

FURTHER INFORMATION REGARDING OUR HAND PAINTED AFRICAN CANDLES

Fair Trade Out of Africa source their candles from a small candle studio in Johannesburg, South Africa. We have visited and spent time at the business premises with the owner and all the employees and have developed a good relationship with them. We are satisfied that the working conditions are excellent, that the staff are motivated and happy in their work, their pay and welfare is well above average and that there is plenty of scope for career advancement and self empowerment in their work.



Background to the Business:

The candle studio has been operating since 2007 and is run by a socially minded business woman. Her motivation is to run this business on fair trade principles and was delighted to recently receive European Fair Trade Association [EFTA] accreditation which is part of the World Fair Trade Organisation [WFTO]. By operating with these principals she is able to give creative, secure and well paid work to previously underprivileged members of the local community in Johannesburg. Her goal is to *"market and supply vibrant African giftware to as many places in the world as we can on behalf of our indigenous producers. In so doing we hope to firstly uplift and stabilise the lives of as many people within our TRIBE as possible and secondly become a sustainable, reliable and ethical trader"*. She is responsible for the company's finance, marketing, customer and employee care. The employees are responsible for the painting of the candles by hand, design input, colour grouping, quality control and packaging.

The business employs 8 full time staff (6 women and 2 men). The staff were all initially trained by the owner and their own designs and creative input is greatly encouraged.

Alongside candle production, the business offers weekly advanced education courses for unskilled adults in the local community. They are educated in the manufacture of the candles and learn new production technology that offers a qualification and income possibility. The courses are run at the business premises by the employees. Presently four people attend the training and further expansion is planned. This not only helps the business to grow by providing them with more trained artists but also gives a great deal of self empowerment to the team.

The business offers employees:

- Very good working conditions in a candle studio on site at the home of the owner of the business. The studio is large & well ventilated, it has a kitchen, changing room and w.c. facilities. First aid is available as is a local doctor. All paints used are lead free and wicks are cotton. There has been no incident of work related accident in this business.
- Secure contracted employment for all of the full time employees.
- Wages are 65% - 80% above that of the minimum wage in South Africa. Wages are paid weekly. Annual salary reviews / increases. Wage advancement for personal emergencies. Sick pay and 4 weeks paid holiday leave / year. Working day = 8 hours, week = 5 days. Overtime paid at time and half (Sat) / double time (Sun & bank hols) if chosen
- On site training and ongoing training for career advancement.
- Welfare support: because the public health system in South Africa is of very poor quality, the employees are looked after by private doctors, who are paid for by the business (and transported there if necessary).
- No child labour. They would not employ anyone under 20 years of age.
- No discrimination. All staff are treated on the same basis without any differentiation to race, ethnic background, gender etc. Open discussions and production meetings are held regularly with no hierarchy.

