

# Vuk'uzenzele



Produced by Government Communications (GCIS)

isiXhosa/English

| May 2017 Edition 2

## 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)

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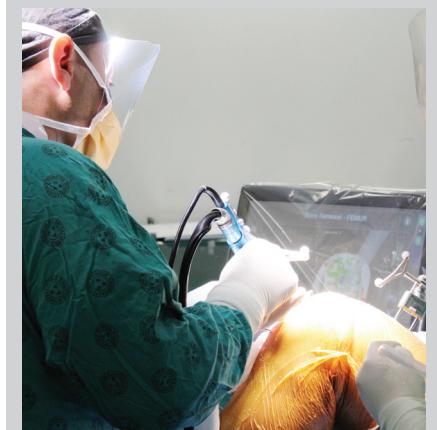
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# I-EPWP ilungisa iminge-ni ejamelene noluntu

**INKQUBO ENATYISIWEYO YEMISEBENZI YOLUNTU (I-EPWP)** ilwisana nobuhlwempu kwanophuhliso kwiindawo ezhhlala uluntu lweli ngokudala amathuba okuxhobisa ngezakhono nokunikezelwa kweenkonzo kwanezinto zikarhulumente.

**I**-EPWP ikwadlala indima ekulweni ukulala kwekati eziko ngokudala imisebenzi kwanoqeqesho lwabo bantu bahlwempuzekileyo nabangaqeqeshwanga ngokugqibeleleyo.

Ukususela ngomnyaka ka-2014, le nkqubo idale amathuba emisebenzi azizi-2 343 147 kulo lonke eli lizwe. Uninzi lwabo baye bazuza kuyo ngabantu abebengasayi kuze bafumane misebenzi kuba bengaluqeqesho lugqibeleleyo okanye bengazanga baphangela ngaphambili.

Khawucinge ngabantu abathe baw' endleni lo gama wena uqhubeka ngemfundu ukususela kwiBanga R ukuya kutsho kwiBanga 12 waza ethubeni waqhubeka ngemfundu kumaziko emfundu ephakamileyo. Ingaba baphelele phi abo bantu? Uninzi lwabo luphelele kwimisebenzi yethutyana edalwa yile nkqubo apho banikwa khona uqequesho khon' ukuze babe nokungena emisebenzini.

## Ukuvuza abasebenza nzima

Bakwamkelwa kule nkqubo, banikwa uqequesho kwimisebenzi eyahlukenyefana nokusebenza iigadi, ubunogada, ukunakelewa koluntu nocimo mlilo kungenjalo bafundiswe ukuba ngabancedisi kunikezo mayenza okanye amagcisa.

Sinamabali amaninzi amahle ngale nkqubo apho umuntu afika aqequeshekuco, ucoco lwezitiya, kunakekelo lwabantu

ngaphandle kwentlawulo ukuze ekuggibeleni aphele sele enoqeqesho olugqibeleleyo kwezobugcisa, kucimo-mlilo kungenjalo kushishino olukhasayo apho bade nabo babe baqesha abanye babantu beli.

## Igalelo kwinkqubo yokuza neenguqu

Isebe lidla ngokuthi, "musa ukuyidelela okanye nokuyijongela phantsi...indima eyidlalayo i-EPWP kuphuhliso lobomi babantu beli."

Le ndima yophuhliso isebe libhekisa kuyo iphathelele kwiimpahla zoluntu kwaneenkonzo ezithe zanikezelwa ngenxa yale Nkqubo. Izinto ezifana namadama, iindlela, izixhobo zolonwabo zoluntu, izikolo kwanezibhedlele eziye zakhiwa zaza zanakelelwa kusetyenziswa iindlela zokusebenza ezifuna abantu abaninzi zale nkqubo.

Phaya kuMasipala waseMbashe eMpuma Koloni, abantu - abathabathi nxaxheba kule nkqubo ye-EPWP - baye basebenzisana kumsebenzi wokwakhiwa kwedama elixabise izigidi ngezidi zeerandi nto ke leyo ebangele ukuba umasipala abe nokwazi ukubonelela ngamanzi acoekileyo kwiilali zalapho.

