

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)

May 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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I-EPWP iphendvula tinsayeya temmanga

LUHLELO LOLWENGETIWE LWEMISEBENTI YAHULUMENDE (I-EPWP) lubukane nebuphuya kanye nekungabikhona kwentufuko emimangweni yetfu ngekutsi ludale ematfuba ekwendluliselwa kwemakhono kanye nekuletfwa kwesakhiwonchanti netinsita temmango.

I-EPWP idlala indzima ekunciphiseni buphuya ngekutsi iletsele bantfu baseNingizimu Afrika labaphuyile nalabete emakhono umsebenti nematfuba ekucecesha.

Kusukela nga-2014 i-EPWP, idale ematfuba emisebenti la-2 343 147 eveni lonkhe. Linyenti lalabo labazuzile ngulawo malunga emmango kube ngabe abazange balitfole litfuba lekutfola umsebenti ngobe bete emakhono futsi abazange sebasebente ndzawo ngaphambilini.

Cabanga ngalabo bantfu labasa endleleni kusukela wacala eBangeni R kuya eBangeni le-12 kanye nemfundvo lesezingeni lelingemuva kwamatekulejeni. Baphelelaphi bonkhe labo bantfu? Linyenti labo liphelele emisebentini yesikhashana ye-EPWP, lapho batfola khona emakhono ladzingeka kutsi bangene emsebentini.

Kuklomelisa labo labasebenta ngekutikhandla

Nasebangene eluhlelwani

Iwe-EPWP, labo bantfu batfolwa kuceceshelwa tintfo letinengi letifanana nekulima sivandze, kuba bologadza, kunakekela ummango kanye nekucima umlilo, nome bafundze emakhono lasisekelo ekusita emakhemi nome ekuba ngamaciko ekusebenta ngetandla.

Sinetindzaba letimnandzi teluhlelo Iwe-EPWP lapho ukhandze kutsi umuntfu ungena kuloluhlelo njengomuntfu loshanyelako, losebenta engadzini nome asebenta njengalovolontiyela kuba ngumnakelkeli kodvwa ekugcineni agcine asaliciko leleli lelisebenta ngetandla leliceeshiwe, ngumcimililomo abe ngumnikati welibhizinisi lelincane lonika bantfu bakitsi imisebenti.

Kudlala indzima ekuletseni ingucuko

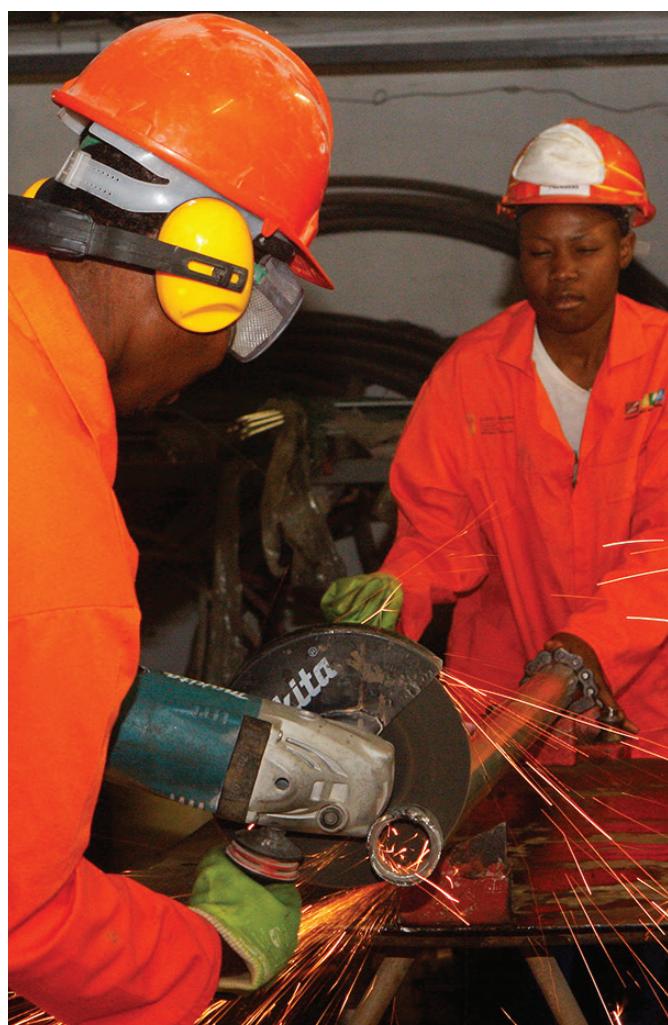
Litiko belitsi: "ungacali ulutsatsele phasi nome ulubukele phasi luhlelo Iwe-EPWP kanye nendzima yentufuko lolu-

