

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)

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I-EPWP ibhekana nezinselele ezikhona emphakathini

UHLELO OLUNWETSHIWE Lwemisebenzi Yomphakathi (i-EPWP) lubhekana nobubha nokugqoza kwentuthuko emiphakathini ethile ngokwakha amathuba okudluliswa kwamakhono nokulethwa kwezinsizakalo nezinto eziwusizo emphakathini.

I-EPWP idlala indima ekunciphiseni ububha ngokuletha amathuba emisebenzi nokuqequesha abantu baseNingizimu Afrika abampofu nabangenamakhono.

Kusukela ngowezi-2014 i-EPWP, yakhe amathuba emisebenzi ayizi-2 343 147 ezweni lonke. Iningi lalabo abahlomulayo ngamalungu omphakathi abengeke abe nalo ithuba lokunge na emsebenzini ngoba engenamakhono futhi/noma engakaze asebenze ngaphambilini.

Cabanga nje ngalabo bantu abayeka isikole ngenkathi wena uqhubeka ufunda usuka eBangeni R waze wafinyelela kuMatikuletshe, emva kwalokho wadlulela nasezingeni lemfundo ephakeme. Baphelelaphi labo bantu? Abanangi kubona bgcina sebebamba amatoho ku-EPWP, lapho bethola khona amakhono adingekayo okungena emsebenzini.

Umvuso omuhle kwabasebenza ngokuzikhandla

Uma sebeku-EPWP, ababambiqhaza bayaqeqeshwa ezintweni eziningi ezihlukahlukene njengokulungisa ingadi, ezokuvikela, ukunakekela abagulela emakhaya nababuthakathaka emphakathini, ukucima umlilo, noma ukufundela ukuba ngabasizi bosokhemisi noma abenzi bemisebenzi ethile yezandla.

Sinezindaba ezinhle eziningi ku-EPWP lapho umbambiqhaza engena ohlelweni engumashanyela, umlungisi wesivande noma umnakekeli oyivolontiya, kepha agcine

esewumuntu onekhono lomsebenzi othile wezandla futhi oqequeshiwe, umcimimlilo kanye/noma umnikazi webhizinisi elincane oqasha abantu bakithi.

I-EPWP iyalekelela ekuletheni uguquku

UMnyango uvamise ukuthi: "ningalokothi niyibukele phansi noma niyithathe kancane i-EPWP kanye ... neqhaza lokuthuthukisa elidlalayo ekwenzeni ngcono izimpilo za bantu bakithi."

Leli qhaza lokuthuthukisa elivezwe wumnyango limayelana nezinsizakalo nezinto eziwusizo emphakathini ezilethwa ngalolu Hlelo. Izinto eziwusizo yizinto ezinjengamadamu, imigwaqo, izindawo zomphakathi zokungebeleka, izikole nezibhedlela ezakhiwa futhi zilungiswe ngabasebenzi abasuke beqashwe ku-EPWP.

KuMasipala Wendawo waseMbashe e-Mpumalanga Kapa, amalungu omphakathi – abambe iqhaza ku-EPWP – afaka isandla ekwakhiwi kwedamu lezigidi ngezigidi zamaRandi elenze ukuba umasipala akwazi ukuhlinzeka ngamanzi okuphuza ahlanzekile kule ndawo.

Ezinye zezinsizakalo zomphakathi ezenzia nge-EPWP zihlanganisa ababambiqhaza abanakekela izinkulungwane zezakhamizi esezikhulile kanye namakhulu ezinkulungwane zezingane. ▶



■ Ababambiqhaza be-EPWP bangena kulolu Hlelo bengenamakhono kepha bagcine sebengabasebenzi abanamakhono obuchwepheshes bezandla abaqeqeshiwe.

(Isithombe: DPW)

Inhloso wukunciphisa ububha nokuqequesha abantu



■ I-EPWP ihloso ukuqeda ububha nokuvula amathuba omsebenzi, futhi kusenjalo ihlizzeke ngengqalasizinda nezinsizakalo eziletha intuthuko.

(Isithombe: DPW)

I-EPWP isalokhu iyindaba enhle esingayixoxa emsebenzini wethu wokuletha impilo engcono kubantu bonke. Nokho lolu Hlelo lubhekene nezinsele. Kunabantu ababambe iqhaza kulolu hlelo abalindele ukuba lolu Hlelo luqashe abantu ngokugcwele.

