

# Vuk'uzenzele



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## Workers' rights are human rights

**THE MONTH OF MAY** is Workers Month, a time for all workers to learn more about their rights – rights that South Africa's government protects with some of the best labour laws in the world.



In South Africa's labour law, workers doing work of equal value must get equal pay.

(Photo: BSA)

**M**ay is Workers' Month in South Africa, a time to celebrate the people who build our country. South Africa's labour laws "tick all the right boxes" when compared to the United Nations Declaration of Human Rights, South Africa's 1955 Freedom Charter, and our Bill of Rights, says Minister of Labour Mildred Oliphant. "We have chosen the 2017

Workers Month to take stock and celebrate how far we have come in our quest for social justice through labour relations dispensation," the Minister said recently.

Government has made even more improvements to our labour laws over recent years. These include protection from abuses by labour brokers, better maternity benefits for working women, trade union rights and more.

### Trade unions

Trade unions and the right to organise are protected by the Labour Relations Act (LRA). Before, unions needed 50 per cent representation plus one in a company to be recognised as the majority union. Today, Commissioners can award majority rights to unions that represent the most workers, as long as there is no union with majority rights already.

Employees on short-term contracts have also been

granted the right to union protection. They also enjoy the right to picket at both their employer's and the labour broker's premises.

Temporary Employment Services are regulated by the LRA to prevent abuse of workers on short-term contracts. Any employee contracted for longer than three months will be deemed to be employed indefinitely unless

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**"It is our responsibility to break down barriers of division and create a country where there will be neither Whites nor Blacks, just South Africans, free and united in diversity."**

(Source: SA History Online)

Life and legacy of  
**OR TAMBO.**  
100 YEARS



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# EPWP e tsibogela dikgwetlho tsa baagi

**LENAANE LE LE ATOLOSITSWENG** la Ditiro tsa Setšhaba (EPWP) le samagane le khumanego le tlhaelo ya ditlhabololo mo baaging ba rona ka go tlhama ditšhono tsa phetiso ya bokgoni le tlamelo ya dithoto le ditirelo tsa setšhaba.

**E**PWP e na le seabe sa go fokotsa khumanego ka go tlamela ma-Aforika Borwa a a humanegileng le a a senang bokgoni ka ditšhono tsa katiso le tsa ditiro.

Fa e sale ka 2014, EPWP e tlhamile ditšhono tsa ditiro di le 2 343 147 go ralala naga. Bontsi jwa ba ba ungewelwang ke baagi ba e leng gore ba ka bo ba sa nna le tšhono ya go tsena mo ditirong tse di rulaganeng gonane ba se na bokgoni mme/gongwe ba ise ba dire mo nakong e e fetileng.

Akanya fela ka batho ba ba tlogetseng sekolo fa e sale wena o simolola sekolo go tloga kwa Mophatong wa R go fitlha kwa Mophatong wa 12 le go fetela kwa pele mo dithutong tsa gago tse dikgolwane. Batho bano ba feletse kae? Bontsi jwa bona bo feleletsa bo thapilwe nakwana ke EPWP, koo ba iponelang bokgoni jo bo tlhogekang go ka tsena mo mmarakeng o rulaganeng wa ditiro.

Fa ba sena go tsena mo EPWP, ba ba nang le seabe ba katisiwa mo dilong tse di farologaneng go tshwana le go dira mo tshingwaneng, tshireletso, tlhokomelo ya baagi le go tima molelo, gongwe ba ithuta go nna bathusi mo dikhemising gongwe badirakadiatl.

