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Message from Editorial Committee

Dear colleagues we are presenting to you our third issue of this electronic newsletter to communicate to staff on activities of the Sugar Insurance Fund Board and other articles which we have received during the past weeks.

It is seldom heard that woman's place is no longer at home, indeed you will agree that there has been a paradigm shift from traditional women to the modern ones. This article describes how they contributed to the various spheres of life.

In this issue, we have devoted a space to Fair Trade in the Mauritian context. Benefits derived from being a registered member of a Fair Trade certified cooperative Credit Society have also been highlighted.

We have covered Health and Safety issues by reproducing an Article in this issue which we have received from the a paper from Ministry of Civil Service Affairs and Administrative reforms.

Hiring the right people for the right job; treating them as assets to the company, instilling in them sense of belonging and then engaging them in the process of decision making is not an accident. It is a well planned strategy intended to create a happy, conducive working environment. Such a move will not only contribute to the increase of quality production but also to the profit margin. When this happens, everybody is happy and everybody gains. It is being heard from everyone that after the renovation work done at the Head Office, staff are being treated as human beings by complying with established norms and standards and they uttered the following words “ nou pé vivre couma dire Alice aux pays des merveilles'. All of us are feeling very well looked after by the New Management to which we convey our warmest gratitude on behalf of everybody.

The management has envisaged to organise a Family Fun Day on the 19th November 2016 at Maryse Justin Pyndiah stadium, Reduit.

You may wish to be aware that on the 07th October 2016, the SIFB has reached its 70 years of existence. To mark the event of 70th Anniversary of the SIFB, the Board has decided to host a ceremony on the 23rd of November 2016, on the same occasion a first staff magazine will be released as well as a presentation of new logo of the SIFB and also launching of new version of the SIFB website.

We sincerely hope you will enjoy this issue.

THE CHANGING ROLE OF WOMEN IN THE WORLD OF WORK WITH SPECIAL REFERENCE TO MAURITIUS

Women have played a vital role in the evolution of the entire world. The roles of women have been changing a lot in the world of work. Their contribution and importance, though have been overshadowed by that of men in a traditionally male dominated society cannot be ignored. They emerged in full strength and carved their way to achieve their own identity. Women worked as hard as men and suffered the same difficulties, even greater mental atrocities for the simple reason that they were women.

In the past, the patriarchal society that existed, the existence of women was limited within the four walls of the house. Their only roles were to bear children and to do household chores. Few women had access to education and even fewer had the opportunity to work outside their homes. Working women suffered discrimination, as they were never given the chance to occupy high posts. It was also a time when women hardly knew anything about economic, social, political or legal rights.

Women were considered as the property of men and they had no control over their lives. However, gradually they started to realise that they too were human beings with an entity of their own and consequently they had the same rights as their male counterparts.

Nowadays the role of women has been a topic very broadly described, discussed and analysed in every part of the world. Historians, Sociologists, Psychologists, Political Science Scholars and Academics have shown a major interest in the analysis of gender-related issues mainly on the changing role of women who were basically confined in a conservative and rather orthodox society.

During the World War II things took a dramatic turn for women, while men went to the battles, women were called upon to take up works in factories. It was a golden opportunity as well as challenge for them to prove that they were not the “weaker sex”, but capable of doing almost everything that men traditionally did.

THE CHANGING ROLE OF WOMEN IN THE WORLD OF WORK WITH SPECIAL REFERENCE TO MAURITIUS (cont.)

In Mauritius education played a big role in the lives of women, who by improving their academic background women got the opportunity to have jobs which in fact made them capable to stand on the same line as man. For instance, previously women who were in the Police Forces, used to work only in offices, performing secretarial and clerical duties, but nowadays they are on the streets controlling the huge traffic.

The participation rate is a common measure of the involvement of women in economic activities. During the 1960's the participation of women was very low and job outlets for them were for the most part in menial work, in the agricultural sector and personal services.

As in other countries with industrialization the life of women changed very rapidly in Mauritius also. With the setting up of the Export Processing Zone with the creation of thousands jobs, though with very low salary, women were allowed to gain certain degree of personal, social and economic freedom. Women have played a crucial part in the development of the textile export industry and the success story of the MEPZ owes a lot to their contribution.

To be continued in the next issue

Fairtrade in Mauritius

Mauritius has a long history in the cultivation of sugarcane and production of sugar. So far, sugar is the only product which is being partly sold under the Fairtrade Label since 2009. Mauritius produces an average of 400,000 tons of sugar annually.

As at date, Fairtrade sugar in Mauritius is protected by some 6,000 small producers grouped in 38 Fairtrade Certified Cooperative Credit Societies. The amount of sugar produced on Fairtrade terms increased from 3000 tons in 2009 to 37,000 tons in 2015. The cumulative Fairtrade premium distributed to the Cooperative Credit Society for crop year 2009 to date amounts to more than Rs250 million and this has enabled the Cooperative Credit Society to carry out development projects and provide various facilities to their members.

