

Vuk'uzenzele



Produced by Government Communications (GCIS)

Xitsonga/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.



Africa Month: Celebrating the journey to African unity

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Revolutionary robotic surgery at state hospital

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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

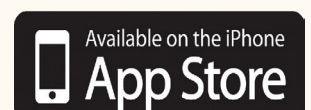
granted the right to union protection. They also enjoy the right to picket at both their employer's and the labour broker's premises.

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



EPWP yi hlamula eka mitlhontlho ya vanhu

NONGONOKO WA MITIRHO ya Mani na mani leyi ndlandlamuxiweke (EPWP) wu le ku lweni na vusweti na ku nga hlukuki hi ku ringana eka miganga ya hina hi ku tumbuluxa swivandlanene swa ku hundzisa swikili na ku phakela tinhundzu ta vaaki na vukorhokeri.

"EEPWP yi kunguhatiwile tanihi qhinga ro hunguta vusweti, yi tumbuluxa swivandlanene swa mitirho na vuleteri eka lava nga ri ki na swikili, loko yi karhi yi phakela tinhundzu na vukorhokeri bya nhluvukiso wa ikhonomi ya vanhu".

EPWP yi le ku tirheni ka ntirho eku hunguteni vusweti hi ku nyika swivandlanene swa mitirho na vuleteri eka Mafrika-Dzonga lama sweleke na lama nga ri ki na swikili-leteriwangiki.

Vuyerisa ku tirha hi ku hiteka

Ku sukela hi 2014 EPWP, yi tumbuluxile 2 343 147 wa swivandlanene swa mitirho etikweni hinkwawo. Vo tala lava vuyeriweke i swirho swa vaaki leswi handle ka yona a swi ta va swi nga va ngi na nkateko wo nghena eka mitirho ya ximfumo hikuva va nga leteriwangi na/kumbe va nga se tshamaka swi tirha.

Ehleketi hi vanhu lava tsandzekeke loko wena u karhi u humelela ku suka eka

Ntangha R ku ya eka Ntangha ya 12 endzhaku ka swona u ya eka dyondzo ya le henhla. Xana vanhu volava va helele kwihi? Vo tala va vona va helele eka ku thoriwa swa nkarhinyana eka EPWP, laha va kumaka vutshila lebyi lavekaka ku nghena eka makete wa ntirho wa ximfumo.

Loko va ri eka EPWP, vangheneleri va kuma vuleteri eka swilo swo hambanahambana swo fana na ku endla nghadi, vusirheleri, ku nyika nhlaviso wa muganga, na ku lwa na ndzilo, kumbe va dyondza hi ku pfuneta ka masungulo ekhemisi kumbe tiathizene.

Hi na switori swa kahle swo tala eka EPWP laha mungheneleri a ngenaka eka Phurogireme tanihi mubasisi, muhlayisi wa nghadi kumbe a tirha tanihi mutinyiketi wa muhlayisi kutani emakumu a va na vutshila na ku thwasela vuathizene, ku lwa na ndzilo na/kumbe ku va n'winyi wa mabindzu lamatsongo loyi a nyikaka mitirho eka vanhu va hina.

Ndzawulo yi vula leswaku: "u nga tshuki u nyadza na/kumbe ku tekela ehansi EPWP na ntirho wa nhluvukiso lowu

wu yi wu endlaka eku antswiseni ka vutomi bya vanhu va hina."

Hoxa xandla eku tiseni ka ku cinca

Ntirho wa nhluvukiso lowu Ndzawulo a vulavuleke hi wona wu fambelana na tinhundzu ta muganga na vukorhokeri lebyi phakeriweke hi ku tirhisa Phurogireme. Tinhundzu i swilo swoleswo swo kota madamu, magondzo, switirhisiwa swa vuhungaselelo swa muganga, swikolo na swibedllehe leswi akiweke na ku hlayisiwa hi ku tirhisa maendlele yo hetiseka ya vatirhi va EPWP.

Eka Masipalaxikaya wa Mbashe eKapa-Vuxa, swirho swa vaaki - vangheneleri eka EPWP - va teke xiave eku akiweni ka damu ra timiliyoninyingi ta tirhandleri kotiseke masipala ku nyika mati yo basa lama nwekaka eka miganga ya kwale.

Yin'wana ya vukorhokeri bya muganga leyi nyikiwaka hi ku tirhisa EPWP yi katsaka vangheneleri lava hlayisaka vadyuhari va magidigidi xikan'we na madzanadzana ya vana. **U**



■ Vangheneleri eka EPWP va nga nghena eka Phurogireme va nga ri vatirhi lava nga na swikili naswona va va na vuswikoti bya ku va tiathizene. (Xifaniso: DPW)

Ku hungutiwa ka vusweti, ku nyikiwa ka vuleteri hi xona xikongomelo



■ Xikongomelo xa EPWP i ku hunguta visweti na ku tumbuluxa mitirho, loko ku ri karhi ku phakeriwa tinhundzu ta nkoka ta nhluvukiso na vukorhokeri. (Xifaniso: DPW)

EEPWP yi tshama yi ri xitori xa kahle ku xi hlamusela eka mitirho ya hina yo phakela vutomi byo antswa eka hinkwawo.

