



News

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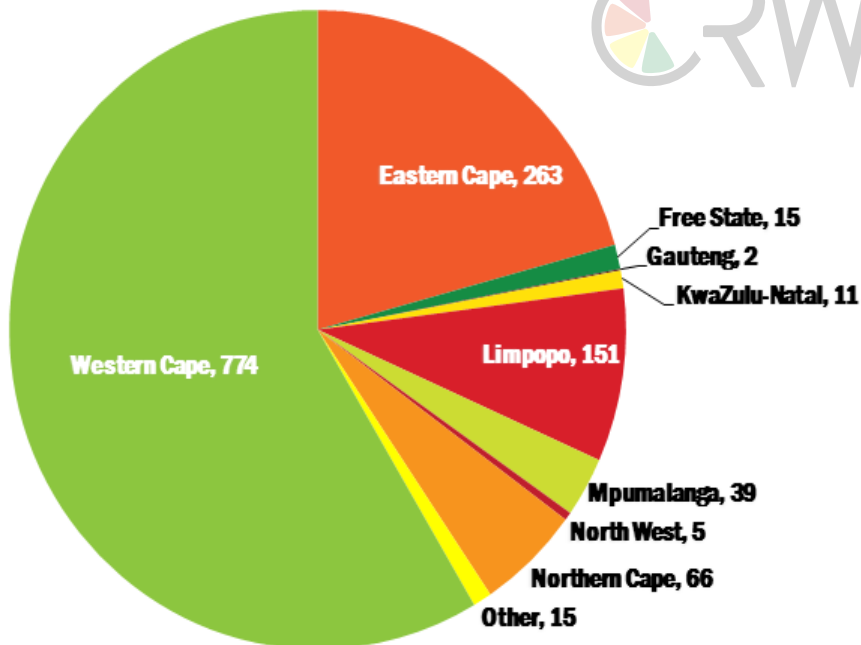
SIZA membership numbers are gradually increasing with 1341 registered members at the end of May 2015. The Data Platform, when fully functional, will be an added incentive for stakeholders across the supply chain to take up membership, since the SIZA monitoring and assurance programme will provide exporters, importers and retailers with full visibility of suppliers and their progress.

Annual membership rates (excluding VAT) are as follows:

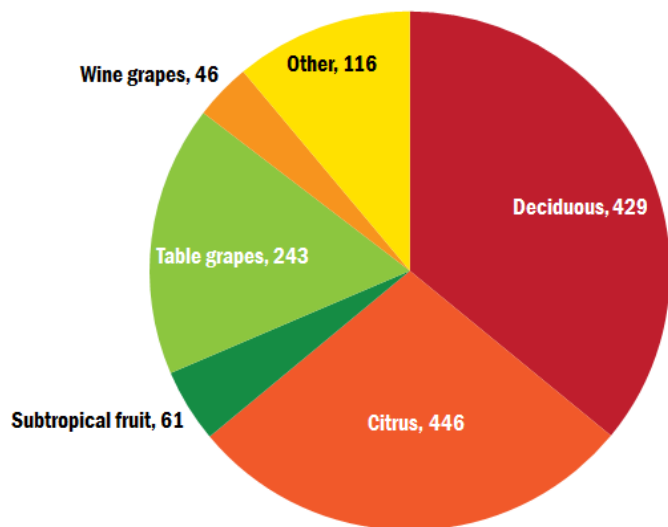
- Level 1: Producer, Producer / Pack house: R750
- Level 2: Pack house: R1000
- Level 3: Exporter: R1500
- Level 4: Importer: R5000
- Level 5: Retailer: R7500



SIZA membership per province



SIZA membership per product



SIZA links to the Sedex system

SIZA is in discussion with Sedex regarding the establishment of an interface between the two systems that will allow for information to be electronically transferred from one system to the other. It will substantially reduce the manual administration currently in place. The process will take some time and SIZA will therefore continue to manage employment sites under the Fruit South Africa (FSA) AB account, allowing customers to have visibility of their suppliers. For more information, please contact Mariessa Erasmus at info@siza.co.za.

SIZA has also initiated discussions with the Business Social Compliance Initiative (BSCI) to provide the same facility for European buyers. The BSCI has not yet reached a formal decision, although internal discussions are taking place. SIZA will continue to promote discussions.

BSCI position on SIZA recognition

The Business Social Compliance Initiative (BSCI) is recommending to its members that they individually assess other standards, such as SIZA, and to take the decision on recognition on an individual basis. It is therefore up to individual retailers to make the decision to recognise SIZA. SIZA will continue to actively engage with all retailers to get their endorsement of the SIZA programme, and to take up SIZA membership. When the Data Platform is fully functional, retailers will have full visibility of their suppliers on the system, provided permission was granted by their suppliers.