Re na le dikgang di le dintsi tse di molemo

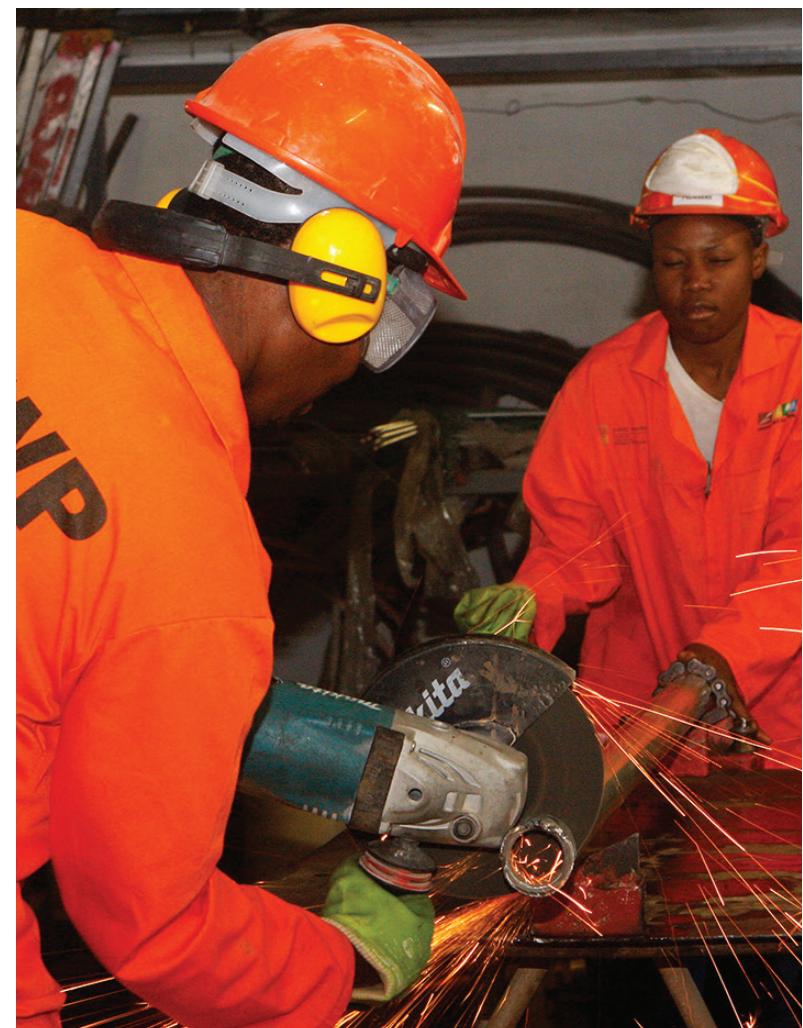
mo EPWP moo monnileseabe a tseneng mo Lenaaneng leno e le mophepafatsi, modiri wa tshingwana gongwe a dira jaaka mothokomedi wa mothao pi mme a feleletse e le modirikadiatl yo o nang le bokgoni le borutegi, motimamolelo le/gongwe mong wa kgwebopotlana yo o tlamelang batho ba rona ka ditiro.

Lefapha le tla re: "o se ke wa nyatsa le/gongwe go tlhaetsa EPWP matlho le... seabe sa yona mo go tokafatseng matshelo a batho ba rona."

Seabe sa tlhabololo se lefapha le neng le bua ka sona se amana le dithoto tsa baagi le ditirelo tse di tlamelwang ka lenaane leno. Dithoto ke dilo di tshwana le mata-mo, ditsela, ditlamelo tsa baagi tsa boitapoloso, dikolo le dipetlele tse di agwang le go tlhokomelwa go dirisiwa mekgwa ya EPWP e e dirisang badiri thata.

Kwa Lekgotlatoropong la Selegae la Mbasho kwa Kapa Botlhaba, baagi - ba ba dirang mo EPWP - ba ntse le seabe mo kagong ya letamo la dimilione-milione tsa diranta e e kgontshitseng lekgotlatoropo go tlamela metse ya koo ka metsi a a phepa.

Dingwe tsa ditirelo tsa baagi tse di tlamelwang ka EPWP, di akaretsa go tlhokomelwa ga diketekete tsa bagodi gammogo le diketekete tsa bana. ▶



Bannaleseabe ba EPWP ba kgona go tsenela lenaane leno ba sena bokgoni bope jwa tiro mme kwa bokhutlong ba iponele makwalothuto a bodirkadiatl.

(Setshwantsho: DPW)

## Go tlamela ka katiso ke maikaelelo a go fokotsa khumanego



Maitlhomo a EPWP ke go fokotsa khumanego le go tlhama ditiro fa mo tlhakoreng le lengwe e ntse e tlamela ka dithoto le ditirelo tsa tlhabololo.

(Setshwantsho: DPW)

**E**PWP e sa ntse e le kgang e e molemo go anelwa mo tirong ya rona ya go tlamela ka botshelo jo bo botoka go botlhe.

Le fa go le jalo lenaane leno le lebagane le dikgwetlho. Go na le bannileseabe ba ba solo felang gore lenaane leno le tla tlhamela batho ba rona ditiro tsa leruri.

