrated risk management system for plant and animal health systems, price and income systems and natural disasters.
- ✓ Targeting investment in infrastructure, irrigation, electricity, telecommunications, transportation, training and skills development in order to enhance the contribution agriculture makes to the rural development nodes and the development of livelihoods.
- ✓ Establishing an agricultural co-operation programme for Africa to spearhead the agriculture component of NEPAD
- ✓ Working towards lowering the overall cost of production, with a particular emphasis on the cost of inputs.

The outcomes that are expected from the successful pursuit of these strategic objectives include: increased wealth creation in agriculture and rural areas; increased sustainable employment in agriculture; increased incomes and increased foreign exchange earnings; reduced poverty and inequalities in land and enterprise ownership, improved farming efficiency; improved national and household food security; stable and safe rural communities, reduced levels of crime and violence, and sustained rural development; improved investor confidence and greater domestic and foreign investment in agricultural activities and rural areas; and pride and dignity in agriculture as an occupation and sector.

The partners committed themselves to providing the necessary time and financial and material resources to see to the successful implementation of the strategic plan.

PURPOSE STATEMENT

VISION

Global success, competitiveness, inclusive and in balance with nature

MISSION

To promote, Agriculture and the economy of the Western Cape to the benefit to the benefit of the community:

- By means of technology development and transfer, training, sustainable agricultural production and marketing.
- through the creation of food security, the improvement of personal income and general quality of life.

STRATEGIC OBJECTIVES

- The development and transfer of economically accountable technology considering the current needs of producers, small scale-farmers and consumers.
- Promotion of conservation and improvement of the environment, especially agricultural natural resources.
- Identification of new production opportunities and promotion of the utilization thereof.
- Training of prospective and current farmers, farm workers and agriculturists through formal and informal training.
- The promotion of animal health by means of extension to all role-players, as well as proactive disease control strategies in order to insure optimal animal production and reproduction.
- To ensure that healthy food of animal origin be made available to the total population.
- To facilitate the orderly settlement of the new entrants to the agricultural sector in the Western Cape.
- Timely advise to the authorities through the provision of resource and micro-economical information for policy making.

CLIENTS AND MARKETING OF SERVICES

The Department of Agriculture has both internal and external clients.

The **internal** clients of the organisation consist of the Ministry and Department of Agriculture, the organisation's top management, other directorates and sub directorates within the organisation (e.g. researchers, extension officers and training staff).

The **external** clients consists of farmers (agricultural producers and their organisations) rural communities, consumers of agricultural products, other national and provincial government departments, processors, dealers and suppliers of agricultural supplies, financial institutions, overseas trade partners, non governmental organisations, tertiary training institutions, other agriculturists, city planners, consultants, farm workers, urban agriculturists, private vets, nature conservation organisations, research trusts, statutory boards, students and municipalities.

The organisation renders services on request of clients or through marketing of services during personal contact, farmers' days, extension sessions, as well as by means of information technology (the Internet). Marketing strategies with regards to the establishment and rendering of services must be optimally distributed to suit the needs of consumers but also according to availability of finances and human resources. As there exists a different relationship with regards to services between supplier and consumer, with the client relying on the supplier for advice, the client prefers more direct contact and negotiation with this organisation. Marketing will, therefore, have to be structured to market the various services at every available opportunity. Although Elsenburg has become known through the years as an excellent agricultural service centre clients will have to continue to be motivated to stay loyal to this organisation.

TARGETED TRANSITIONAL PROGRAMMES

- Farmer Settlement Programme
- Food security Programme
- Land Care Programme
- Agriculture Against AIDS

ORGANISATIONAL OVERVIEW

The farm Elsenburg has a long and colourful history dating back to 1698. During this year, Cape Governor, Willem Adriaan van der Stel allocated 94 hectares of land to his Deputy Governor, Samuel Elsevier. Three years later, Elsevier acquired a further 60 hectares and named the combined farm after himself. Thus Elsenburg was born.

The following two centuries saw the farm flourish in the hands of several prominent South Africans, including Martin Melck and the Myburgh family. Melck was responsible for building the well-known manor house in 1761, which has been renovated and today serves as an elegant venue for many of the Department of Agriculture: Western Cape's functions.

In 1898, the government bought Elsenburg to use it as an agricultural school for young farmers. In that same year, 22 students enrolled to study at the College, heralding the beginning of scientific agricultural training in the country, as well as on the continent. The Elsenburg College of Agriculture was also the foundation from which the University of Stellenbosch's agricultural training arose in 1917. Two other important agricultural research institutions in the Western Cape were also founded at the College, namely Infruitec (1937) and Nietvoorbij (1955). Today, these two institutions form part of the Agricultural Research Council (ARC).

The Department of Agriculture: Western Cape officially comes into being following the limited restructuring of several Western Cape provincial departments on 1 August 2002. Previously, the Department resided under the Western Cape Department of Economic Development, Tourism and Agriculture. The Department is a government organisation that provides a wide range of development, research and support services to the agricultural community in the Western Cape. Our administrative headquarters is situated on the historic farm Elsenburg in the picturesque Boland region, while we also have numerous agricultural development centres, research farms, extension offices, state veterinary offices, and animal health technicians throughout the province.

The five directorates are:

- Agricultural Engineering
- Agricultural Training
- Farmer Settlement
- Technology Development and Transfer
- Veterinary Services,
- Supported by Corporate Services

The Department's service area covers approximately 13 million hectares, of which 3 million hectares are under cultivation and 270,000 hectares are under irrigation. The province is divided into five agricultural regions, namely:

- the Boland,
- the Little Karoo,
- the North West Region,
- the South Coast, and
- the Swartland.

