

WIETA NEWSLETTER

NOVEMBER 2022



MESSAGE FROM THE CEO

With a successful Cape Wines behind us, we thank those of you who found the time to come and say hello at our fabulous Hillebrand funded stand.

The WIETA roadshows in Stellenbosch and Worcester in August and September are also behind us, and we look forward to a busy audit season. Whilst some of the roadshow events were not well attended, we did manage to get some good feedback from our members which we will reflect upon in our conversations internally with colleagues and Board members as well as externally with our audit bodies. On the whole, members seem happy with their audit experience. Key issues that remain is the cost. We do encourage members to shop around for quotations as process between the four audit companies do vary. And if you feel the costs do not seem aligned at all, please feel free to contact us. International audit requirements do dictate that audits be done in peak periods. This does present a headache for some as we realise that harvest periods within wine require critical focus without the distraction of an auditor peaking over your shoulder. Do consider whether another period where your facility may be equally operational or engaged and you can summon workers to the site.

We still sit at 77% of hectareage which is WIETA certified. Much of this amount accounts for vineyards in the Western Cape and for predominantly export wines. Local retailers have been slow to make ethical a purchasing requirement with the exception of Woolworths, who are active on our WIETA system. We also welcome the Northern Cape producers who have started their audit preparations for the next two years.

If you are gearing up for your audits, please remember to review this newsletter for some tips on practices that you may wish to review.

Yours in trading ethically,

Linda Lipparoni

BLACK PRODUCERS & SMALL HOLDERS SUPPORT AND DEVELOPMENT PROGRAMME

This year WIETA and The Western Cape Department of Agriculture is supporting a total of 9 black owner farms and cellars to reach ethical certification.

Each of these producers are supported through a series of technical support phases towards achieving their ethical certification within a broader framework of sustainability and developmental support by the industry and the Western Cape Department of Agriculture as a whole.

PHASE	Description
1	Initiation
2	Baseline Assessment
3	Planning
4	Capacity Building and Technical Support (Pre-audit)
5	Audit
6	Post Audit
7	Certification
8	Continuous Improvement Support

Indicated below is the current status of the 9 producers:

PHASE 2	3 Producers
PHASE 3	2 Producers
PHASE 4	4 Producers

If you are a black emerging grower in the wine industry and your cellar and buyer requests that you are ethically audited, please contact Liane at liane@wieta.org.za to see whether you would qualify to get support.



WIETA ROADSHOWS

We have completed our run of roadshows around the Western and Northern Cape for the year. We were a little disappointed in the turn out with a total of only 92 participants at the 7 workshops held. However, we had good discussions and received some good feedback. Some of the issues we received inputs on are listed below. The WIETA Team will be drafting a Frequently Asked Questions publication which will be loaded up on the website as well as the WIETA online platform for your interest.

If you are a cellar and you are interested in having a WIETA representative address your next Cellar meeting on ethical issues, please contact Linda Lipparoni at linda@wieta.org.za.

- **Industry targets**

- o Why are we not on 100% ethical tonnage / hectare. How do we encourage everyone to participate. Where is the gap?

- **Certification**

- o The certificate dates on the certificate are confusing.
- o Review a generic date for all valid

certificates linked to one end date after harvest – suggestion – 1 May.

- o Certification is costly and onerous.
- o One certification body because of cost duplication.
- o Want a 4 to 5 year cycle?
- o Can A's with no risk not have a longer cycle?
- o Can WIETA not compensate producers for getting certification?
- o Transfer of ownership and transfer of certification.
- o Aligning the WIETA and the SIZA audit frequencies.

- **Audit support**

- o Provision of checklists for the new standard V4 2021.
- o Audits in Operational periods was raised as a concern.
- o Questioning around having 66% of workers present the on day of audit.
- o Why must the entire farm be audited and not just the vineyard block and vineyard workers?
- o What to do if you recruit different workers every day.
- o Auditing other areas of operations such as mines.
- o Role of consultants.
- o Migrant worker permits.



- **Housing issues**
 - o Requirements for farm dwellers that no longer work on the farm but only live on the farm - does maintenance not go with the responsibility that they now live in the house?
 - o The cost of housing and the problem of vandalism.
 - o Dwellers refusal to comply with housing rules and policies.
 - o How do auditors balance privacy of one's house and wanting access to homes.
 - o Dwellers who refuse to have their house being inspected.
- **Capacity Support**
 - o Request for policies on human and women's rights.
- **Training needs**
 - o Life skills training.
 - o Housing compliance training.

