

Vuk'uzenzele



Produced by Government Communications (GCIS)

Afrikaans/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)

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

● Cont. page 2

"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



ALSO AVAILABLE ON:



@VukuzenzeleNews
Vuk'uzenzele

Websites: www.gcis.gov.za

www.vukuzenzele.gov.za

E-mail: vukuzenzele@gcis.gov.za

Tel: (+27) 12 473 0405

Free Copy

UOWP reageer op uitdagings in die samelewing

DIE UITGEBREIDE Openbarewerkeprogram (UOWP) pak armoede en onderontwikkeling in ons gemeenskappe deur geleenthede te skep vir oordrag van vaardighede en die lewering van openbare bates en dienste.

Die UOWP speel 'n rol in armoede-verligting deur werk- en op-leidingsgeleenthede aan arm en ongeskoolde Suid-Afrikaners te bied.

Die UOWP het sedert 2014 reeds 2 343 147 werkgeleenthede regdeur die land geskep. Die meeste mense wat hierby gebaat het, is gemeenskapslede wat andersins geen kans sou gehad het om die formele arbeidsmark te betree nie, omdat hulle óf ongeskoold is en / of nog nooit vantevore gewerk het nie.

Dink aan die mense wat langs die pad uitgesak het terwyl jy vanaf Graad R na Graad 12, en later tersiêrevlak, gevorder het. Waar is daardie mense nou? Baie van hulle is tydelike diens van die UOWP, waar hulle vaardighede verwerf om die formele arbeidsmark te betree.

Beloon harde werk

Wanneer hulle in die UOWP opgeneem word, ontvang hulle opleiding in verskeie vaardighede soos tuinbou, sekuriteit, gemeenskapsversorging en brandbestryding, of hulle leer om basiese aptekassistente of ambagsmannne te word.

Ons het talle goeie stories in die UOWP, byvoorbeeld waar 'n deelnemer die UOWP as 'n skoonmaker, tuinier of vrywillige versorger betree en uiteindelik 'n geskoolde

en gekwalifiseerde ambagsman, brandbestryder en/of selfs eienaar van 'n kleinsake onderneming word wat werkgeleenthede aan ons mense verskaf.