Umpakathi noma abantu ababambe iqhaza kulolu hlelo imbala bafuna ngenkani ukuba amathuba alethwa yilolu hlelo kube awokuasha abantu ngokugcwele.

Nakuba abantu abanangi ababekade bebabambe iqhaza kulolu hlelo sebezitholele imisebenzi lapho beqashwe khona ngokugcwele emva kokusebenza oHlelweni Olunwetshiwe Lwemisebenzi Yomphakathi, kumele kugcizelwe ukuthi lolu Hlelo aluhloselwe ukuqasha abantu ngokugcwele. I-EPWP yasungulwa njengesu lokunciphisa

ububha, ukwakha amathuba emisebenzi nokuqequesha abangenamakhono, futhi kusenjalo ilethe izinsizakalo nezinto eziwusizo ekuthuthukisweni kwenhlalo-mnotho.

Umkhawulo ophansi womholo we-EPWP

UNgqongqoshe unquma imiholo ye-EPWP. Inani lomholo wosuku wamanje we-EPWP ngu-R83,59 kodwa izinhlangano zomphakathi eziningi ziholela ababambiqhaza imali engapezulu kwalokhu.

Naphezu komsebenzi omuhle owenziwe yi-EPWP ukulwisana nobubha nokugqoza kwentuthuko emiphakathini yethu, nokwakha amathuba emisebenzi nokuqequesha, i-EPWP ayisona neze isixazululo esikulungele ukubhekana nezinga eliphezelu lokuntuleka kwemisebenzi ezweni lethu. ▶

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.

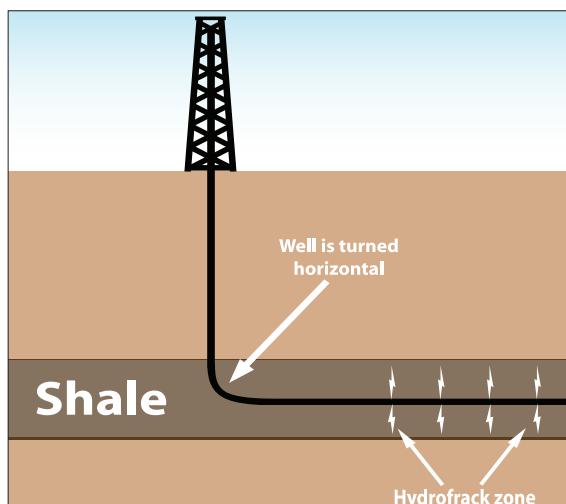
Mineral Resources Minister Mosebenzi Zwane announced in late March that the government intended to proceed with the mining of shale gas.

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. □

Izinhlelo zemisebenzi yomphakathi zibhekana ngqo nezinselele zomphakathi

Ezweni lonke kuqaliswa iNhlelo Zemisebenzi Yomphakathi (i-Peps) ukuze kubhekanwe nezinselele ezi-njengobubha, amazinga aphezulu okuntuleka kwemisebenzi, izingxabano zeze-politiki kanye/noma izinhlekelele zemvelo imbala.

Ukwenza nje isibonelo, ngesikhathi soKufadalala Komnotho Okukhulu ngawo-1930, iMelika yaqalisa i-Peps ukuze ibhekane nezinga eliphezulu lokuntuleka kwemisebenzi okwakukhona ngaleso sikhathi. Uhulumeni waseMelika waqasha izigidi ngezigidi zabantu baseMelika ababempofu futhi bengenama-

khono, hhayi nje kuphela ukuze alwisane nokuntuleka kwemisebenzi okwakugcwele izwe lonke, kodwa futhi ukuze alethe izinto eziwusizo emphakathini njengemigwaqo.

Njengoba iNingizimu Afrika yayinezinga eliphezulu labantu abangasebenzi, ngowezi-2004 uhulumeni waqalisa uhlelo oluzo-lwesana nobubha nokugqoza kwe ntuthuko futhi kusenjalo lulethe izinto eziwusizo nezinsizakalo ezidingwa wumphakathi njengemigwaqo nezinhlelo zokunakeke-lwa kwababuthaka emakhaya eNingizimu Afrika. Yaqala kanjaloke i-EPWP. □

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. □

Izizinda zomnotho wendawo seziqalile ukwenza umehluko eMpumalanga Kapa

ISIGAYO ESISHA esixhaswe yiSizinda Sokuthuthukiswa Kwamabhizinisi Ezindaweni Zasemakhaya sizothuthukisa izimpilo zezakhamizi zasemakhaya eMpumalanga Kapa futhi sikhuthaze nokukhula komnotho.



