



AFIT Newsletter

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Jan 2015

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Fairtrade and Trade Union Conference

I attended the Fairtrade and Trade Unions— "Two movements one purpose?" Conference in Stockholm, Sweden in January. Also there were Tinashe the Fairtrade Southern Africa Network Worker Representative, Grace the Fairtrade Africa Representative and Owami a Trade Union member on a Fairtrade Farm in Tanzania.

We all gave in-puts in terms of the work we are doing on our farms and in or organisations to support Freedom of Association on our farms and gave examples of how we have been working with unions to improve workers working conditions on farms and strengthen workers rights.

From discussions and inputs at the conference it was clear that workers can only be effectively represented by free and independent trade union and that whilst there was still a lot to do by both Fairtrade and the unions to ensure workers are effectively represented in their workplaces. We have to start working together if anything is going to change.

Here are all the conference participants :

Fairtrade and Trade Union Konferensie

Ek het die Fairtrade en vakbonde —“Twee bewegings een doel?” Konferensie in Stockholm, Sweden bygewoon in Januarie. Ook was daar Tinashe die Fairtrade Suider -Afrika Netwerk Werker verteenwoordiger, Grace die Fairtrade -Afrika verteenwoordiger en Owami 'n lid van die vakbond op 'n Fairtrade -plaas in Tanzanië.

Ons het almal insette gelewer - in terme van die werk wat ons doen op ons plase en in ons organisasies om Vryheid van Assosiasie te ondersteun op ons plase en het voorbeelde van hoe ons besig is om met vakbonde saam te werk om werkers se werksomstandighede op plase te verbeter en werkers regte te versterk.

Uit gesprekke en insette by die konferensie was dit duidelik dat werkers slegs effektief verteenwoordig kan word deur 'n vrye en onafhanklike vakbond alhoewel daar nog steeds baie is om te doen deur beide Fairtrade en die vakbonde om te verseker dat werkers doeltreffend in hul werkplekke verteenwoordig word. Ons sal moet begin om saam te werk om iets te verander .

Hier is al die konferensie lede:



Visit the NEW
AFIT website:
www.afit.co.za



The cast of our play Saamstaan—
don't miss it this time round!

AFIT's 2015 Programme

We are a bit late with our programme for the year because we have been trying to finalise funding support. Here is the 2015 programme so far we still need to find money for the Spring School and AFIT work after June.

SAAMSTAAN Plays:

"SAAMSTAAN is a play about Joyce, a farmworker and mother who takes on the challenge of changing her life and the life of everyone on the farm she works. Come and see our Play and learn about farm worker rights."

Wellington	28 March
Citrusdal	25 April
Ceres	30 May
Dedoorns	6 June
Robertson	20 June

Forum Theatre:

Forum theatre is where theatre is used in a smaller workshop environment to reinforce broader learning around basic rights and build workers communication, conflict resolution and negotiations skills.

Stellenbosch	7 August
Piketberg	14 August
Worcester	21 August

Sub-Regional - Workers Rights Workshops

These workshops are for farm shopstewards/committees and deal with workers rights on Fairtrade farms and how to exercise them.

Citrusdal	26-27 February
Worcester	12-13 March
Wellington	19 - 20 March

Regional Workshop - Understanding Fairtrade and our role as

Workers/Small farmers

Due to funding constraints we can only hold our beginners course in the Western Cape but we can fly 2 workers per farm from the Eastern Cape and Limpopo. This workshop is the introduction to Fairtrade, standards and workers rights.

Western Cape	11- 13 May
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Shareholders Workshop

At our AGM workers requested a workshop to help them understand shareholding on their farms and to help sort out their problems—this workshop will do just this.

Cape Town	14 May
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AFIT 10 year anniversary Sports Day Celebration and Fundraising Event!

Paarl : 1 May 2015 (more info to follow)

We will be holding a sports day to raise funds for AFIT's Spring School. All Fairtrade Farms Sports teams are invited to participate in the event.

We are also looking for donations and sponsors for the prizes.

