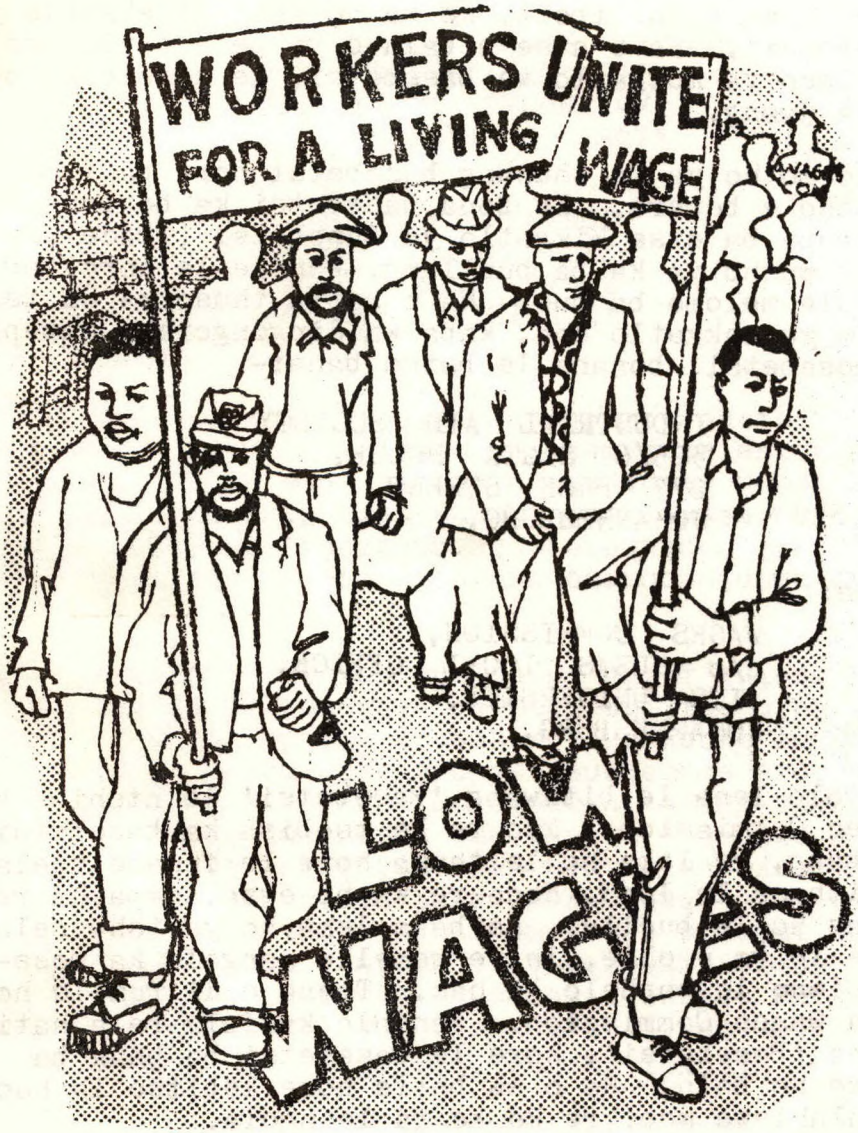
basebetsi

koranta eabasebetsi

april 1974 **no. 2**



TSA MOHLOPHISI

Ho na le mengolo e mengata leqepheng lena la 'Basebetsi'. Ho bolelwa kamoo basebetsi ba ka ipopang kateng, le mathata a fumanwang ke basebetsi ba lekang ho tsa jwalo. Bothe ba etsa ntho e tshwanang. Ha basebetsi ba batla meputso e betere, ba tshwanetse hore ba eme mmoho. Ha ho ka etsa mosebetsi a le mong, mohlomong a ka tejelwa. Empa ha basebetsi ba ema mmoho, monga mosebetsi a ka ba mamela. Tsela e nngwe ya ho ipopa, ke ka ho emisa 'Mekgatlo ya basebetsi'. Ha o ntse o bala o ya pele o tla thola tlhaloso ya mokgatlo wa basebetsi, le hore o ka o thusa jwang.

Ha ho motho ya ka thusang basebetsi hore ba fumane meputso e betere. Ke bona basebetsi ka bo bona ka ho ipopa ba etse Mikgatlo ya Basebetsi (Trade Union) Ha ho motho ya ka ba buellang, kantle le hore bona ba bule melomo ba bue. Ha o batla thuso ka ha tsamaiso ya mokgatlo ona, kapa ka dingongoreho mabapi le mosebetsi, bonana le batho bana:-

INDUSTRIAL AID SOCIETY
305/6 SACTA HOUSE,
277 BREE STREET,
JOHANNESBURG.

kapa:

WAGES COMMISSION,
c/o NUSAS LOCAL OFFICE,
WITS UNIVERSITY,
JOHANNESBURG.

Lengolo lena le bitswang 'Basebetsi' le ntshiwa ke Wages Commission. Moo re le tsebisa ka basebetsi ba bang, re leka ho le thusa hore le fumane tsela ya ithusa le lona. Hona re ka ho etsa, empa ha re kgone ho le buella. Ka baka lena ho ya tshwanela hore le re ngolle, le re romelle mangolo ka mosebetsi le bophelo ba hao. Tsena o di romele ho yona Wages Commission. Mangolo kaofela re a hatisa ho 'Basebetsi', hore le basebetsi ba bang ba tsebe ho bala. Ha o sa batle hore lebitso la hao le hlahiswe moo, re ke ke ra le ngola.

