

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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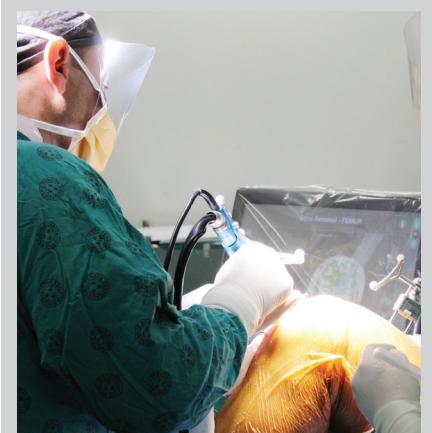
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EPWP i fhindula khaedu dza tshitshavha

MBEKANYAMUSHUMO ya Mishumo ya Muvhuso yo Tandavhudzwaho (EPWP) i khou lwisana na mveledziso i sa vhonali na vhushai kha vhadzulapo vhashu nga u sika zwikhala zwa u pfukisa vhukoni na u netshedza tshumelo na ndaka ya lushaka.

EPWP i khou shuma nga maanda kha u fhungudza vhushai nga u netshedza zwikhala zwa u pfumbudza na mishumo hu tshi itelwa vhatu vha Afrika Tshipembe vha si na vhukoni na vhushai.

U bva 2014, EPWP yo sika zwikhala zwa mishumo zwa 2 343 147 u mona na shango. Vhunzhi ha vho vhuelwaho ndi mirađo ya vhadzulapo vhane nga iñwe ndila vho vha vha nga si vhe na tshikhala na tshithihi tsha u dzhena kha liphasi ja mishumo ya tshothe ngauri a vha na vhukoni na uri/kana a vho ngo vhuya vha shuma.

Humbulani nga vhatu vhe vha fhelela ndilani musi ni tshi khou bvela phanda u bva kha Gireidi R u ya kha Gireidi 12 na kha levele ya pfunzo dza ntha nga murahu. Avho vhatu vho fhelela ngafhi? Vhunzhi havho vho fhelela kha mishumo ya tshifhinganyana ya EPWP, he vha wana vhukoni vhu tođeaho ha u dzhena kha u tođa mushumo wa tshothe.

Mbadelo dza u shumesa
Luthihi kha EPWP, vhadzheneli vho wana pfumbudzo kha zwithu zwo fhambanaho zwi ngaho sa zwa ngade, vhutsireledzi, vhunetshedzandondolo vhadzulapo, na vhudzimamulilo, kana vho guda u vha vhathusi zwavho vha vhurengisamishonga kana vhatsila.

Ri na mafhungo avhudi manzhi kha EPWP hune mudzheneli a dzenela Mbekanyamushumo sa mukunakisi, mulimangade kana a

shuma sa mujetshedzandondolo a sa wani malamba nahone a fhedzisela o vha mutsila a re na ndalukano na vhukoni, mudzimamulilo na/kana ramabindu mučuku ane a netshedza mishumo kha vhatu vhashu.

U shela mulenzhe kha tshanduko

Muhasho wo vha u tshi do ri: "ni songo nyadza na/kana u vhonela fhasi EPWP na ... tshipida tsha vhubveledzisi tshine ya khou ita kha khwiniso ya matshilo a vhatu vhashu."

Tshipida tsha vhubveledzisi tshine Muhasho wo khou livhisa khatsho tshi elana na ndaka dza vhadzulapo na tshumelo zwo netshedzawho nga kha Mbekanyamushumo. Ndaka ndi zwithu zwi ngaho sa madamu, dzibada, fhethu ha zwa mitambo ha vhadzulapo, zwikolo na zwibadela zwe zwa fhaṭwa na u londwa hu tshi shumiswa maitele a mushumo u no itwa nga vhanzhi EPWP.

Kha Masipala Wapo wa Mbashe ngei Kapa Vhubvađuvha, mirađo ya vhadzulapo – vhadzheneli vha EPWP – vho vha tshipida tsha u fhaṭa damu lo đuraho rannda dza milioni dzo vhalaho zwe zwa konisa masipala u netshedza madji a u nwa o kunaho henengei kha zwisi.

Dziñwe dza tshumelo dza vhadzulapo dzo itwaho nga kha EPWP dzi katela vhadzheneli vha tshi ḥogomela vhaaluwa vha zwigidi zwi tshi katela vho na vhana vha zwigidi zwa madana. ■



Vhadzheneli vha EPWP vha nga dzenela Mbekanyamushumo vha si na vhukoni vha vho fhedza vhe vhatsila.

(Tshifanyiso: DPW)

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U fhungudza vhushai, u netshedza pfumbudzo ndi yone ndivho



EPWP i sedza kha u fhungudza vhushai na u sika mishumo ngeno i tshi khou netshedza tshumelo na ndaka ya mveledziso.

