



AFIT Nuusbrief

AFIT Newsletter

April 2015

SPORTS DAY

We are organising our first AFIT Sports Day to celebrate **AFIT's tenth anniversary**, to raise money for our Spring School and to get to know each other on a social level.

AFIT members farms can participate by entering teams to play against other farms.

Sports that are going to be held are: rugby and netball and there will be a dance competition too.

Farms are also running refreshment stands where people will be able to buy food and drink. 70% of profit from the sales will go towards funding the Spring School and 30% will go the farms Premium Committee.

An entrance fee of R 10 per Adult and R 5 per child will also be charged.

It is going to be a great day and we look forward to seeing you all there.

SPORTDAG

Ons organiseer ons eerste AFIT Sportdag en om **AFIT se tiende bestaansjaar** te vier, geld in te samel vir ons Lenteskool en om mekaar te leer ken op 'n sosiale vlak.

AFIT lede plase kan deelneem deur ' spanne teen ander plase te laat speel.

Sport wat gehou gaan word, is: rugby en netball en daar sal 'n dans kompetisie ook wees.

Plase gaan ook verversings verkoop waar mense sal in staat wees om kos te koop en iets te drinke. Sewentig persent (70%) van die wins uit die verkope gaan vir die befondsing van die Lenteskool en 30% sal na die plase se Premium Komitee gaan.

'N toegangsfooie van R 10 per volwassene en R 5 per kind sal ook gehef word.

Dit gaan 'n groot dag te wees en ons sien uit daarna om julle almal daar te sien.

Committee / Komitee

Rooidraai	Roseline (Secretary/ Sekretaresse)	071 034 2850
Fairhills	Jim Van Heerden	071 157 0165
Koopmanskloof	William (Vice Chairperson/ Onder voorsitter)	
Bosman	Beira Morkel	063 174 5981
Reebokskloof	John Barings (Treasurer/ Kassier)	079 668 6804
Saamstaan	Jacob Marang	
Fairview	Leon Booysen (Chairperson/ Voorsitter)	073 347 8485
Fairhills	Abraham Oersoen (Coordinator/Koördineerder)	072 501 3750
Fairview	Ivan Marang (Coordinator/ Koördineerder)	078 340 6214

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

Venue/Plek: Paarl Vaardigheid skool, Simonduim Road, Simonduim, Paarl
Date/Datum: 1 May 2015
Time/Tyd: 09h00



Participants at Citrusdal Workers Rights Workshop

Citrusdal and Wellington Workers Rights Workshop

With support from Fairtrade International Workers Desk AFIT ran Workers Rights workshops in Citrusdal from the 26-27 February attended by 26 workers from ALG, Bono (Mont Piquet and Rietkloof) and Mouton Citrus farms and in Wellington from the 26-27 March attended by 11 workers from Fairview, Bosman Adama and Sonop farms.

In the workshops we learned about each other's problems and also found workable solutions to our problems based on South African Law and the Fairtrade standards. Everybody agreed it was an enjoyable time and time well spent.

AFIT's 2015 Programme

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 where she works. Come and see our Play and learn about farm worker rights.”

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.

Worcester	26– 27 May
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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.

Western Cape	14 May
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Wellington Performance of our play SAAMSTAAN

Citrusdal en Wellington Werkersregte Werkswinkels

Met die steun van Fairtrade Internasionaal se Werkers afdeling het AFIT Werkers Regte werksinkels in Citrusdal aangebied vanaf die 26-27 Februarie bygewoon deur 26 werkers van ALG, Bono (Mont Piquet and Rietkloof) en Mouton Citrus plase en in Wellington van die 26-27ste Maart bygewoon deur 11 werkers van Fairview, Bosman Adama en Sonop Plase.

Ons het in die werksinkels van mekaar se probleme gelleer en het werkbare oplossings gevind vir ons probleme gebaseer op Suid-Afrikaanse reg en die Fairtrade standaard . Almal stem saam dat dit 'n genotvolle tyd was en tyd goed bestee.



Participants at Wellington Workers Rights Workshop

AFIT's 2015 Program

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. "

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

Forum Teater:

Forum teater is waar teater gebruik word in 'n kleiner werksinkel omgewing om breër leringe te versterk wat basiese regte betref en werkers kommunikasie , konflikoplossing 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/ kommittees en hanteer werkers regte op Fairtrade plase en hoe om dit uit te oefen.

Worcester	26- 27 Mei
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Streekswerksinkel - 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 werksinkel is die inleiding tot Fairtrade standaard en werkers regte.

Wes Kaap	11- 13 Mei
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Aandeelhouers Werkswinkel

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

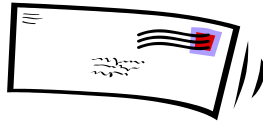
Wes Kaap	14 May
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Wellington Performance of our play SAAMSTAAN

Dear AFIT

Everyone is very busy at the workshop in Citrusdal



Dear AFIT,

There is great division among our farm community about the utility vehicle we bought with our premium money. Management has decided that one of the utility vehicles are not to be used even though we need it to transport to the community because one utility vehicle is enough to transport everyone.