yidlalako ekwenteni ncono timphilo tebantfu bakitsi."

Indzima yentufuko litiko lebelicondzise kuyo imayelana nesakhiwonchanti kanye netinsita temmango letetfulwe ngekusebentisa loLuhlelo. Sakhiwonchanti ngulesifanana nemadamu, imigwaco, tisetjentiswa temmango tekukhibika, tikolo kanye netibhedlela letakhikwako ngekusebentisa luhlelo Iwe-EPWP lolucasha bantfu labanyenti.

Kumasipala wendzawo e-Mbashe eMphumalanga Kapa, emalunga emmango – labangenele luhlelo Iwe-EPWP – batimbandzakanya ekwakheni lidamu lelibita tigidzigidzi temarandi lelente kutsi masipala akhone kuletsela bantfu bendzawo emanti ekunatsa.

Letinye tinsita temmango letiletfwe luhlelo Iwe-EPWP tifaka ekhatsi labo labanakakela tinkhulungwane tebantfu labadzala lasebakhulile kanye netinkhulungwane teba-ntfwana. ■



■ Labo labatimbandzakanya eluhlelwani Iwe-EPWP bangangena kuloluhlelo njengetisembenti letite emakhono kodvwa ekugcineni bagcine sebangamaciko laneticu emisebenti yetandla. (Sifombe: DPW)

Injongo kunciphisa buphuya nekucecesha



■ Luhlelo Iwe-EPWP iuhlose kunciphisa buphuya kanye nekuvula ematfuba emisebenti, kodvwa lube luletsa takhiwonchanti netinsita letibalulekile tentufuko. (Sifombe: DPW)

Luhlelo Iwe-EPWP luyindzaba lemnandzi yekuletsela imphilo lencono bonkhe bantfu.

Nanome kunjalo loluhlelo lubukene netinsayeya. Kunalabo bantfu labalungenele kepha sebalindzele kutsi loluhlelo lubanike umsebenti wesikhatsi lesidze.

Sive nome labo labangenele loluhlelo bafuna kutsi lamafuba laletfwa nguloluhlelo abe awesikhatsi lesidze.

Nanome labanengi labo labanengi labangenele loluhlelo batfole imisebenti yesikhatsi lesidze emva kwekungenela loluhlelo Iwe-EPWP, kufanele kutsi kugcizelelw kutsi loluhlelo alukahlosi kutsi ludale imisebenti yesikhatsi lesidze.

I-EPWP yayakhiwele kutsi ibe yindlela yekunciphisa buphuya kanye nekudala ematfuba emisebenti kanye nematfuba ekucecesha

labo labete emakhono, ngaleylo ndlela iletse sakhiwonchanti netinsita tekutufukisa tehlalo netemnotfo.

Umholo lolizingancane weluhlelo Iwe-EPWP

Sincumo Sendvuna ngiso lesincuma imihola yeluhlelo Iwe-EPWP. Umholo welusuku we-EPWP kwanyalo nge-R83.59, kodvwa imitimba leminyenti ikhokhela labo labangenelela loluhlelo umholo longetulu kwalowo.