Ezinye zeenkonzo eziye zanikezelwa ngenxa yale nkqubo zibandakanya ukunakelewa kwamawaka-waka abantu abadala kwanamanye amawaka abantwana. ■



Abo bathatha inxaxheba kwi-EPWP bangangena kule nkqubo bengabasebenzi abangenazakhono kodwa ekugqibeleni baphela bengamagcisa aneencwadi. (Umfanekiso: DPW)

# Injongo kukuliwa kobuhlwempu nobonelelo loqequesho



I-EPWP ineenjongo zokulwa ubuhlwempu nokudala imisebenzi lo gama ikwanikezela izinto neenkonzo zophuhliso. (Umfanekiso: DPW)

**L**e nkqubo isengumzekelo womsebenzi omhle owensiweyo wokuphucula ubomi babo bonke abantu beli.

Noxa kunjalo, le nkqubo ijamelene nemice-li-mnge- ni. Kukho abantu abathabatha inxaxheba kuyo abalindele ukuba idale izithuba zemisebenzi esigxina.

Uluntu kungenjalo abo bathabatha inxaxheba kuyo banyanzelisa ngelithi loo mathuba adalwe yile nkqubo enziwe umsebenzi osigxina.

Nakubeni uninzi lwabo bathe bathabatha inxa-xheba luye lafumana imisebenzi esigxina emva kokuthabatha inxaxheba kule nkqubo, kubalulekile ukuba kugxininiswe ukuba ayijoliswanga ekudaleni imisebenzi esigxina.

I-EPWP yaqulunqwa ngeenjongo zokulwa ubuhlwempu, ukudala imisebenzi kwanamathuba oqequesho lwabo bantu ba-

ngaqequeshwanga ngoku- ggibeleleyo lo gama ikwanikezela izinto neenkonzo zophuhliso lwezoqoqosho nezentlalo.

## Owona mvuzo uphantsi umiselweyo we-EPWP

Imivuzo phantsi kwale nkqubo imiselwa yiMiqathango kaMphathiswa yoqingqo mi-vuzo. Umvuzo wosuku ophantsi wale nkqubo yi-R83.59 kodwa amaqumrhu karhulumente amaninzi ahlawula imivuzo engaphezulu koku.

Nakubeni i-EPWP yenze umsebenzi omhle ukulwa ukulala kwekati eziko nophuhliso olusilelayo kwiindawo ezhhlala uluntu futhi idala imisebenzi nokuveza amathuba oqequesho, le nkqubo ayisisombululo sigqibeleleyo kwizinga eliphezulu lentswelo-ngqesho kweli lizwe. ■

# 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.

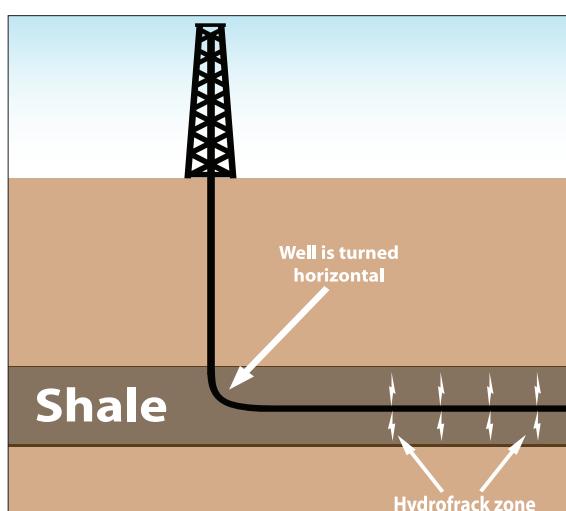
Mineral Resources Minister Mosebenzi Zwane announced in late March that the government intended to proceed with the mining of shale gas.

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 opportuni-



ties 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. □

## Inkqubo yemisebenzi yoluntu ijongana nemingeni ejongene noluntu

**K**wihlabathi liphela, iiNkqubo zokuQeshwa koLuntu (i-Peps) zimiselwa ngeenjongo zokujongana nemiceli mnjeni efana nobuhlwempu, izinga eliphezulu lentswelo-ngqesho, iingxwaba-ngxwaba ezidalwa zezopolitiko okanye neentlekele ezibangelwa yindalo.

Umzekelo, ngethuba loMbhodamo kuQoqosholweHlabathingowe-1930, i-United States of America (i-USA) yaqalisa nge-Peps ukulwisana nokunqongophala kwemisebenzi okwakuxhomise amehlo ngelothuba. Urhulumente wase-USA waqesha izigidi zabantu beliya lizwe abahlwempuzekileyo naba-

ngaqeleshwanga ngokugqibeleyo, oko kungenziwa nje kuphela ukulwa ukunqongaphala kwemisebenzi koko kukwayindlela yokunikeza ngeenkonzo kuluntu ngezinto ezifana nokwakhwa kweendlela.

