

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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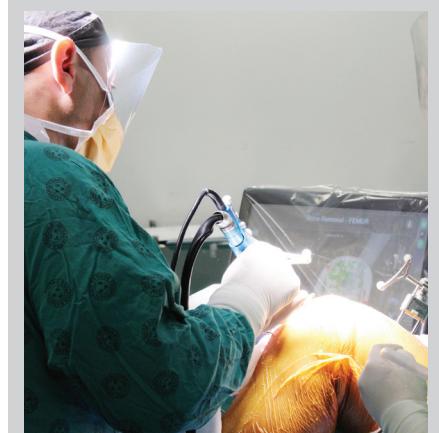
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the journey to
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state hospital**

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I-EPWP iqalana nee-ntjhijilo zomphakathi

IHLELO ELINATJISIWEKO LEMISEBENZI YOMPHAKATHI (I-EPWP) iqalana nomtlhago nokuthayela kwetuthuko emiphakathini yethu ngokutlama amathuba wokudluliselana ngamakghonofundwa nokulethela imiphakathi ipahla neensemjenziswa.

I-EPWP ibamba indima ekwehliseni umtlhago ngokunika kela amaSewula Afrika anganama kghonofundwa, imisebenzi namathuba wokubandulelwa amakghonofundwa.

Ukusukela ngomnyaka wee-2014 i-EPWP, ivule amathuba wemisebenzi azii-2 343 147 ngelizwensi zombelele. Inengi labazu zileko malunga womphakathi ebegade bangeze baba nethuba lokufumana umsebenzi wamambala ngokutlhoga amakghonofundwa nanyana bangakhange khebasebenze ngaphambilini.

Yewudlumbane ngabantu abasala endleleni nawusuka kuGreyidi-R ukufikela keye-12 nefundweni ephakemeko. Baphelelaphi abantwabo? Inengi labo lifumana imisebenzi yesikhajhana ye-EPWP, lapho bazuza khona amakghonofundwa atlhogekako emikhakheni yemisebenzi.

Ukutlonyelisewa Ukuzikhanda

Nasele bayingcenyeye-EPWP, bafumana ibandulo emikhakheni efana nokutjhejwa kweengadi, zokuphepha, uktjtjhejwa komphakathi, nelwazi lokucima imililo, nanyana ifundosisekelo ngeenhlahla nanyana ukufundela imisebenzi yeza ndla.

Sineendaba ezikarisako ezinengi nge-EPWP lapho umuntu athoma kileliHlelo njengomhlwengisi nanyana osebenza engadini nanyana asebenza njengomtjheji ozinikeleko bagcine sele banamakghonofundwa wemisebenzi yezandla, umcimililo nanyana umnimabhzinisi amancani ovulela abantu bekhethu amathuba wemisebenzi.

Ukufaka isandla ematjhugulukweni

UmNyango bewuzakuthi: "ungaaleli phasi nanyana unyefule i-EPWP kunye nendima yetuthuko eyi-

lethako ekwenzeni ngcono amaphilo wabantu bekhethu."

Indima yetuthuko evezwe mnyango imayelana nomthangalasisekelo neensemjenziswa ezilethelwa umphakathi ngalelilelo. Umthangalasisekelo zizinto ezifana namadamu, iindlella, iindawo zomphakathi zokuzithabis, iinkolo neembhedlela ezakhiwe begodu zitjhejwa ngamano wehlelo labasebenzi be-EPWP.

KuMasipala weNdawo ye-Mbashe osePumalanga Kapa, amalunga womphakathi – abadlalindima be-EPWP bafaka isandla ekwakhiweni kwedamu elibize iingidigidi zamaranda elisize umasipala ukunikela ngamanzi ahlwengileko ezelwenezo.