UMongameli Jacob Zuma nomsunguli we-Lethabo Milling uXolani Ndzaba noNduankulu waseMpumalanga Kapa u-Phumulo Masuallie ngenkathi kuvalwa isigayo saseBizana.

(Isithombe: GCIS)

Siya Miti

Isigayo sommbila esisha endaweni yasemakhaya eMbiza sithembisa ukuvuselela umnotho kulo masipala waseMpumalanga Kapa. Njengoba sakhiwe esigodini sase-Dyifani ngaphandle kwaseBizana, lesi sigayo siqasha abasebenzi – ikakhu-lukazi intsha – basezigidini ezikhona kule ndawo futhi singenisa imali kumalungu emifelandawonye angaphezu kwe-1 000.

Njengoba ixhaswe nguhulumeni waseMpumalanga Kapa ngaphansi kohlelo lweZizinda Zokuthuthukiswa Kwamabhizinisi Aseztindaweni Zasemakhaya (ama-RED Hubs), le ndawo edle izigidi ezingama-R53.5 igaya ummbila othunyelwa yimifelandawonye yendawo ozosetshenziswa yimiphakathi yendawo futhi uthunyelwe nasemashalofini ezitolo zikazwelone.

Lapho ivulwa ngoku-semthethweni ekupheleni kukaNdasa, uMongameli Jacob Zuma wachaza ukuthi iprojekthi yase-Dyifani

kanye namanye ama-RED Hub amathathu kulesi sifundazwe – ase-Chris Hani, e-OR Tambo nakumasipala wase-Alfred Nzo – azongenisa imali ezakhamizini zemiphakathi yaseztindaweni zasemakhaya enganakiwe.

“Lama-RED Hub anendawo ewumhlaba wokukhiquza engaba amahethare ayizi-3 754 futhi akhiquza ummbila namabele okutshala yimifelandawonye eseztindaweni zasemakhaya ... angenisa imali engaba yizigidi ezingu-R8.2 esikhathini esimaphakathi.

“Ama-RED Hub akha imisebenzi yabaqashwe ngokugcwele abangama-397 nabamatoho abangama-679 futhi kunethuba lokwakha eminye imisebenzi uma izigayo sezisebenza ngokuphelele,” kuchaza uMongameli.

Ngeyabantu basendaweni, yondla izwe lonke

UVusi Ngesi, oyimennenja-jikelele yeSigayo saseBizana, uliganisela ekutheni okungenani abantu abayi-1 400 bayazuza ngqo ekusebenzeni kwalesi

sigayo. Kunabasebenzi abaqa-shwe ngokugcwele abangama-64 futhi okungenani kunamalungu ayi-100 kumfelandawonye ngamunye kweyi-14 ephakela lesi sigayo, umfelandawonye wesibili, abagaya ummbila. Le ntuthuko isiyuthukisile kakade le ndawo, kusho uNgesi.

“Sesishintshe ukuphila kwabantu ngoba kunamathuba omsebenzi futhi kuyagawa lapha, bangathola impuphu egawa endaweni yakubo.” Okunye okubaleke nakakhulu ukuthi abantu bafundiswa amakhono okuthatha amasampula enhlabathi, okuhla ziya inhlabathi nokuthola uhlobo lwesivundisi esizosetshenziswa ukuze kutholakale isivuno esithile.”

Le ndawo isiyathuthuka isuka ekubeni ngeyabalimi abalimela ukudla kuya ekubeni yindawo yabalimela ukuthengisa. Isigayo sigaya ummbila weLethabo Milling, ephakela izitolo ezithengisayo njenge-Boxer Supermarkets neMassmart, abanikazi bezitolo ze-Makro ne-Game.

Intuthuko eqhubekayo INhlango Yokuthuthu-

kwisa Kweztindawo Zasemakhaya YaseMpumalanga Kapa (i-ECRDA) inikeza izinsizakalo zokuthuthukiswa kwebhizinisi ngoqhubekayo kuwo wonke ama-RED Hub ewaxhasile. Lesi sifundazwe sesiphendukele kumsunguli we-Lethabo Milling uXolani Ndzaba ukuze asize ekwakhi-weni kwezimboni ezisimeme eduze kwama-RED Hub akhona njengamanje.

