



WCED CAUSES CRISIS IN EDUCATION

On 15 December 1997 the WCED tabled a proposal in the ELRC. This would effectively terminate the contracts of 3333 temporary educators who were filling vacant substantive posts that were created after 1 July 1996 as a result of the rationalisation process.

Not only will temporary educators be dismissed, but the posts that they occupy will be frozen. This means that the teachers who remain behind at schools will have increased workloads and will have to manage bigger class sizes.

The WCED's policy declaration will lead to chaos in education.

What does this mean for education?

- The staff establishments of schools will be worked out on a ratio of 1:35 & 1:40 to determine whether schools' qualify to re-employ temporary teachers.
- Schools who had many temporary educators and who do not qualify for additional teachers based on the new ratio will be understaffed, increasing the workload of educators.
- As different scenarios exist in different schools, the staffing of these schools will be very uneven.
- Limited teaching personnel will have negative effects on the Culture of Teaching and Learning as schools are overcrowded and understaffed.
- Future examination results can only become worse as students cannot be prepared adequately for exams under these trying circumstances.
- It will be more difficult for teachers to implement Curriculum 2005 as they have to cope with large classes
- Education will no longer be free; posts will have to be subsidised by parents

What is happening nationally?

On 16 January 1998, the state tabled their new proposal on rationalisation in the ELRC. This new approach has at its core the principle that Provincial Budgets must determine the number of educators in a financial year. It has serious implications for education, i.e.

- it entrenches fiscal federalism
- it promotes labour market flexibility and the exploitation of educators
- it promotes a maintenance budget rather than a transformative budget

- it neglects equity and redress
- it promotes wholesale retrenchment of temporary and permanent educators
- it undermines the COLT'S Campaign and undermines the quality of Public Education
- it creates room for the State to abandon previously signed collective agreements, i.e. Resolution 3/96, Resolution 8/96, Resolution 6/96, Resolution 12/96
- it disregards the principle of negotiations around matters of mutual interest.

It is clear that quality public education is under attack and that the government's macro-economic strategy, GEAR is raising its head in Education. This will seriously affect the transformation of education because it allows for treasured principles like equity and redress to fly out of the window. It further allows for unequal funding of public schools depending on the budget that is allocated to education by each Provincial Cabinet.

In the Western Cape this means that the National Party-led government can no longer hide behind Central Government and blame them for any cuts in education. Hernus Kriel has the power to determine what percentage of money he wishes to set aside for education. This budget vote would then determine how many teachers the province will employ.

Historically disadvantaged schools will not be uplifted as no redress will take place. The result will be the polarisation of communities, with perpetuation of past imbalances.

SADTU cannot allow for education to be plunged into chaos and for transformation to slip off the agenda in our country. We have to ensure that educators participate in the process of transformation of education in particular and the society in general. We also have to ensure that the education budgets, both nationally and provincially, are increased. To this end we will continue to campaign for quality public education that will provide the basis for a sound and economically viable nation.

We are calling on all educators to reject any attempt by Education authorities to reduce spending on education, to retrench educators whether temporary or permanent and to join SADTU in our fight In Defence of Quality, Public Education.

**SADTU SAYS NO TO TEACHER
RETRENCHMENTS!
FORWARD TO QUALITY PUBLIC EDUCATION!**



SADTU BULLETIN

CONCERNED TEACHERS, as part of the “concerned group” or the Western Cape Parents, Teachers, Students Forum (WCPTS), HAVE A DILEMMA :

THEY AGREE WITH RATIONALISATION BUT REFUSE TO MAKE CONCRETE PROPOSALS TO TRANSFORM EDUCATION.

- **Rationalisation is a national strategy.**

It seeks to redress historical imbalances in the whole country, and not just in the Western Cape. It must be remembered that because of apartheid, teachers have different historical experiences. We recognise that to integrate the 19 separate education departments will be both traumatic and painful.

