



Action Research Manual for Wine Farm Workers



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This booklet is a guide for farm workers on how to do research, and to importantly take action, around the conditions faced at workplaces and on farms in the wine sector in South Africa. The aim is to contribute to building greater confidence amongst workers to conduct and use their own research - especially in relation to conditions of work - to self-organise and mobilise to win improvements in the wine sector.

Why the need for this booklet?

Much research has been done on the macro-conditions farm workers face. What this research has shown over and over, is that farm workers face some of the worst conditions of any workers in South Africa. Farm workers, along with domestic workers, are the lowest paid of any workers. Further, such research has shown that in the workplace, basic labour laws are regularly violated, illegal deductions are made to wages, workers are indebted through farms stores (lowering wages in reality), maternity leave is often denied, and workers are often not paid overtime.

There is simply no denying that workplace health and safety standards on wine farms are bad. Many pesticides, such as Paraquat, that have been banned in places such as the European Union are still being used on wine farms in South Africa. Linked to this, there is ample proof showing that workers are often not given protective clothing and workplace accidents are widespread.

Research at the macro/big picture level has also shown that since the early 1990s over 2 million farm workers and their families have been evicted from farms. In the wine sector, many former worker houses have become cottages for tourists. Most workers in the wine sector now live in townships and informal settlements.

Where farm workers and their families remain housed on the farms, the standard of the accommodation is generally extremely bad. Farm workers' houses and

accommodation often lack ceilings, walls are cracked, roofs leak, and most houses have broken windows. In some cases, housing and accommodation even lacks piped water and people are forced to get water from farm dams.

In cases where workers do stay on the farms, owners and managers have a large degree of control over the workers' and their families' lives. They can and do withhold transport, access to healthcare, and electricity to punish workers. Farm owners and managers also at times threaten to take away workers' housing to ensure workers are obedient or even to get extra work out of workers. Legally, farm owners and managers can also turn out family members of farm workers who are over 18 and often do so – breaking up family and support systems in the process.

Farm owners also continue to try and practice paternalism, where they try and treat farm workers as children to maintain control. Indeed, the aim is to try and break workers so they comply. This has a massive negative impact on workers' mental wellbeing.

Over and above this, workers regularly face verbal or physical abuse at the hands of farm owners and managers. Indeed, research has shown racism is rife on many farms in the wine sector. Sometimes this racism is open, but it can also be in the form of the paternalistic relations the bosses and managers exercise over workers on wine farms.

The reality is that working and living conditions are so hard that the average life expectancy of a farm worker is far below that of the rest of the population. In short,

conditions for farm workers in the wine sector – whether they are casual/contract, or permanent – are defined by open and subtle forms of oppression.

However, farm workers have also resisted these conditions and have not been helpless victims. In 2012/13 a massive strike took place – including in the wine sector – that saw some major gains, including an increase in wages. Workers in the wine sector have been engaging in a class war with bosses and managers, who have tried to pay the lowest wages possible, have spent as little as possible on workers housing and have driven workers and their families out of farm-based housing. Yet, even under these attacks workers have resisted and it is here where hope lies.

So, we know that the big picture in the wine sector for farm workers tends to be a very negative one. Yet little

research has been done by workers themselves on a farm by farm basis; most research has been carried out at the macro-level by university academics and by Non-Governmental Organisations (NGOs).

What this booklet aims to do is to help workers conduct their own research on the farms on which they work and live. The practical purpose is for workers to document the living and working conditions themselves. This is important as documentation should not be used to simply understand conditions but used by workers to self-organise and build their own confidence to challenge farm owners and managers to improve conditions. The booklet will provide ideas on how this can be done. As ILRIG, we hope this booklet can become a tool that workers themselves can use to do research to mobilise and win better conditions.

Structure of the booklet



Chapter 1

Making research important

In the first chapter we look at what research is, why it is important and how, even if they are not aware, workers are already researchers. This includes looking at what is good and bad research and why it is important for workers to document their working and living conditions.



Chapter 2

What is Action Research

Chapter 2 looks at what Action Research is, how it is based on democracy, how it is a tool of organising and the stages within Action Research. We also unpack some of the methods that workers can use to document working and living conditions on wine farms. The chapter also provides resources and ideas (not instructions) on the types of actions that can be taken and looks at the importance of reflection to refine the actions we take and to inform any future research. The chapter also talks about how democratic organising – based on progressive ethics and values – needs to be the focus of any Action Research process. Lastly, it outlines how Action Research is a cycle that can be repeated until gains are won.



