

#Outsourcing Must Fall Labour Broking

R10,000 NOW!!

Izwi says...
Any and all groups of outsourced workers in any sector or any industry, members of existing unions or none, should contact us for help to organise a campaign.

#OMF wins victories

Mogale City: Marches win agreement with municipality

Xolani Mashalaba Kagiso WASP

EPWP and other outsourced workers marched in Mogale City twice in recent months – on 14 July and again on 10 October. The workers are demanding permanent jobs with the municipality amongst other demands. After the first march the municipality agreed to create a labour forum where workers' representatives would be represented and able to scrutinise workers' terms and conditions with all the municipality's contractors. Unfortunately, this important concession was not acted upon forcing #OMF to mobilise a second march.

On the 10 October march workers remained determined but a slightly lower turnout can be partially attributed to a high level of intimidation directed against the workers of #OMF in the workplaces around Mogale City. Nevertheless, the Mogale City officials were so intimidated by the might of the workers' militancy that they were afraid to step out of the municipal building's gate to come and receive our memorandum. Rather, they negotiated with me to allow them to receive the memorandum behind the gate!

Our memorandum of demands was received by the municipality's Speaker who promised to revert back to us within the 7 days that we have stipulated. This memorandum had in it a demand pushing for the announcement of a date for the first sitting of the labour forum to be tasked with monitoring the working conditions of our comrades under the municipality.

West Rand: #OMF launched in Carettonville & Westonaria

Phemelo Motseokae Carletonville WASP

Carletonville #OMF is still at the infant stage but it's slowly heating up. The campaign has been introduced and mobilisation is taking place, several meetings have taken place and it looks fruitful. WASP cadres are working at heating up to the level of the Tshwane #OMF campaign should the municipality not give favourable responses. Westonaria cadres have also recently begun to organize themselves. We have dedicated comrades on the ground, capable of giving workers direction and introducing #OMF, however, communication is a challenge and so is time. Most people are stuck with long hours of work. But we are determined to build a vibrant campaign to bring justice to the workers.

PRASA: Jobs saved

Lebogang Phanyeko Johannesburg WASP

#OutsourcingMustFall Joburg region PRASA workers were left in a state of a limbo after they were issued with letters at the beginning of August by the service provider – Supercare cleaning services – terminating their contracts. Mbita cleaning services had already dismissed workers after their contract ended.

Workers were left with no option but to embark on action. Workers assembled in the early hours of the morning of 31 August at Jourbet Park, central Joburg to discuss strategy and tactics for the day's action. Some workers were not confident to attempt an occupation. But in democratic and robust engagements, other workers warned that if there was not immediate action today, tomorrow the incoming service providers would bring a new workforce putting workers in a far weaker position to continue to fight for their jobs. The decision was taken to #Occupy PRASA's offices in Braamfontein, Joburg, demanding the migration of all workers to the new service providers appointed by PRASA to take over contracts from September.

As a result, PRASA management agreed to migrate/ reinstate all workers from Supercare cleaning services to the new service providers. They also agreed to write a new 'service level' agreement between the service providers and themselves giving guidelines of employment, including penalties that can be imposed if those guidelines are not met, e.g. protective clothing, adhering to basic conditions of employment etc. Further, Mbita cleaning service workers will be reinstated and placed with the new service provider in Johannesburg East covered by their own 'service level' agreement.

Today's victory is a stepping stone in the struggle against outsourcing. If workers remain united, disciplined and continue to organise across all sectors, we can defeat outsourcing in all government departments.



Workers occupy PRASA's Braamfontein offices in Joburg

Where next for the #OutsourcingMustFall campaign?

Time to kill outsourcing & labour broking!

We need to begin organising a struggle that can kill outsourcing everywhere, once and for all. For this our attention must be turned to the national government. They are the ones who are ultimately responsible for all outsourcing contracts across the public sector. They have the power to write the laws that govern every private sector workplace too.

In 2015 the law changed to say that any worker employed by a labour broker for more than three months in the same workplace must become a permanent employee on equal terms and conditions. (Labour broking is the 'outsourcing' of the private sector that is used in Shoprite, many factories, hotels etc.) But that law was born dead because the government was not interested in **enforcing** it. But it nevertheless gave us a tiny taster of what could be possible for the struggle to raise wages and win decent permanent jobs.

Most workers involved in #OMF are in the public sector – in workplaces that are funded and directly under the control of the national government in one way or the other. This includes: municipal workers, e.g. securities, refuse and other workers; EPWP workers; CWP workers. It also includes outsourced cleaners, securities, caterers and landscapers in national government departments, e.g. Department of Basic Education, National Treasury etc.; hospitals and clinics, e.g. Baragwanath, George Mukhari etc.; schools, colleges and universities, e.g. the TVET colleges; the parastatals, e.g. PRASA, CSIR etc.

If the national government was able to pass a law against labour broking in the private sector surely they can end outsourcing **in their own workplaces!**

We demand:

- **National government! Ministers! Instruct all departments, provinces, municipalities and parastatals to end outsourcing. Pass new legislation if necessary. Give all existing outsourced workers permanent jobs with a minimum wage of R10,000 per month. Issue promissory letters of employment and pay wage top-ups in any cases where insourcing will not be immediate.**
- **Enforce your own laws! Permanent jobs with full benefits and equal pay now. Immediately train and hire 10,000 inspectors to visit every private sector workplace in the country and enforce the 2015 anti-labour broking law. Nationalise non-complying businesses under democratic control of workers.**
- **Immediately raise the minimum wage to R10,000 per month.**

This is a struggle we can win, but only if we organise and mobilise **every** outsourced and labour-broker worker. But more than that, we must also involve permanent workers earning less than R10,000 per month, asking them to struggle with us to raise the minimum wage. Together and united a campaign of rolling mass action – marches, pickets, strikes and occupations – can win.

As a first step we must spread the campaign and improve our organisation. In all the areas where #OMF does not exist we must organise workers into the campaign. There should not be a township of major workplace without an #OMF organising committee. Upon this basis we can plan our first provincial and national mobilisations.

Who really supports the workers?

Any of the political parties in parliament could support the struggle against outsourcing and labour broking if they chose to. As part of our new campaign we will write to them all and ask: (1) Is your party **opposed** to outsourcing and labour broking **in principle**? (2) Are you able to confirm that none of your public representatives (MPs, MPLs, councillors etc.) or party leaders profits from outsourcing or labour broking? (3) Do you support any of our three demands? All the parties want the votes of workers. But let us find out if any of them really support workers!

We are strongest in Gauteng amongst outsourced public sector workers. Let us play to our strengths and begin our campaign with a strike of Gauteng outsourced public sector workers. This can set an example across the country and be the basis to mobilise other workers and other areas, not to mention call for the support of communities, students and the trade union movement. We must be ambitious but also realistic about what this would take – our timescale must be based on several months careful preparation.

