

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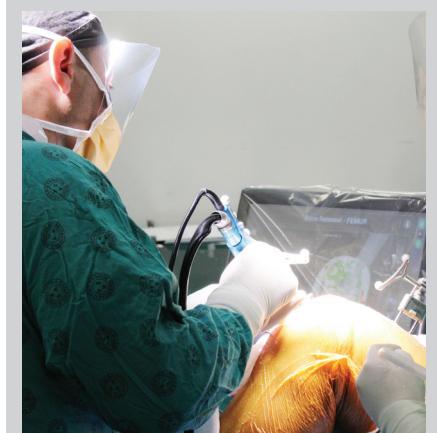
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**Africa Month:
Celebrating
the journey to
African unity**

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robotic surgery at
state hospital**

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EPWP e araba di-tlhahlo tša setšhaba

LENANEO LA KATOLOŠO YA MEŠOMO YA SETŠHABA (EPWP) le šogašogana le bohloki le tlhabollo ye hlælelago setšhabeng sa rena ka go hlola menyetla ya phetišetšo ya mabokgoni le kabo ya didirišwa tša setšhaba le ditirelo.

EPWP e kgatha tema phedišong ya bohloki ka go aba menyetla ya mošomo le ya tlhahlo go maAfrika Borwa ba go ihlokela le ba go hloka mabokgoni.

Go tloga ka 2014 EPWP e hlotše menyetla ya mešomo ye 2 343 147 nageng ka bophara.

Bontši bja bao ba holegago ke maloko a setšhaba bao ba ka bego ba hlokile menyetla ya go tsena mešomong ya semmušo ka baka la ge ba sena bokgoni le/goba ba saka ba šoma felo.

Gopol ka batho bao ba tlogetšego sekolo go tloga mola o dira Kreiti R go fihla Kreiti 12 le dithutong tša godimo. Ba feletše kae batho bao? Bontši ba bona ba ikhwetša ba šoma mešomo ya lebakanyana ya EPWP fao ba ikhweletšago mabokgoni ao a nyakegago gore ba thwalwe mebarakeng ya mešomo.

Re putsa batho ba go šoma ka thata

Ge ba tsenetše EPWP, bakgathatema ba amogela tlhahlo dilong tša go fapafapano tše bjalo ka go šoma ka dirapaneng, boletakgoro, go fa tlhokomelo ya setšhaba le go ba batimamello, goba go ithuta go ba bathuši ba motheo ba dikhemisi goba diathisene.

Re na le dikanegelo tše botse tše ntši tša EPWP fao mokgathatema a tsenelago lenaneo le bjalo ka motlhwekiši, mošomi wa ka serapaneng goba a šoma bjalo ka

mohlokemedi wa moithaopi gomme mafelelong a ba moathisene wa bokgoni le wa mangwalo a thuto, motimamollo le/goba mong wa kgwebopotlana yo a abelago batho ba gaborena mešomo.