Chapter 3

Resources

In Chapter 3 we provide information and contact details where resources to help the research process can be found. This includes contact details of where complaints can be lodged regarding the working conditions of farm workers.

What is research?

Research is often made to sound very hard to do. We are often told and believe that it is only scientists, professional people and academics that have the skills to do research. This is not true.

Research is simply collecting evidence to analyse and/or explain something, solve a problem or answer a question. The reality of life is that everyone is a researcher. Every day we collect data (information) and evidence to make decisions. This is what research is.

For example, when a worker who earns very little and thus has a limited budget goes shopping, that worker is undertaking research. If we want to buy mealie meal, for example, we will look at what the prices are at different shops and at the different prices of each brand of mealie meal. In doing this we are gathering data or facts about the prices of mealie meal. Based on that research we will then probably buy the cheapest brand at the store that offers the best price. This is research and we use it to make decisions every day and then take action.

Likewise, workers on wine farms undertake research every day without consciously knowing it or documenting it. Workers know how the farm works, what the conditions of housing are, how pesticides or herbicides are stored and used, and workers most definitely know the conditions of their own work.

Given that workers are already researchers, the aim of this booklet is simply to help workers become better researchers and to document what they already know, so as to take action.

Why do we do research?

We do research to gather data or facts. The aim is to use this data or facts to analyse and answer the questions we have, to present evidence that backs up the argument we are making and to plan any action to try and change the situation we are in.

For example, workers may know that the worker houses on the farms they are working on have broken windows. They may even know that according to the Department of Labour and Wine Industry Ethical Trade Association (WIETA), houses should not have broken windows. Maybe they have even reported it to the farm owner who has done nothing. Perhaps workers have even written to WIETA saying that workers' houses have broken windows and want WIETA to take action against the farmer. The farmer then perhaps responds falsely to WIETA, saying that he never knew there were broken windows, was never made aware of these by workers and that the workers are lying.

So, here's the problem. Unless workers have collected proof of the broken windows as well as documented which houses are affected and that they have laid a

grievance with the farm owner, the farm owner could use the lack of this data and documentation to falsely tell another story. This is why it is vital that workers do research, in order to document conditions, any actions taken and the responses of farm owners.

In any labour struggle it is important to know what the working conditions should be according to the law and ethical



standards and to have facts and data that can show the real conditions. It is also important to record these conditions, and to have records of any interaction with bosses about these conditions – in short to have done research.

Doing good research, therefore, makes workers' case stronger, allows workers to plan any actions, and to reflect on any actions undertaken. This strengthens worker power and builds self-confidence. It also shows owners and managers that workers have skills, know what they are doing, know how to follow processes and, have power. This can also help change the power relations on farms and put owners and managers on the back foot, which makes winning gains easier.

Ethics of research

When conducting research, it is important that those doing the research act ethically and with respect.

When doing research, it is important to get people's consent. For example, if a decision is made to do research on the condition of farm workers' houses, then you need to get fellow workers' permission to document the conditions of their houses. If they don't want to be part of the research, then they have not

given you their consent. Only the houses of people that have given their consent can form part of the research and data you are collecting.

If someone does not want their name appearing in the research that you are doing this also needs to be respected. For example, a person interviewed may not want their name to be in a report because they fear the boss will victimise them as an individual. In such a case their confidentiality must be respected.

It is important that when doing research, the people that will be part of the research understand why you are doing the research, what is expected of them, the expected risks and benefits, and that they can voluntarily choose to take part or not. The right not to be part of the research or withdraw from the research must be made clear.

It is important to give a report back to people that are involved as participants in the research. This will allow them to see how the data or information they have given you is being used and presented. It is also important in doing research that the outcome of the research is not determined in advance, for example by leaving out information to suit what we believe. Rather, a good researcher gathers and documents and records facts.