(Tshifanyiso: DPW)

EPWP i dzulela u vha tshithu tshavhuđi tshine ra amba nga hatsho ri kha mushumo washu wa u netshedza vhatshilo ha khwiñe kha vhothe.

Naho zwo ralo Mbekanyamushumo i ḥangana na dzikhaedu. Hu na vhadzheneli vhane vha lavhelela Mbekanyamushumo i tshi sika mishumo ya tshothe i tshi itela vhatu vhashu.

Lushaka kana vhadzheneli vha re kha mbekanyamushumo vho tođa zwikhala zwo netshedzawho nga mbekanyamushumo uri zwi itwe zwa tshothe.

Naho vhadzheneli vhanzhi vho wana mishumo ya tshothe nga murahu ha musi vho dzenela kha Mbekanyamushumo ya Mishumo ya Muvhuso yo Tandavhudzwaho, zwi tea u ombedzelwa uri Mbekanyamushumo a yo ngo livha kha u sika mishumo ya tshothe.

EPWP yo dzudzanywa nga ndila ya u fhungudza vhu-

shai na u sika zwikhala zwa u pfumbudza na mushumo hu tshi itelwa vha si na vhukoni, i tshi khou netshedza tshumelo na ndaka ya zwa mveledziso ya ikonomi na matshilisano.

Muholo wa fhasisa wa EPWP

Vhuvhekanyi ha Minisija ho vhea miholo ya EPWP. Muholo wa ḫuvha iñwe na iñwe zwa zwino wa EPWP ndi R83.59, fhedzi vhunzhi ha zwiimiswa zwa muvhuso zwi badela vhadzheneli zwi fhiraho hezwi.

Hu sa sedzwi mushumo muvhuya we EPWP wa ita u tshi lwa na vhushai na mveledziso i sa vhonali kha vhadzulapo vhashu ngeno i tshi khou sika zwikhala zwa u pfumbudza na mushumo, EPWP a si yone thandululo ya khwiñe kha tshikalo tsha vhushayamushumo tsha shango. ■

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.

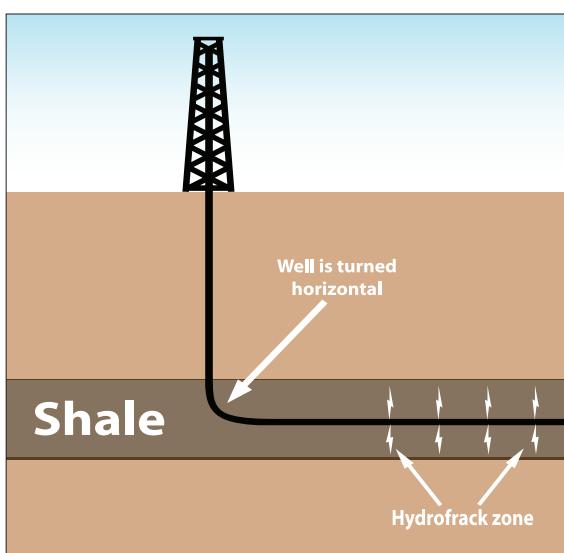
Mineral Resources Minister Mosebenzi Zwane announced in late March that the government intended to proceed with the mining of shale gas.

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. □

Mbekanyamushumo dza mishumo ya Muvhuso dici tangana na khaedu dza tshitshavha

Umona na jifhasi Mbekanyamushumo dza Vhutholi ha Muvhuso(Peps) dici khou shumiswa u itela u fhindula khaedu dici ngaho sa vhushai, tshikalo tsha vhashayamushumo tsha nthia, khakhathi dza zwa połotiki na/kana zwiwo zwa mupo. Sa tsumbo, nga tshifhinga tsha Mutsiko Muhulu wa who 1930, United States of America jo shumisa Peps u fhindula tshikalo tsha vhashayamushumo tsha nthia tshe tsha vha tshi hone nga hetsho tshifhinga. Muvhuso wa Amerika wo thola vhatu vha Amerika vha si na vhukoni na vhashai vha dzimilioni hu si ndila fhedzi ya u lwa na vhusha-

yamushumo ho ḥalaho kha shango, fhedzi hu u itela u ḥetshedza ndaka ya lushaka dici ngaho sa dzibada.

Musi Afrika Tshipembe ji tshi khou tsen zhema tshikalo tsha vhashayamushumo tshi kongaho nga maanda, nga 2004 muvhuso wo sedza kha u thoma mbekanyamushumo ine ya ḥo lwisana na vhushai na u sa bvelela ngeno i tshi khou ḥetshedza ndaka ya vhadzulapo na tshumelo dici ngaho sa dzibada na mbekanyamushumo dza ndondolo miṭani - zwitshavhani kha ja Afrika Tshipembe. Hezwi ndi ndila ye EPWP ya thomiwa 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. □