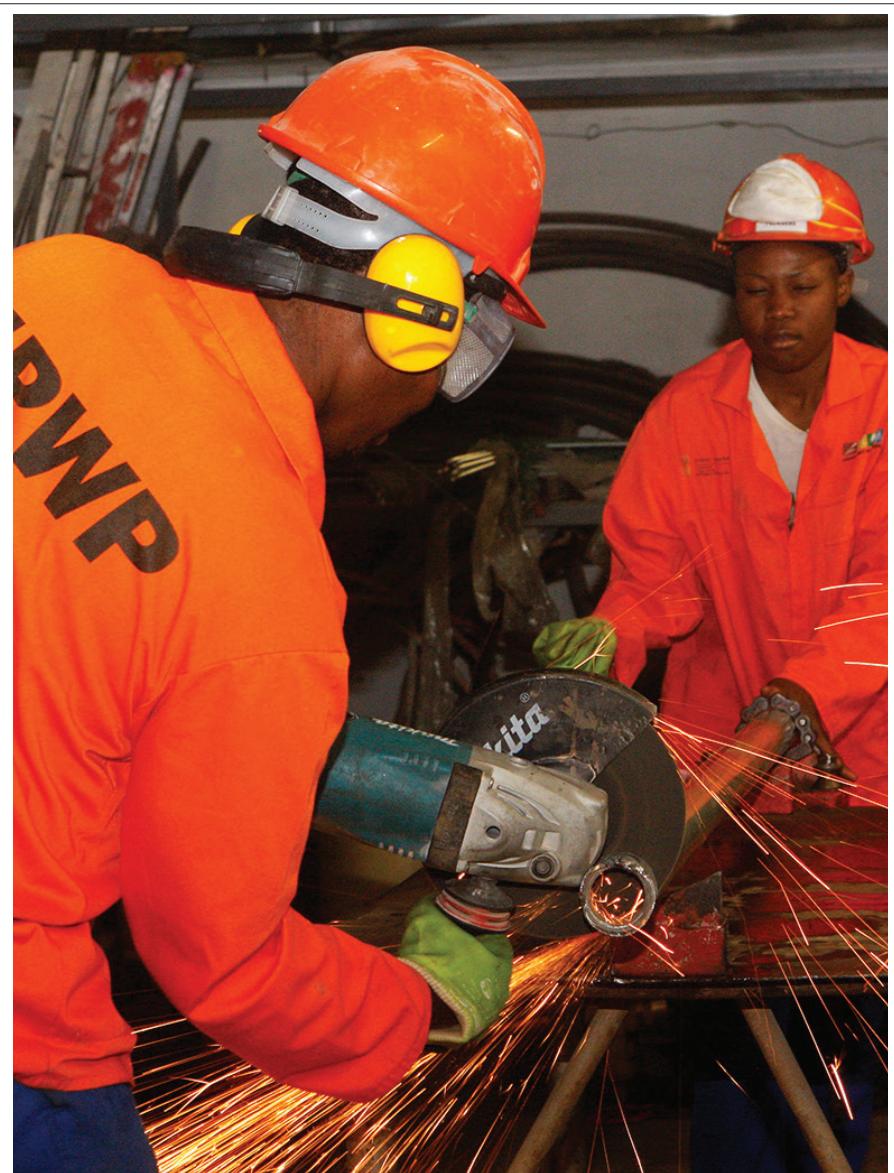
Dra by tot verandering

Die departement het gesê: "Moet nooit die UOWP ... en die ontwikkelingsrol wat dit in ons mense se lewens speel, ondervind en/of onderskat nie."

Hierdie ontwikkelingsrol waarna die departement verwys het, hou verband met die gemeenskapsbates en -dienste wat deur die program gelewer word. Bates is dinge soos damme, paaie, ontspanningsgeriewe vir die gemeenskap, en skole en hospitale wat opgerig en in stand gehou word deur middel van die UOWP se arbeidsintensieve metodes.

In die Mbashe Plaaslike Munisipaliteit in die Oos-Kaap het gemeenskapslede – wat ook UOWP-deelnemers is – aan die konstruksie van 'n multimiljoenrand-dam gewerk wat die munisipaliteit in staat gestel het om skoon drinkwater aan die omliggende dorpe te voorsien.

'n Voorbeeld van die gemeenskapsdienste wat deur die UOWP gelewer word, is waar deelnemers aan die program duisende senior burgers en honderde kinders versorg. ■



■ Deelnemers aan die UOWP kan die program as ongeskoolde werkers betree en uiteindelik gekwalifiseerde vakmanne word.

(Foto: DPW)

Die doel is om armoede te verlig en opleiding te verskaf



■ Die UOWP is daarop gerig om armoede te verlig en werk te skep terwyl dit belangrike ontwikkelingsbates en -dienste lewer.

(Foto: DPW)

Die UOWP is steeds 'n goeie storie om te vertel in ons strewe om 'n beter lewe vir almal te verseker.

Die program gaan egter met bepaalde uitdagings gepaard. Daar is deelnemers wat verwag dat die program permanente werk vir ons mense sal skep.

Die publiek en soms ook die deelnemers eis dat die geleenthede wat deur die program geskep word, permanent moet wees.

Hoewel talle deelnemers in permanente poste aangestel is nadat hulle aan die UOWP deelgeneem het, is dit belangrik om daarop te let dat die program nie daarop gerig is om permanente werkgeleenthede te skep nie.

Die UOWP is ontwerp as 'n manier om

armoede te verlig en werk- en opleidingsgeleenthede vir ongeskoolde mense te skep, terwyl sosio-ekonomiese ontwikkelingsbates en -dienste gelewer word.

UOWP-minimumloon

Die Ministeriële vasstelling bepaal die UOWP-loon. Die huidige daagliksloon vir die UOWP is R83,59, maar baie openbare liggame betaal deelnemers meer as hierdie bedrag.

Ondanks die goeie werk wat die UOWP gedoen het om armoede en onderontwikkeling in ons gemeenskappe te verlig en werk- en opleidingsgeleenthede te skep, is die UOWP nie die volmaakte oplossing vir die land se hoë werkloosheidsyster nie. ■

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.