Good versus bad research

 Good Research	 Bad Research
<p>Uses clear steps and collects all of the relevant information</p>	<p>There are no clear steps to collect evidence, information, data and facts</p>
<p>Researchers collect all information and are open to new findings if they happen</p>	<p>Researchers ignore facts and evidence if they contradict what they believe</p>
<p>Researchers conduct themselves as objectively as possible and don't ignore evidence</p>	<p>Not all relevant information or data is collected or some of it is ignored</p>
<p>Researchers use different methods to collect data</p>	<p>Researchers do not record the information, data or facts properly or completely</p>
<p>Researchers record the facts and information properly and completely</p>	<p>Information is lost or is not kept safe</p>
<p>Collected information is kept safe and none of it is lost</p>	



Chapter 2

What is Action Research

Two key features of action research

1. The first is that the people actually involved are the researchers and participants themselves.
2. The second is that the research is not specifically aimed at producing a nice research paper or book, but to inform practical action to change the situation the researchers and their comrades are in.

Action research is democratic and a tool for organising

Action Research is a democratic process. The worker researchers are the people that decide what they want to research and why – there is no outside academic researcher who decides what should be researched. Likewise, the worker researchers decide how best to undertake the research and this is done through discussion and debate.

For example, there are many things workers can research on wine farms that are problems. Housing, the lack of workplace health and safety and access to quality drinking water are all problems/issues. In Action Research, the worker researchers will talk about and decide together what is the most important issue and/or what problems need to be immediately confronted.

The aim also is to get the ideas of everyone and to collectively choose the best ideas and carry out the research democratically.

Action Research is also a tool for organising because it is collective, democratic and it builds self-organising. This is done by:

- Democratically identifying what should be researched and how to do the research
- Democratically and collectively undertaking the research, helping and supporting each other through mutual aid
- Taking self-responsibility for doing the assigned research and being accountable to each other
- Democratically collecting and compiling the evidence as well as reporting back and accounting for what you have done
- Collectively reflecting on the positive and negative aspects of the research and whether more research is needed
- Democratically and collectively undertaking action – informed by the research - to address and deal with the problems researched
- Collectively reflecting on how successful the action was, and then beginning the cycle again if need be.

Importantly, all the steps of Action Research help workers and their supporters to build organising skills.

“Action Research is a democratic process. The worker researchers are the people that decide what they want to research and why – there is no outside academic researcher who decides what should be researched.”



Stages of action research

There are different stages in undertaking Action Research. It is important that each stage is done properly and collectively. The idea of Action Research though is that it is a cycle and that it continues and does not end - as it aims to be a consistent organising tool to win gains.



Stage 1: Deciding what to research

During Stage 1 workers come together – this can be in a workshop or a meeting – and look at the different problems being faced. A list is then made of the most important problems to the least important based on discussion and coming to a collective agreement. Through discussion a collective decision can be made

on how many of the most important problems should be researched at any one time – this could be 1, 2 or 3 problems (not all problems can be researched at once and because Action Research is a cycle and an organising tool the less important problems could be researched at a later stage).



Stage 2: Developing a research question

Once it is clear what problem/s the research will address, a research question has to be created as a guide for what to focus on and what information to collect. For example, if comrades want to research conditions of housing, they could then develop a research question such as:

"What are the problems that exist with the conditions of housing for workers on our farm?"

Or

"How many of the houses on the farm have broken windows and doors?"

Questions can be designed to be very broad or to focus on very specific problems – it depends on what the worker researchers collectively decide.

The question/s designed then acts as a guide for how to undertake the research, what the research focuses on and what evidence will be collected. For example,

if comrades are researching problems with housing, collecting information about pay slips or hours worked is not relevant to the question that is trying to be answered.

Likewise, if we have a research question such as, "What dangerous pesticides are being used on our farm?", the information collected means the research will focus on looking at what pesticides are used on the farm and not other issues.

So, the research question is based on what one wants to find out.

As part of developing a research question, it is also important to think about what the research will be used for and who is the audience? For example, will it be presented to bosses as part of a grievance, will it be presented to allies in struggle, will it be presented to an outside organisation such as the Department of Labour, or will it be used as part of protest action?



Stage 3:

Deciding on research methods and their design

In order to decide on the methods to be used to do the research, a decision must also be taken as to what data or evidence will be best to support/back up the argument you want to make.

There are two broad types of data/evidence that can be gathered when undertaking research: these are quantitative and qualitative data. The types of data that you want to collect will also influence the methods you use and, therefore, your research plans. In other words, as part of an overall research plan, researchers will have to decide what type of data they want to collect and then choose the best method to do so.

Let us start by looking at quantitative data and some of the methods that can be used to gather it and then we will do the same for qualitative data.