AFIT's 2015 Program

Ons is 'n bietjie laat met ons program vir die jaar, want ons het probeer om befondsing ondersteuning te finaliseer. Hier is die 2015- program tot dusver het ons nog nodig om geld te vind vir die Lenteskool en AFIT werk na Junie.

SAAMSTAAN Toneelstuk :

Saamstaan is 'n toneelstuk oor Joyce, 'n plaaswerker en moeder wat die uitdaging opneem om haar lewe en die lewe van almal wat op die plaas werk te verander. . Kom en sien ons toneelstuk en leer oor plaaswerkersregte. "

Wellington	28 Maart
Citrusdal	25 April
Ceres	30 Mei
Dedoorns	6 Junie
Robertson	: 20 Junie

Forum Theatre:

Forum teater is waar teater gebruik word in 'n kleiner werkswinkel omgewing om breër leringe te versterk wat basiese regte betref en werkers kommunikasie , konfliktoplossing en onderhandelings vaardighede uitbou

Stellenbosch	7 Augustus
Piketberg	14 Augustus
Worcester	21 Augustus

Sub - Streek - Werkers Regte Werkswinkels

Hierdie werksinkels is vir die plaas werksvloer verteenwoordigers/ komitees en hanteer werkers regte op Fairtrade plase en hoe om dit uit te oefen.

Citrusdal	26-27 Februarie
Worcester	12-13 Maart
Wellington	19 - 20 Maart

Streekswerkswinkel - Verstaan Fairtrade en ons rol as Werkers /

Kleinboere

Weens befondsing beperkinge kan ons net ons beginnerskursus in die Wes-Kaap hou , maar ons kan 2 werkers per plaas van die Oos-Kaap en Limpopo invlieg. Hierdie werkswinkel is die inleiding tot Fairtrade standaarde en werkers regte.

Wes Kaap	11- 13 Mei
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Aandeelhouers Werkswinkel

By ons AJV het werkers versoek vir 'n werkswinkel om aandeelhouing op hul plase te help verstaan en te help om hul probleme uit te sorteer - hierdie werkswinkel sal juis dit doen.

Kaap Stad	14 May
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Deelnemers werk hard by ons lente skool verlede jaar.

AFIT 10 jaar herdenking Sportdag vieringe en fondsinsamelingsprojek !

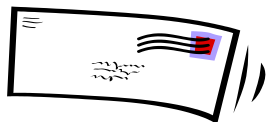
Paarl : 1 Mei 2015 (meer inligting sal volg)

Ons sal 'n sportdag hou om fondse in te samel vir AFIT se Lenteskool . Alle Fairtrade Plase se Sport spanne word uitgenooi om deel te neem in die gebeurtenis.

Ons is ook op soek na donasies en borge vir die pryse.

Dear AFIT

Tinashe Chigarisano and Mandy in Stockholm.



We as workers want the 20 % in cash, but the Premium Committee is not sure what to do. We work very hard, but management does not want us to have the cash, the premium money just supports existing projects.

Please help us

Regards
Very upset

Dear Very Upset,

There are some things you need to do as the Workers and Premium Committee to get the 20% cash. We suggest that you do the following.

1. Hold a general meeting of all workers (this can also be your AGM) to discuss and get agreement from workers to pay the 20%
2. At that general meeting the Premium Committee must be able to tell workers:
 - a) Exactly how much premium was earned after June 2014 because only premium after the new standard came into effect can be used.
 - b) Exactly how many workers the money will be divided between so you all know how much each worker is entitled to.
 - c) The premium committee must also have conducted a risk assessment to see if there is enough money and to see if the 20% will take money from other projects, this information should be presented at the meeting so workers can discuss the implications and decide what should be done. If your Premium Committee needs assistance with the risk assessment they can call us for help.
3. The union or workers representatives must be consulted to make sure that the 20% does not conflict with collective bargaining processes.

Grace Mwangi Fairtrade Africa Worker Representative presenting at the Conference in Stockholm.

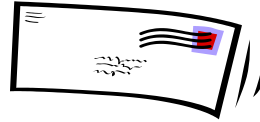


Announcement !

