

Wasted opportunities

Prospects for decent work in waste
management

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Policy considerations regarding waste management

- Public health and safety
- Environmental considerations
 - waste is polluting the environment
 - there is insufficient space for traditional methods (landfills are full).

Job creation and decent work opportunities have not been a primary consideration.

A decent work agenda for local government

- Local government can create decent work opportunities in waste management
- Waste management = collection and minimisation (recycling)
- The potential of the decent work concept is to broaden the focus of regulation
- Beyond employment as conventionally understood
- Beyond the workplace as conventionally understood

The quality of work is proportional to degree of control by local govt

The following strategies are being utilised in waste collection

- Direct employment (in a standard job)
- Active externalisation of waste collection
- Passive externalisation of waste collection

The choice of strategy adopted not only impacts on poverty levels, but also on the environment.

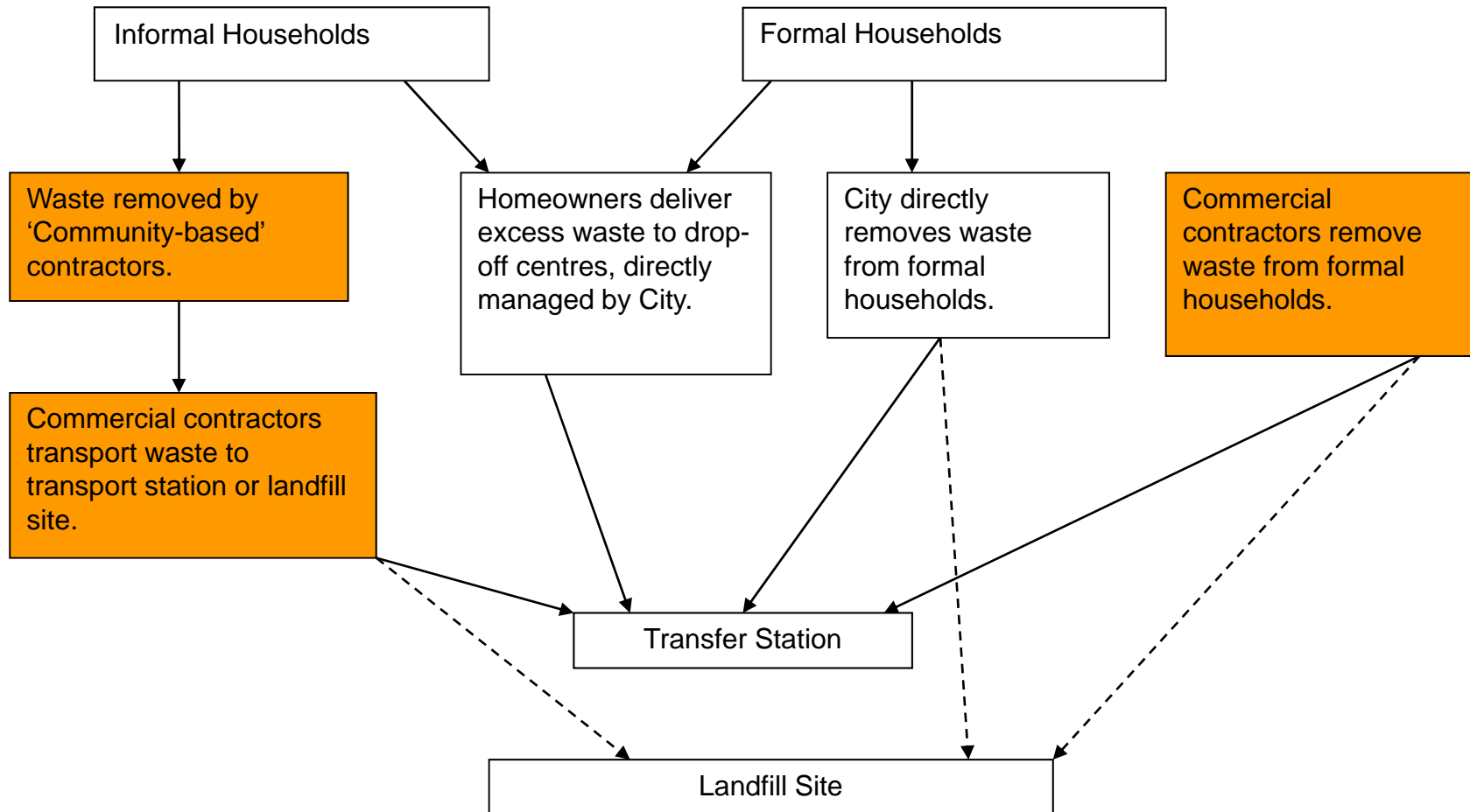
The City of Cape Town's waste collection and minimisation strategy

- Waste collection:
 - Formal areas: 75% direct control;
25% actively externalised (mostly engaging big, private commercial operators)
 - Informal areas: 100% externalised (mostly engaging BEE start-ups)
- Waste minimisation
 - 100% externalised (mainly commercial operators)