Baagi mmogo le bannileseabe ba lenaane leno ba ne ba batla gore ditšhono tse di tlamelwang ke lenaane leno di fetolwe go ka nna tsa leruri.

Le fa bannileseabe ba le bantsi ba bone ditiro tsa leruri morago ga go nna le seabe mo go EPWP, go tshwanetse ga gatelelewa gore maikaelelo a Lenaneo ga se go tlhama ditiro tsa leruri.

EPWP e rulagantswe e le togamaano ya go nageng. ▶

fokotsa khumanego, go tlamela ba ba senang bokgoni ditšhono tsa ditiro le katiso, mme le ntse le tlamela ka dithoto tsa tlhabololo ya ikonomiloago le ditirelo.

### Tuelopotlana ya EPWP

Tshwetso ya Ditona ke yona e tlhomang dituelo tsa EPWP. Tuelo ya letsatsi ya ga jaana ya EPWP ke R83.59, fela bontsi jwa ditheo tsa setšhaba bo duela bannileseabe go feta seno.

Le fa EPWP e dirile tiro e ntse e go lwantsha khumanego le tlhaelo ya tlhabololo mo baaging ba rona fa e ntse e tlhama ditšhono tsa tiro le katiso, EPWP e ga se tharabololo e e siameng ya seelo se se kwa godimo sa bothokatiro mo nageng. ▶

# Shale gas mining to proceed

**GOVERNMENT** expects to see local economies benefiting directly and indirectly from the intended mining of shale gas which is also likely to contribute nine percent to South Africa's energy mix.

Stephen Timm

The extraction of shale-gas in the Karoo could see South Africa generate thousands of jobs and add as much as R960 billion to the economy over the next 20 to 30 years.

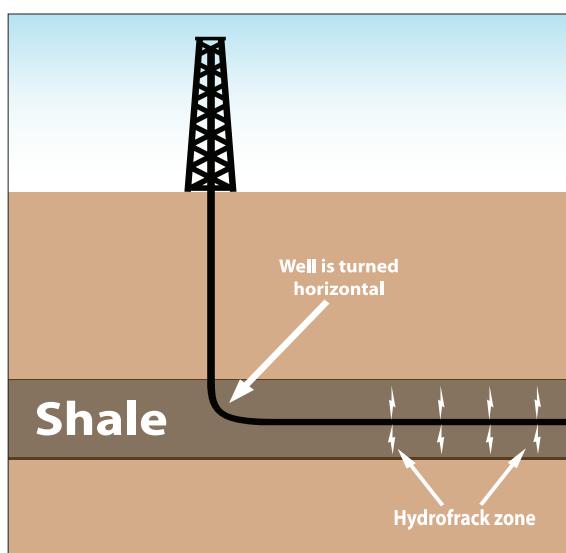
Mineral Resources Minister Mosebenzi Zwane announced in late March that the government intended to proceed with the mining of shale gas.

The estimate is contained in a 2012 report on shale gas by a government task team and is based on the extraction of 50 trillion cubic feet of shale gas, when the rand was at R8 to the US dollar (\$) and natural gas was priced at \$4 per thousand cubic feet.

PetroSA manager of licensing and legal compliance Tebogo Motloung pointed out that it might be necessary to revise the economic benefits of shale gas in light of changes in commodity prices as well as changes in the recoverable reserves assumed.

He said the expectation is that gas will contribute nine percent towards the energy mix by 2030. Depending on the amount of gas extractable, and the scale of production, local economies will benefit from direct and indirect employment at power stations, he added.

The South African National Energy Development Institute (Sanedi) is doing a study to quantify the direct and indirect employment opportunities from shale gas extraction.



Motloung said three companies, Bundu Gas, Shell and Falcon, have lodged five applications between them for exploration rights for shale gas. No exploration rights have been granted thus far.

Drilling is likely to start towards the end of the second year of the three-year exploration concerning the granting of rights, he added.

Bundu Gas is a local entity but most of its shareholders are listed on the Australian Stock Exchange.

Motloung said geological field mapping and other data gathering activities are under way. PetroSA is not involved in any of the shale gas applications thus far, he said.