SIZA Data Platform

The SIZA registration process has gone 'live' and new members can now register directly by going onto the SIZA website: www.siza.co.za. Payments can either be made through different immediate payment options or via electronic funds transfer (EFT). The process is user-friendly and designed for easy navigation. Should a member want to renew registration with SIZA, a request and the member's individual registration number can be sent to info@siza.co.za. Renewal of registrations will also be available online by end-July when the system will be fully developed. In addition, newly registered members can complete the SIZA self-assessment questionnaire online or off-line and in English or Afrikaans. Phase 2 of the development of the system, which includes uploading Audit and Corrective Action Plan reports, as well as tracking progress, will be functional by the end of July 2015. The system will provide full visibility of suppliers, provided access permission has been granted. This will assist exporters, importers and retailers (level 3, 4 and 5 members) in managing their supply base.

Labour Contractor recognition programme

SIZA is currently addressing the lack of knowledge and confusion that exists around the employment of workers through outside labour contracting services. The following provides a summary of the legal provisions and definitions that apply to different forms of labour contractors:

Temporary employment services is defined as a person or business that provides employees to perform work or services for a client and such employees are paid by the person or business who supplies the employees to the client. TES is therefore an employer in his or her own right and has to be registered with SARS.

Recruitment agencies are responsible for recruiting temporary or permanent workers for employment, but the workers are paid by the producer. These agencies must be registered with the Department of Labour as a Private Employment Office in terms of Section 24 of the Skills Development Act (1998).

Independent contractors are used by employers for a specific outcomes-based task. However, the employer has no jurisdiction over factors such as working hours and the tools or equipment that will be used, but only pays for a specific result or outcome contracted beforehand. Examples include electricians, plumbers, building contractors and irrigation services.

The SIZA Standard is clear in its requirements regarding the use of a labour contractor by a producer and any non-compliance recorded against such a contractor is reflected as a major non-compliance against the site. SIZA is therefore working on a programme with WIETA and other industry stakeholders, which focuses on the training, auditing and recognition of labour contractors. Training will focus on the legal requirements necessary to operate as a contractor as well as compliance with labour legislation.

The first round of training for 47 contractors and third party ethical audits on approximately 10 of these contractors will be piloted in the Western Cape in June 2015. The aim of the programme is to provide a list of recognised contractors that have each received training and a third party audit, in order to ensure producers of compliance when they employ these services. (Further training will be subject to the availability of funds.)

SIZA will provide a detailed list of recognised contractors as soon as it is available and SIZA members are encouraged to use these contractors only. However, if a producer is using another contractor, or one that has not yet been audited, they should take the necessary steps to ensure that the contractor is operating legally and managing workers as required by law.

SIZA Capacity-building programme

During 2014 and up to April 2015, a total of 163 Ethical Trade Facilitator (ETF) workshops were facilitated countrywide. Of these, 120 workshops were aimed at worker representatives and supervisors, whilst 43 workshops were conducted at intermediate level. The total reach has been 3038 participants of which 2319 were workers. ETF workshops consist of a two-day training programme, which provides a comprehensive overview of the SIZA programme and Standard.

Training Service Providers (TSPs) who received training and are recognised by SIZA have applied to SIZA to use the funding received from the IDH (Sustainable Trade Initiative) and the Department of Agriculture (Western Cape) before organising and rolling out workshops in their respective provinces.

The training schedule for 2015 is now finalised. For more information on workshops, scheduled from June to December, and the TSPs who have booked these workshops, please contact Zaitun Rosenberg at zaitun.rosenberg@gmail.com. The workshop funding will terminate at the end of 2015.



Intermediate ETF training group

SIZA VISA programme

SIZA VISA is a workplace tool, developed by the SIZA programme to assist growers and workers with their induction training needs. SIZA VISA is being initiated throughout South Africa. SIZA members who would like a free DVD and training package will be required to attend an awareness session, which will explain how to conduct the training in-house. Awareness sessions take around 90 minutes to complete and should NOT be confused with the two-day Ethical Trade Facilitator workshops, which provide more in-depth information about the SIZA Standard.

People who receive a toolkit can use this for in-house training on an ongoing basis.

Workers who undergo the SIZA VISA training will receive a SIZA VISA card as proof of training. Growers will not need to repeat training for workers who can provide a card showing that they have received the training. The SIZA VISA training toolkit also includes three posters and a set of SIZA VISA cards for workers.

A worker database is being developed as part of the programme and will record the details of workers who have completed the training.

Update on the SIZA VISA roll-out:

- A total of 682 participants have attended SIZA VISA workshops.
- Around 92,987 workers will be reached through programme participants.
- Since the launch in February 2015, 42% of SIZA members have participated in the SIZA VISA programme.



SIZA VISA awareness session

Environmental framework

SIZA and the World Wildlife Fund (WWF) will be looking to engage with the Business Social Compliance Initiative (BSCI) about the potential for recognition of the South African environmental framework. The BSCI has developed an Environmental Standard through a sister initiative – the Business Environmental Performance Initiative (BEPI), which falls under the Foreign Trade Association (FTA). The purpose of the engagement will be mutual recognition, collaboration, convergence and the non-duplication of environmental assurance.

The South African environmental framework is still being tested in practice and will undergo the Global Social Compliance Programme (GSCP) equivalence process during the second half of 2015.