What can we do to get back the utility vehicle and to keep everyone happy?

Greetings

Tired of quarrelling

Dear Tired of quarrelling,

We are sorry to hear that there is dissent in a utility vehicle that is bought with premium money and belonging to the community.

We suggest that you hold a meeting to discuss the matter. Determine why people are unhappy.

Explain to them:

1. That you have a right to use the vehicle as it is yours and it does not belong to management.
2. Take ownership of which is bought by you by premium money.
3. Set up a transport policy with the community which will help you to make rules about the use of the vehicle.
4. Also determine whether the vehicle is registered in the Fair Trade Premium Committee's name if not make sure it does.

We trust that the advice will help. Please let us know if there is anything else we can do.

Greetings
AFIT

Knowledge is power—Fixed Term Contracts

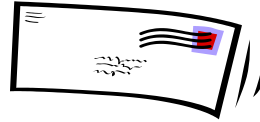
Fixed-term contracts may not exceed three months, unless justifiable reason is shown for example:

- ◇ If a permanent employee of an employer is temporarily. For example if someone is employed specifically to replace a person on maternity leave
- ◇ If there is a temporary increase in the volume of work of an employer, provided the contract is then not for a period of more than 12 (twelve) months
- ◇ If the employee is a student or someone who recently graduated and is in training for the position.
- ◇ If the employee was specifically hired for a specific project for a limited time or a definite time slot
- ◇ If the employee is not a South African citizen and the project is linked to the employee's work permit.
- ◇ If the employee has to perform work that is seasonal in nature.
- ◇ If the employee is part of a public works program or a public job creation program.
- ◇ When the employee's position is paid for by outside funding for a set period of time.
- ◇ If the employee reaches normal or agreed retirement age.

Denile listening to workers' inputs in Citrusdal.



Beste AFIT



Beste AFIT,

Daar heers groot verdeeldheid onder ons plaas gemeenskap oor die bakkies wat ons met premium geld gekoop het. Die bestuur het besluit dat een van die bakkies staan gemaak moet word terwyl ons dit nodig het om die gemeenskap te vervoer want die een bakkie is te min om almal te vervoer

Wat kan ons doen om die bakkie terug te kry en almal gelukkig te hou?

Groete

Moeg gebaklei

Beste Moeg gebaklei.

Ons is jammer om te hoor dat daar verdeeldheid is oor 'n bakkie wat met premium geld gekoop is en wat aan die gemeenskap behoort.

Ons stel voor jul hou 'n vergadering en bespreek die aangeleentheid. Stel vas hoekom mense ontevrede is.

Verduidelik aan hulle;

1. Dat jul geregtig is om die bakkie te gebruik omdat dit aan julle behoort en nie aan bestuur nie.
2. Neem eienaarskap van wat aan julle behoort wat deur premiegeld gekoop is.
3. Stel 'n vervoerbeleid saam met die gemeenskap op wat jul sal help om reëls te maak oor die gebruik van die bakkie.
4. Stel ook vas of die bakkie in die Fairtrade Premium Kommittee se naam geregistreer is indien nie maak seker dat dit geregistreer word.

Ons vertrou dat die advies gaan help. Laat weet ons asb indien daar nog iets is wat ons kan doen.

Groete
AFIT



Workers busy learning at the workshop in Wellington

Kennis is Mag—Vaste termyn kontrakte

Vaste termyn kontrakte kan nie 3 maande oorskry nie, tensy regverdigbare rede so getoon word as :

- ◇ Indien die werknemer 'n permanente werknemer van 'n werkgewer wat tydelik afwesig is vervang
- ◇ Indien daar 'n tydelike toename in die volume van die werk van 'n werkgewer, op voorwaarde dat die kontrak dan nie vir 'n tydperk van meer as 12 (twaalf) maande is nie
- ◇ Indien die werknemer 'n student is of iemand wat onlangs gegradeer het wat vir die posisie opgelei word.
- ◇ Indien die werknemer spesifiek in diens geneem is vir 'n spesifieke projek wat 'n beperkte tyd of 'n definitiewe tydgleuf het.
- ◇ Indien die werknemer nie 'n Suid Afrikaanse burger is nie en die projek is gekoppel aan die werknemer se werkspermit.
- ◇ Indien die werknemer werk doen wat seisoenaal van aard is.
- ◇ Indien die werknemer deel is van 'n openbare werke program is of 'n openbare werkskeppingsprogram is.
- ◇ Wanneer die posisie wat die werknemer beset deur buite befondsing betaal word vir 'n beperkte periode.
- ◇ Indien die werknemer normale of ooreengekome aftree ouderdom bereik.



Participants at the Wellington Workshop share a joke



**Solidarity
through fair trade**

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We're on Facebook!

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**Association for
Fairness in Trade**

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.

