



agriculture, land reform
& rural development

Department:
Agriculture, Land Reform and Rural Development
REPUBLIC OF SOUTH AFRICA

FRAMEWORK FOR THE AGRICULTURE WOMEN ENTREPRENEUR AWARDS

5. TERMS AND CONDITIONS

- 5.1. Entrants must be involved in Agriculture, Land Reform and Rural Development enterprise activities on a full-time basis.
- 5.2 Entrants must be willing to participate in all media-related activities that the coordinators of the programme may arrange.
- 5.3 Entrants must be willing to act as mentors and participate in development programmes geared towards encouraging women to participate in Agriculture, Land Reform and Rural Development activities.
- 5.4 Entrants of the awards must allow coordinators, or any person appointed to adjudicate to have access to all relevant documents for verification purposes.
- 5.5 Entrants of the awards may be interviewed as part of the adjudication process.
- 5.6 Entrants of the awards must be willing to allow coordinators to take video footage or pictures which supports information provided on the entry form.
- 5.7 The Executive Authority's decision on winners is final.
- 5.8 Only South African citizens are allowed to participate in these awards.
- 5.9 Past winners of the category may not apply for the benefits in the same categories again.
- 5.10 Provinces that do not implement their activities according to the prescripts of this Framework will be disqualified from the awards.
- 5.11 Non-disclosure of current and detrimental information pertaining to the business enterprise, or the nominated entrant will lead to disqualification of the identified entrant from the awards, and should this emerge post receiving benefits, it will lead to withdrawal of the support.
- 5.12 Provinces must ensure that all entrants meet all the requirements as per the framework to ensure a fair benefiting.
- 5.13 Entrants are expected to utilize 80% of the money towards capacity building and enterprise development. Winners are expected to provide a plan for the utilization of the funds or support prior/post the transfer of funds.
- 5.14 The enterprise must be registered in the entrant's name for a minimum of two (2) years; in the event of the enterprise/entity including men, women must be in the majority by 80% and they must be involved in the ownership, management and decision-making aspects of the entity.
- 5.15 The DALRRD together with its Provincial counterparts reserve the right to change, without prior notice, the dates, requirements, adjudication process, criteria, categories and any other feature and processes where either operational or financial circumstances require such change.

5.16 In circumstances where the prescribed processes of the awards cannot be executed, provinces will have to commit the funds towards support initiatives for women.

6. CRITERIA FOR NOMINATION BY CATEGORIES

6.1. Best Female Worker

This category is intended to acknowledge the fact that most people, especially women doing basic work in Agriculture and Rural Development space whose nature of the job is physically demanding, subjects them to extreme conditions at times and offers very limited exposure to development opportunities.

To this end, this category is only open to people who do mundane operational work. The nominated workers must demonstrate that they have grown within the structures of the farm operations.

6.1.1. Farmers/farm managers nominate the best worker for entry. The nominated worker must have been employed for a period of two years and longer.

6.1.2. The worker must not be related to the farmer/manager

6.1.3. Male-owned farms are also allowed to nominate the best female worker.

6.1.4. There must be a clear profile for nominations reflecting the following:

- Teamwork qualities (ability to function independently and as part of the team, interpersonal skills, ability to motivate and encourage others and extent of providing feedback on work-related matters).
- Quality of work (knowledge and understanding of enterprise activities, ability to adhere to set targets).
- Conduct (punctuality, absenteeism, working relations).
- Creativity and innovation (suggestions on ways of improving work methods).
- Flexibility (extent to which the worker accepts responsibility beyond her own job description and willingness to learn).

6.2. Best Subsistence Producer

The category refers to self-sufficiency production in which the producer focuses on producing enough to feed themselves and their families. The output is solely for own consumption with little or no surplus for trade. In case of the farmer, the nominee's production surplus must have an annual turnover of **not more than R50 000** and should not be classified as indigents by their municipality.

This category caters only for beginners who can demonstrate that they have been involved in subsistence activities and with or without entity registration for at least a period of two years within the sector. In the event of a group of entrants, the percentage of women who participate (in ownership, management and decision-making aspects) should not be less than 80%. The agricultural activities should only be for own consumption.