At the time the task team said the economic implications of a ban would delay or prevent an improvement of the understanding of the real extent of the potential resource, hamper the development of coal bed methane, and remove the potential economic benefit to severely deprived communities in the Karoo. □

## Manaane a ditiro tsa setšhaba a fithelela dikgwetlho tsa baagi

**G**o ralala lefatshe, go dira gadiwa Manaane a Ditiro a Setšhaba (di-Pep) go tsibogela dikgwetlho di tshwana le khumanego, seelo se se kwa godimo sa botlhokatiro, dikgotlhanga tsa sepolotiki le/gongwe matlhaphelo a tlholego.

Go naya sekai, ka motsi wa Leuba la Dikoloto la bo1930, Dinaga tse di Kopaneng tsa Amerika di diragaditse Peps go tsibogela seelo se se kwa godimo sa botlhokatiro se se neng se le gona ka nako eo. Puso ya Amerika e ne ya thapa dimilione tsa maAmerika a a humanegileng

e bile a se na bokgoni e se tsela fela ya go samagana le botlhokatiro jo bo neng bo aname mo nageng, e le gape tsela ya go tlamela ka dithoto tsa setšhaba di tshwana le ditsela.

Jaaka Afrika Borwa e ne e itemogela seelo se se kwa godimo thata sa botlhokatiro, ka 2004, puso e ne ya diragatsa lenaane le le tla samaganang le khumanego le tlhaelo ya tlhabololo fa e ntse e tlamela ka dithoto tsa baagi le ditirelo di tshwana le ditsela le manaanae a tlhokomelo ya kwa gae e e mo baaging mo Afrika Borwa. Ke ka moo EPWP e simolotseng ka teng. □

# Fracking raises many questions

Stephen Timm

**A**rguably the most commonly misunderstood issue when it comes to shale-gas exploration is that fracking will significantly contaminate the ground water resources of the Karoo region.

PetroSA manager of licensing and legal compliance Tebogo Motloung however says shale gas is found between 1 500 m to 4 000 m below ground surface, which is far deeper than where acceptable drinking water is located.

"The likelihood of contamination is significantly reduced due to the location of target formation and eliminated by the manner in which wells are to be constructed – ie cased in cement to achieve the desired well integrity."

In addition he said the technology itself allows for the use of multi-well pad drilling where a number of wells are drilled in one well thus significantly reducing the ground that might be damaged in comparison with drilling vertical wells.

## What is hydraulic fracturing?

"Hydraulic fracturing", generally referred to as "fracking", involves injecting a mixture of water, chemicals and sand at high pressure into the ground to allow natural gas to flow freely from the rock pores to production wells.

## What is shale gas?

Shale gas is natural gas that is attached to, or adsorbed onto, organic matter or is contained in thin, porous silt or sand beds interbedded in shale.

## Are hydraulic fracturing fluids and flow-back not harmful to water resources?

Hydraulic fracturing fluid is typically made up of 99.5 percent water and sand, and 0.5 percent chemicals. Most chemicals are commonly used in household applications. There has been a move by the industry to reduce the use of potential toxic additives and replace them with non-toxic alternatives. The industry would be required to disclose additives to the Regulator.

## Will hydraulic fracturing and shale-gas production cause any atmospheric pollution?

Compared with other sources of energy,

natural gas is considered the cleanest energy source. The draft regulations prohibit any venting of natural gas to the atmosphere and also require operators to maximise resource recovery, thus preventing any potential impacts.

## Will the process interfere with the existing land-use activities and, if so, how will these be managed?

As part of the application for exploration or production rights, applicants are required to assess the impact of proposed operations on existing land use and consult with any affected landowners. Once operations are complete, the holder is required to rehabilitate the site in such a way that future land use in the area is not compromised.

## How will roads and other existing infrastructure be affected?

A traffic impact assessment will be undertaken as part of the environmental impact assessment to determine the actual effects of shale-gas development and how such impacts can be mitigated, including making provisions for the maintenance of roads.

## What benefits does hydraulic fracturing provide?

The extraction of a modest estimation of the Karoo's 50 trillion cubic feet of shale gas will have a significant positive impact on economic growth, the diversification of the energy mix, employment opportunities and other benefits from multiplier activities such as manufacturing, skills development and transportation.