Nanome luhlelo Iwe-EPWP lwente umsebenti lomuhle ekulweni nebuphuya kanye nekubente kwentufuko emimangweni yetfu ngaleylo ndlela ludale ematfuba emisebenti newekucecesha, luhlelo Iwe-EPWP alusiso sisombululo lesiphelele kulelizinga lelisetulu lekuswelakala kwemisebenti kulelive.

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.

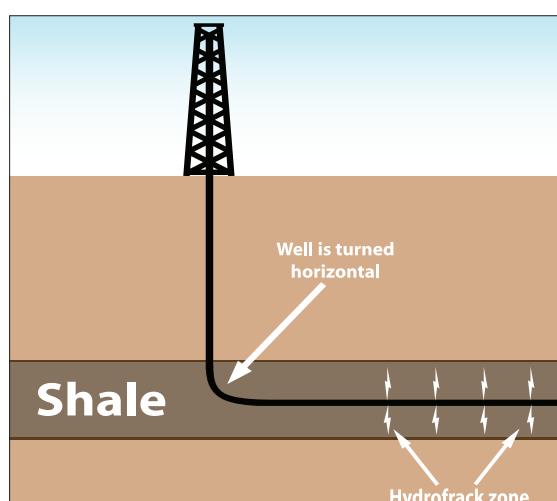
Mineral Resources Minister Mosebenzi Zwane announced in late March that the government intended to proceed with the mining of shale gas.

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. □

Tinhlelo temisebenti yahulumende tiyakhona kuhlangabetana netinsayeya tesive

Emhlabeni wonkhe Tinhlelo Tahulumende Tekucasha (ema-Peps) tisetjentiselwa kubukana netinsayeya letifanana nebuphuya, emazinga laphakeme ekuswelakala kwemisebenti, tinca-bano tepolitiki nome netinhlekelele temvelo.

Sibonelo, ngesikhatsi sesimo semnotfo lesimatima sangabo-1930, live lase-United States of America (i-USA) lacala kusebentisa ema-Peps kute live likhone kubukana nelizinga lelipakeme lekuswelakala kwemisebenti lebeklikhona eveni ngaleso sikhatsi. Hulumende wase-USA wacasha tigidi tebantfu labaphuyile nala-

bebete emakhono hhayi njengendlela kuphela yekubukana nenkinga yekuswelakala kwemisebenti eveni, kodvwa kuletsa sakhi-wonchanti lesifanana nemigwaco.

Njengaloku live laseNingizimu Afrika belibukene nenkinga lenkhulu yekuswelakala kwemisebenti, ngemnyaka wa-2004 hulmende wacala kusebentisa luhlelo lolutawubukana nebuphuya kanye nekubete kwentfutfuko ngaleylo ndlela lwetfula takhiwonchanti kanye netinsita letifanana nemigwaco kanye netinhlelo tekunakeke-lwa kwebantfu labadzala ekhaya. Yindlela-ke le luhlelo lwe-EPWP lolwasungulwa ngayo. □

Fracking raises many questions

Stephen Timm

Arguably 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. □

Tikhungo temnotfo tendzawo setivele setenta umehluko eMphumalanga Kapa

SIGAYO LESISHA LESITSENGWE

Amabhizinisi Asetindzaweni Tasemaphandleni (i-RED Hub) sitakwenta ncono timphilo tetekhamuti tasetindzaweni tasemaphandleni eMphumalanga Kapa siphindze sikhutsatse kukhula kutemnotfo.



Mengameli Jacob Zuma anemsunguli weLethabo Milling Xolani Ndzaba kanye neNdvuna yesifundza saseMphumalanga Kapa Phumulo Masualle ngesikhatsi kuvulwa sikhungomkhicito sesigayo se-RED Hub saseBizana.

(Sitfombe: GCIS)

Siya Miti

Sikhungomkhicito sekugaya imphuphu lesisha eMbizana setsembisa kuletsa litsema emnotfweni lovusetelekile kulomasipala waseMphumalanga Kapa. Lesikhungomkhicito sisendzaweni yaseDyifani ngaphandle kweBizana, sidvonsa tisebenti – ikakhulu lasha – etigodzini tendzawo futsi singenisa imalingena kumalunga ekoporansi langetulu kwemalunga la-1000.