Quantitative data and methods

This is a type of data or evidence that can be shown in numbers. For example, let's say researchers have decided to look at how many workers in an area such as Agter-Paarl have been given protective clothing by bosses. Here, the first step would be to collect evidence on how many workers there are in Agter-Paarl and also, on how many have protective clothing. This would involve collecting a lot of information that could be put in numbers.

Methods that could be used to gather quantitative data include questionnaires and surveys. Questionnaires are a set of standard questions that can be asked to many workers and need basic responses – often yes or no answers – that can be quickly recorded on questionnaire forms that have been produced. These can be handed out to people who can then fill them in; the researchers can collect them later. Or the researchers can ask people the questions and record them on the questionnaire themselves. For example, a questionnaire could be designed to see how widespread problems with health and safety are in an area. Questions that could be asked to workers could be: have they been trained in health and safety by bosses? Have they been made aware of health and safety rules? Do they have protective clothing? Do they get protective clothing when pesticides are sprayed? Etc.

In order to gather quantitative information, researchers will need to come up with a set of clear questions that speak directly to the problems/issues identified. The content and number of questions will need to be thought through carefully. If there are too few questions, not enough information might be collected; and, if there are too many questions this might lead to those answering the questionnaire/survey not completing all of them because they become overwhelmed.

The good part about collecting quantitative data is that it gives a good overall picture, information can be collected from a large number of people, and it can show how common a problem is or is not. The downside is that you don't get people's stories or very in-depth answers.

Qualitative data and methods

Qualitative data is written or recorded information that provides more in-depth detail. It can describe what the situation is, including the reasons for the situation and people's behaviour, and can also include opinions or views. It is, therefore, detailed information on a situation or problem.

There are a number of methods that can be used by worker researchers to collect qualitative data.

One good method is to take pictures. For example, on a farm if there is unsafe transport for workers, taking pictures of this will tell a large part of the story. Another good method is to collectively map the workplace or farm you are working or living on, focusing on the problems that you want to research. This could involve collectively drawing a map of the workplace and the problems that exist – for example problems with health and safety or the storage of pesticides. Likewise, there could be a collectively drawn map of where workers' houses are, how they are arranged and the problems each one has in terms of broken windows or doors etc.

Using a focus group is also a good way to collect qualitative information. A focus group is where one or more worker researchers talk with a small number of people collectively on the problems they face and about their stories and record these discussions. To run a focus group, worker researchers have to come up with a set of questions that will guide the discussions. The

questions though are just a tool to start a more in-depth conversation. In a focus group it is important to let the participants speak and share their thoughts as this is what provides the in-depth information.

Another method is also to do a series of one on one interviews. Again, questions should be developed to guide the conversation, but in interviews it is important to let the person being interviewed to tell their story

and share their ideas and thoughts so as to get in-depth information.

One final qualitative research method is analysis. This is where worker researchers can write-up and make use of their own understanding and interpretation of the issues/problems identified. Analysis provided by other workers as well as supporters can also be used.



Stage 4: Planning the research

During this stage, workers decide on where, who, how and when they will do the research and what they need to look for in order to gather evidence or data. As such, the workers undertaking the research will come up with a plan to decide what to focus on, when the research will be done, who will do the research, what the timeframe will be and how to help one another do the research (in other words, mutual aid).

As part of developing plans, researchers will need to decide on what is needed to undertake the research. For example, if taking photos is part of the research then a cell phone with a camera will be needed. Likewise, if interviews or focus groups are part of the research, a note-book might be needed to make a record of what people are saying and/or you may even need to use a voice recorder.

During this stage, workers also need to think about any relevant standards, laws or ethics that exist regarding the living and working conditions for farm workers. This can also help guide the research and get workers to think about what they have to document. For example, ethical standards such as WIETA outline the standards that should be adopted to maintain workers' houses by the bosses. Once the standards are clear/known, the researcher will be better able to determine what needs to be looked for and how to document any violation of the standards.

In designing research plans, common sense is important. The plans need to be realistic and do-able. It is no use making complicated plans that can't be achieved. Further, those putting together the plan must commit to carrying it out and completing what they said they would do on time.



Stage 5: Gathering data or evidence

During this stage, worker researchers carry out the plan they have designed and use the methods they have decided on to collect information and data to answer the research question/s.