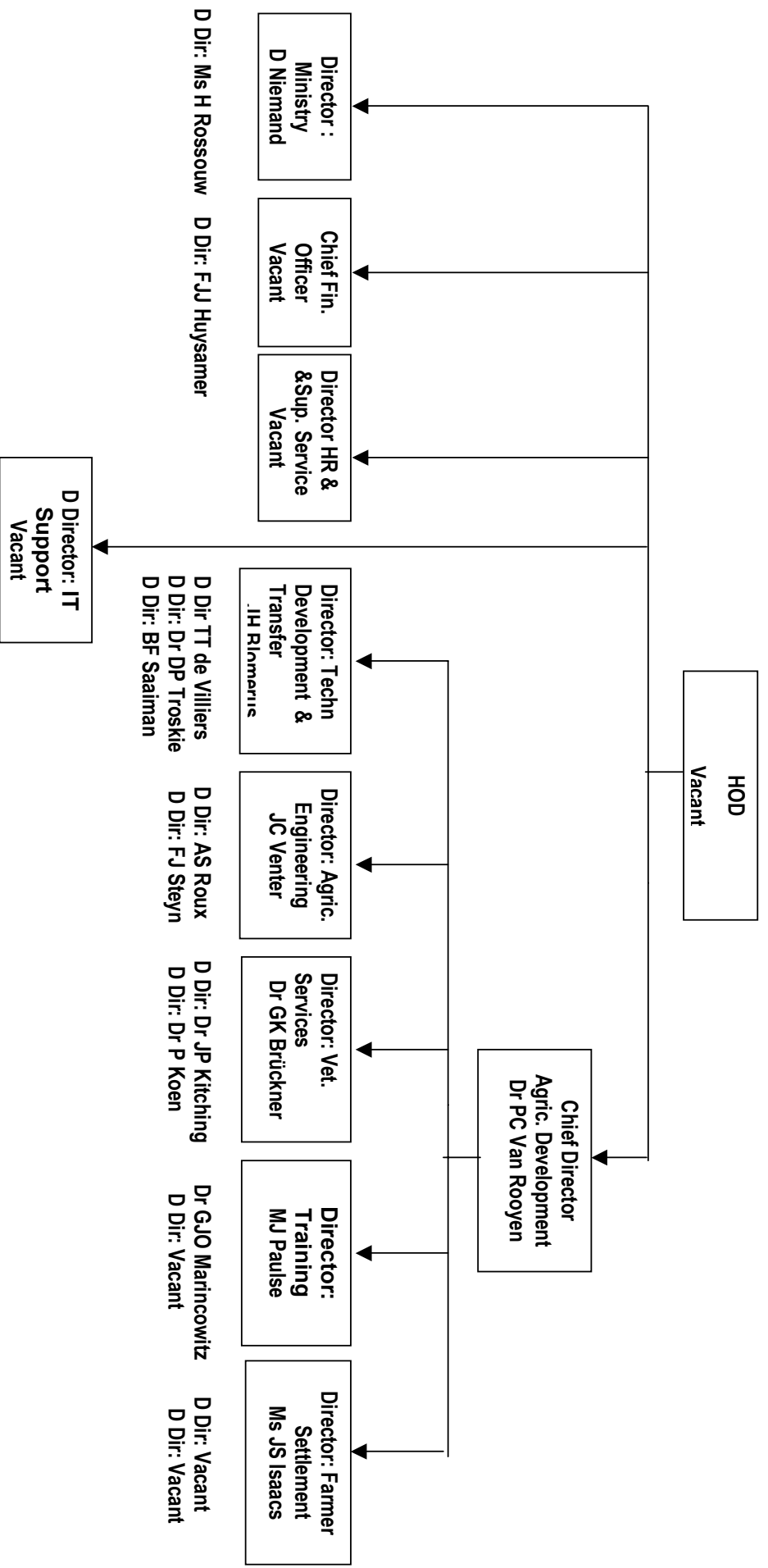
The Department of Agriculture: Western Cape has a direct and indirect influence on the production of wine, deciduous fruit, citrus, grain, fynbos, vegetables, ostriches, small and large stock, as well as milk and dairy products. It also delivers the following broad range of services:

- Technology development (research) for the animal and crop producers in the Western Cape.
- Agricultural advice and guidance to the agricultural community and all users of natural resources.
- Providing of agriculture infrastructure to developing rural communities.
- Agricultural training.
- Conservation of natural resources.
- Agricultural engineering services.
- Diagnostic and analytical services at our veterinary laboratories.
- Veterinary health services.

This Department continues to face the challenge to change its orientation from being a provincial focused department involved in day to day production support service to one which facilitates policy and high level programme coordination, monitoring and evaluation. As a culmination of a strategic planning process, which was started in during May 1996, the Department has been restructured in order to cater for the new challenges it faces as well as to align itself to the need to be effective in its intergovernmental and international relationships. Since 1996/97 the Department of Agriculture: Western Cape has had the practice of aligning its budget structure with the organisational structure. This was also an attempt to make the budget more comprehensible to the public and link the output areas with accountability.