Ngekusekelwa ngetimali nguhulumende waseMphumalanga Kapa ngaphasi kweluhlelo lwe-RED Hubs, lesikhungomkhicito setigidzi letinge-R53.5 sigaya imphuphu lesiyiphake-lwa ngemakopransi endzawo kutsi isetjentiswe imimango yendzawo nekutsi futsi imphuphu ifunyelwe etitolo letikhulu tavelonkhe.

Ngesikhatsi lesigayo sivulwa ekupheleni kwenyanga yeNdlovulenkhulu, Mengameli Jacob Zuma uchaze kutsi lomklamo waseDyifani kanye naleminye imiklamo lemitsafu ye-RED Hubs kulesifundza –

lekumasipala iChris Hani, i-OR Tambo kanye ne-Alfred Nzo – titawungenisa imalingena kutakhamuti letinganakwa temimango yasetindzaweni tasemaphandleni.

“Leti-RED Hub tenta umkhicito lomcoka lotsatsa umhlaba wemahektha la-3 754 futsi lokhicitu ummbila nemabele lahlanyelwe ngemakopransi endzawo tifake imalingena lelinganiselwa etigidzini le-R8.2 ngesikhatsi sethemu lesimkhatsini.

“Leti-RED Hub tidale samba semisebenti yesikhatsi lesidze lenge-397 kanye nalenge-679 yesikhatsi lesifishane futsi kunenkhomba letsit kutawudaleka imisebenti lemnyenti nangabe letikhungomkhicito tesigayo setisebenta ngalokugcwele,” kwachaza Mengameli.

Libhizinisi lebantfu besigodzi elondla live

Vusi Ngesi, umlawuli jikelele weBizana Mill, ubala loku-negenani bantfu laba-1 400 labazuza ngco ngekusebenta kwalesigayo. Kunetisebenti leticashwe sikhatsi lesidze letinge-64 nekutsi kunemalu-

nga la-100 kuleyo nakuleyo koporansi yendzawo kula-14 laphakela lesigayo, ikoporansi lencane, lenemmbila lekufanele kutsi ugaywe. Lentfutfuko seyivele isente sabancono lesigodzi, kusho yena njalo Ngesi.

“Sesigucule timphilo tebantu ngobe sekunematfuba emisebenti futsi sigayo sesikhona lapha sebatawutfolu imphuphu khona lapha endzaweni yakitsi. Lokunye futsi lokubalulekile kutsi bantfu bayaceceshwa kutsi babe nemakhono eku-tsatsa emasamphuli emhlaba, bawuhlatiye kute batfole kutsi hloboluni lwamanyolo longasetjentiswa kute utfole sivuno lesitsite.”

Lesigodzi siyatfutfuka sisuka ekubeni inhlanganisela yebalimi labalimela nje kutondla bona siba sigodzi sekulimela kutsengisa. Lesigayo sigayela Lethabo Milling imphuphu, lokungubona labaphakela titolo tavelonkhe letifanana nemaSuphamakethe eBoxer, naMassmart, banikati beMakro kanye neGame.

Intfutfuko lechubekako

I-Ejensi Yentfutfuko Yeti-

ndzawo Tasemaphandleni ya-seMphumalanga Kapa (i-ECRDA) inika tinsita letichubekako tentfutfuko yemabhizinisi kuto tonkhe totine ti-RED Hub leti-tesekele ngetimali. Lesifundza sesiye kumsunguli weLethabo Milling Xolani Ndzaba kutsi asite ngekwakha timboni letisimeme madvutane neti-RED Hub letikhona.

Ndzaba utsi ngencia yelusito lwakhe iBizana Mill sesitfole ema-oda lavela kaBoxer. “Lesikhungomkhicito sinelaborethi kucinisekisa kutsi lemphuphu lesiliwe iyahlangabetana nemazinga abo. Ngekulandzela Sivumelwano Sekuvisisana, lesivumelwane sifaka ekhatsi tonkhe tikhingo te-RED. Sibanika Lusito lwemakhono elwati tsite, kutfutfuka kutekulawula kanye nekufinyelela etimakethe, kulapho-ke iLethabo ingena khona.”

