

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

● 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



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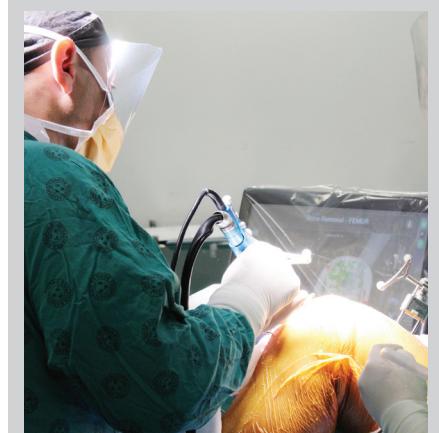
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**Africa Month:
Celebrating
the journey to
African unity**

Page 4



**Revolutionary
robotic surgery at
state hospital**

Page 7



EPWP e arabela diphe-phetso tsa setjhaba

LENANEO LE ATOLOSITSWENG la Mesebetsi ya Setjhaba (EPWP) le Iwantsha bofuma le kgaello ya dintlafatso metseng ka ho theha menyetla ya phapanyetsano ya bokgoni le nehelano ya dithoto tsa setjhaba le ditshebeletso.

EPWP e bapala karolo ya bohlokwa ho fokotseng bofuma ka ho nehelana menyetla ya mosebetsi ho maAforika Borwa a hlophehileng le a se nang bokgoni.

Ho tloha ka selemo sa 2014 EPWP e thehile menyetla ya mesebetsi e ka bang e 2 343 147 naheng ka bophara. Boholo ba batho ba kgolang molemo ona ke maloko a setjhaba ao a ka beng a sa fumana menyetla wa ho kena lefatsheng la ho sebetsa ka lebaka la ho hloka bokgoni kapa ba eso sebetsi ho hang.

Nahana ka batho ba inehetseng ha o ntse o tswela ho tloha Mophatong wa ho qala ho isa ho wa 12 mme wa qetella o fihlile bohatong ba theshiari. Ha o nahana batho bao ba felletse kae? Boholo ba bona bo felletse mosebetsing wa nakwana wa EPWP, moo ba iphumanetseng bokgoni bo hlokalang hore ba kgone ho kena marakeng wa mosebetsi.

Moputso wa ho Sebetsa ka Thata

Hang ha ba se ba le ka hara EPWP, bankakarolo ba fumana boikwetliso dinthong tse fapafapaneng tse jwalo ka ho lema diratswana, tshireletso, phano ya tlhokomelo ya setjhaba, le ho Iwantsha mollo, kapa ba ka ithuta ka ho ba bathusi ba famasi kapa ho ba basebetsi ba matsoho.

Re na le dipale tse monate ka EPWP moo bankakarolo ba keneng lenaneong lena e

le bahlwekisi, basebetsi ba tshimong kapa baintshasehlabelo ba nehelang ka tlhokomelo e ntle mme ba qetelle ba iphumanetse bokgoni le mangolo a mesebetsi ya matsoho, ya ho Iwantsha mollo le/kapa ho ba borakgwebo ba kgwebo tse nyane ba bileng ba nehelana ka mesebetsi bathong ba rona.

Ho kenya letsoho Phethohong

Lefapha le ne le ka re: "o se ke wa nyenyeftsa le ho nyatsa EPWP le karolo ya ntshetsopele eo e ebapalang ntlatfatsong ya maphelo a batho ba rona."

Karolo ya ntshetsopele eo lefapha le buang ka yona e tsamaisana le dithoto tsa setjhaba mmoho le ditshebeletso tseo lenaneo le nehelang ka tsona. Disebediswa ke dintho tse tshwanang le matamo, mebila, disebediswa tsa setjhaba tsa motheo, dikolo le dipetlele tse ahilweng ebole di hlokomelwa ka tshebediso ya mekgwa e kenelletseng ya mesebetsi ya EPWP.

Ka hara Masepala wa Lehae wa Mbashe ho la Kapa Botjhabelo maloko a setjhaba – bankakarolo ba EPWP – ba nkilke karolo kahong ya letamo la dimiliyone miliyone tsa diranta le entseng hore masepala o fane ka metsi a hlwekileng metsaneng ya moo.

Tse ding tsa ditshebeletso tsa setjhaba tse ajwang ke EPWP di kenyelletsa bankakarolo ba hlokomelang diketekete tsa maqheku mmoho le diketekete tsa bana. ▶



Bankakarolo ba EPWP ba ka kenela lenaneo e le basebetsi ba se nang bokgoni mme ba qetelle ba fumane mangolo a mesebetsi ya matsoho.