## Has government provided sufficient mechanisms to protect communities and the environment?

The regulatory framework has been benchmarked against well developed and matured jurisdictions with over 50 years of experience, and adapted to a South Africa-specific environment. In terms of the law, companies seeking approval to develop shale gas are required to undertake comprehensive consultations with interested and affected parties, including communities. □

# Dikutla tsa selegae tsa ikonomi di setse di dira pharologano kwa Kapa Botlhaba

## TSHILO E NTSHWA E E TLAMETSWENG

Dikgwebo tsa Metseselegae e tla tokafatsa matshelo a baagi ba metseselegae kwa Kapa Botlhaba le go susumetsa kgolo ya ikonomi.



Moporesidente Jacob Zuma le mosimolodi wa Lethabo Milling, Xolani Ndzaba le Tonakgolo ya Kapa Botlhaba, Phumulo Masualle kwa pulong ya polante ya tshilo ya Kutla ya RED ya Bizana.

(Setshwantsho: GCIS)

**P**olante e ntshwa ya tshilo ya mmidi kwa motseselegaeng wa Mbizana e sololetseng ikonomi e e tsosolositsweng mo lekgotlatoropong leno la Kapa Bothhaba. Tshilo eno e e fitlhelwang kwa motseng wa Dyifani kwa ntle ga Bizana, e tsaya badiri - ba bontsi e leng bašwa - go tswa mo metseng ya selegae mme e tlamela ditokololo di feta 1 000 tsa dikoporasi ka lotseno.

Tlamelo eno ya boleng jwa R53.5 milione e tlametswe ka matlole ke puso ya Kapa Bothhaba ka fa tlase ga lenaneo la Dikutla tsa Tlhabololo tsa Dikgwebo tsa Metseselegae (Dikutla tsa RED) mme e foto-la mmidi o o tlametsweng ke dikoporasi tsa selegae gore o dirisiwe ke baagi ba selegae gammogo le go romelwa kwa dišelofong tsa mabentlele a bositshaba.

Kwa pulong kwa bokhutlong jwa Mopitlwé, Moporesidente Jacob Zuma o tlhalositse gore porojeke ya Dyifani mmogo le

diporojeke tse dingwe tsa Kutla ya RED mo porofenseng - tse di fitlhelwang kwa makgotlatoropong a Chris Hani, OR Tambo le Alfred Nzo di tla direla baagi ba metseselegae e e ikgatholositsweng lotseno.

"Dikutla tsego tsa RED tse tlhagiso ya tsona ya motheo e akaretsang dihetkata di le 3 754 tsa lefatshe mme di tlhagisa mmidi le mabele a a jetsweng ke dikoporasi tsa metseselegae... di dirile lotseno lo lo ka fitlheng go R8.2 milione mo pakeng ya bogareng.

"Dikutla tsa RED di tlhamile palogotlhé ya ditiro tsa leruri di le 397 le tsa nakwana di le 679 mme go na le bokgoni jwa go tlhama ditiro tse dingwe fa dipolante tsa tshilo di setse di dira ka botlalo," go tlhalositse jalo Moporesidente.

### Ke tsa baagi ba motse, di fepa naga

Vusi Ngesi, motsamaisikaka-retso wa Tshilo ya Bizana, o fopholetsa gore bonnye batho

ba ka nna 1 400 ba ungewlwa ka tlhamalalo go tswa mo ditirong tsa tshilo. Go na le badiri ba ba dirang nako yothle ba le 64 mme bonnye ditokololo di le 100 mo go nngwe le nngwe ya dikoporasi tsa selegae di le 14 tse di tlamelang tshilo, e leng koporasi ya bobedi, ka mmidi o o silwang. Tlhabololo eno e setse e tokafaditse kgaolo go ya ka Ngesi.

"E fetotse matshelo a batho gonne go na le ditshono tsa

tiro e bile tshilo e kwano mme ba ka bona bopi go tswa mo tikologong ya rona. Se se botlhokwa gape ke gore batho ba fiwa bokgoni jwa go tsaya disampole tsa mmu, go sekaseka mmu le go swetsa gore go ka dirisiwa menontsha ya mefuta efe go bona tlhagiso e e rileng."

Kgaolo eno e a fetoga go tswa kwa baleming ba ba itemelang dijо tsa legae go nna kgaolo e e ikaegileng ka temothuo ya kgwebo. Tshilo e silela Lethabo Milling mmidi, ba e leng batlamedib a mabentlele a bositshaba a tshwa-

na le Disuphamakete tsa Boxer le Massmart, beng ba mabentlele a magolo a Makro le Game.