Nanjengoko uMzantsi Afrika ujongene nezinga elikhulu lokungongophala kwemisebenzi, nawo ngowama-2004 wamisela inkqubo eyajolisiwe ekulweni ubuhlwempu nokungaqongophala kophuhlislo lo gama ikwanikezelza ngezinto kuluntu kwaneenkonzo ezifana neendlela, uqeleshko kuloongo lwabantu abagulela emakhaya kweli lizwe. Yaqala ngolu hlobo i-EPWP. □

# 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. □

# Amaziko engingqi ezoqoqosho enza umahluko eMpuma Koloni

## UMZI-MVELISO OMTSHA

IwamaShishini asemaPhandleni uza kupuhlisa ubomi babantu basemaphandleni eMpuma Koloni ukuze ukhulise noqoqosho Iwalapho.



■ UMongameli Jacob Zuma kune nomseki weLethabo Milling uXolani Ndzaba kwakunge neNkulumbuso yeMpuma Koloni uPhumulo Masualle kumsitho wovulo ngokusesikweni kwe-RED Hub yaseBizana. (Umfanekiso: GCIS)

Inkampani entsha yoku-guba umbona eMbiza na inika ithemba lokuvusele-lwa koqoqosho kulo Masipala waseMpuma Koloni. Le nkampani nezinze kwilali iDyifani cebu kuhle eBizana iquesha ikakhulu ulutsha oluvela kwilali eziyingqongileyo yaye yenzela ingeniso amalungu ookopolotyeni abangaphezelu kwe-1 000.

Le nkampani ixhaswa ngezimali ngurhulumente waseMpuma Koloni phantsi kwamaZiko oPhuhliso lama-Shishini asemaPhandleni (i-Red Hubs), nexabise imali ezizigidi zeerandi ezingama-53,5 isila umbona ovela kookopolotyeni balapha uze umgubo oveliswe apho use-tyenziswe ngabantu balapha omnye uthunyelwa kwiivenkile ezinkulu kulo lonke eli.

Kumsitho wokuvulwa kwa-lo mzi-mveliso ekupheleni kweyoKwindla, uMongameli Zuma wadiza ukuba lo mzi-mveliso kwakunge neminye emithathu kweli phondo - ekuMasipala i-Chris Hani,

i-O.R.Tambo nase-Alfred Nzo - uza kwenzela abahlali beelali eseze zilityelwe ingeniso.

"Ezi RED Hubs nemveliso yazo ivela kumhlaba ozihektare ezingama-3 754 neverisa umbona kwanamazimba alinywe ngookopolotyeni base-maphandleni... yenze ingeniso eqikelelwa kwizigidi zeerandi eziyi-8.2 kwesi siqingatha sonyaka-mali.

"Ezi RED Hubs zidale izithuba zemisebenzi esigxina ezingama-397 nezingxungxo ezingama-679 yaye kukho ithemba lokudalwa kwezinye izithuba xa le nkampani sele isebeza ngokupheleleyo," utshilo uMongameli.

### Lishishini labahlali basezilalini elondla ilizwe

UVusi Ngesi ongumlawuli-jikelele wale nkampani i-Bizana Mill uthi ubuncinane ngabantu abali-1 400 abaxhamlayo kwimisebenzi yale nkampani. Kukho abasebenzi abasigxina abangama-64 lo gama ilikhulu ubuncinane amalungu kak-

polotyeni ngamnye kwabo bali-14 bathumela umbona kule nkampani ukuba iwusile, yona ingukopolotyeni oxhomekeke kwaba bokuqala. Eli nyathelo sele liyiphucule le ngingqi, utsho uNgesi.

"Ibutshintshile ubomi bantu kuba ngoku kukho amathuba emisebenzi yaye ukugutuya kombona kwenziwa apha nto ke leyo ebangela babe nokufumana umgubo apha engingqini. Enye into ebalulekileyo kukuba abantu bafundiswa nokuvavanya umhlaba ukuze bazi ukuba kufuneka luhlobo luni na lwasichumisi ukuze ufumane imveliso ethile."

"Le nqila ngoku iqhubela phambili ukusuka kulimo aphi abantu balimela ukutya kubo eziqwini isiya kulimo lorhwebo. Kulo mzi-mveliso kwenziwa umgubo womba othengiselwa inkampani iLethabo Milling yona ethengisela iivenkile ezinkulu ezifana noBoxer noMassmart olawula uMakro kwakunge noGame.