ORGANISATIONAL DESIGN:

DEPARTMENT OF AGRICULTURE



KEY BUSINESS PROCESSES

1. TRANSFORMATION

The Department of Agriculture: Western Cape regards transformation as a dynamic, focused and relatively short-term process, designed to fundamentally reshape the department for its appointed role in the new dispensation in South Africa. The department is committed to continually improve the lives of all our employees and clients through a transformed structure, which is representative, coherent, transparent, efficient, effective, accountable and responsive to the need of all. The department has identified the following priority areas for the transformation process:

- Rationalisation and restructuring to ensure a unified and integrated department
- Institution building and management to promote greater accountability and organisational and managerial effectiveness
- Representativeness and affirmative action
- Transforming service delivery to meet basic needs and redress past imbalances
- The democratisation of the department
- Human resource development
- Employment conditions and labour relations
- The promotion of professional service ethos

The Department of Agriculture: Western Cape's transformation actions are measured against the same objective criteria with due regard to the need for diversity and representivity of the Public Service. The problems surrounding the situation are, however, that the department is one of the smallest agricultural departments in South Africa, both in terms of funds and human resources. In order to render a meaningful and professional service, it is therefore essential that every post be filled with the best available human resources. Unfortunately, the Department of Agriculture: Western Cape is not the only institution competing for the service of competent persons, who could redress the representivity of the department. In the private sector particularly good salaries are considerably higher than can be afforded by this department. It was therefore necessary to launch programmes that would empower individuals from previously disadvantaged communities to compete on an equal footing and which are:

- **Programme for Young Professional Persons**

The purpose of this programme is to empower young individuals from previously disadvantaged communities, by gaining experience and by receiving academic training to compete on an equal footing. During the programme, the individuals are remunerated on a contract basis. To be considered for this programme, candidates must meet the following conditions:

- be from a previously disadvantaged group;
- be intent on following a career in agriculture;
- be a South African citizen;
- already have a relevant honours degree;
- demonstrate enough potential for development during a structured recruitment procedure.

- **Provide Project**

The Department of Agriculture: Western Cape is taking the initiative to develop a sound quantitative base for policy decision making at provincial, interprovincial and national level. This project has been submitted to the Provincial Cabinet Committee on 11 December 2000, and approval has been granted to continue with the project. The overall objective of this research is to provide a comprehensive and sound quantitative base for the analysis of the implications of liberalisation and globalisation for the agricultural sectors and rural populations in South Africa.

For this purpose, a research team has been appointed to work on the project. The researcher team consist of a project leader, senior and junior researchers and technicians. The researchers will be required to register for a research Master's Degree or a research postgraduate degree (PhD). It is the intention of the Department of Agriculture: Western Cape to promote equity according to the Employment Equity Plan with the filling of these posts.

- **Full Time Bursary Scheme**

The purpose of the bursary scheme is to provide selected candidates with sufficient financial aid, based on the affordability of the Department of Agriculture: Western Cape. The granting of bursaries is also in line with current legislation on employment equity and skills development. It therefore has an important purpose to promote transformation and

representivity within the Department of Agriculture: Western Cape and also attempts to bring the department in line with the spirit and provisions of the White Paper on the Transformation of the Public Service, 1997. Steps are been taken to ensure that our department has built-in mechanisms for regulating internal accountability for the transformation process.

2. BATHO PELE

Implementing the basic values and principles on which public administration rests and which are set out in the Constitution, requires the transformation of the Public Service. In the White Paper on the Transformation of Service Delivery (Batho Pele White Paper), eight principles for the transformation of service delivery by the Public Service are mentioned, which the Western Cape Department of Agriculture adheres to. It determines norms to ensure that the Public Service applies the principles in practice. The Batho Pele principles are:

- **Consultation**

Citizens must be consulted regarding the level and quality of public services they receive, and where possible they should be given a choice regarding the services offered.

- **Service Standards**

Citizens must be informed of the level and quality of the public services they are to receive, so that they will know what to expect.

- **Access**

All citizens should have equal access to the services to which they are entitled.

- **Courtesy**

Citizens should be treated courteously and with consideration.

- **Information**

Citizens should receive full, accurate information about public services to which they are entitled.

- **Openness and Transparency**

Citizens need to be informed about the manner in which national and provincial departments function, how much the departments cost, and who is in charge.

- **Compensation**

If the promised service standards are not delivered, citizens must be offered an apology and a full explanation. If there are complaints, citizens must receive a sympathetic, positive reaction.

- **Value for Money**

Public services must be delivered economically and efficiently in order to give citizens the best value for their money.

BATHO PELE CHALLENGES

Putting the principles of Batho Pele into practice, the Department of Agriculture: Western Cape faces immense challenges as it attempts to increase efficiency and effectiveness, reduce costs, and at the same time improving service delivery to all our clients. These challenges are not short-term they will remain at the top of the agenda in the Western Cape Province. Meeting the challenges will require fresh thinking and innovative approaches, stimulating economic growth, both in the traditional and emerging sectors, with appropriate infrastructural development and to benefit all the clients of the department. The service delivery improvement programme of the Department of Agriculture: Western Cape can best be illustrated as an eight-step cycle:

- Identify our customer's
- Establish our customer's needs and priorities
- Establish our current service baseline
- Identify the improvement gap
- Set service standards
- Gear up for delivery
- Announce service standards
- Monitor delivery against standards and publish results

The continuous development of technologies, in order to ensure sustainable resource management, improvement of agricultural producer's local and international competitiveness and enhancement of equitable access and participation of the agricultural sector, is identified as a high priority by the Department of Agriculture: Western Cape for all our clients. The extension service forms the front line contact between clients and the department. Due to the Land Redistribution for Agricultural Development (LRAD) programme, 4 000 new clients were added to the service delivery bases and is it the expressed policy of the Western Cape's Government to add another 7 000 new clients in the next two years. This increase is not only important as a keystone in the success of land

reform, but will play a vital role in the transfer research findings to all farmers in order to improve their competitiveness and sustainable resource management.

The increased sensitivity on the safety of especially food from animal origin, both nationally and internationally, necessitates that the Department of Agriculture: Western Cape prioritise its functions to comply with international and national standards for the delivery of veterinary services, trade in animals and animal products, consumer concerns and needs of producers. The World Organisation for Animal Health has adopted minimum requirements for service delivery. These requirements have been accepted by the Sanitary and Phytosanitary Committee of the World Trade Organisation as an international standard for acceptance or refusal for trade in animals and animal products. The Department of Agriculture: Western Cape must ensure that it will be able to provide the sanitary guarantees required by international convention and that it would be able to prove acceptable levels of risk for trade in animals and animal products. There is an urgent need for the establishment of a dedicated food safety unit to address the needs of consumers, the ostrich, red meat and dairy industries and to facilitate the delivery of sanitary guarantees, both for the export trade and local consumers.

