

**Comrade Sydney Moshaliba (CWAO), as one of the panelists of our event, has kindly written up his input which he was unable to deliver during the webinar due to network issues.**

**Input to the ILRIG casualisation booklet launch on 18/02/21 by Sydney Moshaliba (CWAO)**

Good day Comrades, my name is Sydney Moshaliba and I work for the Casual Workers Advice Office, as you might know we have a strong relationship with Simunye Workers' Forum, which is basically a formation of the casualised workers in Gauteng.

Let me start by saying, as CWAO we welcome the book, because in its framing it unravels and covers a broad range and extent of the impact of casualisation both in the context of the South African economy and globally.

The book goes deeper and widens the scope on the phenomena of casualisation of labour across the country. In its definition of casualised work the book expands in terminology used and also in the description of different categories in much greater detail. Depending on who is engaging on the subject and the struggle, casual labour is sometimes referred to as precarious work or non-standard employment and informal work. The bottom line we are talking about work that is lowly paid, work that is unprotected from victimisation and unfair dismissals, work that is without benefits and social security and workers have no rights in the workplace. We know the origins of this arrangement that it was imported through structural adjustment policies from the World Bank, The IMF and BIG Capital. The sole purpose is accumulation of huge profits using cheap labour.

Now comrades, before I lose myself in trying to rewrite the book, let me come to the work we do as the CWAO. The organisation was established in 2011 and SWF was formed in 2016. At that time workers were under attack, the onslaught on worker rights was massive and labour broking had become a dominant form of employment in the private sector industry. The Traditional Trade Union Movement was overwhelmed and indirectly took a posture that organising labour broker workers was complicated and a strain to their limited resources. Despite the fact that there was a COSATU Resolution calling on the broader labour movement to organise labour Broker workers. In that resolution they were referred to as "unorganised workers".

I'm reminded in 2012 when I was a Shopsteward at AFRIKABIOPHARMA we managed to push a cleaning service out of business and got all the 4 exploited workers permanent employment with equal benefits.

That was the spirit and the context with which CWAO made inroads into the struggle against the casualisation of labour. Another breakthrough came in 2015 with the introduction of the amendments to s198 of the LRA no. 66 of 1995. However one must emphasize, taking into account the number of casualties we suffered, using this piece of legislation we managed to get more or less 5000 former TES employees' permanent employment with client employers. It's a drop in an ocean compared to the number still remaining under the scourge of casualisation. Whereas the capitalists and the bosses continue to benefit.

So comrades due to well-known generic limitations in NPO/NGO sector we are not able to reach all sectors of the casualised world as stipulated in the book, but from time to time we collaborate with rural communities, farmworkers organisations, women formations and other advice offices to pursue common programmes of struggle.

The book in itself demonstrates where we have weaknesses and strengths and must not be viewed as complex work of research academia. But in the light that it seeks to broaden our understanding on how best we develop fresh ideas in our struggle against casualisation. The bosses are never wavering, they continue to plan and strategize around our victories. It's a continuous struggle.

All in all we would like to recommend that ILRIG goes to print, and as widely as possible, to distribute this book to all corners of our society. In our view this book is an essential organising tool for mobilisation and the education of the casualised wherever they are.

In conclusion we thank you for giving us an opportunity to endorse the book.

**Long live!**