

HOSPERSA SUPPORTS THE NATIONAL SOCIAL SERVICE MARCH

Hospersa joined in the national march of the welfare sector's Non Profit Organisations (NPOs) on 28 August 2009. Other participants in the march were social service workers of all kinds, volunteers, users of social services, trade unionists, students, social justice activists and members of the community who want a decent and effective social service system.

The march was part of a national campaign driven by the National Welfare Social Service and Development Forum (NWSSDF) and supported by the National Coalition of Social Services (NACOSS). Marches, pickets and other activities took place in all the provinces on the same day and all events were supported by Hospersa.

Hospersa has organised and represented NPO workers in the welfare sector for many years and we can attest to the appalling pay and working conditions in this sector.

Although NPO's provide services which are primarily the duty of Government, they are receiving sub standard subsidies, which impacts negatively on their ability to pay their workers.

Government's 75 % subsidy principle for NPO's, compromise the ability of NPO's in poor communities to supplement the 25% portion of NPO's costs. As a result, the salaries for workers at all levels, including those for social workers, social auxiliary workers, child and youth care workers, administrators and general workers often amounts to only half of the salaries earned by the same workers employed in Government.

The pay gap between the NPO's and Government workers has widened even further since the Government has given its social service professionals Occupation Specific Dispensation (OSD) which could also be translated as an improved pay dispensation.

Government has a moral and legal duty to uphold those principles enshrined in the Employment Equity Laws that promote the principle of EQUAL PAY FOR WORK OF EQUAL VALUE.

This sector has a predominantly female workforce, which is being consistently ignored and overlooked by Governments current funding policies and approaches to the NPO'S. Hospersa therefore also forward the struggle for GENDER EQUALITY in accordance with the Law.