THEY CONFUSE RATIONALISATION WITH RETRENCHMENT; RETRENCHMENT WITH REDEPLOYMENT AND EQUALITY WITH EQUITY.

- **Rationalisation is not equal to retrenchment !**

SADTU has always argued that SA needs more teachers. The De Klerk government and its predecessors created a situation where the majority of South Africans were crammed into overcrowded classrooms with few teachers, whereas a small minority enjoyed extraordinary comfort. To change this teachers need to be placed in schools in such a way that they are fairly distributed throughout the country. Then we will be better placed to fight as a non racial union for a better education for ALL.

- **Redeployment is not Retrenchment !**

In the education sector a Severance Package is being offered to teachers who want to opt out of the system voluntarily. The vacancies that result will be filled by redeploying teachers from institutions where they are in excess. The number of educator posts in the country will remain the same. Therefore **NO TEACHER WILL BE RETRENCHED**. Redeployment will ensure the equitable distribution of human resources throughout our country. SADTU is setting up mechanisms to negotiate with democratic governance structures at schools to ensure that teachers who choose redeployment will be received favourably.

- **Equity versus equality.**

Equality means that the **HAVES** will add to their past privileges while the **HAVE-NOTS** will continue to be disadvantaged. For this reason we first need to apply **EQUITY**. This means that those who were more favoured in the past will receive less while more will be given to the have-nots. Once equity is reached everyone has the chance to enjoy equality.

THEY ARE BEING HOODWINKED BY THE DISHONEST AND RACIST AGENDA OF THE NP.

The NP created the gross inequalities in education and still have no plan to improve education for ALL. In fact, they want to maintain the privileges of a few at the expense of the majority. The NP have been attempting to retrench teachers since 1992. NOW, to sow confusion, Martha Olckers and the mainstream press insist on equating redeployment with retrenchment. In 1994 they claimed that the ANC was planning to take the houses of 'coloureds' and won the elections in the Western Cape. Now, with the local government elections, they claim that 'coloureds' are going to lose their teaching jobs.

THEY ARE UNAWARE OF THE HIDDEN AGENDA AND LACK OF DIRECTION FROM THE WCPTS FORUM AND "CONCERNED" LEADERSHIP.

THESE LEADERS CLAIM THAT THEY HAVE NO POLITICAL AGENDA ?

- ↔ Why are they preoccupied with attacking SADTU and the ANC ? In 1993 when SADTU went on strike against the racist NP government, the same coloured forums mushroomed to oppose SADTU.
- ↔ Why do they not direct their attacks at the NP and the racist teachers who have an NP agenda?
- ↔ Like the IMF and World Bank they want to smash unions and defeat the gains we have won for teachers and other workers in SA.
- ↔ When are they going to fight against those who created the mess that South African education is in ?
- ↔ When are they going to fight for ALL people and not just for the narrow interests of their 'coloured' schools. ALL schools, ALL parents, ALL students deserve a say in transforming education, not just certain elements at South Peninsula, Alexander Sinton, Cathkin, Belgravia, Trafalgar, Harold Cressy, Garlandale and a few other 'coloured' schools.
- ↔ The WCPTS Forum is only non racial in their imagination ! They do not represent the parents, teachers and students of the Western Cape but only of a few 'coloured' schools in the Southern Suburbs.

THE LEADERSHIP OF THE WCPTS AND THE 'CONCERNED TEACHERS' FORUM ARE :

- bound by reactionary, opportunistic, selfish concerns.
- united in their short-sightedness.
- refusing to think about issues within a national perspective.
- misinformed and use parents and pupils for their own ends.
- a 'fly by night' grouping that is reactive and not proactive.
- against negotiation - they rather groan and moan.

MANY TEACHERS HAVE GENUINE FEARS ABOUT THEIR JOB SECURITY.

SADTU HAS DEFENDED YOU IN THE PAST AND WE WILL CONTINUE TO DEFEND YOU IN THE FUTURE.

ALUTA CONTINUA !