Hambi swi ri tano Phurogireme yi langutana na mitlhontlho. Ku na vangheneleri lava langutelaka leswaku Phurogireme yi tumbuluxa mitirho ya nkarhi hinkwawo eka vanhu va hina.

Vaaki kumbe hambu ku ri vangheneleri eka phurogireme va koxile swivandlanene leswi nyikiweke hi phurogireme ku va va endlwa vatirhi va nkarhi hinkwawo.

Hambileswi vangheneleri vo tala va kumeke mitirho ya nkarhi hinkwawo endzhaku ko nghenelela eka Nongonoko wa Mitirho ya Mani na mani lowu ndlandlamuxiweke, swi fanele ku tshikeleriwa leswaku Phurogireme a yi kongomisiwangi eku tumbuluxeni mitirho ya nkarhi hinkwawo.

EPWP yi kunguhatiwile tanihi ndlela yo hunguta vusweti na ku tumbuluxa swivandlanene swa mitirho na vuleteri eka vanhu lava nga ri ki na swikili, loko yi karhi yi phakela tinhundzu na vukorhokeri bya nhluvukiso wa ikhonomi ya vanhu.

Muholo wa mpimoxihansi wa EPWP

Ntlawa wa Vaholobye wu veka miholo ya EPWP. Muholo wa siku na siku sweswi wa EPWP i R83.59, kambe mihlangano yo tala ya vaaki va hakela vangheneleri ku tlula laha.

Handle ka ntirho wa kahle lowu EPWP yi wu endleke ku lwa na vusweti na ku nga hlukuki hi ku ringana emigangeni ya hina loko ku karhi ku tumbuluxiwa swivandlanene swa mitirho na vuleteri, EPWP a hi xintshuxo xo hetiseka eka mpimo wa vupfumalantirho wa le henhla wa tiko. **U**

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.

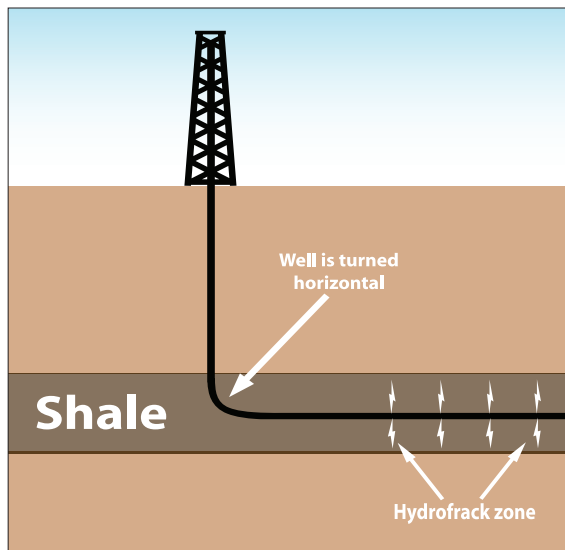
Mineral Resources Minister Mosebenzi Zwane announced in late March that the government intended to proceed with the mining of shale gas.

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 Motlounng however 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.



Motlounng 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.

Motlounng 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. **■**

Minongonoko ya mitirho ya mani na mani yi hlanguana na mitlhontho ya vanhu

Tiphurogireme ta ku Thoriwa ka Mani na mani (Peps) emisaveni hinkwayo ta simekiwa ku hlamula eka mitlhontho yo fana na vusweti, mipimo ya le henhla ya vupfumalantirho, mikwetlembetano ya swa tipolotiki na/kumbe timhangu ta ntumbuluko.

Xikombiso, hi nkarhi wa Ntshikilelo Lowukulu hi va ma 1930, Amerika yi simekile Peps ku hlamula eka mpimo wa le henhla wa vupfumalantirho lowu a wu ri kona khale. Mfumo wa Amerika wu thore timiliyoni ta MaAmerika lama sweleke na lama nga ri ki na swikili,

ku nga ri ntsena tanihi ndlela yo lwa na ku hangalaka ka vupfumalantirho etikweni, kambe ku tlhela wu phakela tinhundzu ta mani na mani to fana na magondzo.