(Setshwantsho: DPW)

Ho nehelana ka boikwetliso ke sepheo sa ho fokotsa bofuma



EPWP e ikemiseditse ho fokotsa le ho theha mesebetsi, e ntse e fana ka ntlatfato ya bohlokwa ya dithoto le ditshebeletso.

(Setshwantsho: DPW)

Lenaneo le Atolositsweng la Mesebetsi ya Setjhaba (EPWP) e tla dula e na le pale e monate e tla qoqwa mosebetsing wa rona wa ho phano ya bophelo bo betere bakeng sa batho bohle.

Le ha ho le jwalo lenaneo lena le tobane le diphehetso. Ho na le bankakarolo ba lebelletseng hore lenaneo le thehe mesebetsi ya moshwelella bakeng sa batho ba rona.

Setjhaba kapa bankakarolo lenaneong lena ba batla hore menyetla eo lenaneo le nehelang ka yona e be ya moshwelella.

Le ha bankakarolo ba bangata ba fumane mesebetsi ya moshwelella ha ba qeta ho nka karolo EPWP, ho ntse ho lekela hore ho toboketswe hore lenaneo ha le a setswa ho theha mesebetsi ya moshwelella.

EPWP e etseditswe ho fokotsa bofuma le ho theha mesebetsi hape le ho theha

menyetla ya boikwetliso bathong ba se nang bokgoni, ha ka lehlakoreng le leng e fana ka ntlatfato ya dithoto tsa moruo wa setjhaba le ditshebeletso.

Mokgolo o monyane wa EPWP

Komiti e nkang Diqeto ya Letona ke yona e behang tekano ya mekgolo ya EPWP.

Ha jwale mokgolo wa letsatsi wa EPWP ke R83.59, empa mafapha a mangta a setjhaba a lefa bankakarolo tjhelete e fetang eo.

Ntle le mosebetsi o motle o entsweng ke EPWP bakeng sa ho fedisa bofuma le kgaello ya dintlafatso metseng ya rona, ha ka lehlakoreng le leng ho thehwa menyetla ya mosebetsi le boikwetliso, EPWP ha se tharollo e phethahetseng ya sekgaahlha se hodimo sa tlhokeho ya mesebetsi naheng ya rona. ▶

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.

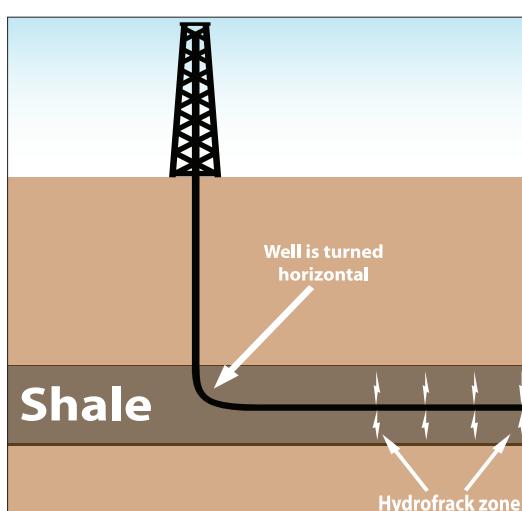
Mineral Resources Minister Mosebenzi Zwane announced in late March that the government intended to proceed with the mining of shale gas.

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 commu-

Lenaneo la mesebetsi ya setjhaba le lwantshana le diphephetso tsa setjhaba

Ho ya ka lefatshe ka bophara Mananeo a Mesebetsi a Setjhaba (di-Pep) a kengwa tshebetsong ho lwantshana le diphephetso tse jwalo ka bofuma, sekgahlo se hodimo sa tlhokeho ya mesebetsi, dikgohlakgohlano tsa dipolotiki le dikoduwa tsa tlhaho.

Ho tea mohlala, nakong ya ho Nyehla ho Hodimo ha Moruo ka dilemong tsa 1930, mmuso wa Amerika o ile wa kenya tshebetsong lenaneo la di-Pep ho lwantshana le sekgahla se hodimo sa tlhokeho ya mesebetsi se neng se le teng nakong tseo. Mmuso wa Amerika o ile wa hira maAmerika a dimiliyone a fumanehileng a

bile a se na bokgoni ba mosebetsi, e le tsela e seng feela ya ho lwantshana le tlhokeho ya mesebetsi e jeleng setsi naheng eo, empa le ho phethahatsa kaho ya disebediswa tsa motheo tse jwaloka mebila.