In view of a Provincial Cabinet decision, the Department of Agriculture: Western Cape has been obliged to restructure agricultural training in order to provide for both formal (tertiary) and non-formal (lower-level) training. The need for providing training to previously disadvantaged target groups, have forced the department to urgently provide for training programmes for prospective farmers, beneficiaries from the national land reform programme and farm workers.

Batho Pele does not promise the impossible. It asks public servants to commit themselves to the limits of what is possible and then to push on to the next goal. It must become the watchword of the new South African Public service.

Departmental Programmes and Planned Expenditure

PROGRAMME 1

Corporate Services

Through the development and maintenance of world-class and streamlined administrative and support systems, the Corporate Services division of the Western Cape Department of Agriculture, intends to enhance service delivery.

Effective human resource management and practices, and support services and information systems are critical to the Department in fulfilling its mandate.

PROGRAMME 2

Technology Development and Transfer

Responsible : Director Technology Development and Transfer

Objective

To research, develop, adapt and transfer appropriate agricultural technology for farmers and other users of natural agricultural resources, to develop support programmes for farmers and to create opportunities for development of farmers and communities.

Problem Statement

- Globalisation, rising input costs, export requirements and various other external factors currently impact negatively on profitability of farming operations across the spectrum from small scale to commercial production systems, especially those operations producing for the commodity markets.

- These factors necessitates a technology and transfer programme focussing on, on the one hand the lowering of production costs with maintenance of income levels/production, or on the other hand, maintaining production cost with the increase of income levels. This is appropriate for farmers producing for the commodity markets.

- Another important research field is the development of niche markets i.e. organic production, products of origin, aqua culture, agritourism and on farm value adding.
- It is imperative that this programme should focus on the needs of new entrants to farming, as well as large scale commercial farming operations, in order to promote the core and enabling strategies of the National Strategic Plan for Agriculture.

Key result areas

Intended outcomes	Annual targets	Indicators / Measurements	Lead unit responsible
The development of appropriate technology to enable producers to compete in the modern economy in order to solve production and marketing constraints.	Execution of 205 research projects in various animal and crop production fields.	<ul style="list-style-type: none"> • A significant reduction of input-costs and the increasing of profit within the animal and crop production enterprises. • Presentation of research results through scientific and semi scientific publications, congress papers, lectures at farmers' days, etc. • Due dates are set for each activity of each project. • The research will be conducted in accordance with international benchmarks. 	Sub directorate: Technology Development.
The acceptance of appropriate technology by a significant number of producers.	<ul style="list-style-type: none"> • Execution of 142 guidance and advisory projects to support farmers and other users of natural resources by providing appropriate technology and advice. • To reach at least 10 000 producers in group sessions and farm visits. 	<ul style="list-style-type: none"> • Progress will be measured by the acceptance and implementation of the transferred technology as indicated by baseline studies. • Regional managers to report on numbers quarterly. • Due dates are set for each activity of each project. • The services are provided on decentralised bases to all clients (farmers) within the province, with the 	Sub directorate: Technology Transfer

Intended outcomes	Annual targets	Indicators / Measurements	Lead unit responsible
		four agricultural development centres as bases.	
<ul style="list-style-type: none"> The provision of agro-economic information to serve as a basis for micro and macro economic decision-making in agriculture. Research results disseminated through academic and popular communication media will enhance economic competitiveness of the agricultural sector of the Western Cape Province. 	Continuous development, maintenance, implementation and application of qualitative and quantitative micro and macro economic models through the execution of 14 projects.	<ul style="list-style-type: none"> Peer evaluation of outputs. Data collection, research, model development, publication of results and public and legislative participation managed in 14 projects. Due dates are set for each activity of each project. The service will be provided throughout the province from Elsenburg as base. 	Sub directorate: Technology Transfer

Planned Expenditure

Sub programme	2002/03 R'000	2003/04 R'000	2004/05 R'000
Technology Development	14445	14887	14603
Technology Transfer	9514	9834	9845
Economy	2737	2812	2580
Management	7304	11573	10377
	34000	39106	37405

Other financial support

Industry support for technology development and transfer programmes has been received from the Protein Research Trust, Grain South Africa, Red Meat Producers organization, Animal Production Trust, Little Karoo Cooperation, Swartland Grain and Sandveld Potato Research groups.

Implementation strategy

- Strengthening relations with industry, Universities and Research institutions of the ARC.
- Recruiting and training of human resources.
- Forming partnerships through joint programmes/projects with industry or other institutions to improve our ability to deliver services.
- Improving information dissemination and communication systems.
- Stimulate an environment for research, science, knowledge and technology systems and innovation.
- Enhance global competitiveness of the farming industry.
- Enhance integrated and sustainable rural development.
- Enhance sustainable resource management.
- International cooperation with peer Institutes.

PROGRAMME 3

Agricultural Engineering

Responsible: Director Agricultural Engineering

Objective

To provide a support service to enhance the sustainable utilisation of natural agricultural resources to conserve the environment, to plan and develop agricultural engineering products and to render advice to farmers, other institutions and farm services to research units.

Problem Statement

- South African agricultural resources are subject to a high level of deterioration, which is aggravated by harmful utilisation practices. Notwithstanding progress made with the implementation of sound conservation farming methods and other initiatives, these resources are still deteriorating.
- Rising input costs require the increase of income levels and therefore farm mechanization; on farm value adding and economic animal housing is of the utmost importance.
- The future of the Western Cape Province depends on the sustainable development and utilisation of all its water resources.