WORKER ENGAGEMENT

We are delighted that producers have been so keen to offer the WIETA Labour and Occupational Health and Safety Training to their workers. Key areas of focus in these discussion sessions with cellar and farm workers have included:

- **understanding ethical trade;**
- **presenting on areas in the basic conditions of employment such as leave entitlements, parental leave, what should be stated in contracts, the issues of overtime and how this is paid;**
- **ethical concerns around understanding the rights of women workers in the workplace;**
- **issues such as harassment;**
- **housing compliance, rights and responsibilities.**

1 252 cellar and farms across the Western Cape and parts of the Upington region in the Northern Cape have benefitted from labour and OHS training.

Should you be interested in taking your new intake of seasonal workers through training in the next season please contact Kaylin Blou at kaylin@wieta.org.za or Dominique at info@wieta.org.za.



LAUNCHING OF THE STANDARDS TRAINING VIDEO:

We are very excited to announce that our mode of delivery for the Producer Training has changed and we are now able to fully facilitate this training in E-Format with a video presentation. We piloted the first group of Producers on the 14th of September, and it was a massive success. The second training date took place on the 29th of September. Our aim is to host 2 to 3 sessions per month using this new training method and hope to allow members the opportunity to do the training in a self-paced environment in future.

Please make sure to keep an eye out on our Mailchimp for future training dates, as well as any updates around how we can make the training experience more convenient to you.



ETHICAL LEADERSHIP AND WIETA STANDARD REQUIREMENTS

ETHICAL LEADERSHIP WEBINAR SERIES

As part of WIETA's Social Ethical Dialogue programme, the organisation co-ordinated a two-part webinar series around thematic topics of contemporary relevance in the wine industry. The objective of the webinar series is to promote social ethical dialogue around the thematic topics amongst industry stakeholders pertaining to best practices and ethical trends in the wine value chain.

The first instalment of the webinar series was on the 24th of August in commemoration of Women's month. The webinar was titled Promoting Women's Rights: Ethical Practices in Review in Wine Businesses and was presented by a panel of esteemed women working in the wine industry. The webinar was well received and attendees were provided with a facilitated platform through which thought-provoking insights on the topic were shared.

The dialogue on women's rights was framed around the necessity of recognising the vulnerability of women within the global wine value chain, which has increasingly become a key focus area of many buyers seeking to understand, measure and report on women's rights in their supply chains. The rights of women, or lack thereof, in many supply chains pose a key salient risk and necessitates a gendered focus around the promotion of women's rights in wine businesses. The discussion equipped attendees with the requisite insight and knowledge to identify the gendered risks entrenched in the wine industry, as well as skills on how to undertake best practices in order to identify, address and mitigate gender-based salient risks and promote women's roles and rights within the working environment.

The second webinar was as engaging and enlightening as the first. The second instalment of the webinar series, presented on the 28th of September, was entitled Landowners and Occupiers: Their respective rights under ESTA and PIE, with a panel of legal experts on the topic set to lead the conversation.

WOMEN'S RIGHTS IN THE WORKPLACE

Women play a crucial role in the future of agriculture worldwide. While it holds true that the role women play in South African agriculture is now more widely acknowledged than it was a few years ago, much more needs to be done to support, empower and promote women's rights. Despite advances over the course of the past decade, gender inequality and gender-based violence and harassment (GBVH) remain an everyday reality for women and girls in the agricultural industry.

As many elements of the wine value chain rely on female workers, female workers are inherently more at risk of exploitation and are more vulnerable due to the systemic nature of structural and cultural gender discrimination in South Africa. Female workers' vulnerability may be created, aggravated or amplified by various factors, often acting in conjunction with one another. These factors may relate to the type of employment, the workplace environment, the purchasing practices/actions of actors further up the supply chain that facilitate vulnerability, and the way female workers are recruited and treated by management.

Women are subjected to particular vulnerabilities in the South African wine industry and face various forms of unfair treatment, including discrimination, harassment, domestic violence and sexual abuse. In this regard, female workers in the wine industry are exposed to 'double discrimination' - as women and as vulnerable workers. Ethnicity, race, lack of access to healthcare and the justice system, as well as the Covid-19 pandemic, are additional intersecting factors that exacerbate the discrimination impacting and affecting women's dignity, well-being and sustainable integration in the wine industry.

Wine businesses must prioritise and make gender equality a strategic objective within their operational and normative management systems, especially in light of the United Nations Guiding Principles on Business and Human Rights, international human rights due diligence developments and the Sustainable Development Goals. These legislative and regulatory frameworks necessitate businesses to cultivate a

workplace culture that actively encourages a respectful, inclusive, gender diverse, and equitable working environment, allowing female employees to feel safe, protected and supported. This entails prioritising purposeful hiring practices, promoting and empowering women, evaluating women's unique parental, household and familial needs, giving them the same opportunities as their male counterparts, and compensating and rewarding women fairly in accordance with a gender-based living wage. It is also crucial to take daily action to combat discrimination, harassment, and patronising patriarchal paternalism towards women through an express policy commitment to counter instances of GBVH. This could involve conducting workshops on topics like gender dynamics, women empowerment, and how to identify unconscious prejudices and discrimination.

