

**ITEM NUMBER: C 62/12/22**

**MOTION IN TERMS OF RULE 18 OF THE RULES OF ORDER FOR COUNCIL FOR THE SCHEDULED COUNCIL MEETING ON 08 DECEMBER 2022**

I, Linda Mazwi, hereby table a motion in terms of Rule 18 of the Rules of Order of Council as amended by Council on 05 December 2019 C19/12/19 table the following motion:

**Noting that:**

- Security guards and cleaners are essential, non-dispensable services to the City, required for the smooth functioning of the municipality and enabling for the provision of services to the people.
- Further that the City is spending hundreds of Millions of Rands paying for these services to labour brokers at inflated rates.
- While the cleaners and security guards provide key services to the City, the City has no way of ensuring that they are treated and remunerated fairly by those who employ them.

**Believing that:**

- The right to fair and humane labour practices is a non-derogable right that all workers in South Africa should enjoy, and that public employers such as the City of Cape Town must guard these rights and protect those who provide services to the City from exploitation.
- The system of labour brokering entrenches exploitation of workers, through institution long working hours, through chronic underpaying of the workers, and through non-provision of essential benefits that workers ought to enjoy, benefits such as pension funds and medical insurance.
- The City can actually make substantial savings by cutting the middleman and employing workers directly, providing them with pension funds and medical insurance, and better pay from what they are currently getting from the labour brokers.

**Recommend that:**

- Council resolves to have all security guards and cleaners to be appointed directly by the City on a permanent basis, with all the required benefits that City employees are entitled to.

- That the relevant department must conduct a feasibility assessment, indicating how much in monetary terms would the City save by cutting the middleman and employing these employees directly
- That the relevant department reports to Council by March 2023.

**Proposer: Cllr L Mazwi (EFF)**

**Seconder: Cllr N Tyandela (EFF)**

**Date: 15 November 2022**

---

**MOSIE INGEVOLGE REËL 18 VAN DIE RAAD SE ORDEREËLS VIR DIE GESKEDULEERDE RAADSVERGADERING OP 8 DESEMBER 2022**

Ek, Linda Mazwi, lê hiermee 'n mosie ter tafel ingevolge reël 18 van die Raad se ordereëls soos gewysig deur die Raad op 5 Desember 2019 (C19/12/19):

**Met kennisname dat:**

- Sekuriteitswagte en skoonmakers noodsaaklike en onontbeerlike dienste aan die Stad lewer wat vir die vlot funksionering van die munisipaliteit en instaatstelling van die voorsiening van dienste aan die mense nodig is;
- Voorts dat die Stad honderde miljoene rande teen opgeblase tariewe aan arbeidsmakelaars vir hierdie dienste bestee;
- Hoewel die skoonmakers en sekuriteitswagte kerndienste aan die Stad lewer, die Stad geen manier het om te verseker hulle word billik behandel en vergoed deur dié in wie se diens hulle staan nie.

**Met die siening dat:**

- Die reg tot billike en menswaardige arbeidspraktyke is 'n onaantasbare reg wat alle werkers in Suid-Afrika moet geniet, en staatswerkgewers soos die Stad Kaapstad moet hierdie regte beskerm en dié wat dienste aan die Stad lewer, teen uitbuiting beskerm.
- Die stelsel van arbeidsmakelary verskans die uitbuiting van werkers deur die instelling van lang werksure, die chroniese onderbetaling van werkers en die nievoorsiening van noodsaaklike voordele wat werkers behoort te ontvang, voordele soos pensioenfondse en mediese versekering.
- Die Stad kan eintlike beduidende besparings in die hand werk deur die middelman uit te skakel en werkers regstreeks in diens te neem, en hulle van pensioenfondse

en mediese versekering voorsien en hulle beter betaal as wat hulle tans by die arbeidsmakelaars ontvang.

**Aanbeveel dat:**

- Die Raad besluit om alle sekuriteitswagte en skoonmakers op 'n permanente grondslag deur die Stad aan te laat stel, met al die vereiste voordele waarop Stadswerknemers geregtig is.
- Die betrokke departement 'n uitvoerbaarheidsassessering doen, en aandui hoeveel die Stad geldelik sal bespaar deur die middelman uit te skakel en hierdie werknemers regstreeks in diens te neem.
- Die betrokke departement teen Maart 2023 aan die Raad verslag doen.

**Voorsteller: rdl. L Mazwi (EFF)**

**Sekondant: rdl. N Tyandela (EFF)**

**Datum: 15 November 2022**

---

**ISIPHAKAMISO NGOKOMGAQO18 ONGEMIGAQO YOLAWULO LOCWANGCO  
YEBHUNGA ESILUNGISELELWE INTLANGANISO YEBHUNGA YOWE8  
KWEYOMNGA (DISEMBA) 2022**

Mna Linda Mazwi, ndidandalazisa isiphakamiso ngokoMgaqo18 weMigaqo engolawulo loCwangco njengoko ilungisiwe liBhunga ngowe5 kweyoMnga 2019 C19/12/19, esilandela ngolu hlobo:

**Kuqatshelwe ukuba:**

- Oonogada bezokhuseleko nabacoci ziinkonzo ezibalulekileyo, ezingundoqo kwiSixeko, ezifunekayo ukuba kusebenze ngokusulungekileyo umasipala kwaye ezithi zibangele ukuba kubonelelwe ngeenkonzo ebantwini.
- Kwakhona iSixeko sithi sichithe izigidi zamaRandi ekuhlawuleni ezi nkonzo kwiiarhente ezingezabasebenzi ngokweentlawulo ezibaxekileyo.
- Xa kwelinye icala abacoci nonogada bokhuseleko bebonelela ngeenkonzo eziphambili ezingundoqo kwiSixeko, iSixeko asinayo indlela yokuqinisekisa ukuba bathi baphathwe kwaye babuyekezwe intlawulo enobulungisa ngabaqeshi babo.

**Kuyinkolelo yokuba:**

- Ilungelo elingezenzo zobulungisa nezobuntu lilungelo elingenakho ukophulwa nangayo nayiphina indlela apho bonke abasebenzi baseMzantsi Afrika ekufaneleke ukuba balixhamle kwaye abaqeshi boluntu abanjengeSixeko saseKapa kufuneka bawajonge lamalungelo kwaye bakhusele abo babonelela ngeenkondo kwiSixeko ukuze bangaxhatshazwa.
- Inkqubo engeearhante zokubonelela ngomsebenzi zithi zimisele uxhatshazo kubasebenzi ngokuthi zibonelele ngomsebenzi oneeyure ezininzi zokusebenza, uzinziso lwentlawulo esezantsi kubasebenzi kwaye nokungaboneleli ngezibonelelo eziphambili kubasebenzi ekufaneleke ukuba bazonwabele - izibonelelo ezifana nezomhlalaphantsi neinshorensi engezonyango.
- ISixeko singenza ezolondolozo oluphambili ngokuthi liqhawule ubudlelwane kunye nalo usembindini kwaye siqeshe abasebenzi ngokungqalileyo, sibabonelele ngezimali zomhlalaphantsi nezeinshorensi engezamayeza/unyango nomvuzo ongcono kunalowo bawufumanayo kwiiarhente ezingezengqesho.

**Kundululwa ukuba:**

- IBhunga malithabathe isigqibo sokuba bonke oonogada bezokhuseleko nabacoci kufuneka bachongwe ngokungqalileyo siSixeko ngokommiselo wengqesho osisigxina kwaye bafumane izibonelelo ezifanelekileyo, ezingezo zixhanyulwa ngabasebenzi beSixeko.
- Ukuba isebe elifanelekileyo kufuneka liqhube uvavanyo lokunokwenzeka, libonakalise indlela ejoliswe kwinzuzo engezimali apho siyakuthi iSixeko siyilondoloze ngayo ngokuthi siqhawule ubudlelwane kunye neearhente ezingezengqesho ngokuthi siqeshe abo basebenzi ngokungqalileyo.
- Ukuba isebe elifanelekileyo malinikezele ingxelo kwiBhunga ngeyoKwindla 2023.

**Siphakanyiswe: nguCeba L Mazwi (EFF)**

**Sasekelwa: nguCeba N Tyandela (EFF)**

**Umhla: 15 kweyeNkanga (Novemba) 2022**

---

**MOTION IN TERMS OF RULE 18 OF RULES OF ORDER OF COUNCIL AS AMENDED BY COUNCIL ON 05 DECEMBER 2019 C19/12/19 FOR ALL CITY OF CAPE TOWN INSOURCING OF SECURITY GUARD AND CLEANERS**

I, Linda Mazwi, hereby table a motion in terms of rule 18 of the Rules of Order of Council as amended by Council on 05 December 2019 C19/12/19 table the following motion:

**Noting that:**

- Security guards and cleaners are essential, non-dispensable services to the city, required for the smooth functioning of the municipality and enabling for the provision of services to the people.
- Further that the City is spending hundreds of Millions of Rands paying for these services to labour brokers at inflated rates.
- While the cleaners and security guards provide key services to the City, the City has no way of ensuring that they are treated and remunerated fairly by those who employ them.

**Believing that:**

- The right to fair and humane labour practices is a non-derogable right that all workers in South Africa should enjoy, and that public employers such as the City of Cape Town must guard these rights and protect those who provide services to the City from exploitation.
- The system of labour brokering entrenches exploitation of workers, through institution long working hours, through chronic underpaying of the workers, and through non-provision of essential benefits that workers ought to enjoy, benefits such as pension funds and medical insurance.
- The City can actually make substantial savings by cutting the middleman and employing workers directly, providing them with pension funds and medical insurance, and better pay from what they are currently getting from the labour brokers.
- 

**Recommend that:**

- Council resolves to have all security guards and cleaners to be appointed directly by the City on a permanent basis, with all the required benefits that City employees are entitled to.
- That the relevant department must conduct a feasibility assessment, indicating how much in monetary terms would the City save by cutting the middleman and employing these employees directly
- That the relevant department reports to Council by March 2023.

Proposer

Cllr L Mazwi

Signed electronically

Date: 15 November 2022

Seconder

Cllr N Tyandela

Signed electronically