Key result areas

Intended outcomes	Annual targets	Indicators / Measurements	Lead unit responsible
The conservation and improvement of soil in the province.	To facilitate the construction of soil conservation works such as contour banks, weirs, fences, drainage, waterways and stock watering systems. To finance and facilitate infrastructure at communities.	All work will be done to norms as in the National Technical Guide. Contours 200 km, weirs 10 units, fences 130 km, drainage 100 ha, water courses 10 km, animal watering 125 km as well as 30 communal grounds. 15 projects will be delivered and is pre-planned.	Sub directorate: Soil Conservation
To maintenance and improvement of experiment farms.	The continued implementation of modern farming practices and the maintenance and improvement of infrastructure.	The service will be delivered on best-recognised farming methods. The full capacity of the farm is used for research and experimental purposes. Production and quality levels will be benchmarked against best practices of comparable farming units.	Sub directorate: Farm Services
The substantial increase in on-farm value adding of commodities.	Execute research to develop new technology, transfer existing and new technology. Facilitate marketing report on value added products and products of origin.	Number of clients participating in programmes. All research will be done applying sound scientific principles and planned through peer evaluation.	Sub directorate: Engineering Services
Optimal use of water by agriculture in the Western Cape. Provide irrigation and drainage infrastructure to various communities.	To do research and transfer existing technology in water conservation.	The successful execution and implementation of 6 water conservation projects. Due dates are set for each activity of each project.	Sub directorate: Engineering Services
All requested animal housing and handling facility designs to be animal and eco-friendly.	Research, technology transfer and design of animal housing, handling facilities and waste management.	All work will be done to the norms of sound engineering principles. The target set is to help at least 50 farmers.	Sub directorate: Engineering Services
Optimal mechanization.	To do research and transfer existing technology in farm mechanization.	All work will be done to the norms of sound engineering principles.	Sub directorate: Engineering Services

Planned Expenditure

Sub programme	2002/03 R'000	2003/04 R'000	2004/05 R'000
Soil Conservation	9984	11094	8377
Engineering Services	8419	8682	8464
Farm Services	13196	13733	15609
Management	659	693	711
	32258	34202	33161

Other financial support

The Department is part of the National LandCare Scheme and received an annual grant of R1 300 000.

Implementation strategy

- Creation of infrastructure, on farm level, for optimal utilisation of natural veld.
- Water runoff control planning of dry lands and creation of conservation works to prevent water erosion.
- Draining of high potential irrigation lands for maximum production.
- To promote conservation farming to ensure sustainable land use.
- Prevention of blown (acolian) sand on arable lands and rangeland.
- Administration of the statutory functions of the Act on conservation of agricultural resources 1983, Act no. 43/1983.
- To promote the cost effective use and distribution of water to ensure the optimal utilisation of the natural resource.
- Promoting conservation farming through the development and technology transfer in the field of implements.

- Providing a service regarding animal housing and handling as well as the prevention of pollution.
- Promoting prosperity in the agriculture sector through value adding to products on farm level.
- Conservation of natural resources to ensure sustainable use thereof.

PROGRAMME 4

Veterinary services

Responsible: Director Veterinary Services

Objective

To minimize and monitor animal health risks and enhance the hygiene management at meat and dairy establishments in accordance with national and international standards for service delivery and export certification

Problem statement

The increased sensitivity on the safety of especially food from animal origin both nationally and internationally, necessitate that the Directorate prioritise its functions to comply with international and national standards for the delivery of veterinary services, trade in animals and animal products, consumer concerns and needs of producers. The World Organisation for Animal Health (OIE – *Office International des Epizooties*) has adopted minimum requirements for service delivery. These requirements have been accepted by the Sanitary and Phytosanitary Committee of the WTO (World Trade Organisation) as an international standard for acceptance or refusal for trade in animals and animal products. The province must ensure that it will be able to provide the sanitary guarantees required by international convention and that it would be able to prove acceptable levels of risk for trade in animals and animal products.

These requirements are specific in respect of disease surveillance, the quality of diagnostic services and health certification. To enable us to address some of the critical risk factors, the Provincial Veterinary Laboratory will have to meet standards for ISO classification and SANAS accreditation, a sero-surveillance database need to be established as a matter of urgency, the range of tests that need to be performed by the laboratory for the certification of

the safety of animal products need also to be expanded. Without accreditation of the Provincial Veterinary Laboratory, international competitiveness, from an economic and technical aspect, agriculture in the province and country will suffer. In particular the export of animal products will be affected.

There is an urgent need for the establishment of a dedicated food safety unit to address the needs of consumers, the ostrich, red meat and dairy industry and to facilitate the delivery of sanitary guarantees both for the export trade and local consumers.