Go tlišwa diphetogo

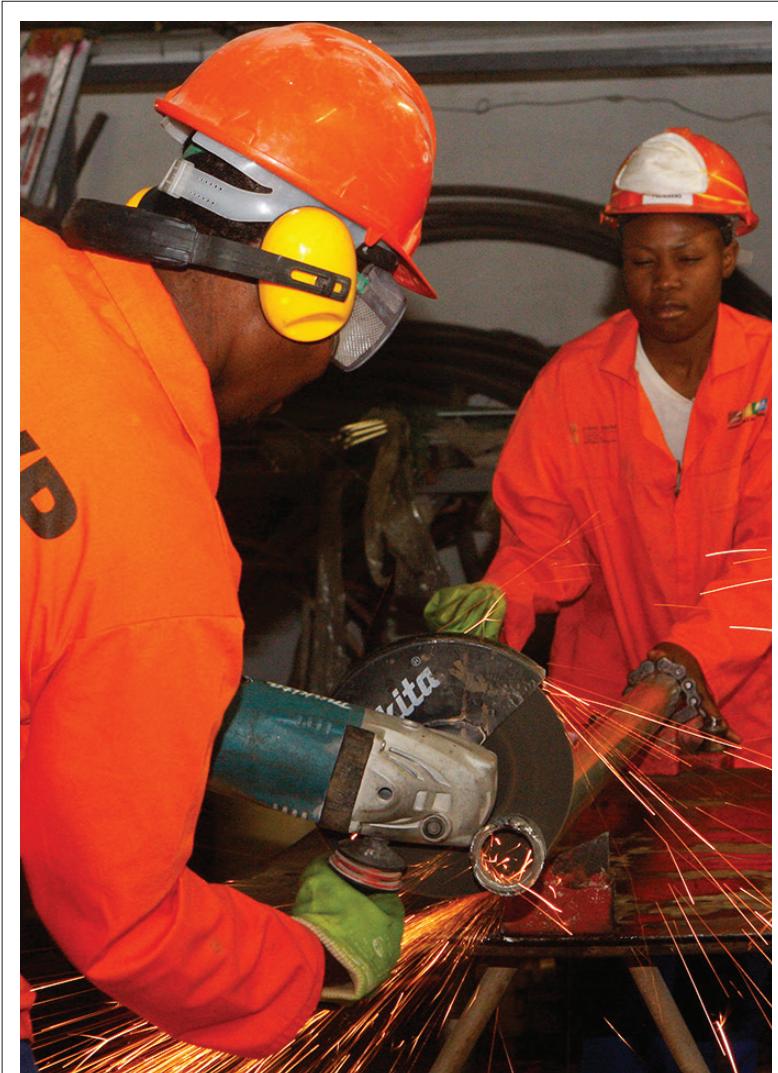
Kgoro e be e re: "o seke wa nyatša goba wa tseela EPWP fase le...tema ya tlhabollo ya setšhaba yeo lenaneo le le e kgathago kaonafatšong ya maphelo a batho ba gaborena."

Tema ya tlhabollo yeo kgoro e e laeditšego e amana le didirišwa tša setšhaba le ditirelo tše di abelwago batho ka lona lenaneo le.

Didirišwa tše bjalo ka matamo, ditsela, dinolofatši tša boitapololo setšhabeng, dikolo le dipetlela tše agilwego le go hlokamelwa ka go diriša mekgwa ya mešomo ye mentši ya EPWP.

Kua Mmasepaleng wa Selegae wa Mbashe gola Kapa Bohlbelo, maloko a setšhaba ebago bakgathatema ba EPWP ba kgathile tema kagong ya letamo la go bitša dimilione tše ntši tša diranta leo le kgontšhitšego mmasepala go abela metsana ya fao meetse a go hlweka a go nwa.

Tše dingwe tše ditirelo tša setšhaba tše abelwago batho ka EPWP di akaretša bakgathatema bao ba hlokamelago diketekete tše batšofadi gotee le makgolo a diketekete tše bana. V



Bakgathatema ba EPWP ba ka tsenela lenaneo le bjalo ka bašomi ba go hloka bokgoni gomme mafelelong ya ba diathisene tše nago le mangwalo a thuto.

(Seswantšho: DPW)

Go abela batho tlhahlo ke nepo ya go fedisa botlhoki



EPWP e nepile go fedisa bohloki le go hlola mešomo mola e abela batho ditirelo le didirišwa tše hlabolago setšhaba.

(Seswantšho: DPW)

EPWP e tla dula e le kanegelo ye botse yeo re ka e anegelago batho mošomong wa rena wa go abela batho bohole maphelo a makaone.

Le ge go le bjalo lenaneo le le lebagane le ditlhahlo. Go na le bakgathatema bao ba letetšego gore Lenaneo le le hlolele batho ba gaborena mešomo ya goyagoile.

Batho bohole setšhabeng ešita le bakgathatema ba lenaneo le ba nyakile gore menyetla ye abelwago ke lenaneo e dirwe menyetla ya goyagoile.

Le ge e le gore bakgathatema ba bantši ba humane mešomo ya goyagoile morago ga go kgatha tema go EPWP, go swanetše go gatelelwa gore lenaneo le ga se la nepa go hlola mešomo ya goyagoile.