UNDzaba uthi ngosizo lwakhe iSigayo saseBizana kakade sesi-wine ama-oda enxanxatheleni yezeitolo ze-Boxer. “Lesi sigayo sinelabholethri yokuqinise-kisa ukuthi ummbila ogayiwe uyahlangabezana namazinga ekhwalithi. NgokweSivu-melwano Sokusebenzisana, lesi sivumelwano sihlanganisa wonke ama-RED Hub. Thina sihlinzeka ngosizo lwendlela yokwenza umsebenzi, ukuthuthukiswa kwezokulawula nokuphatha nokufinyelela ezi-makethe, okuyilapho kungena khona i-Lethabo.”

Njengoba isesifundazweni saseFreyistata, kukholakala ukuthi i-Lethabo Milling iyinkampani yokugaya ummbila yokuqala eNingizimu Afrika okungeyaba-n sundu kuphela. Ubudle-lwane phakathi kwe-Lethabo nohulumeni wesifundazwe saseMpumalanga Kapa baqala ngemva kokuba imenywe yidti ukuba izokhulumu neko-modi lezolimo lasephalamende. “Ngowezi-2014, iphalamende langibusa ukuthi ngizoyisiza kanjani imiphakathi ukuze ifinyelele ezimakethe nokuthi ngizoqinisekisa kanjani ukuthi baningi abagayi abansundu abangena kule mboni,” kusho uNdzaba.

I-Lethabo manje isivule ihhovisi e-East London ngemva komhlangano obe yimpumelelo ebe nawo ne-ECRDA owawuhelwe yi-dti. Inkampani kaNdzaba iqashe abantu abangama-40 abaneminyaka elinganiselwa kwengama-31 ngoba igxile ekuthuthukiseni intsha.

“Izizinda ezingama-RED Hub sezakhe imisebenzi yabaqashwe ngokugcwele abangama-397 nabamatoho abangama-679 futhi kunethuba lokwakha eminye imisebenzi uma izigayo sezisebenza ngokuphelele.”

UMongameli Jacob Zuma”

“Amaphesenti angamashumi amane nantathu abasebenzi bami ngabantu besifazane futhi basebenza ezingxeneni ezibalulekile zebhizinisi njengaselabholethri, kanye nalapho kupakishwa khona. Isigayo sethu siwaphasile amazinga okuphepha kokudla. Senza isethulo emnyangweni naku-ECRDA ... i-ECRDA yasitshela ukuthi inezigayo ezsunguliwe emiphakathini futhi yasicela ukuba sibheke ukuthi singazisiza kanjani ukuze zihlangabezane namazinga okuphepha kokudla,” kusho uNdzaba, echaza ukujala kobuhlobo bakhe ne-ECRDA. ▀



UMongameli Jacob Zuma wethula inkulomo phambi kwabasebenzi namalungu omphakathi emcimbini wokwethulwa kweSizinda esisha Sokuthuthukiswa Kwamabhizinisi Asemakhaya eduze kwaseMbizana eMpumalanga Kapa.

Yini ama-RED Hub?

INHLANGANO Yokuthuthukiswa Kweztindawo Zasemakhaya YaseMpumalanga Kapa ifuna ukuthuthukisa izigodi zasemakhaya njengesikhungo sepulazi elikhulu lokusebenza ngokuxhumanisa ukukhiquza, ukulungiswa komkhi-qizo nokuthengiswa kwavo.

Izitshalo ezikhiquzwa wumphakathi ziyalungiswa futhi zithengiswe ngama-RED Hub bese imali iphinditshala emiphakathini.

Utshalomali Iwesifundazwe olufakwe Emalahleni, eNcora, e-Mqanduli naseBizana luzosetshe-nzisela ukwakha imibhoshongo eyizingolobane zommbila, isigayo, indawo yokukala kanye nemishini yokulima. Ngokuxhumanisa ukukhiquza nezindawo zokulungiswa kwemikhiqizo nezimakethe, isifundazwe silindele ukuba impahla nomhlaba ongasebenzi, ezindaweni zasemakhaya, kushintshwe kukhiqize umnotho.