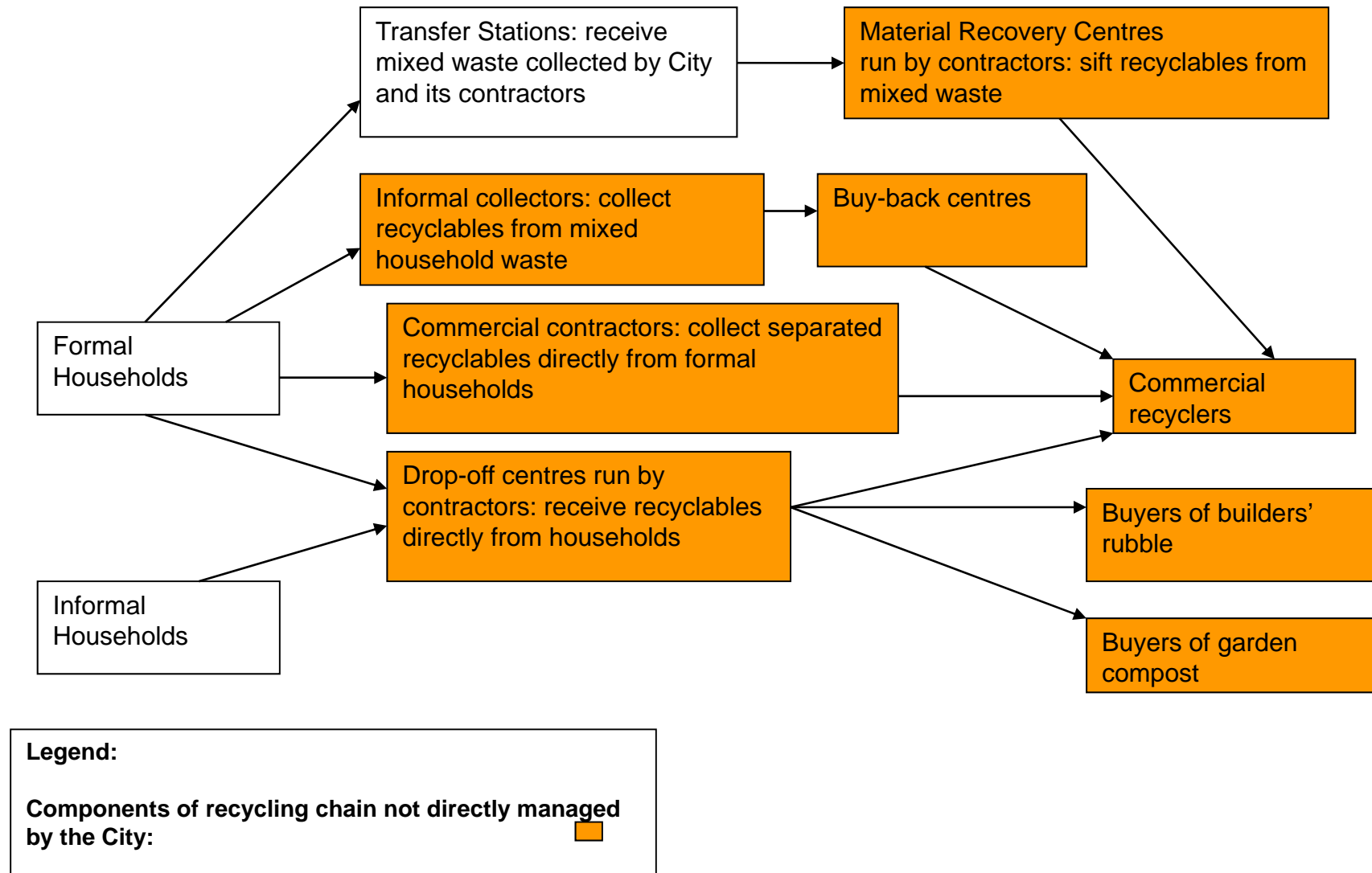
Different conditions of work

| | City | Commercial Contractors | BEE Start-ups |
|--|---------------------------------|------------------------|-----------------------------|
| Regulating Body | SALGBC | NBCRFI | Outdated wage determination |
| Weekly wage Truck drivers | R1582 (basic) R2215.30 (CtC) | R888 to R1 468 | Don't use truck drivers |
| Weekly wages: gen workers and truck assist's | R946.15 | R323 to R634 | R420 to R444 |

Graph 1: The waste collection chain from formal and informal households in Cape Town



Graph 2: The recycling chain from formal and informal households in Cape Town



Implications

- We need to pierce the “contractual veil”
- Our conception of the workplace should include municipal workers not employed by local government
- Within this extended conception of the workplace, there are different tiers
- The fundamental question is whether it is realistic to bring the lower tiers to the same level as the top tier
- If not, what is plan B?

Plan B

- Subsidies by local government need to be made transparent and negotiated
- Subsidies should be utilised to benefit the most vulnerable, in one of two ways
- To leverage adherence to a core of rights by contractors / intermediaries etc.
- To promote cooperation amongst the self-employed