Afrika-Dzonga ri karhi ri tokota mpimo wa le henhla swinene wa vupfumalantirho, hi 2004 mfumo wu sungurile ku simeka phurogireme leyi a yi ta lwa na vusweti na ku nga hlukwi loko wu karhi wu phakela tinhundzu ta munganga na vukorhokeri byo fana na magondzo na tiphurogireme ta nhlaysi wa vanhu emakaya ya vona eAfrika-Dzonga. Hileswi EPWP yi sunguleke hakona. **■**

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 Motlounng 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. **■**

Tisenthara ta ikhonomi ta laha kaya ti le ku tiseni ku hambana eEC

XIGAYO XINTSHWA lexi hakeleriweke hi Senthara ya Nhluvukiso wa Bindzuningi ra le Makaya xi ta antswisiwa vutomi bya vaaki va le makaya eKapa-Vuxa na ku khutaza ku kula ka ikhonomi.



Phuresidente Jacob Zuma na n'winyi wa Xigayo xa Lethabo Xolani Ndzaba na Holobyenkulu wa le EC Phumulo Masualle eku simekiweni ka muchini wo gaya eka Senthara ya RED ya Bizana. (Xifaniso: GCIS)

Siya Miti

Xigayo xo gaya mavele xintshwa eka matikoxikaya ya le Mbizana xi tshembhisa ku pfuxeta ikhonomi eka masipala lowu wa le Kapa-Vuxa. Xi kumeka etikweni ra Dyifani ehandle ka Bizana, xigayo xi kuma vatirhi -ngopfungopfu vantshwa -ku suka ematikoxikaya na ku nyika miholo eka ku tlula 1 000 wa swirho swa bindzu.

Xi hakeleriwele hi mfumo wa le Kapa-Vuxa ehansi ka phurogireme ya Tisenthara ta Nhluvukiso wa Bindzuningi ra le Makaya (Tisenthara ta RED), mali xa R53.5 wa timiliyoni xi lulamisa mavele lama phakeriweke hi mabindzu ya laha kaya ku va ya ta tirhisiwa hi miganga ya laha kaya xikan'we na ku va ya rhumeriwa eka tixelufu ta mafambiselo ya nxavisoxin'wexin'we wa rixaka.

Eku pfuriweni ka xona emahlweni ya Nyenyankulu, Phuresidente Jacob Zuma u hlamuserile leswaku phurojeke ya Dyifani swin'we na tiphurojeke tinharhu tin'wana ta Senthara ya RED eka xi-

fundzhankulu - leti kumekaka eka timasipala ta Chris Hani, OR Tambo na Alfred Nzo - ti ta tumbuluxa miholo eka vaaki va le migangeni ya le makaya leyi fularheriweke.

"Tisenthara leti ta RED ti na andziso wa masungulo lowu angarhelaka ntsengo wa 3 754 wa tihekita ta misava na ku humesa mavele na makhaha lawa rimiweke hi mabindzu ya le makaya ... ti endlile miholo ya kwalomu ka R8.2 wa timiliyoni hi nkarhi wa le xikarhi ka theme.

"Tisenthara ta RED ti tumbuluxile ntsengo wa 397 wa mitirho ya nkarhi hinkwawo na 679 wa mitirho ya nkarhi wo koma nawona ku nga tshuka ku tumbuluxiwile mitirho yo tala loko michini ya xigayo yi sungula ku tirha hi ku hetiseka." ku hlamusele phuresidente.

Xi na vun'winyi bya vanhu va le matikoxikaya, ku phamela tiko

Vusi Ngesi, mufambisi wo angarhela wa Xigayo xa Bizana, u pimanyeta leswaku kwalomu ka 1 400 wa vanhu va vuyeriwa

hi ku kongoma ku suka eka ku tirhisiwa ka xigayo. Ku na 64 wa vatirhi va nkarhi hinkwawo na kwalomu ka 100 wa swirho eka 14 wa mabindzu ya laha kaya yan'wana na yan'wana lawa ya phakelaka xigayo, bindzu leritsongo, hi mavele ku va ya gayiwa. Nhluvukiso se wu antswisile rhijini ku vula Ngesi.

"Xi cincile vutomi bya vanhu hikuva ku na swivandlanene swa mitirho naswona xigayo xi laha naswona va nga kuma mugayo ku suka eka ndhawu ya hina. Leswi tlhelaka swi va swa nko ka hi leswaku vanhu va karhi ku leteriwa ku va va teka swikombiso swa misava, ku xopaxopa misava na ku hlamusela muxaka wa manyoro lawa ya nga ta tirhisiwa ku humesa mihandzu yo karhi."

Rhijini yi le ku fambeni ku suka eka nhlengelo wa varimela-ku-dya ku ya eka rhijini leyi ngaya bindzu ra vurimi. Xigayo xi gayela Xigayo xa Lethabo mavele, lava ku nga vaphakeri va switolo swa rixaka swo fana na Mavhengele lamakulu ya Boxer na Massmart, vinyi va switolo swa mavhengele

lamakulu ya Makro na Game.