AFIT is more than willing to visit your farm on request . We are available to attend the Annual General Meetings of the Premium Committee and workers on request to advise, provide input and even help with the election process.

As you all know, in December 2014 we had an article about the importance of AGMs . We are talking at AFIT about the possibility of offering training on the importance of an AGM, what workers should be on the look out for. We would like to offer the training before workers attend their AGM . We will provide more detail in the near future .

Beste AFIT



Ons as werkers wil die 20% in kontant he, maar die Premie Komitee is nie seker wat om te doen nie. Ons werk baie hard, maar die bestuur wil nie hê ons moet die kontant kry nie, die premie geld ondersteun net bestaande projekte.

Help ons asseblief

Groet

Baie Ontsteld



Omary R. Mshana a unionised worker from Tanzania presenting at the Conference in Stockholm.

Beste Baie Ontsteld,

Daar is sekere dinge wat jul moet doen as die werkers en die Premium Komitee om die 20% kontant te kry. Ons stel die volgende voor:

1. Hou 'n algemene vergadering vir al die werkers (dit kan ook 'n AJV wees) om te bespreek en 'n ooreenkoms te kry van die werkers om die 20% te betaal.
2. By die algemene vergadering moet die Premium Komitee in staat wees om vir die werkers te sê:
 - a) Presies hoeveel geld was verdien na Junie 2014, want slegs die premium ontvang nadat die nuwe standaard ingestel was kan gebruik word.
 - b) Presies hoeveel geld tussen die werkers verdeel sal word, sodat almal weet hoeveel elke werker geregtig is op.
 - c) Die premie komitee moet ook 'n risiko-assessering doen om te kyk of daar genoeg geld is en om te sien of die 20% I geld van ander projekte sal vat, hierdie inligting moet aan die vergadering voorgelê word sodat werkers die implikasies kan bespreek en besluit wat moet gedoen word. As jou Premium Komitee hulp benodig met die risiko-assessering kan hulle ons bel vir hulp.
3. Die vakbond of werkers verteenwoordigers moet geraadpleeg word om seker te maak dat die 20% is nie in stryd is met kollektiewe bedinging prosesse nie.

Aankondiging !

AFIT is meer as bereid om jul plase te besoek op jul versoek. Ons is beskikbaar om die Algemene Jaar vergaderings van die Premium Komitee en werkers by te woon op uitnodiging en kan adviseer, insette lewer en selfs help met die verkiesingsproses.

Soos jul weet, het ons in Desember 2014 'n artikel gehad oor die belangrikheid van AJV 's. Ons is besig om te praat by AFIT oor die moontlikheid van 'n opleiding aan te bied oor die belangrikheid van 'n AJV en waarna werkers moet kyk en wil so 'n opleiding aanbied voor werkers hul AJV bywoon. Ons sal later meer besonderhede verskaf.

Tinashe Chigarisano—Fairtrade Africa—Southern Africa Networks worker representative.





**Solidarity
through fair trade**

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**AFIT is a network of small-farmer
and farm-worker organisations**

OBJECTIVES

AFIT aims to help small-farmers and farm-workers ensure that the fair trade system works for them – through building capacity, sharing information and providing a platform for members to engage in fair trade debates and discussions.

MEMBERSHIP

Membership is open to all representative bodies of small-farmers and farm-workers in South Africa, producing for (or intending to produce for) the international fair trade system.

**AFIT is 'n netwerk van kleinboere
en plaaswerker organisasies**

DOELSTELLINGS

AFIT poog om kleinboere en plaaswerkers te help verseker dat die Fair Trade stelsel vir hulle werk deur bevoegdheid uit te brei, deur inligting te verskaf en deur 'n ruimte te skep waar lede kan praat en debatteer oor Fair Trade.

LIDMAATSKAP

Alle verteenwoordigers van groepe kleinboere en plaaswerkers in Suid-Afrika, wat produkte lewer (of beoog om te lewer) aan die internasionale Fair Trade stelsel, mag lede word.



**Association for
Fairness in Trade**