Njengaloku isesifundzeni saseFreyistata, iLethabo Milling kukholelwa ekutseni siyinkampani yesigayo se-mphupho sekucala lapha eNingizimu Afrika banikati baso ekungebantfu labamnyama bonkhe. Budlelwane emkhati-sini wesifundza saseMphumalanga Kapa kanye neLethabo Milling bacala emva kwekutsi amenye Litiko Letekuhwebelana Netetimboni (i-dti) kutsi atewukhuluma ekomidini lephalamende letekulima.

“Emuva nga-2014, iphalamende yangibuta kutsi ngingayisita kanjani imimango kutsi ikhone kufinyelela kutfola imakethe futsi ngingacinskisa kanjani kutsi bantfu labamnyama labagaya imphuphu labanyenti baya-ningena kulemboni,” kwasho

yena njalo Ndzaba.

ILethabo Milling nyalo seiyuvele lihhovisi layo eMonti ngemuva kwemhlangano lobeyimpumelelo leyiwuba-mbe ne-ECRDA lobewuhlele

“Ti-RED Hub tidale samba semisebenti yesikhatsi lesidze lenge-397 kanye nalenge-679 yesikhatsi lesifishane futsi kunenkhomba letsit kutawudaleka imisebenti lemnyenti nangabe letikhungomkhicito tesigayo setisebenta ngalokugcwele.” Mengameli Jacob Zuma.

yi-dti. Inkampani yaNdza-ba inetisebenti letinge-40 letine-minyaka yebudzala lesem-khatsini weminyanya lenge-31 ngobe ugcila kakhulu ekutuftukiseni lasha.

“Tisebenti tami letinge-43% ngebantfu labasikati futsi base-benta etincenyeni letimcoka talebhizinisi njengasemalaborethi, kanye nasekupakisheni. Ngiphetse sikhungomkhicito lesiphase emazinga etekuphepha. Setfula kulitiko na-ECRDA yasitjela kutsi inetikhungomkhicito yetigayo letisungulile emmangweni yasicela kutsi sihlole kutsi singenta njani kutsi kube nemazinga ekuphepha kwekudla,” kwasho yena njalo Ndzaba, achaza kutsi budlelwane bakhe bacala kanjani ne-ECRDA. ■



Mengameli Jacob Zuma ukhuluma netisebenti kanye nemalunga emmango ngesikhatsi kwefulwa Sikhungo lesisha Sentfutfuko Yemabhizinisi Lasetindzaweni Tasemaphandleni dvute naseBizana eMpumalanga Kapa.

(Sitfombe: GCIS)

Tiyini ti-RED Hub

I-ECRDA ifuna kututfukisa tindzawo tasemaphandleni letihlala bantfu kutsi tibe indzawo lenkhulu lapho kwentiwa khona imisebenti yekulima ngekutsi ichumani-se umkhicito, kusetjentwa kwemkhicito kanye netitolo tekutsengisa mikhicito.

Tilimo letikhicitwe ngummango tiyase-tjentwa besi tiyatsengiswa kusetjentiswe ti-RED Hub imali lengenako iphindze futsi itjalwe kuleyo mimango.

Imali lesuka kusifundza Emalahleni,

eNcora, eMqanduli naseBizana ise-tjentisewa kwakhiwa kwemithathet, sikhungomkhicito sesigayo, kanye nendzawo yekukala sisindvo kanye nemphahla yekulima.

Ngekuchumanisa umkhicito netise-tjentiswe tekusebenta umkhicito netitolo tekutsengisa mikhicito, lesifundza silindzele kutsi timphahla letisengakase-tjentiswe, umhlaba, emimangweni yasetindzaweni tasemaphandleni utawuguculwa ube tikhutsati tekusebenta ngemnotfo.