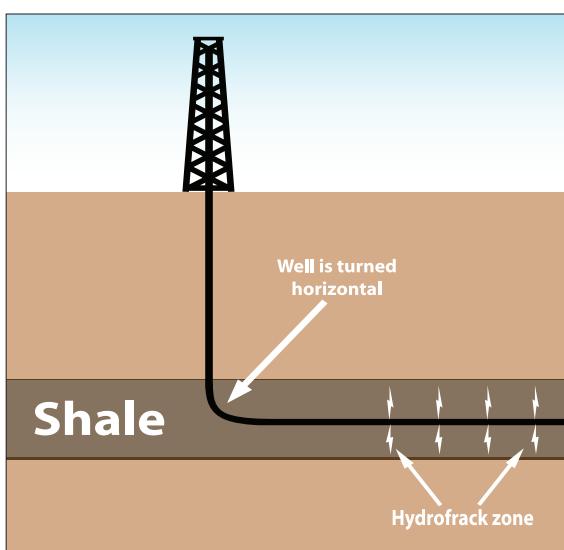
Mineral Resources Minister Mosebenzi Zwane announced in late March that the government intended to proceed with the mining of shale gas.

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. □

Openbarewerkeprogramme pak uitdagings in samelewing

Openbare-indiensnemingsprogramme (algemeen bekend as Peps, vir Public Employment Programmes) word regoor die wêreld geïmplementeer om te reageer op uitdagings soos armoede, hoë werkloosheidsfyfers, politieke konflikte en selfs natuurrampe.

Gedurende die Groot Depressie van die 1930's het die Verenigde State van Amerika byvoorbeeld Peps geïmplementeer in 'n poging om die destydse hoë werkloosheidsfyfer te verlaag. Die Amerikaanse regering het miljoene arm en ongeskoolede Amerikaners in

diens geneem as 'n manier om nie net wydverspreide werkloosheid in die land aan te pak nie, maar ook om openbare bates soos paaie te lewer.

Om Suid-Afrika se hardnekkig hoë werkloosheidsfyfer te pak, het die regering in 2004 besluit om 'n program te implementeer wat armoede en onderontwikkeling sou verlig en terselfdertyd gemeenskapsbates en -dienste soos paaie en gemeenskapsgebaseerde tuisversorgingsprogramme sou lewer. Dit is hoe die UOWP ontstaan het. □

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. □

Plaaslike ekonomiese kerns maak reeds 'n verskil in Oos-Kaap

'N NUWE MEULE wat deur die Landelike Ondernemingsontwikkelingskern befonds is, sal die lewens van landelike Oos-Kapenaars verbeter en ekonomiese groei 'n hupstoot gee.



■ President Jacob Zuma saam met die stigter van Lethabo Milling, Xolani Ndzaba, en die Oos-Kaapse premier, Phumulo Masualle, by die bekendstelling van die Bizana RED-kernmeule-aanleg.

(Foto: GCIS)

Siya Miti

'n Nuwe meule-aanleg vir mielies in landelike Mbizana, bied hoop vir 'n ekonomiese herlewning in hierdie Oos-Kaapse munisipaliteit. Die meule, wat in Dyifani, 'n dorpie buite Bizana, geleë is, lok die werkemers – meestal jeugdiges – vanuit plaaslike dorpies en bied 'n inkomste aan meer as 1 000 lede van koöperasies.

Die faciliteite ter waarde van R53,5 miljoen is deur die Oos-Kaapse regering ingevolge die Rural Enterprise Development Hubs - (RED-kern) program ingestel. Dit verwerk mielies wat deur plaaslike koöperasies voorsien word vir gebruik deur plaaslike gemeenskappe en word ook na nasionale kleinhandelkettengewels vervoer.

Tydens die bekendstelling aan die einde van Maart, het President Jacob Zuma verduidelik

dat die Dyifani-projek, saam met drie ander RED-kernprojekte in die provinsie – in Chris Hani-, OR Tambo- en Alfred Nzo-munisipaliteite – inkomste vir inwoners van agtergeblewe landelike gemeenskappe sal genereer.