- 6.2.1. Demonstrate innovation and creativity in improving production (diversification and intensification).
- 6.2.2. Have a commitment to care for and ensure sustainability of the natural resources, including understanding of adaptation and mitigation to climate change.
- 6.2.3. Demonstrate responsible use of production inputs, e.g., pesticides, fertilizers, vaccines, etc.
- 6.2.4. Demonstrate an understanding of improved farming methods, including Indigenous Knowledge Systems (IKS).
- 6.2.5. The producer should demonstrate the ability to manage limited resources in the production of goods which are necessary to sustain the household livelihood

6.3. Best Smallholder Producer

According to the National Policy on Comprehensive Producer Development Support (NPCPDS), a Smallholder Producer is defined as a producer or entity that produces (at primary, secondary, and tertiary level) for household consumption and markets, therefore farming is consciously undertaken in order to meet the needs of the household and derive a source of income. These are usually the new entrants aspiring to produce for market at a profit with a maximum annual turnover **ranging from R50 001 to R1 million per annum.**

The category refers to producers who have not reached the threshold at which they are obliged to register for VAT or personal income taxes (annual turnover should not exceed R1 million in a twelve-month period). The enterprise/entrants must demonstrate the actual activities which have been in progress with entity registration for at least a period of two years. The enterprise must be registered in the entrant's name; in the event of the enterprise/entity including men, women must be in the majority by 80% and they must also be involved in the ownership, management and decision-making aspects of the entity.

- 6.3.1. Demonstrate existence of contract agreements with local businesses, markets and a good sense of record/bookkeeping.
- 6.3.2. The group/individual should have defined membership and roles within a properly constituted entity which is registered legally.

- 6.3.3. Demonstrate a degree of innovation and creativity in improving farming methods and deliver products of high quality and adequate produce attractive to consumers.
- 6.3.4. Illustrate commitment to care for and ensure the sustainability of natural resources (including understanding of adaptation and mitigation of climate change), as well as demonstrate responsible use of production inputs.
- 6.3.5. Demonstrate an understanding of improved farming methods, including IKS.

6.4. Best Agro-Processor

To avert confusion with the "Processing" category DALRRD has adopted the following definition: "Processing" entails changing the form of a product, while "value addition" implies addition of value to a product "after which a buyer is willing to pay a price for the product that more than compensates for the cost of the inputs used in the process". Value can be added to products without changing their physical form, for example cleaning, grading or labelling. To an extent that a product undergoes some process (such as grading), then value addition does involve processing, even though the physical form of the products does not change (Staatz, 2010).

Entrepreneurs are allowed to enter even if they are not producing what they are processing. However, they must demonstrate the actual processing activities which have been in progress with entity registration for at least a period of two years. The enterprise must be registered in the entrant's name; in the event of the enterprise/entity including men, women must be in the majority by 80% and they must be involved in the ownership, management and decision-making aspects of the entity. These are usually the new entrants aspiring to produce for market at a profit with a maximum annual turnover **ranging from R50 001 to R1 million per annum and/or from R1 000 001 – R10 million**) and are eligible for VAT registration and should be indicated.

- 6.4.1. Produce is sold locally/nationally/internationally to enhance economic growth.
- 6.4.2. Demonstrate a degree of innovation and creativity in improving processing methods and deliver a consistent supply of products of high quality and quality attractive to consumers through adherence to phytosanitary and health requirements.
- 6.4.3. Have a commitment to care for and ensure the sustainability of natural resources (including Understanding of adaptation and mitigation of climate change), as well as demonstrate responsible use of production inputs.
- 6.4.4. Demonstrate a good sense of financial management and record/bookkeeping.

- 6.4.5. Create and retain permanent jobs in the enterprise. (The enterprise/entity must demonstrate that people employed within the enterprise have legal status to live and work in the country.)
- 6.4.6. Add value to the communities.
- 6.4.7. Demonstrate contribution to employee well-being and capacity development.
- 6.4.8. Adhere to industry standards and regulations (e.g., UIF, occupational health and safety, leave records, pay slips and employment contracts).
- 6.4.9. Produce relevant documents of the property where processing is carried out, whether owning or renting, i.e., proof of the transactions, contract agreements, etc.
- 6.4.10. Demonstrate an understanding of improved processing methods, including IKS.
- 6.4.11. The participation and exposure in the entity of youth and people with disabilities will be an added advantage.
- 6.4.12. Adding value to the processed product will be an added advantage.

6.5. **Best Commercial Producer**

Medium Scale Commercial Producer is defined as an individual or entity that produces and sell agricultural commodities for the purpose to make a profit. These are established enterprises producing for market to make a profit with an annual turnover ranging from **R1 000 001 – R10 million**) and are eligible for VAT registration.