### Tlhabololo e e tswelelang pele

Setheo sa Tlhabololo ya Metseselegae sa Kapa Bothhaba (ECRDA) se tlamela ka tshegotsa ya tlhabololo ya dikgwebo mo Dikutleng tsotlhе di le nne tsa RED tsego tse di tlametseng ka matlole. Porofense e buisane le mosimolodi wa Lethabo Milling, Xolani Ndzaba go thusa go aga diindaseteri tse di nnelang leruri mo dikutleng tsa ga jaana tsa RED.

Ndzaba a re ka thuso ya gagwe, Tshilo ya Bizana e setse e bone diotara go tswa kwa mabentleleng a Boxer. "Polante eno e na le laboratori go netefatsa gore mmidi o o sitsweng o fithelela seemo sa boleng.

Go ya ka Memorantamo wa Ditumelano (MoU), tumelano e akaretsa dikutla tsotlhе tsa RED. Re tlamela ka bokgoni jwa setegeniki, tlhabololo ya botsamaisi le phithhelelo ya mebaraka, e leng moo Lethabo e tsenang gona."

Go dumelwa fa Lethabo Milling, e e leng kwa Foreisetata, e le setlamo sa ntla se se silang mmidi mo Aforika sa bantsho fela. Botsalano magareng ga Lethabo le puso ya porofense ya Kapa Bothhaba bo simolotse morago ga gore a lalediwe ke Lefapha la Kgwebisano le Intaseteri (dti) go bua le komiti ya palamente ya temothuo.

"Maloba ka 2014, palamente e ne ya mpotsa gore nka thusa jang baagi go fitlhelela mmaraka le gore nka netefatsa jang gore basidi ba bantsho ba

tsena mo indasetering," ga rialo Ndzaba.

Jaanong Lethabo e butse ka ntoro kwa East London morago ga kopano e e atlegileng le ECRDA e e neng e rulagantswe ke dti. Setlamo sa ga Ndzaba se

**"Kutla ya RED e tlhamile palogotlhé ya ditiro tsa leruri di le 397 le tsa nakwana di le 679 mme go na le bokgoni jwa go tlhama ditiro tse dingwe fa dipolante tsa tshilo di setse di dira ka botlalo," Moporesidente Jacob Zuma.**

na le badiri ba le 40 ba bogolo jo bo magareng ga dingwaga di le 31 ka ntla ya fa a totile tlhabololo ya bašwa.

"Badiri ba le 43% ba me ke basadi mme ba dira ka dikarolo tse di botlhokwa tsa kgwebo di tshwana le dilaboratori le kwa metshining ya go phuthela setoko. Ke tsamaisa polante e e falotseng seemo sa pabalesego ya dijo. Re dirile tlhagiso kwa lefapheng le kwa ECRDA ... ECRDA e re boleletse gore e na le dipolante tsa tshilo tse di simolotsweng mo baaging mme ba re kopa gore re bone gore re ka thusa jang ka seemo sa pabalesego ya dijo," ga rialo Ndzaba, a tlhalosa ka tshimologo ya botsalano jwa gagwe le ECRDA. ▶



Moporesidente Jacob Zuma o bua le badiri le baagi kwa thankgololong ya kutla e ntshwa ya Tlhabololo ya Dikgwebo tsa Metseselegae gaufi le Mbizana kwa Kapa Bothhaba.

(Setshwantsho: GCIS)

### Dikutla tsa RED ke eng?

Setheo sa Tlhabololo ya Metseselegae kwa Kapa Bothhaba (ECRDA) se batla go tlhabolola metseselegae jaaka mooko wa ditiro tse dikgolo tsa temothuo ka go gokaganya dintlha tsa tlhagiso, phetolo le papatso.

Dikutla tsa RED mme lotseno lo beelediwe gape mo baaging. Peeletso ya porofense kwa Emalahleni, Ncira, Mqanduli le Bizana e akaretsa kago ya difala, polante ya tshilo, borogo jwa go lekan-yetsa mmogo le didiriswa tsa temo. Ka go gokaganya ditlamelo tsa tlhagiso le phetolo le mebaraka, porofense e sololetseng gore dithoto tse di ntseng di sa dire le mafatshe mo metseng ya magae di tla fetolelwa go nna ditsamaisi tsa ikonomi.