Nhluvukiso lowu yaka emahlweni

Ejensi ya Nhluvukiso wa Makaya ya le Kapa-Vuxa (ECRDA) yi nyika vukorhokeri bya nhluvukiso wa bindzu lowu yaka emahlweni eka Tisenthara ta RED hinkwato ta mune leti va ti seketeleke hi swa timali. Xifundzankulu xi yile eka n'winyi wa Xigayo xa Lethabo Xolani Ndzaba ku pfuna ku aka vumaki bya nkarhi wo leha eka tisenthara ta RED leti nga kona. Ndzaba u vula leswaku hi ku pfuna ka yena Xigayo xa Bizana xi hlurile eka ku kuma toda ku suka eka mavhengele ya Boxer. "Muchini wolowo wu na laboratoru ku tiyisisa leswaku mavele lama gayiweke ya fikelela riguru ra xiyimoxa le henhla ya vona. Hi ku ya hi Memorandumu ya Ntwanano, ntwanano wu angarhela tisenthara ta RED hinkwato. Hi nyika vutshila bya xithekiniki, mafambiselo ya nhluvukiso na mlikelelo eka timakete, laha ku nga kona Lethabo a ngenaka kona."

Xi kumeka eFree State, Xigayo xa Lethabo xi tshembhiwa ku va xona xo sungula ku va na 100 phesente ya vun'winyi bya vantima bya khamphani yo lulamisa mavele eAfrika-Dzonga. Vuxaka exikarhi ka Lethabo na mfumo wa xifundzankulu xa Kapa-Vuxa byi sungurile endzhaku ka loko a rhambiwile hi dti ku vulavula na komiti ya palamende eka vurimi. "Khale hi 2014, palamende yi ndzi vutisile hilaha ndzi nga pfunaka hakona miganga ku fikelela makete na hilaha ndzi nga tiyisisaka vagayi va vantima vo tala ku va va nghena eka

bindzu," ku vurile Ndzaba. Lethabo sweswi se u pfurile hofisi eEast London endzhaku ka nhlengeletano leyi humeleleke na ECRDA leyi a yi lulamisiwile hi dti. Khamphani ya Ndzaba yi na vatirhi va 40 va vukhale bya nhlayo-xikarhi

"Tisenthara ta RED ti tumbuluxile ntsengo wa 397 wa mitirho ya nkarhi hinkwawo na 679 wa mitirho ya nkarhi wo koma naswona ku nga tshuka ku tumbuluxiwile mitirho yo tala loko michini ya xigayo yi sungula ku tirha hi ku hetiseka." Phuresidente Jacob Zuma"

ya 31 hikuva u kongomisa eka nhluvukiso wa vantshwa. "Makumemunenharhu wa tiphesente ta vatirhi va mina i vamanana naswona va tirha eka swiphemu swa nko ka swa bindzu swo fana na tilaborotari, tindhawu to phutsela. Ndzi fambisa muchini lowu paseke swipimelo swa vuhlayiseki bya swakudya. Hi endlile xiviko eka ndzawulo na ECRDA ... kutani ECRDA yi hi byerile leswaku michini ya swigayo leyi tumbuluxiweke eka miganga na ku hi kombela ku kamba hilaha hi nga pfunaka hakona hi swipimelo swa vuhlayiseki bya swakudya," ku vurile Ndzaba, a hlamusela masungulo ya vuxaka bya yena na ECRDA. **V**



Phuresidente Jacob Zuma a vulavula na vatirhi na swirho swa vaaki eku simekiweni ka Senthara ya Nhluvukiso wa Mabindzu lamantsongo eMatikoxikaya ekusuhu na Mbizana eKapa-Vuxa. (Xifaniso: GCIS)

Xana i yini Tisenthara ta RED

EJENSi ya Nhluvukiso wa Matikoxikaya eKapa-Vuxa yi lava ku hluvu-kisa miganga ya le makaya tanihi xivindzi xa matirhelo ya mapurasi lamakulu hi ku hlanganisa ntshovelo, ku lulamisa na nko ka ku makete. Swirimiwa leswi tshoveriwaka hi muganga swa lulamisiwa na ku xaviswa hi ku tirhisa Tisenthara ta RED na ku va miholo ya kona yi vekisiwa naka-mbe eka miganga.

Vuvekisi bya xifundzankulu Emalahleni, Ncora, Mqanduli na Bizana byi angarhela ku akiwa ka mfurheko, muchini wo gaya, na buloho ro kala na xitirhisiwa xo rima. Hi ku hlanganisa ntshovelo ku ya eka switirhisiwa swo lulamisa na ku ya etimakete, xifundzankulu xi languterile leswaku tinhundzu leti nga hluvu-kisiwangiki, misava, eka miganga ya le makaya ti ta hundzuriwa nghingiriko wa ku fambisa ikhonomi.