The enterprise must demonstrate the actual activities which have been in progress with entity registration for at least a period of two years. The group/individual should have defined membership and roles within a properly constituted and registered entity. The enterprise must be registered in the entrant's name; in the event of the enterprise/entity including men, women must be in the majority by 80% and they must be involved in the ownership, management and decision-making aspects of the entity.

- 6.5.1. Demonstrate the existence of contract agreements and transactions with local/national and/or international businesses, markets and a good sense of record/bookkeeping.
- 6.5.2. Produce and sell to local and national markets to enhance economic growth and manage an organised storage facility for produce.
- 6.5.3. Demonstrate a degree of innovation and creativity in improving farming methods and deliver a consistent supply of products of high quality and quantity attractive to consumers through adherence to phytosanitary and health requirements.

- 6.5.4. Illustrate commitment and compliance to care for, and ensure the sustainability of natural resources, including understanding of adaptation and mitigation to climate change, as well as demonstrate responsible use of production inputs.
- 6.5.5. Create and retain permanent jobs in the enterprise and add value to communities. (The enterprise/entity must demonstrate that people employed within the enterprise have legal status to live and work in the country.).
- 6.5.6. Demonstrate contribution to employee wellbeing and capacity development.
- 6.5.7. Adhere to industry standards and regulations (e.g., UIF, occupational health and safety, leave records, pay slips and employment contracts).
- 6.5.8. Demonstrate an understanding of improved farming methods, including IKS.
- 6.5.9. The participation and exposure in the entity of youth and people with disabilities will be an added advantage.

6.6. Best Exporter in the sector

The enterprise must produce for export markets (products distributed beyond borders of RSA). The enterprise must demonstrate the actual activities which have been in progress with entity registration for two years and longer. The enterprise must be registered in the entrant's name; in the event of the enterprise/entity including men, women must be in the majority by 80% and they must be involved in the ownership, management and decision-making aspects of the entity.

- 6.6.1. At least 50% of the business should be exporting produce and there must be proof of the transactions, contract agreements and/or an export certificate.
- 6.6.2. Demonstrate a good sense in financial management, record keeping and audited financial statements.
- 6.6.3. Demonstrate a degree of innovation and creativity in improving existing systems (storage, handling and packaging) and deliver a consistent supply of products of high quality and quantity attractive to consumers with compliance to phytosanitary and health requirements.
- 6.6.4. Demonstrate a highly diversified marketing strategy to enhance economic growth.
- 6.6.5. Illustrate commitment and compliance to care for, and ensure the sustainability of natural resources, including understanding of adaptation and mitigation of climate change, as well as demonstrate responsible use of production inputs.
- 6.6.6. Create consistent seasonal and retain permanent jobs in the enterprise and add value to the communities. (The enterprise/entity must demonstrate that people employed within the enterprise have legal status to live and work in the country).

6.6.7. Demonstrate a contribution to employee wellbeing and capacity development. Adhere to industry standards and regulations (e.g., UIF, occupational health and safety, leave records, pays slips and employment contracts).

6.6.8. The participation and exposure in the entity of youth and people with disabilities will be an added advantage.

6.7. Overall Winner

6.7.1. The following criteria will be used to assess the recipient of the award:

- Strength and determination. These elements will look at the journey that has been undertaken to achieve goals despite the challenges experienced. (Aspects such as challenges overcome, perseverance, endurance, resilience, self-starter attributes, initiatives taken to mobilize resources, including funding and acquiring knowledge to set up and or develop the enterprise/entity, will be considered.)
- Demonstration of the extent of contribution to the empowerment of others and sharing of knowledge (e.g., giving motivational talks, etc.).
- Adaptability and humanity. Ability to swiftly adapt efficiently to changing circumstances while being steered by values of working towards a greater good.
- Vision and growth focus. Demonstration of future achievable goals that will contribute towards sustained operation in the sector, as well as proof of execution for the development and empowerment of people employed by the enterprise/entity.
- Contribution to community development (social responsibility) is compulsory.
- Excellence. Focus will be on the quality of the results produced by the enterprise/entity. This includes assessing the gradual increase of production, turnover, profits and jobs created over time, the quality of products and innovative business management practices.

6.7.2. The extent to which youth, people with disabilities have been encouraged to participate in the enterprise/entity.

7. Minister and MEC's Special awards

It is the responsibility of the host district/province or national office to provide a determination of the potential entrants for the Minister and MEC's special Awards. It may be determined by the availability of finances to fund this award.