

## ETHICAL TRADE FACILITATOR COURSE

### Introduction

**People Plus International**, in close cooperation with SIZA, offers Ethical Trade Facilitators Courses. Siza has recognised a need to build capacity at local level that will support producers and workers with implementation of the **SIZA Standard**. The SIZA Standard includes rules and guidelines on agricultural sites in South Africa that concern worker health and safety, non-discrimination, freedom of association, workplace working hours, general working conditions, freedom to choose employment, child labour, and management systems to ensure effective implementation of legal requirements.

The SIZA programme will do this by developing and through **People Plus International** implementing a capacity-building programme for regional Ethical Trade Facilitators (ETFs) at two levels:

1. Basic Level for workers and supervisors;
2. Intermediate level for growers and their site administrators, labour organisers, NGOs, government extension officers, smallholders

ETFs will assist with implementation of the SIZA Standard and continuous improvement of working conditions on farms.

### Who can become an Ethical Trade Facilitator (ETF)?

SIZA members and/or their representatives such as HR representatives and/or administrators, worker representatives and/or supervisors who are responsible for ethical compliance on a farm can benefit from training as an ETF. People who provide support to producers with quality or ethical assurance, for example, labour consultants, government extension officers, labour organizers, NGOs, can also be trained as Ethical Trade Facilitators. Workshops are available at an Intermediate and Basic level and can be customised to a site's needs.

### People Plus International & Ethical Trade Facilitator training

**People Plus International** is one of the officially recognized Training Service Providers (TSP) to provide the capacity building programme for SIZA Ethical Trade Facilitators. People Plus International is a Dutch & South African based training company, with a background of more than 10 years of training in South Africa. Our trainers and consultants are experienced facilitators and combine excellent training skills with knowledge and experience of local labor relations. People Plus International as a recognized TSP has been provided with all the official SIZA-training materials that they can adapt to suit the needs of the participants.

## Course content

Courses can be tailored to meet the needs of different sites. The content of the course includes:

- ≡ Understanding the SIZA programme
- ≡ Responsibilities of the Ethical Trade Facilitator in the SIZA programme
- ≡ Benefits of the SIZA programme
- ≡ Understanding the 8 principles of the SIZA standard (includes policies and procedures)
- ≡ Corrective actions and Improvement plans
- ≡ Self-assessments
- ≡ Audit preparation and process
- ≡ Managing risk
- ≡ Root cause analysis
- ≡ Closing off non-compliances
- ≡ Awareness raising and Capacity-building programmes on-site
- ≡ How to use the SIZA toolkits

## Duration, planning, venue

ETC basic course:           October - December 2014, Western Cape

ETF intermediate course:   October - December 2014, Western Cape

## Materials

Participants will receive appropriate Workbooks. They will also have access to the range of SIZA resources that have been developed and will continue to be developed.

## Costs

SIZA has received funding from the Department of Agriculture, Western Cape, and from the Sustainable Trade Initiative (IDH) for the roll out of its capacity-building programme throughout provinces in South Africa in 2014 and 2015. This means that [People Plus International](#) offers the Ethical Trade Facilitator workshops for SIZA members at no additional cost to the member.

## More information

Please contact [People Plus International](#) for more information on programme and registration.