



NATIONAL EDUCATION HEALTH AND ALLIED WORKERS' UNION
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NEHAWU
University of Cape Town Joint Shop Stewards Council meeting

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NEHAWU University of Cape Town Joint Shop Stewards Council is pleased to announce that our hard work has paid off. When outsourcing started during the early 90s, we started fighting against what we regarded as an unjust system. Unfortunately we were unable to convince management not to outsource and large-scale outsourcing began in September 1999 under the leadership of Dr Ramphela Mamphela. Outsourcing resulted in various hardships. Staff lost their houses, families were destroyed, and their children could no longer continue with their studies at UCT and UWC. Some had no option but to work for these incoming service providers. This meant that retrenched workers had to join these companies and had no say in UCT matters. Workers had to accept meagre wages as determined by these outsourced companies.

Throughout 1999-2005, NEHAWU never lost hope, but continued with the struggle and followed all legal processes to fight this injustice. The union was determined that the people's struggle reach the Constitutional Court.

In the meanwhile, NEHAWU was able to secure more financial benefit for the outsourced workers of 1999. Outsourced staff members joined different unions based on their sector. However, we believed that they belonged to Higher Education and NEHAWU and should never have been outsourced.

NEHAWU joined forces with student support organisations who were instrumental in ensuring that UCT adopted the Code of Conduct to regulate outsourced companies. While continuing with the struggle, with our eyes still on insourcing as an ultimate goal, interim victories were achieved. We were able to sign all workers under NEHAWU, excluding Sibanye, at the end of 2013.

During this period, UCT conducted two reviews, which brought minor changes to the interest of both parties. The latest review conducted by Prof Johan Maree and Prof Rochelle Le Roux, gave UCT an opportunity to improve the conditions of these workers in 2014. However, UCT rejected important recommendations made by their own consultants.

We believe that rejecting the recommendations was primarily based on the slow pace of transformation at UCT.

This victory belongs to the working class although some workers in the higher pay classes at UCT do not realise that they also belong to the same working class. UCT's courageous and legitimate decision to insource has restored dignity and trust to the workers and their communities.

Mr. Mzomhle Bixa
Chairperson: UCT NEHAWU JSSC