In doing so, it is important for worker researchers to keep good records. For example, to write down and document information about the farm that was researched and the date on which it was visited. If

comrades are documenting houses and using pictures of the housing it is important to keep a record of which pictures are of which units. If someone is interviewed, they need to be given the choice of being anonymous, but if they are willing to give their name this should be recorded. It is important that worker researchers, therefore, keep records and know when and where evidence was collected.



Stage 6:

Analysing and presenting the information

Here, worker researchers share the information they have collected with one another. Collectively, the researchers then examine the information and reflect on what they have gathered. In this way, they are held accountable by each other. The information then needs to be sorted, from the most to least relevant. At this stage, worker researchers decide on how they want to present the information they have found.

This can be done in a number of ways; for example:

- Comrades can decide to write up the information into a report. In such a report there needs to be an explanation for why the research was conducted, what was being looked at, why it was being looked at, how the research was carried out and finally, what was found.
- Another method of using the research, would be to put what was found in the form of a grievance to the management/boss and/or a letter to the Department of Labour or an organisation such as WIETA. These should also

contain an explanation for why the research was done and what was found, along with suggestions on how the situation could be changed for the better.

- The information gathered could be used to make a pamphlet. This would explain what the problems are and the context within which they were found, as well as what actions all workers need to take in order to change this situation
- If photos were the main method of gathering information these photos could be used as displays or posters.

A very important part of Action Research and a step that must be taken is to present the information to the participants that took part in the research. This provides feedback to the participants on what was found, how it was found and why the information is important. It should also be a space that is used to involve fellow workers who participated in the planning, who will participate in the actions that will be undertaken after the research and that will use information from the research.



Stage 7:

Taking Action

As outlined above, planning actions needs to involve as many fellow workers as possible at a workplace, including people that have participated in the research you have done. As part of this stage, it needs to be decided how the reports, letters, pamphlets or pictures that are products of the research will be used and what actions they will form part of.

This also includes deciding what types of action should be taken, by who, when and how.

There are a number of things that could be done. For example, a report could be sent to managers or bosses as part of a grievance procedure, it could be sent to ethical trade initiatives the farmer belongs to such as WIETA or Fairtrade to highlight conditions or counter wrong information in an audit, or it could form part of a complaint to the Department of Labour around conditions.

If pamphlets are produced based on the information gathered these could be both handed out physically and distributed electronically, to the public, allies/partners and/or the media to highlight working and living conditions on the farm/s and gain support/solidarity.

Another action that could be taken are pickets or protests. If pictures were taken as part of the research these could be used during the protests and pickets to show the wider public what workers and their families face. Information and quotes gathered during the research could also be used to make posters/placards for the picket/protest.

Whatever information is used and however it is presented it is very important to make use of it in actions. It is mainly through the actions of workers that things can change. No report, pamphlet, picture, or letter on its own can lead to change. It is through action that change happens and Action Research is aimed at strengthening the actions taken.



Stage 8: Reflection and starting a new cycle

One of the most important parts of Action Research is reflection.

It is always important to reflect on the research process and what worked, what didn't and what could have been done better. This can then be used to improve on the next cycle of research. As part of this reflection, it needs to be decided whether further research on the problems identified is needed and/or whether new research should begin on other problems workers and their families face.

There also needs to be a reflection involving everyone that took part in actions that arose out of the research.

This includes what was good about the action, what worked and what did not work. It also has to be discussed and decided if new actions are needed to pressurise bosses and managers further, and if so how this will be done, when and where and, by whom.

Action Research is an organising tool and a cycle that should continue and can be used to win gains around all the problems workers face. Ideally, Action Research should be a cycle that happens over and over and that organises all workers on a farm or cellar or even a whole area and that is repeated until gains are made and problems faced by workers solved through struggle and mobilising.



It is always important to reflect on the research process and what worked, what didn't and what could have been done better.



Chapter 3

Resources

Resources

There are a number of resources that worker researchers can use to help in the research process in the wine sector.

Most wine farms are members of ethical trade initiatives such as WIETA and Fair Trade. These ethical trade initiatives have codes that members are supposed to meet in terms of working and living conditions on wine farms. Those codes say their members will have safe workplaces, they will provide housing of a decent quality (with no broken windows or doors etc.), that proper sanitation will be provided, that pesticides/herbicides/fungicides will be stored safely, and workers and their families will have clean drinking water. Member farms are also meant to fully respect labour law and the human rights of all workers. Most

wine farmers belong to the ethical trade label WIETA. A smaller number belong to Fair Trade.