Key result areas

Intended outcomes	Annual targets	Indicators/measurements	Lead unit responsible
Inspect, monitor and surveillance of export ostrich and dairy farms to ensure compliance with export requirements	<p>Inspection, vaccination and sero-surveillance for Newcastle Disease, Avian Influenza and prevention of Crimean Congo fever on 436 ostrich export farms in the Province.</p> <p>Inspection, monitoring and evaluation of registration of 206 dairy farms producing dairy products for export</p>	<ul style="list-style-type: none"> Compliance of all export ostrich farms with EU exports standards. All 436 farms to be inspected at least before 31 March 2003 Ensuring that only birds eligible for export in terms of animal health requirements are submitted for slaughter Inspection of processing establishments to ensure adherence to hygiene management and HACCP requirements 	Sub directorate Veterinary Health Services
Program to declare the Western Cape province free from Bovine Tuberculosis and Bovine Brucellosis	Testing of all dairy and beef herds over a period of 3 years to establish freedom from disease in conjunction with private veterinary practitioners	<ul style="list-style-type: none"> Testing of 153 200 dairy cattle for Bovine TB and Bovine Brucellosis once every 2 years with the aim to test at least 80% of all animals involved in export trade by the end of March 2003 Testing of 143 800 beef cattle for Bovine TB and Bovine Brucellosis 	Sub directorate Veterinary Health Services
Program to establish a meat hygiene culture and meat safety awareness	<p>Inspection and monitoring of all ostrich, beef and poultry abattoirs in the Province over a period of 12 months</p> <p>Launch of a food safety awareness program at primary schools (talks, exhibitions)</p> <p>Training of Animal health technicians in the application of the Meat Safety Act</p>	<ul style="list-style-type: none"> Inspection of at least 80% of all abattoirs in the Province by March 2003 Exhibitions and talks/information sessions at least 2 schools per state veterinary area at the end of march 2003 Monitoring in the decrease of illegal slaughterings Follow-up visits to schools to establish result of information sessions 	Veterinary public health section of Sub directorate Veterinary Health Services

Establishment of a SANAS ISO accredited veterinary laboratory diagnostic service for the Province	<p>Interim approval for SANAS ISO accreditation for meat hygiene, serology and histopathology</p> <p>Establishment of a serum bank for ostrich sera</p> <p>Sero-surveillance for Avian Influenza to establish status of disease in Province</p>	<ul style="list-style-type: none"> • Acceptance of diagnostic tests by the PVL for export certification • PVL acting as cross-reference laboratory for other provincial laboratories • A 10% increase in the submissions and number of tests performed • Training of field personnel (animal health technicians and state veterinarians) in laboratory techniques and sampling procedures • Establishment of a reference sero-database for ostrich diseases 	Sub directorate veterinary laboratory services
---	---	--	--

Planned expenditure

SUBPROGRAMME	2002/03 R'000	2003/04 R'000	2004/05 R'000
Veterinary Health Services	8928	9512	10230
Food Safety Inspection Services	651	791	959
Veterinary Laboratory Services	3929	4213	4532
Management	570	626	657
TOTAL	14078	15141	16378

Other financial support

The National Department of Agriculture (Directorate Veterinary Services) allocates an amount annually to Provinces for the control of notifiable animal diseases and disease surveillance. The allocation for the Western Cape is primarily for testing of herds for bovine tuberculosis and Brucellosis and control of African Horse Sickness. An amount of R700 000 was allocated for the financial year 2002/2003.

Implementation strategy

- Develop a coordinated and co-operative strategy with private veterinarians, Agri Western Cape and the industry for the control of animal diseases in the Western Cape
- Establishment of a dedicated section for all matters related to food safety and export certification of animal products
- Develop and implement a dedicated food safety and food \ hygiene awareness program with emphasis on children at primary school level

- Develop and implement a coordinated strategy for animal disease control and management with emerging livestock farmers
- Strengthen the ability of veterinary services to execute an export certification service at export establishments and export dairy and ostrich farms

PROGRAMME 5

Agricultural Training

Responsibility: Director Agricultural Training

Objective

To provide training to, and create opportunities for practicing and prospective farmers (commercial, emergent and subsistence), advisors, technicians and farm workers and to enhance human resource development in agriculture.

Problem Statement

Agriculture forms the corner stone of rural development not only in South Africa, but also worldwide. It is thus imperative that adequate attention is continuously given to one of its most valuable resources, namely human resources. The fast changing global economy developed as a result of a convergence of a series of factors, of which the most important is the unprecedented development of information and communication technologies. The demands made by globalisation on training and education institutions go beyond the development of cognitive skills and competencies in future knowledge workers. Education and training is also required to prepare people for a work environment characterised by teamwork, self-employment and contract work.

Key result areas

Intended Outcomes	Annual Targets	Indicators/ Measurements	Lead Unit Responsible
Provision of Higher Certificate and Diploma training in appropriate fields to prospective farmers, farm managers and advisors	Provision of training to at least 200 students on the Higher Certificate level and 60 students on Diploma level.	<ul style="list-style-type: none"> ▪ Number of students enrolling per instructional offering. ▪ Pass rate at end of each instructional programme. ▪ Employment rate of qualified students in the industry. 	Sub directorate: Higher Education

Provision of Further Education and Training (FET) to practicing and prospective farmers and farm workers from previously disadvantaged communities to promote farming activities and food security in these communities	Provision of FET on a modular basis to at least 1100 students.	<ul style="list-style-type: none"> ▪ Number of students enrolled and successful completion of instructional programmes 	Sub directorate: Further Education and Training
---	--	---	---

Planned Expenditure

	2002/03 (R'000)	2003/04 (R'000)	2004/05 (R'000)
Per Sub programme			
Management	912	1 013	1 418
Higher Education (HE)	5 510	5 946	5 993
Further Education and Training (FET)	2 660	2 955	3 127
Administration	3 157	3 553	3 670
Infrastructure	7 209	10 945	2 500
	19 448	24 412	16 708
Per Economic classification			
Current			
Personnel	7 989	8 822	9 203
Other	4 250	4 645	5 005
Capital	7 209	10 945	2 500
	19 448	24 412	16 708

Implementation Strategy

- Offering of market related, outcomes based training on both Further Education and Training and Higher Education levels.
- Maintenance, adaptation and development of suitable infrastructure to ensure effective education and training for all target groups.
- Develop and strengthen a local, national and international network for optimum information access, dissemination and co-operation.
- Development of a committed and motivated staff complement.
- Establishment, maintenance and nurturing of a stimulating and conducive environment for study and work.
- Ensuring effective monitoring, evaluation and quality assurance of training programmes.