WIETA's Code and Standard makes express reference to women's rights in the wine industry, ranging from access to sanitation, greater access to grievance procedures, and equal pay for equal work, to increased access to land and tenure rights, education around sexual and reproductive health rights (SRHR), and women empowerment through rights-based education, community development, and knowledge-building. Integrating and implementing the WIETA Code and Standard and incorporating gender-focused policies into management systems throughout your wine business's operations and supply chain has the potential to put more resources in the hands of women. This in turn has the potential of boosting women's capacity, representation, status and decision-making power - which is a vital step toward greater gender equality and addressing the root causes of gender-based vulnerabilities in the wine industry.



AUDITING IN THE NEXT FEW MONTHS – SOME TIPS

For those wineries and farms that are going through an audit, here are some of the findings trends that auditors are making in recent audit reports. You may wish to review in your own business:

WORKING HOURS

Please revise your employee contracts to reflect the following changes in legislation:

- **Parental Leave**

The employee is entitled to 10 consecutive days parental leave at the birth of or adoption of a child.

- **Adoption Leave**

Adoption leave of (20) twenty working days may be granted to female employees who legally adopt a child.

The twenty (20) working days adoption leave must be taken consecutively.

An employee may commence adoption leave on the date—

- (a) that the adoption order is granted; or
- (b) that a child is placed in the care of a prospective adoptive parent by a competent court, pending the finalisation of an adoption order in respect of that child, whichever date occurs first.

An employee must notify his/her employer in writing, unless the employee is unable to do so, of the date on which the employee intends to—

- (a) commence adoption leave; and
- (b) return to work after adoption leave.

If the employee is unable to notify the employer in writing, he/she should provide substantial evidence of the reason(s) to this effect.

Notification in terms of provision 7.3 must be given—

- (a) at least one month before the date referred to in provision 7.3; or
- (b) if it is not reasonably practicable to do so, as soon as is reasonably practicable.

Adoption leave is regarded as unpaid leave.

The payment of adoption benefits will be determined by the Minister, subject to the provisions of the Unemployment Insurance Act, 2001 (Act No. 63 of 2001).

The employer pays the full contribution to provident fund and medical aid (if applicable) during adoption leave.

Should employees wish to apply for more leave than the ten consecutive weeks of adoption leave, they may utilise available annual leave as paid leave for this period. This annual leave taken in addition to adoption leave must be applied for and approved in accordance with provision 7.5.

An employee on adoption leave, accumulates normal annual leave on condition that the employee returns to work after such leave.

The period during which the employee was on adoption leave shall be deemed as continued service. The employee will therefore qualify for normal annual increases / bonuses (if applicable)

- **Overtime**

Overtime for Cellars is up to a maximum of 10 hours per week. For farms this is expended to 15 hours. Any further hours worked does require an exemption from the Department of Employment and Labour.

REGULAR EMPLOYMENT

- **Contracts**

All temporary workers need to be issued with contracts which are explained to them in a language that they understand.

- **TES**

Please also ensure that you recruit responsibly. Ensure that your temporary employment service (TES) is registered with SARS and the Department of Employment and Labour and that the TES can provide you with evidence of such registration along with copies of their UIF payments, contracts and wage slips to ensure that at least the minimum wages are paid.

CHEMICAL HANDLING

- **Chemical containers**

Please secure your empty chemical containers in a locked environment until your chemical service provider can take them away.

- **Red label chemicals**

If you are using red label chemicals please ensure that these are safely stored away. These are highly poisonous and there is a reason why these chemicals have been banned in the EU. Asking workers to hide these in their houses is highly irresponsible and this will be uncovered by the auditors and result in a critical finding. MSDS must be on hand if you are using highly toxic substances such as Paraquat. Please ensure that your workers are well informed and protected at all times.

CAPE WINE SUSTAINABILITY 360

A huge thank you to WOSA for securing the funding to once again allow WIETA the opportunity to have a space in the sustainability hub at Cape Wine 2022. It was a great success!

**SAVE
THE
DATE!**

WIETA AGM

25 JANUARY 2023 @ 09h30
– Joostenberg

2022 MEMBERSHIP FEES

All invoices for fees have been sent out by SAWIS who is administrating WIETA's book-keeping this year.

In previous years WIETA has suffered losses due to non-payment by members. Please note that our terms of 30 days, but if you have not settled your account within 60 days, your online profile will be suspended and you will not have access to your audit records or certificate until payment is made.

We would like to extend our support and programme opportunities but, alas we cannot do this without the ongoing support of all our members.

If you have not received an invoice, please contact Dominique at info@wieta.org.za