Ezinye iisetjenziswa ezilethwa yi-EPWP zifaka hlangana abadlalindima abatjheja iinkulungwana zabantu abalupheleko kunye namakhulukhulu weenkulungwana zaben twana. ▶



Abantu abazibandakanya ehlweli le-EPWP bangathoma bangamakghono kodwana bagcina sele babakhandi abaneziqo nelwazi. (Isithombe: DPW)

Umqopho kuphungula izinga lomtlhago nokunikela ngebandulo



Umqopho we-EPWP kuphungula izinga lomtlhago nokuvula amathuba wemisebenzi, ibe ngahlanye kubonelewa ukukhiqizwa kwepahla nemisebenzi ngendlela ethuthukileko. (Isithombe: DPW)

IHlelo eliNatjisiweko lemiSebenzi yomphakathi (i-EPWP) liyindaba ekarisako engadenjwako emzameni wethu wokulethela abantu boke ipilo engcono.

LeliHlelo njengamanye linazo iintjhijilo. Kunabadlalindima abalindele bona leihlelo livulela abantu imisebenzi yasafuthi.

Umpakathi kunye nabadalalindima kileliHlelo bafuna amathuba avezwa lilhlelweli abengwasafuthi.

Nanyana abadalalindima abanengi bafumene imisebenzi yasafuthi ngemva kokuba yingcenyeye-EPWP, kufuze kugandelelw bonyana leliHlelo alikanqophi ukuvula imisebenzi yasafuthi.

I-EPWP yatlanywa njengeqhinga lokwehlisa umtlhago, ukuvula imisebenzi namathuba wokubandula abantu abanganamakghono

begodu nokulethethela umphakathi ipahla neensemjenziswa ezithuthukisako zomnotho nezhelalakuhle.

Ubuncani bomrholo wabasebenzi be-EPWP

UNGQONGQOTJHE uneGunya lokuqunta ngemirholo ye-EPWP. Umrhola we-EPWP wagadesi ma-R83.59 ngelanga, kodwana amanyi amaziko wombuso abhadela ngaphezudlwana kwesilinganiswesi.

Nanyana i-EPWP yenze umsebenzi omuhle wokulwisana nomtlhago nokuthayela kwetuthuko emiphakathini yekhethu ngokuvula imisebenzi nokubandula ilutjha, i-EPWP ayilalethi isisombululo sasafuthi sokuqedza izinga eliphezelu lokutlhogeka kwemisebenzi ngelizwensi. ▶

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.

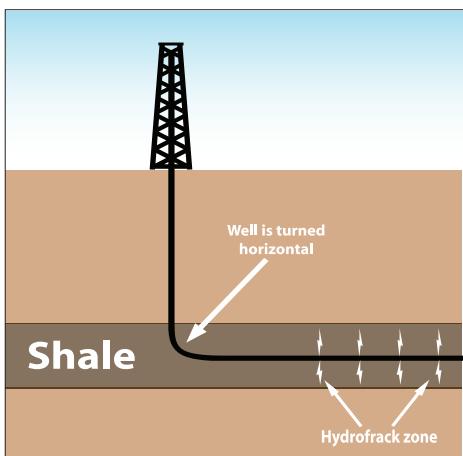
Mineral Resources Minister Mosebenzi Zwane announced in late March that the government intended to proceed with the mining of shale gas.

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. □

Amahlelo wombuso aqalana neentjhijilo zomphakathi

Ephasini zombelele amaHlelo wombuso wemiSebenzi yomPhakathi (i-Peps) aya-setjenziswa ukuqalana neentjhijilo ezinjengomtlago, amazinga aphakemeko wokuthogeka komsebenzi, inturhu yezombangana-ra kanye nehlekelele yemvelo.

Isibonelo, ngesikhathi soku-Fadalala komNotho okuKhulu ngeminyaka ye-1930, i-United States of America yasebenzisa i-Peps ukuqalana nezinga eliphe-zulu lokuthogeka kwemisebenzi ngesikhatheso. Urhulumende we-Amerika waqtjha iingidigidi zabantu abagade badobha phasi abanganamakghono njenge-

ndlela yokuqalana nokuthogeka kwemisebenzi okwakurhagele ngesikhatheso, kodwana kwaba yindlela godu yokulethela umphakathi iisetjenziswa ezifana neendlela.