PROGRAMME 6

Farmer Settlement

Responsible : Director Farmer Settlement

Objective

The farmer settlement focuses on the implementation of LRAD, the development and implementation of agricultural infrastructure and the creation of an enabling environment for agricultural development.

Problem statement

The demand for land, and in the Western Cape particular, for agricultural land, stems from past inequalities based on race. LRAD followed from lessons learnt from past policy implementation problems of land reform and prospective farmers still need government support to move from current to commercial. Staffing and resources but also co-operation prevents fast tracking of LRAD. In addition, farmers already in need often indicate agricultural infrastructure as one of the stumbling blocks to improve agricultural production.

Key results areas

Intended outcomes	Targets	Indicators/ measurements	Lead Unit
1. 100 established and successful black commercial farmers	100 farmers	Number of viable commercial farmers	D: FS
2. Effortless co-operation and implementation of LRAD	Land Reform Plan for the Western Cape	Increase in successful projects	D: FS and Land Affairs
3. Well-skilled and sufficient staff	At least 2 technicians per region (x 10)	Organogram and increased projects	D: FS

Planned expenditure

	2003/2004	2004/2005	2005/2006
<i>Per subprogram</i>			
LRAD	2 010	4 710	
Infrastructure	<u>6 031</u>	<u>14 128</u>	

	8 041	18 838
--	-------	--------

Per economic classification

Current

Personnel	1 986	4 652
Transfer payments	330	754
Other	3 136	7 366
Capital	<u>2 589</u>	<u>6 066</u>
	8 041	18 838

Other financial support

Some agricultural infrastructure projects in 2003/2004 and 2004/2005 will be supported through the Provincial Infrastructure grants.

Implementation strategy

- Develop a coordinated and co-operative strategy for the implementation of land reform in the Western Cape Province
- Based on the Land Reform Plan reallocate financial and human resources to LRAD and infrastructure development
- Design and implement systems to track LRAD and Infrastructure Development requests from clients to aid in the effective and efficient delivery of services to the target groups
- Develop and implement an appropriate monitoring and evaluation system to address impact assessment
- Formulate and benchmark the appointment of additional staff to the Directorate: Farmer Settlement to ensure better and appropriate service delivery
- Develop and strengthen an international and national network for optimum information access and dissemination.

PROMOTING FOOD SECURITY – OUR DUTY

The current situation shows that national food security is not fully translated into household food security. Close to 30% of South Africans are vulnerable to food insecurity due to lack of knowledge and shortage of resources.

Food insecurity and malnutrition are highest among Blacks and to some extent Coloured, for historical reasons. This situation is more visible in rural areas whilst poor urban households are equally affected. About 22% of children between 0-19 years have stunted growth due to food insecurity. To eradicate food insecurity is the challenge to all government departments involved in food security projects. Most of these children come from families that are female-headed thus we need to empower women in producing food for their families. This responsibility does not lie with the Department of Agriculture only, we need to work together to address community needs.

The officials from the Department of Agriculture are in the process to co-ordinate and facilitate an Integrated Food Security Working Group to address problems of food insecurity in urban townships of Cape Town. The forming of such a group will improve integration between all role-players involved in similar projects. Food garden projects will benefit by getting better technical knowledge and resources to carry out their daily activities. This exercise will reduce resource wastage; avoid duplication and release additional resources towards reaching more food insecure and vulnerable groups. Whilst government departments facilitate food security projects, there is a great need to build in strategies that move insecure groups to become self-reliant and show economic growth.

The Department of Agriculture is encouraging communities to grow various vegetables to protect them from diseases by promoting community gardens. It assists with technical knowledge (extension) whereby gardeners are advised on correct crop husbandry. Advice on land preparation, fertilisation, planting dates, disease, harvesting and irrigation are given during extension officers' visits to the projects. Another focal point is farmer training, whereby training needs are determined by the farmers and then presented on these specific subjects. Training on vegetable production, committee management and irrigation is presented to farmers on an ad hoc basis. The Department also assists communities with infrastructure like irrigation and fencing to establish new food security projects. This programme depends on availability of funds and projects are prioritised according to needs, available funds and impact on communities.

The Land Redistribution for Agricultural Development (LRAD) is addressing the problem of land shortage for agricultural purposes and is mainly aimed at Black, Coloured and Indian farmers. It is designed to provide grants to access land specifically for agricultural purposes.

The objectives of the programme inter alia are:

- to overcome the legacy of past racial discrimination on ownership of farm land,
- to stimulate growth in agriculture,
- to expand opportunities for women and young people who stay in rural areas,
- to empower participants to improve their economic and social well-being, and
- to promote environmental sustainability of land and other resources.

It is imperative that communities own the food security projects and the officials of various organisations should work with the people, not for the people. We must promote self-reliance over dependency, thus food security projects can be sustainable over time.

RURAL DEVELOPMENT AND THE FARM WORKER

During 2001 the Western Cape Cabinet determined that rural development is to be one of the priorities for the provincial government. In his speech early in 2001 President Mbeki spoke about an integrated rural development strategy, which should include investment in the economic and social infrastructure of the rural areas, human resource development, enterprise development and poverty alleviation.

More recently the Strategic Plan for South African Agriculture also strongly emphasised the importance of integrated and sustainable rural development. According to this document the intent of the Integrated and Sustainable Rural Development Strategy is “to transform rural South Africa into an economically viable, socially stable and harmonious sector that makes a significant contribution to the nation’s GDP.”

In turn, Provincial Finance Minister Ebrahim Rasool highlighted “agriculture towards rural development” as one of the ten priorities in his 2002 budget speech. Provincial Minister of Agriculture, Tourism and Gambling, Johan Gelderblom, acknowledged the fact that agriculture is the backbone of rural development and that the Department of Agriculture will specifically focus on the upliftment of farm workers by the appointment of a person solely responsible for this.