EPWP e hlamilwe bjalo ka mokgwa wa go

fedisa bohloki le go hlola menyetla ya mešomo le ya tlhahlo bathong ba go hloka bokgoni mola e le gare e aba ditirelo le didirišwa tše tlhabollo ya ekonomi.

Mogolo wa motheo wa EPWP

Sehlophatšomo sa Tona ke sona se theago megolo. Mogolo wa bjale wa tšatši ka tšatši ke R83.59, eupša mekgatlo ye mentši ya setšhaba e lefa bakgathatema go feta mo.

Ntle le mešomo ye botse ye dirilwego ke EPWP go lwantšha bohloki le tlhabollo ye hlælelago setšhabeng sa gaborena mola e hlola menyetla ya mešomo le ya tlhahlo, EPWP ga se tharollo ya go hloka bosodi mo dipalopalong tše godimo tše naga ye tše tlhokego ya mešomo. V

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

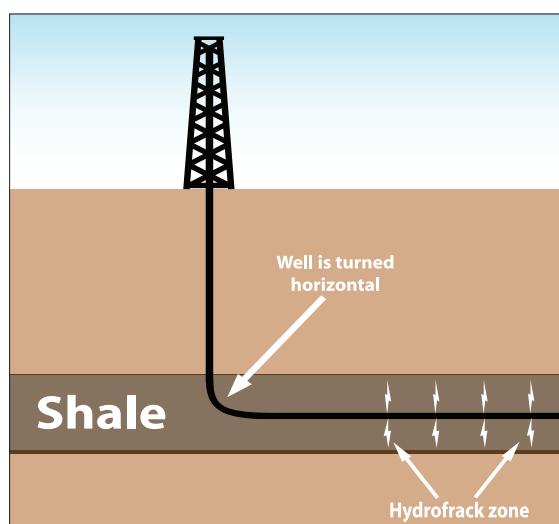
The extraction of shale-gas in the Karoo could see South Africa generate thousands of jobs and add as much as R960 billion to the economy over the next 20 to 30 years. Mineral Resources Minister Mosebenzi Zwane announced in late March that the government intended to proceed with the mining of shale gas.

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. □

Mananeo a mešomo ya bohole setšabeng a fanya ditlhoto tša setšaba

Lefaseng ka bophara, Mananeo a Thwalo ya Bohle Setšabeng (di-Pep) a phethagatšwa go arabela ditlhoto tše bjalo ka bohloki, kelo ya godimo ya tlhokego ya mešomong, dikgakgano dipolotiking ešita le/goba masetlapelo a tlhago.

Go no fa mohlala, nakong ya Phuhlamokgolo ya Ekonomi lefaseng ka bophara mengwageng ya bo 1930, Mebušo ye Kopanego ya Amerika e phethagaditše mananeo a di-Pep go arabela kelo ya godimo ya tlhokego ya mešomo yeo e bego e le gona mehleng yeo. Mmušo wa Amerika o thwetše dimilione tša badudi ba Amerika bao ba bego ba ihlokela

ebile ba sa šome le go hloka mabokgoni bjalo ka tsela ya go se rarolle fela tlhokego ya mešomo ye bego e wetše naga ka bophara eupša le go abela batho bohole didirišwa tša go swana le ditsela.

Ka ge Afrika Borwa e itemogela kelo ya godimo le ya go se laolege ya tlhokego ya mešomo, ka 2004 mmušo o beakantše go phethagatša lenaneo leo le tla šogašoganago le bohloki le tlhaelelo ya tlhabollo mola o le gare o aba didirišwa tša setšaba le ditirelo tše bjalo ka ditsela le mananeo a tlhokomelo ya ka malapeng ao a lego setšabeng mo Afrika Borwa. Ke ka fao EPWP e hlolegilego. □

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. □

Dipalo tša ekonomi ya selegae di šetše di dira diphetogo gola Kapa Bohlabela

TŠHILO YE MPSHA YE THEKGWAGO KA DITŠHELETE ke Hapo ya Tlhabollo ya Dinagamagae e tla kaonafatša maphelo a badudi ba dinagamagae tša Kapa Bohlabela le go gakatša kgolo ya ekonomi.