### Upuhliso oluqhubayo

I-Arhente yoPhuhliso lwamaPhandle yaseMpuma Koloni (i-ECRDA) inikeza nge-nkonzo zophuhliso lwamashishini kuzo zonke ii-RED Hubs ezixhasa ngezimali. Iphondo liye lalumana iindlebe nomseki weLethabo Milling uXolani Ndzaba ukuba ancedise ku-miselo lwamashishini aphilayo kwimimandla engqonge ezi RED Hubs zikhoyo.

UNDzaba uthi ngoncedo lwakhe inkampani iBizana Mill sele ithengisela abakwaBoxer. Le nkampani ikwanomzi wokuvavanya umgubo uku-qinisekisa ukuba imveliso yavo ingqamene nemimiselo efunwa nguBoxer. Ngokwe-siVumelwano sokuQondana, zonke ii-RED Hubs ziza kuxhamla. Sighuba uqequesho ngobuchwepheshe, ezolawulo, sikwabakhangelela neendawo abanokuthengisa kuzo imveliso yabo. Kulapho ingena khona ke iLethabo.

ILethabo Milling ezinze eFreyistata, kukholelwu ukuba yinkampani yokuqala elawu-lwa ngabantu abamnyama eyenza umgubo wombona eMzantsi Afrika. Ubudle-lwane phakathi kweLethabao Milling norhulumente weMpuma Koloni baqala ngethuba emenywa liSebe Lezorhwebo noShishino (i-dti) ukuba aye kuthetha nekomiti yasepalamente yezolimo. UNdzaba uthi ngowama-2014 wabuzwa ukuba angenza njani na ukuvulela abantu abamnyama amathuba entengiso kwanokuba angenza njani na ukupinisekisa ukuba abantu abamnyama nabo bathabatha inxaxheba kweli shishini lokuguba umbona.

ILethabo ngoku ivule i-ofisi

eMonti emva kwentlanganiso eyaba yimpumelelo phakathi kwayo ne-ECRDA neyayiquuzelewa yi-dti. Inkampani kaNdzaba iqueshe abasebenzi abangama-40 ubuninzi abaminyaka ingama-31 kuba

**"Ezi RED Hubs zidale izithuba zemisebenzi esigxina ezingama-397 nezingxungxo ezingama-679 yaye kukho ithemba lokudalwa kwezinye izithuba xa le nkampani sele isebeza ngokupheleleyo."**  
**Mongameli Jacob Zuma**

kaloku ugxinisa kupuhliso lolutsha.

Abasebenzi abangama-43% ngamakhosikazi yaye basebenza kumacandelo abalulekileyo afana neziko lovavanyo noku-pakishwa. Ndiphethe umzi ovunyiweyo ngokubalasela kukhusleko lokutya okuvele-swa apha. Sele sikhe salumana iindlebe neSebe kwakunge ne-ECRDA...i-ECRDA isixelele ukuba sele imisele imizi-mveliso yokuguba umbona ekuhalalen baza basicela ukuba sikhange-le ukuba singabanceda njani ngokuqinisekisa ukuba imveliso yabo ingqamene nemimiselo yokhuseleko lokutya," utshilo uNdzaba xa ebechaza ngokuqala kwentsebenziswano yakhe ne-ECRDA. ■



■ UMongameli uJacob Zuma ethetha nabasebenzi noluntu ngethuba kuphelele-i-RED Hub entsha kufutshane neMbiza na eMpuma Koloni (Umfanekiso: GCIS)

### Zintoni i-RED Hubs

I-ECRDA ifuna ukuphucula imimandla yase-maphandleni ibengamaziko ezolimo amakhulu ngokunxulumanisa imveliso, ukupuhliswa kwayo nokuthengiswa kwayo. Imveliso efumaneka kuluntu iyacolwa ize ithengiswe ngentsebenziswano ne-RED Hubs ukuze imali efumanekileyo ibuyele kwaseluntwini. Imali egalelwu liphondo e-Emalahleni, eNco-

ra, eMqanduli naseBizana iquka ukwakhiwa koovimba bokugcina umbona, ilitye lokusila umbona, iindawo aphi kukhangela khona ubunzima bezithuthi ezihamisa umbona kwanezihobo zolimo. Ngokunxulunyanisawa kwemveliso kumaziko okuguba kwakunge neendawo ekungathengiswa kuzo, iphondo lithemba ukuba umhlaba oleleyo namasimi angamafusi emaphandleni aza kuvuswa avuse uqoqosho Iwale mimandla.