In reality, we already know from our experiences as activists and workers that farmers that belong to initiatives like WIETA are not meeting the standards of the codes. Rather ethical trade initiatives are really marketing tools that farmers and cellars use to try and tell customers that they treat workers and their families according to the codes, which we know they don't, to make more sales. So, they are simply tools farmers and cellars use to try and increase sales by claiming they are 'ethical'.

Nonetheless, workers can use the codes to compare the reality on farms to what WIETA, Fair Trade and farmers claim and then use this to publicly expose how codes are not met. This can be used to pressurise

farmers, WIETA and Fair Trade as well as government.

It is important for worker researchers to know what these codes say in order to expose how they are in reality not being met and to use this to pressurise ethical trade labels and farmers to live up to what they claim. Looking at the codes will also help worker researchers to have a standard against which they can compare the real conditions.



Workers can get copies of the WIETA or Fair Trade codes from ILRIG or the Commercial Stevedoring Agricultural Allied Workers Union (CSAAWU). ILRIG can be contacted at 021 447 6375 and CSAAWU at 021 917 1924.

Workers can also contact WIETA directly for the codes at 021 880 0580. They also have a website where the codes can be found and downloaded. The website is <http://wieta.org.za/>

Fair Trade can be contacted for their codes at 021 448 8911

The labour laws and the sectorial determination also stipulate the minimum standards that wine farmers should adhere to in terms of wages, workplace safety, working conditions and accommodation. A good resource is the Department of Labour website, which has information and documents related to this - <http://www.labour.gov.za/>. Again ILRIG and CSAAWU can also be contacted for the relevant documents and information.

If research undertaken finds that workers are not being paid minimum wage, health and safety regulations are not being adhered to, workers are not getting paid

overtime properly nor getting maternity/paternity and/or sick leave, workers don't have written contracts or that the labour law is being violated, then the nearest Department of Labour office can be contacted to lodge a formal complaint. An inspector should be sent out, which can take time, and they will do an inspection and should provide the farm/company with a notice of noncompliance if they are breaching the law. While the farm/company is supposed to then rectify their breaches, workers know all too well that they will need to mobilise/take action to enforce any such notice and to defend workers.

The contacts for the Department of Labour Offices in the Western Cape to lodge complaints are:

Bellville

Telephone	(021) 941 7000
Street Address:	1st Floor, Middestad Mall, 20 Charl Malan Street, Bellville
Postal Address:	PO Box 1789, Bellville, 7535
Email Address:	Thozama.ngonyama@labour.gov.za or wc.customercare@labour.gov.za

Cape Town

Telephone:	(021) 468 5500/(021) 468 5502/4
Street Address:	Thomas Boydell Building, 22 Parade Street, Cape Town
Postal Address:	PO Box 872, Cape Town, 8000
Email Address:	Bhele.Mzinyati@labour.gov.za or wc.customercare@labour.gov.za

Paarl

Telephone: (021) 872 2020 / 74

Street Address: 68 Breda Street, Paarl

Postal Address: P.O. Box 24, Paarl, 7620

Email Address: Adele.Bezuidenhout@labour.gov.za or wc.customercare@labour.gov.za

Somerset West

Telephone: (021) 852 6535

Street Address: 1 Standard Bank Building, 117 Main Road, Somerset West

Postal Address: PO Box 404, Somerset West, 7130

Email Address: Zulaigha.Smith@labour.gov.za or wc.customercare@labour.gov.za

Vredenburg

Telephone: (022) 703 8100

Street Address: 85 Main Road, Vergelegenpark, Vredenburg

Postal Address: Private Bag X16, Vredenburg, 7380

Email Address: Evril.adams-august@labour.gov.za or wc.customercare@labour.gov.za

Worcester

Telephone: (023) 346 5200

Street Address: 90A Durban Street, Worcester

Postal Address: PO Box 227, Worcester, 6850

Email Address: tembekile.hoza@labour.gov.za or wc.customercare@labour.gov.za

**FORWARD WITH ACTION RESEARCH!
SELF-ORGANISE AND MOBILISE FOR CHANGE!**

Most wine farms are members of ethical trade initiatives such as WIETA and Fair Trade. These ethical trade initiatives have codes that members are supposed to meet in terms of working and living conditions on wine farms.