There is an increased interest for Fairtrade sugar from Mauritius and for crop 2016, another 10,000 tons of sugar will be needed under the Fairtrade Label.

Benefits of Fairtrade Sugar

Cooperative societies involved in Fairtrade sugar enjoy the following benefits:

A premium of US \$ 60 per ton of conventional sugar sold.

Fairtrade empowers the society and its members to:

- (a) Produce sugarcane in an environment friendly way.
- (b) Adhere to good governance and best practices.
- (c) Eliminate all types of discrimination (race, religion,gender,etc)
- (d) Promote welfare of members.

Fairtrade in Mauritius (cont.)

The following projects have been undertaken by Fairtrade Certified Cooperative Credit Societies to help small planters:

Purchase of equipment for mechanization.

Purchase of land/construction of office building.

Purchase of multimedia equipment for training facilities.

Capacity building programmes.

Grants /subsidies to member planters for cutting loading and transport of sugarcane.

Grant on purchase of sprayers to cut down cost on manual weeding.

Provision for agro-inputs at discounted rate.

Purchase of personal protective equipment.

Setting up nursery for leguminous crops.

Support for land preparation.

(Source: Ministry of Business,Enterprise and Cooperative).

Safety and Health Basics

WHAT IS WORKPLACE STRESS?

Workplace stress refers to the adverse reaction people have to excessive pressures or other types of demand placed on them at work. Workplace stress is a state and not a disease. However, if the stress becomes too excessive and prolonged, mental and physical illness may develop.

SOME SYMPTOMS OF WORKPLACE STRESS

The major symptoms of workplace stress for the worker can be:

having depressive feelings,
disappointment with oneself,
increased emotional reactions,
loneliness; mood swings
changes in sleeping and eating habits,
increased smoking or drinking and inability to concentrate.

At the level of groups or teams, there will be recurrent complaints and grievances, disputes and disaffection, increased sickness, absence and poor performance.

SOME CAUSES OF WORKPLACE STRESS

There are several causes of workplace stress. Some of them are: inability to cope with demands of jobs, control at work, lack of support from colleagues and superiors, relationship problems at work especially related to bullying and harassment, lack of well-defined roles and responsibilities and unplanned organizational change.

SOME TECHNIQUES TO COPE WITH STRESS.

Take care of yourself by exercising regularly and have a positive lifestyle.
Prioritize and organize your work through time management and discipline.
Resolve conflicts positively through communication.
Resist perfectionism.
Cultivate a friendly social climate and culture at the workplace through common activities.

Extract from leaflet on the occasion of world day for safety and health 2016 from Ministry of Civil Service Affair and Administrative reforms.

Understand an individual

Alfred Adler (1870-1937), world renowned philosopher and psychiatrist, stressed the need to understand individuals within their social context. During the early 1900's, Adler began addressing such crucial and contemporary issues as equality, parent education, the influence of birth order, life style, and the holism of individuals. Adler believed that we all have one basic desire and goal: to belong and to feel significant.

Adler developed the first holistic theory of personality, psychopathology, and psychotherapy that was intimately connected to a humanistic philosophy of living. His lectures and books for the general public are characterized by a crystal clear common sense. His clinical books and journal articles reveal an uncommon understanding of mental disorders, a deep insight into the art of healing, and a great inspiration for encouraging optimal human development.

According to Adler, when we feel encouraged, we feel capable and appreciated and will generally act in a connected and cooperative way. When we are discouraged, we may act in unhealthy ways by competing, withdrawing, or giving up. It is in finding ways of expressing and accepting encouragement, respect, and social interest that help us feel fulfilled and optimistic.

Adlerian theory and practice have proven especially productive as applied to the growth and development of children. Adlerians believe that "a misbehaving child is a discouraged child" and that helping children to feel valued, significant, and competent is often the most effective strategy in coping with difficult child behaviors.

Adlerian Psychology focuses on people's efforts to compensate for their self-perceived inferiority to others. These feelings of inferiority may derive from one's position in the family constellation, particularly if early experiences of humiliation occurred; a specific physical condition or defect existed; or a general lack of social feeling for others was present.

Adlerians are concerned with understanding the unique and private beliefs and strategies (one's life style) that each individual creates in childhood. This cognitive schema and life style serve as the individual's reference for attitudes, behaviors, and one's private view of self, others, and the world. It is when we have looked at our early life experiences, examined the patterns of behavior that repeat themselves in our lives, and the methods by which we go about trying to gain significance and belonging that healing, growth, and change occur.

From Alfred Adler (1870-1937), world renowned philosopher and psychiatrist.

Past Event: Crop 1989

1. The 1989 sugar crop.

The 1989 crop was adversely affected by cyclonic weather. Cane growth had a good start, favoured by above normal rainfall and temperature at the beginning of the year. However good growth conditions soon deteriorated. In January 1989 tropical cyclone Firinga passed at a distance of 80 km off the North of Mauritius causing slight damage in the northern and western regions. Later, on 6th April, severe tropical depression, Krissy, passed about 30 km off the southern coast of Mauritius, causing substantial damage to cane fields in the eastern and southern regions. Some 5,436,000 tonnes of canes were harvested and milled and sugar production reached 596,616 tonnes. The overall reduction was 20 % although the most severely hit plantation in Rose Belle Factory area recorded losses of 30 %. Compensation amounting to Rs. 426M was paid to insureds out of an estimated claim of Rs. 435m. Claims in respect of fire losses were not substantial.