One of the identified challenges is the lack of co-ordinated and structured service delivery with regards to rural community development in the Western Cape. Specific areas of focus would be: pre-school care, adult literacy, primary health care, skills development, housing, leadership development and the empowerment of the women and youth in these communities.

The aim is to co-ordinate partnerships between the Department of Agriculture, other departments and NGO's already working in the rural areas towards sustainable rural development.

AGRICULTURE AGAINST AIDS

The Department of Agriculture: Western Cape acknowledges that employees living with HIV/AIDS have a right to equality, dignity and privacy. The department also acknowledge the seriousness of the HIV/AIDS pandemic, seeks to minimise the social, economic and developmental consequences to the department and its staff, and commits itself to create a safe, supportive and non-discriminatory working environment. The Department of Agriculture: Western Cape affirms that:

- Employees living with HIV/AIDS have the same rights and obligations as all other employees with regard to employment policies and practices.
- Employees living with HIV/AIDS shall not be unfairly discriminated against on the basis of their medical status and shall be protected against such discrimination.
- Employees living with HIV/AIDS shall not be dismissed on the grounds that he/she has the HIV/AIDS condition.
- HIV/AIDS status shall not constitute a reason to preclude any person from employment and the disclosure of HIV/AIDS status shall not be used to unfairly discriminate against an employee on any grounds.
- No employee or applicant for employment shall be required to undergo HIV/AIDS testing in order to ascertain their HIV/AIDS status. Where testing and or pre test/post test counselling is done at the request of the employee, this will be with her/his informed consent.

- HIV/AIDS testing may only take place where the Labour Court has declared such testing justifiable in accordance with Section 7 (2) of the Employment Equity Act.
- Where HIV/AIDS testing had been authorised by the Labour Court, it should be carried out in terms of the conditions prescribed by the Labour Court with regard to:
 - I. provision of counselling;
 - II. the maintenance of confidentiality;
 - III. the period during which the authorisation for HIV/AIDS testing applies;
 - IV. the categories of jobs or employees in respect of which the authorisation for HIV/AIDS testing applies.
- Confidentiality regarding the HIV/AIDS status of any employee shall be maintained at all times. To reveal the HIV/AIDS status of another employee without her/his consent may be a disciplinary offence, unless disclosure is legally required.
- Refusal to work with a person with HIV/AIDS will not be accepted as a valid excuse for non-compliance with work requirements or other reasonable instructions.
- All individuals likely to be involved in administering first aid should adopt universal precautionary measures. Employees entrusted with the responsibility to administer first aid, will be educated in universal precaution techniques and first aid kits will be equipped with the appropriate equipment.

HIV/AIDS is often seen only as a medical condition, and therefore contributions made by organisations and institutions often based on prevention and cure, rather than improving the lives of people living with HIV/AIDS. Within this context, the Department of Agriculture: Western Cape also struggled with the concept of a contribution towards HIV/AIDS. Finally, the realisation emerged, and the contribution is based on the improvement of people's lives living with HIV/AIDS through the production of food.

Approach

The Department of Agriculture: Western Cape can make a contribution through applying the technical agricultural skills inherent in the institution to the growing of food. This means that HIV/AIDS people can be "given" the means to grow their own food and thereby improving

their nutritional intake, which in turn can lead to better and improve lives despite being HIV-positive. The department therefore has earmarked an amount of money to contract a specific specialist in to drive the process. In addition, the department has realised that agricultural production (growing food) can only contribute a small percentage to the overall objective of HIV/AIDS, and therefore proposes that different role-players should be invited to the planning table. These include the Department's of Health, Welfare, Medical Research Council (MRC), Agricultural Research Council (ARC), a local hospital in the rural Western Cape, the target group(s) and other support organisations, identified during the planning process.

Proposed Planning Process

- The Department of Agriculture: Western Cape commits R50 000.00, to initiate an AGRICULTURE-AGAINST-AIDS project at one site in the Province.
- Appoint a specialist (contract worker) to drive the technical agricultural activities and also to do a desk study to identify a possible site (hospital), target group and willingness to participate in the project.
- Supplies the initial inputs, such as seeds, fertilisers, etc. and also the fencing and irrigation equipment.
- Co-ordinate the project, and arrange the first planning phase.
- The Department of Health contributes another R60 000.00, towards the project for developing a balanced diet and to train the participants in food preparation and storage of foodstuffs.
- The Agriculture Research Council: Infruitec-Nietvoorbij contracted to implement desk study and implement the production project.
- The hospital to supply and pay for the water to implement production project and also to facilitate the lease of the land.

Expected outcomes

- A proper process to implement the contribution, the Department of Agriculture: Western Cape can make in the fight against not only HIV/AIDS, but also in food security.
- Role players contribute in kind and in cash towards making this project a success, viable and vibrant.
- The AGRICULTURE-AGAINST-AIDS project can be the example for more to follow, but only if the implementation and the target group's expectations are met.
- The collaboration of the above-mentioned role-players show clearly that fighting the problem together makes the difference.
- People with HIV/AIDS benefits from the project through improved nutrition and in turn, better living conditions.

There are urgent strategies that need to be implemented by the Department of Agriculture: Western Cape and it is recommended that the following steps be taken:

- Develop a workplace policy and programme with all the role-players for agriculture in the Western Cape.
- Implement a comprehensive awareness campaign.
- Consider legal issues with reference to the Labour Relations Act and the Employment Equity Act.
- Implement training and counselling programmes.
- Ensure co-operation between all the role-players.
- Strengthen partnerships with management, workers, unions and NGO's for programme development and implementation.