Mopresidente Jacob Zuma le mothomi wa Lethabo Milling Xolani Ndza gotee le Tonakgolo ya Kapa Bohlabela Phumulo Masualle kua pulong ya polante ya tšilo ya Bizana ya Hapo ya RED.

(Seswantšho: GCIS)

Siya Miti

Polante ye mpsha ya tšilo ya mafela dinagamagaeng tša Bizana e holofetša tshepho ya ekonomi ye mpshafetšego mo mmasepaleng wo wa Kapa Bohlabela. Tšilo ye ya go hwetšagala motsaneng wa Dyifani ka ntlenyana ga Bizana e gokeditše bafsa kudu ba go tšwa metsaneng ya fao ebile e aba megolo go maloko a dikgwebo a go feta 1 000.

Ka go thekgwa ka ditšelete ke mmušo wa Kapa Bohlabela ka fase ga lenaneo la Dihapo tša Tlhabollo ya Dikgwebo tša Dinagamae, senolofatši se sa go bitša R53.5 milione se šomiša mafela a tšwago dikgwebong tša felo leo go ka dirišwa ke sona setšhaba se gotee le go romelwa mabenkeleng a magolo dikgwebong tša bosešhaba.

Kua pulong ya tšilo ye go el a mafelelong a Hlakola, Mopresidente Jacob Zuma o hlalošitše gore protšeke ya Dyifani gotee le diprotšeke tše dingwe tše

tharo tša Hapo ya RED mo profenseng tše di lego kua mebasepaleng ya Chris Hani, OR Tambo le Alfred Nzo e tla direla badudi bao dinagamagae tše hlokologilwego letseno. “Dihapo tše tša RED ka tšweletšokgolo ya go aperala palomoka ya dihektara tše 3 754 tša naga le go tšweletša mafela le mabele ao a bjetswege ke dikgwebo tša magae... di dirile letseno la go lekana R8.2 milione nakong ya paka ya magareng.

“Dihapo tša RED di hlotše palomoka ya mešomo ye 397 le ya lebakanyana ye 679 ebile go na le kgonagalo ya go hlola mešomo ye mengwe ye mentši ge dipolante tša tšilo di šoma ka botlalo,” gwa hlaloša mōresidente.

E laolwa ke badudi ba motse, e fepa le naga

Vusi Ngesi, molaodipharephare wa Bizana Mill, o balela gore batho ba bonyenyane bja 1 400 ba holega thwi go tšwa mešomong

ya tšilo Go na le bašomedi ba goyagoile ba 64 le maloko ao a ka bago a 100 mo kgwebong ye nngwe le ye nngwe ya tše 14 tša felo leo tše di abelago tšilo, ebago kgwebo ya bobedi ya go šoma ka mafela. Tlhabollo ye e šetše e kaonafaditše selete se, arealo Ngesi.

“E fetotše maphelo a batho ka baka la gore go na le menyetla ya mešomo ebile tšilo e gona motseng ka gona ba tla hwetša mafela go tšwa mafelong a gaborena. Se sengwe se bohlokwa kudu ke gore batho ba ba fiwa mabokgoni a go dira diteko tša mmu, go sekaseka mmu le go hwetša gore ke mohuta ofe wa manyora wo ka dirišwago go buna dipuno tše itšego.”

Selete se se fetoga go tloga go sekgorboko sa balemi ba go iphediša go ba selete se itsepereletšego ka temo ya kgwebo. Tšilo ye e šila mafela bakeng sa Lethabo Milling ebago baabi ba mabenkele a magolo a bosešhaba a bjalo ka Disuphamakete tša Boxer le

Massmart, beng ba dikgwebo tša disuphamakete tša Makro le Game.

Tlhabollo ye tšwelagopele

Etšensi ya Tlhabollo ya Dinagamagae tša Kapa Bohlabela (ECRDA) e aba ditirelo tše tšwelagopele tša tlhabollo ya kgwebo Dihapong ka moka tše nne tša RED tše e di thekgilego ka ditšelete. Profense e iebantše le mothomi wa Lethabo Milling Xolani Ndza ba go thuša go aga diintasteri tše swarelelaggo go dikologa dihapo tše lego gona tša RED.