"Hierdie RED-kerns, waarvan die primêre produksie altesaam 3 754 ha grond dek en mielies en sorghum wat deur landelike koöperasies aangeplant is produseer, ... het gedurende die middeltermyn 'n inkomste van ongeveer R8,2 miljoen opgelever."

"Die RED-kerns het altesaam 397 permanente en 679 korttermynwerksgeleenthede geskep en die potensiaal bestaan om nog meer werksgeleenthede te skep sodra die meule ten volle in bedryf is," het die president verduidelik.

Dorpemaars se meule voed die hele land

Vusi Ngesi, algemene bestuur-

der van die Bizana Meule, bereken dat minstens 1 400 mense direk by die meule se werksaamhede baat. Daar is 64 voltydse werkemers en minstens 100 lede in elk van die 14 koöperasies wat die meule, 'n sekondêre koöperasie, van mielies voorsien om te verwerk. Volgens Ngesi, het die ontwikkeling reeds die streek verbeter.

"Dit het mense se lewens verander omdat daar werksgeleenthede is; die meule is hier en hulle kry nou mielieemeel uit hul eie omgewing. Dit is ook belangrik dat mense opgeleid word om grondmonsters te neem, grond te ontleed en te bepaal watter soort misstof gebruik moet word om 'n bepaalde opbrengs te verkry."

Die streek ontwikkel van 'n gemeenskap van bestaansboere na 'n streek wat op kommersiële landbou gegrond is. Die meule maal mielies vir Lethabo Milling, wat aan nasio-

nale kettinggroepes soos Boxer Supermarkte en ook Massmart, die eienaars van die Makro- en Game-supermarkkettings, verskaf.

is om met die parlementêre komitee oor landbou te gesels. "Destyds in 2014 het die parlement my gevra hoe ek gemeenskappe sou help om

"Die RED-kerns het altesaam 397 permanente en 679 korttermynwerksgeleenthede geskep en die potensiaal bestaan om nog meer werksgeleenthede te skep sodra die meule-aanlegte ten volle in bedryf is." President Jacob Zuma.

toegang tot die mark te verkry en hoe ek sou kon verseker dat meer swart meulenaars die bedryf betree," sê Ndzaba.

Ná 'n suksesvolle vergadering met ECRDA wat deur die (dti) gereel is, het Lethabo 'n kantoor in Oos-Londen geopen. Ndzaba se maatskappy het 40 werkemers met 'n gemiddelde ouderdom van 31 in diens, omdat hy op jeugontwikkeling fokus.

"Drie-en-veertig persent van my werkemers is vroulik en werk op die mees kritieke punte van die besigheid, soos laboratoriums en verpakkingslyne.

"Ek bedryf 'n aanleg wat aan voedselveiligheidstandaarde voldoen. Ons het aanbiedings aan die departement en ECRDA gedoen... ECRDA het genoem dat hulle ander meule-aanlegte in gemeenskappe het en ons gevra om te kyk hoe ons met voedselveiligheidstandaarde kan help," verduidelik Ndzaba hoe sy verhouding met ECRDA begin het. ■

Wat is RED-kerns?

DIE Oos-Kaapse Landelike Ontwikkelingsagentskap wil plattelandse dorpies as die sentrum van megaboerderybedrywighede ontwikkel deur produksie-, verwerkings- en bemarkingselemente te kombineer.

Gewasse wat deur die gemeenskap geproduseer is, word deur RED-kerns verwerk en verhandel, en die inkomste word in die gemeenskappe herbelê.

Proviniale beleggings in Emalahleni, Ncora, Mqanduli en Bizana dek die konstruksie van silo's, 'n meule-aanleg asook 'n weegbrug en boerderytoerusting. Deur produksie aan verwerkingsgeriewe en na markte te verbind, verwag die provinsie dat dormante bates – grond – in landelike gemeenskappe in dryfkragte van ekonomiese aktiwiteit omskep sal word.



■ President Jacob Zuma spreek werkers en lede van die gemeenskap toe by die bekendstelling van die nuwe Landelike Ondernemingsontwikkelingskern naby Mbizana in die Oos-Kaap.

(Foto: GCIS)