Ka Aforika Borwa e ntseng e fumana sekgahla se hodimo sa tlhokeho ya mesebetsi, ka selemo sa 2004 mmuso o ile wa rala leano le tlang ho lwantshana le bofuma le ho se ntlatfatswe ha metsana, ha ka lehlakoreng le leng o ntse o nehelana ka dithoto tsa setjhaba le ditshebeletso tse jwaloka mebila le mananeo a tlhokomelo e ntle ya malapeng ka hare ho Aforika Borwa. Ke ka moo EPWP e thakgotsweng ka teng. ▶

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. ▶

Mehlodi ya moruo ya lehae e se ntse e etsa phapang ho la Kapa Botjhabela

LELWALA LE LETJHA le tshehetswang ke Mehlodi ya Ntshetsopele ya Dibaka tsa Mahae le tla ntlafatsa maphelo a batho ba metse mahaeng a Kapa Botjhabela mme a boloke kgolo ya moruo metseng eo.



Mopresidente Jacob Zuma le mothehi wa Lethabo Milling Xolani Ndzaba le Tonakgolo ya Kapa Botjhabela Phumulo Masuelle pulong ya polante ya lwalwa ya Mehlodi ya Moruo ya RED ya Bizana.

(Setshwantsho: GCIS)

Siya Miti

Polante e ntjha ya phofu motse mahaeng wa Mbizana e tshepisa le ho bontsha moruo o ntlafalang masepaleng wa Kapa Botjhabela. Lelwala le le sebakeng sa motsana wa Dyifani ka ntlenyana ho Bizana, le hohela basebetsi, haholo batjha ba metseng e mabapi ebile le kenya lekeno ho maloko a 1 000 a kgwebo.

E tshehetswa ke mmuso wa Kapa Botjhabela ka tlasa lenaneo la Mehlodi ya Ntshetsopele ya Dikgwebo tsa Metse ya Mahaeng (Mehlodi ya Moruo ya RED), ditshebeleto tsa R53.5 million tsa phofu tse abelwang dikhamphani tsa lehae bakeng sa ho sebediswa ke badudi ba motse oo le ho tsamaiswang ka sekepe bakeng sa thekiso ho romelwa dinaheng tsa kantle.

Ha ho ne ho bulwa lelwala mafelong a kgwedi ya Hlakubele, Mopresidente Jacob Zuma o hlahositse hore porojeke ya Dyifani mmoho le diporojeke tse ding

tse tharo tsa Mehlodi ya Moruo ya RED tse ka hara profense tse setsing sa – Chris Hani, OR Tambo le masepaleng wa Alfred Nzo – di tla kenya lekeno bakeng sa baahi ba nyahladitsweng ke metse ya bona.

“Mehlodi ya Moruo ya RED mmoho le dihlahiswa tsa tsona tse akaretsang tlhahiso ya paloyohle ya dihekethara tse 3 754 tsa naaha mme di hlahaha poone le mabele tse jalwang ke bahwebi ba metseng... ba entse lekeno le ka bang R8.2 million ka nako ya palohare ya selemo.

“Mehlodi ya Moruo ya RED e thehile palokakaretso ya mesebetsi e 397 ya moshwelella le e 679 ya nakwana mme ho sa ntse ho ena le kgonahalo ya ho theha mesebetsi e meng hape ha dipolante tsa phofu di qala ho sebetsa ka botlalo,” mopresidente o hlahositse jwalo.

Kgwebo ya batho ba motseng, e fepa naha

Vusi Ngesi, motsamaisi kakaretso wa Bizana Mill, o bala bonyane batho ba 1 400 ba

unang molemo wa tshebetso ya lelwala ka ho otolloha. Ho na le basebetsi ba 64 ba moshwelella le maloko a 100 kgwebong ka nngwe ho tse 14 tsa lehae tse rekisang poone, e leng kgwebo e rekisang poone e sa silwang.

Dintshetsopele di se di qadile ho ntlafatsa sebaka seo, o buile jwalo Ngesi.

“E fetotse maphelo a batho hobane ho na le menyetla ya mesebetsi mme lelwala le teng haufinyana le bona ka hona batho ba ka fumana phofu sebeng sa rona. Ho leng bohlokwa ke hore batho ba fuwa bokgoni ba ho nka disampole tsa mobu, ho sekaseka mobu le ho tseba hore ke manyolo a jwang a lokelang ho sebediswa hore dimela di none ka tshwanelo.”

Sebaka se a hola ho tloha ho boropolasi ba banyane ho ya ho ba ipopang ngatana nngwe ho etsa sebaka e be sa temo ya kgwebo. Lelwala le sila phofu bakeng sa Lethabo Milling, bao e leng baabi ba maraka o moholo wa naha o fepelang mabenkele a kang Boxer Supermarkets le

Massmart, beng ba dimaraka tsa Makro le Game.