Njengombana iSewula Afrika iqalene nokuthogeka kwemisebenzi okurhageleko, ngomnyaka wee-2004 urhulumende wahloma bewanqopho ukusebenzisa ihlelo elalizokulwana nomtlago wokuthayela kwetuthuko ngokuletha ipahla neensetjenziswa emphakathini ezinjengeendlela namahlelo wokutjhejwa kwa-makhaya eSewula Afrika. Yathoma bunjalo-ke 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. □

Amaziko wezomnotho wemakhaya sele enza umehluko ePumalanga Kapa

ISIGAYO ESITJHA SISEKELWE NGEEMALI iiziko lokuThuthukisa amabhizini wemakhaya elizokuthuthukisa amaphilo wezakhamuzi zemakhaya Epumalanga Kapa kuhuthazwe nokukhula komnotho.



UMengameli u-Jacob Zuma nomtlami we-Lethabo Milling uXolani Ndzaba noNdunakulu wePumalanga Kapa u-Phumulo Masualle emnyanyeni wokuhlonwa kwasigayo i-Bizana RED Hub.

(Isithombe: GCIS)

Siya Miti

Isigayo esitjha somumbu endaweni yemakhaya eMbizana sithembisa umdlandalwa wokuvuseleka kezomnotho kilomasipala wePumalanga Kapa. Isigaywesi esise-Dyifani, ngaphandle kweMbiza, sidosa abasebenzi – khulukhulu ilutjha – ezabelweni zemakhaya begodu siletha ingeniso emalungeni wamabhzinisi wehlanganisela angaphezelu kwe-1000.

Ngesizo leemali likarhulume mende wePumalanga Kapa ngaphasi kwehlelo leZiko lokuThuthukisa amabhizini wemakhaya (i-RED Hubs), isisetjenziswesi esibize iingidi ezima-R53.5 ngesokwela umumbu okhiqizwa mabhizinisi wehlanganisela wemakhaya begodu sisetjenziswe mphakathi wendawo leyo nokuthunye lwa kuthungelelwano leentolo ezikulu ngelizweni loke.

Ekuhlonyweni kwayo eku pheleni kukaNtaka, uMenga-

meli Jacob Zuma wahlathulula bonyana iprojekthi yeDyifani namanye amathathu we-RED Hub ngesifundenesi – kibomasipala be-Chris Hani, we-OR Tambo newe-Alfred Nzo – azakufakela izakhamuzi zemakhaya ezingatjhejwako imalingeniso yokuziphilisa.

"Ama-RED Hub la anomkhiqizo wenani lamahagere azii-3 754 akhiqiza umumbu namabele okumikhiqizo etjalwe mabhizinisi wehlanganisela wemakhaya...kube nengeniso yeengidi ezi-R8.2 esikhathini esiphakathi.

UMengameli wahlathulula wathi; "Ama-RED hubs atlame inani lemisenbenzi yasafuthi ema-397 neyesikhatjhana ema-679 begodu kuneckhonakalo yokuvula eminye imisenbenzi nasele iingayo zisebenza ngokuzeleko".

Siphethwe zizakhamuzi, sondla ilizwe

UVusi Ngesi, umphathi

we-Bizana Mill, ulinganisa abantu abayi-1 400 abazuza bunqopho ngokusebenza kwasigayo. Kunabasebenzi basafuthi abama-64 namalunga apheze abeli-100 ebhizinisini lehlanganisela ngalinye kali-14 athumela imikhizo esigayweni, ibhizinisini lehlanganisela lesibili, ngegaya umumbu. UNgesi uthi umsebenzi lo sele uthuthukise isiphande sokana.

"Sithuthukise amaphilo wabantu ngombana kuvuleke amathuba wemisenbenzi ngobukhona besigayo begodu bafumana ipuphu khona ekhethwapha. Okhunye okuqakathike khulu kubonan abantu bayabandulwa ekuthatheni amasampula wequlwani, ukuhlunga iqulwani nokuqunta ngomhlobonokuyorongasetjenziswa ukufumana isivuno esithile."

Isiphadesi sithuthuke sasuka esiqhemeni sabalimi abalimela ukuziphilisa sayokuba siphande esinzinze

emkhakheni wokulimela ukurwerhwa. Isigayo sigaya umumbu we-Lethabo Milling, ababaphakeli beentolo ezithengisako ezinjenge-Boxer i-Massmart, i-Makro neentolo ze-Game.