2. Law amendments

The law governing the the operations of the fund was amended with the following consequences:-

- (a) The object of the fund was enlarged to carry out such activities relating to agriculture or insurance as the Board may determine.
- (b) The fine for delayed registration of plantations was increased from Rs. 10 to Rs. 100 and the surcharge fixed at Rs. 10 per hectare.
- (c) The Fire Premium was raised to Rs. 6 per tonne of insurable sugar and the fire compensation was raised to Rs. 250 per tonne of cane short produced for planters and Rs. 87 per tonne short produced for millers.
- (d) A Reinsurance Fund was created allowing the Board to insure against its liabilities to pay compensation under this Act or to effect such insurance in such manner as may be necessary.
- (e) Provisions were made for the miller's insurable sugar to be positively adjusted whenever the sharing ratio between miller and planters would be less than the average ratio of the three best out of preceding 5 years.

(Annual report SIFB 1989)

The story of Hurry, worry and curry

Doctor: Yes, Swami. Latest research also is confirming this. Is there anything that Swami doesn't know!

Swami: How is your mother?

Doctor: Her diabetes is better, but she has arthritis.

Swami: What is her blood sugar?

Doctor: She checks it herself, Swami.

Swami: You are the doctor and you don't even check your own mother! These doctors nowadays don't treat diabetes properly. Best thing is diet control and exercise. For diabetes, green leafy vegetables are good, except cauliflower. Cabbage is good. All fruits with black seeds like apples, pears, grapes, watermelon, etc., are good, except custard apple (as it has too much sugar). Papaya is good. Avoid all roots, especially potatoes. What else are you doing?

Doctor: Research for new medicines for treatment of diabetes, Swami?

Swami: The best thing is diet and exercise. What is the cause of heart disease?

Doctor: Increased cholesterol, increased blood pressure...

Swami: No, it is "hurry, worry, curry." Too much hurry causes worry and stress--not good for heart! See Swami (Baba refers to himself), no health problem! Avoid too much oil. Eating garlic daily can reduce cholesterol. Almonds without peel can also reduce cholesterol. Soak them in water overnight, remove the peel, and eat in early morning.

Doctor: Isn't garlic rajasic food, Swami? Is it not bad for spirituality?

Swami: Body health first; these gunas (inherent qualities) and spiritual health come next. Without a healthy body, you cannot proceed on the spiritual path.

Doctor: How does one control blood pressure, Swami?

Swami: Reduce salt. Less salt, less blood pressure, more salt, more blood pressure.

Doctor: Nowadays, there is a new disease called Chronic Fatigue Syndrome. Patients complain that they don't have any energy to do anything. What is the cause, Swami?

Swami: No cause like that. It is low energy because these people waste a lot of energy through bad and polluted thoughts, improper and indiscriminate use of senses. Thus, their energy is drained out and they feel chronic fatigue. If they can replace their polluted thoughts with good thoughts and divert their senses towards the Divine, thus, thinking good, seeing good, hearing good, and doing good, they can recover the lost energy and can get well.

Adapted from; http://www.saibabaofindia.com/hurry_worry_curry.html

MOTHER EARTH

Latent wealth, she is powdery and dry;
Offers her particles to the wind,
Provides visible life and movement
Allowing the air to prove itself.

Or she is composed and cool
Patiently allowing to flash her beauty
Assured of her power, her longevity
Proud of her life giving faculties.

Here she is brown, there she is black,
There dark and there reddish brown.
Veiled in grey or dark red,
She keeps the other colours for her offspring.

Water flows in, divine and pure:
She swells and rejuvenates and bursts.
The pangs of production she silences
A festival of green covers her sides.

She unfurls her beauty, her wealth
On Mountains, on plateau, in Valleys.
Is anyone richer than Mother Earth?
Or more Generous or more beautiful?

"The colours I display no artist can produce,
The oxygen I release is vital and divine.
I soothe the eyes, the nostrils and other senses
My dynamism: a challenge to sky and sea".

"I contain the creatures of the World
I feed them and clothe them, comfort them.
They are cured by me and when they die
Return to me and wait for rebirth".

A poem from Mr. Shaheed Dargaye

Saying on human relationship



Nelson Mandela

Former President of South Africa

Nelson Rolihlahla Mandela was a South African anti-apartheid revolutionary, politician, and philanthropist, who served as President of South Africa from 1994 to 1999. He was the country's first black head of state and the first elected in a fully representative democratic election. His government focused on dismantling the legacy of apartheid by tackling institutionalised racism and fostering racial reconciliation. Ideologically an African nationalist and democratic socialist, he served as President of the African National Congress party from