Ntlafatso e tswelang pele

Lekgotla la Ntlafatso ya Metse e sa Hlabollwang la Kapa Botjhabela (ECRDA) le nelhana ka ditshebeleto tsa ntlafatso ya kgwebo ho Mehlodi ya Moruo ya RED tse nne kaofela tseo ebile di di tshehedseng ka ditjhelete.

Profense e se e itsheheditse ka motho ya qadileng Lethabo Milling e leng Xolani Ndzaba hore a e thusa ka ho aha indasteri e tsitsitseng haufi le Mehlodi ya Moruo ya RED.

Ndzaba o re ka thuso ya hae Bizana Mill e se e kgonne ho fumana di odara ho tswa ho mabenkele a Boxer. “Polante e se e na le labolotri ho etsa bonnette ba hore phofu e fihlella maemo a bona a boleng bo bottle. Ho ya ka Memorandamo wa Kutlwisan (MoU), ditumellano di aka-retsia Mehlodi ya Moruo ya RED kaofela ha yona. Re nelhana ka bokgoni ba setekginiki, ntlafatso ya botsamaisi le phumaneho ya dimaraka, e leng moo Lethabo e kenang teng.”

E le setsing sa Foreistata, Lethabo Milling ho tshetjwa e le enngwe ya dikhaphani tsa pele tse laolwang ke batho ba batsho ka hohle ka hara naha ya Aforika Borwa. Kamano pakeng tsa Lethabo le mmuso wa profense ya Kapa Botjhabela e qadile ha a ne a menngwe ke dti ho ya bua le komiti ya palamente ka temo. “Ho tloha morao ka selemo sa 2014 palamente e ile ya mpotsa hore nka thusa jwang metse hore e be le bokgoni ba ho fihlella maraka le hore nka netefatsa jwang hore batho bangata ba batsho ba nang le malwala ba

kena indastering ena, “o buile jwalo Ndzaba.

Lethabo ha jwale e butse kantoro ka hara East London kamora kopano e atlehileng le mokgatlo wa ECRDA o bitsitsweng ke lefapha la dti.

“Mehlodi ya Moruo ya RED e thehile mesebetsi e kana ka e 397 ya moshwelella le e 679 ya nakwana mme ho sa ntse ho ena le kgonahalo ya ho theha mesebetsi e meng hape ha dipolante tsa phofu di qala ho sebetsa ka botlalo,” Ho buile jwalo Mopresidente Jacob Zuma.

Khamphani ya Ndzaba e na le basebetsi ba 40 ba dilemong tse 31 hobane o shebane hahlolo le ntshetsopele ya batjha.

“Basebetsi ba 43% ba ka ke batho ba bomme ebile ba sebetsa maemong a bohlokwa a kgwebo a jwalo ka dilaborating le ka metjhining ya ho phuthela phofu, Nna ke tsamaisa polante e pasitseng maemo a dijo tse sireletsehileng. Re ile ra fana ka tlaleho ho lefapha la dti le ECRDA... mme ECRDA ya re bolella hore ba na le dipolante tsa phofu tse seng di sebetsa setjhabeteng mme ba re kopa hore re ka thusa jwang ka maemo a tshireletso ya dijo,” Ndzaba o buile jwalo a hlahosa qalo ya hae ya kamano le ECRDA. □



Mopresidente Jacob Zuma o tshetjehela basebetsi le maloko a setjhaba puo ho thakolweng Mehlodi e metjha ya Ntshetsopele ya Dikgwebo tsa Metse ya Mahaeng haufi le Mbizana ho la Kapa Botjhabela.

Mehlodi ya Moruo ya RED ke eng?

Lekgotla la Ntlafatso ya Metse e sa Hlabollwang la Kapa Botjhabela (ECRDA) le batla ho ntlafatsa metse e sa hlabollwang jwalo ka setsi sa dipolasi ka ho hokahanya dihlahiswa, ho etswa le dikarolwana tsa mmaraka.

Dipeo tse hlahiswang ke setjhaba tsa silwa le ho rekiswa ka ho sebedisa Mehlodi ya Moruo ya RED mme lekeno la teng le tsetelwang hape

setjhabeteng.

Letsete la profense la Emalahleni, Ncora, Mganduli le Bizana le akaretsa kaho ya tshilo, polante ya phofu le borokgo ba ho kala mmoho le disebediswa tsa ho lema. Ka ho hokahanya tlhahiso le disebediswa tsa phetholelo dimarakeng, profense e lebelletse hore dithoto tse sa sebedisweng, naha e metseng e sa hlabollwang di tla fetolelwa motjheng wa ntlafatso ya moruo.