Ituthuko eragako

I-eJensi yokuThuthukisa iiNdawo zemakhaya zePumalanga Kapa (i-ECRDA) iletha iinsiza zetuthuko kiwo womane ama-Red Hub abawasekela ngeemali. Isifunda sesithe-mbele kumtlami we-Lethabo Milling, uXolani Ndzaba ukobana asize ngokwakha amabubulo azijameleko hlanu kwama-RED hub.

U-Ndzaba uthi ngesizo lakhe iSigayo se-Bizana siphumelele ukunyulwa njengomphake-li weentolothungelwano ze-Boxer. "Izkwelol linelabhorathri esetjenziselwa ukupinisekisa bona umumbu ogayiweko usezingeni elifunekako. Ngokwesi Vumelwano soku-Sebenzisana esifaka hlangana woke ama-RED hub. Sisiza ngamakghonofundwa wethethnikhali, ukuphatha nokufikela iimaraga, ekumkhakha i-Lethabo engena kiwo."

I-Lethabo Milling, enzinze eFreyistata, iyikhampani yokuthoma egaya umumbu enobunini babanzima abali-100% ngeSewula Afrika. Itjhebiswano hlangana ne-Lethabo norhulumende wePumalanga Kapa lathoma ngemva kobana uNdzaba amenywe yi-dti ayokukhuluma nekomiti yezokulima yePalamende. "Ngomnyaka wee-2014 ipalamende yan-gibuza bonyana ngizoyisiza bunjani imiphakathi ukufikela iimaraga nokuthi ngi-

ngaqinisekisa bunjani bonyana kuhule isibalo sabagayi abanzima ebubulweneli," kusatjho u-Ndzaba.

I-Lethabo sele ivule i-ofisi eMonti ngemva komhlangano obe yipumelelo ne-ECRDA

"I-RED hubs itlame inani lemisenbenzi yasafuthi ema-397 neyesikhatjhana ema-679 begodu kuneckhonakalo yokuvula eminye imisenbenzi nasele iingayo zisebenza ngokuzeleko."
nguMengameli u-Jacob Zuma

ohlewe yi-dti. Ikhamphani ka-Ndzaba inabasebenzi abama-40 abaneminyaka elinganiselwa kema-31 ngombana uncamele ukubonelela ilutjha.

"Abasebenzi bami abama-43% babantu bengubo begodu basebenza emikhakheni eqakatheke khulu njengemalabhorathri nokupaka. Ngilawula iziko eliphumelele ekuhlolweni kwamazinga wokuphepha kokugoma. Sethule ihlelo lebhizini yethu emnyangweni naku-ECRDA ... I-ECRDA yasitjela bonyana ineengayo ezitlamileko emiphakathini, basikhombela ukupala indlela esingabasiza ngayo mayelana namazinga wokugoma okuphephileko", kusatjho u-Ndzaba, ahlathulula ukuthoma kwetjhebiswano lakhe ne-ECRDA. □

Emalahleni, eNcora, eMqanduli neBizana ifaka hlangana ukwakhiwa kweenqhemha, isigayo, indawo yokukala namathulusi wokulima.

Ngokuhlanganisa umkhiziso neensetjenziswa zokuhlunga neemaraga, isifunda silindele bonyana ipahla engasasebenziko, inarha esemiphakathini yemakhaya izakutjhegululwa ibe nendima enqophe ukukhulisa umnotho.



UMengameli u-Jacob Zuma wethulela abasebenzi namalunga womphakathi ikulomo ngesikhathi kuhlonwa etja-tja i-RED Hub hlanu kweMbiza esePumalanga Kapa.

Ayini ama-RED Hubs

I-EJENSI yokuThuthukisa iiNdawo zemakhaya yePumalanga Kapa ifuna ukuthuthukisa izabelo zemakhaya zibe yikaba yamapla amakhulu ngokuhlanganisa ukukhiziso, ukuhlunga nokuhangisa.

Intjalo zomphakathi ziayahlungwa zithengiswe ma-RED Hubs bese ingeniso itjalwa emphakathini.

Isisomali lesifunda elinziphe