Ndzaba o bolela gore ka thušo ya gagwe Bizana Mill e šetše e thopile diotara go tšwa lebekneleng le legolo la Boxer.

“Polante ye e na le laporotori go netefatša gore mafela ao a šitšwego a fihlelela dikelo tša bona tša khwalithi. Go ya ka Memorantamo wa Tšhomisano (MoU), kwano ye e akaretša dihapo ka moka tša RED. Re aba mabokgoni a sethekni, taolo ya tlhabollo le khumanego ya mebaraka e lego mo Lethabo e tsenang gona.”

Lethabo Milling ye lego kua Freistata e dumelwa go ba khamphani ya mathomo ya mafela mo Afrika Borwa ye laolwago ke bathobaso ka moka. Kamano magareng ga Lethabo le mmušo wa profense ya Kapa Bohlabela e thomile ka morago ga gore e laletšwe ke Kgoro ya Dikgwebišano le Diintasteri (dti) gore a bolele le komiti ya palamente ka temo. “Kua moragonyana ka 2014, palamente e mpotšišitše ka fao ke tla thušago batho setšhabeng go fihlelela meba-

raka le ka mo nka netefatšago gore bengditšilo ba bantši ba ka tla bjang intastering ye, arealo Ndzaba.

Gabjale Lethabo e butše kantoro kua East London ka morago ga kopano ye atlegile-

“Dihapo tša RED di hlotše palomoka ya mešomo ye 397 ya goyagoile le ye 679 ya lebakanyana ebile go na le kgonagalo ya go hlola mešomo ye mentši ge dipolante tša tšilo di thoma go šoma ka botlalo,” Mopresidente Jacob Zuma.

go le ECRDA ye beakantšwego ke dti. Khamphani ya Ndzaba e nale bašomi ba 40 ba menngwaga ya palogare ya 31 ka baka la gore o šeditše tlhabollo ya bafsa.

“Bašomi baka bao ba ka dirago 43% ke basadi ebile ba šoma dikarolong tše bohlokwa tša kgwebo tše bjalo ka dilaporoti le metšeneng ya go phuthela ditšweletšwa. Ke sepediša polante ye phasitšege dikelo tša pološego ya dijо. Re dirile tlhagišo go kgoro le go ECRDA... ECRDA e re boditše gore e na le dipolante tša tšilo tše hlomilwego setšhabeng ya buša ya re kgopela gore re bone ka fao re ka thušago ka dikelo tša pološego ya dijо,” arealo Ndzaba a le gare a hlaloša mathomomayo a kamano ya gagwe le ECRDA. ▀



Mopresidente Jacob Zuma o boledišana le bašomi le maloko a setšhaba kua tsebagatšong ya Hapo ye Mpsha ya Tlhabollo ya Dinagamagae kgauswi le Mbizana gola Kapa Bohlabela.

(Seswantšho: GCIS)

Dihapo tša RED ke eng

Etšensi ya Tlhabollo ya Dinagamagae ya Kapa Bohlabela (ECRDA) e nyaka go hlabolla metsana ya dinagamagae bjalo ka senthara ya ditiro tša temo ya kgoparara ka go amanya botšweletši, tshepetšo ya tšona le dikokwane tša bobapatši.

Dibjalo tše tšwelelitšwego setšhabeng di sepetšwa le go bapatšwa ka dihapo tša RED mola letseno la gona le beeletšwa

ka leswa mo setšhabeng seo.

Peeletšo ya profense kua Ema-lahleni, Ncora, Mqandui le Bizana e akaretša go agwa ga matlolo, polante ya go šila, leporogo la go kala le didirišwa tša temo.

Ka gona go amanya botšweletši go dinolofatši tša tshepetšo le mebaraka, profense e letetše gore didirišwa tše sa šomišwego, e bago naga ditšhabeng tša dinagamagae, di tla fetošwa disepediši tša ditiragalo tša ekonomi.