LEKGOTLA LA BASABETSI KENG?

Beng ba mesebetsi ba na le dicheseho; le basebetsi ba na le dicheseho. Beng ba mesebetsi ba tla be be ba kopane ho shebisana ka dicheseho tsa bona; le basebetsi feela jwalo. Dicheseho tsa beng ba mesebetsi ke eng? Ke ho etsa chelete e nngata. Ba e etsa ka tsela e jwang chelete ena? Ka ho sebedisa basebetsi, Mechini ha e kgone ho itsamaisa, ke nnete e thusa ho phakisa mosebetsi; empa ho batleha basebetsi hore ba e tsamaise.

Ke re lekantshe ka monga mosebetsi ya nang le feme ya diboloko tsa konkrate (concrete). Paulus Msimang o sebeletsa lekgowa lena. O etsa diboloko tse 1,000 ka beke. Diboloko tsena di bitsa R100. Empa Paulus Mismang o fumana R10,00 ka beke. R90 yona e ya kae? Re ya tseba hore lekgowa lena le tshwaretse le reke santa le samente le patalle le mochini ha o senyeha, le makoloi. Mohlomong dintho tsena kaofela di ja R80 ka beke. R10 e salang e ya kae yona? Lekgowa le e kenya ka mokotleng. Ha Paulus a fumana R1 le lekgowa le fumana R1. Ka baka leo Paulus of sebeletsa moputso wa hae ka matsatsi a mabedi le halofo, ka matsatsi a mang a mabedi le halofo o sebeletsa lekgowa, ke hore monga mosebetsi.

Ke nnete beng ba mesebetsi ba kahare ke bona ba sebetsang haholo, ba sheba basebetsi, ba lefa mechini, santa le samente; kantle ho ntho tsena, feme e keke ya eba teng. Ka baka leo, ba tshwanetse ho fumana moputso wa bona. Empa ha se hore femeng mona mosebetsi ka mong o na le monga hae. Ka baka leo, basebetsi ba 10C ba etsetsa monga bona R1000 ka beke! Paulus yena, le ba bang, ba fumana R10 feela. Ha ba batla ho fumana meputso e metle, ba tshanetse ba kopane ba emise mokgatlo wa basebetsi.

A ke re lekantshe hape: Monga mosebetsi ha a lefa R5 ka beke, yena o fumana R2,000 ka beke. Ka baka leo, beng ba mesebetsi ba etsa chelete e nngata ka ho lefa batho meputso e menyane. Ha motho kapa mosebetsi a eya ho monga hae a kopa chelete e betere, o ya tejelwa. Hoo, ho bontsha hore ha o na matla ka bowena. Keng seo o ka se etsang ha o sa kgotsofale ke moputso wa hao, leka ditsela tseo le sebetsang ka tsona? Ha le ka kopana la ema mmoho, le basebetsi ba bang, le ka ba le matla. Ha basebetsi

kaofela ba ka ema mmoho le basebetsi ba bang, ba kopa chelete e betere, ho ka ba thata ho monga mosebetsi a ba tebele kaofela, ka hore a ka lahlehelwa ke chelete e ngata le basebetsi ba matla.

A ka tshwanela hore a qale fatshe a batle basebetsi ba bacha a ba rute mosebetsi. Ha mosebetsi a le mong a batla tefo e betere, a ka hloleha, empa ha ba ba kopana kaofela, ba batle chelete e betere, ba fokoletswe dihora tsa ho sebetsa, le ditsela tse betere tsa ho sebetsa, ba ka phomella. Basebetsi ha ba kopana, lentswe la bona le ya utlwahala. Dingongoreho tsa bona di tla mamelwa. Ke ka ho kopana feela hore basebetsi ba tsebe ho aha mokgatlo wa basebetsi. Mokgatlo wa basebetsi ke oona Sosaithi ya basebetsi. Ke lona lerumo le ka ba phedisang Mokgatlo ona ke ona molomo wa basebetsi. Mokgatlo wa basebetsi ke yona kopano ya basebetsi e ba thusang ho fumana meputso, le bophelo bo betere mesebetsing. Factory e nngwe le e nngwe e ikgethela mongodi le komiti ya yona, hona ho basebetsi. Jwale he, Paulus yena ka hore a sebeletsa feme ya samente, o tshwanetse a kene mokgatlong wa hona moo.

Beng ba mesebetsi, ho bobebe ho bona hore ba kopane ka hore ba na le mekgatlo e tshwanang le bo Natal Employers Association, Chamber of Commerce, Durban Stevedoring Labour Supply Company, Chamber of Mines; le tse ding. Ha basebetsi ba le bangata, ho thata ho emisa Mokgatlo ona wa basebetsi. Histori e bontsha ntho e kang ena.

Kanti nabo abaqashi bezisebenzi bengabanini bezisebenzi eyahlukeneyo baye bahlangane, baqalise Umhlangano wabo bodwana njengoba kukhona i-Chamber of Commerce, i-Durban Stevedoring Labour Supply Comapny, Chamber of Mines nezinye izinhlangano zabanini mesebenzi eyahlukeneyo. Abasebenzi abaningi beyi ngxubevange baye bafumaise kulukhuni ukuhlangana ngokuzwana babe yi-Trade Union.

Kodwa namhlanjena sekufike isikhathi sokuba kuqaliswe ukuba abantu bahlangane. Sibhekise kubasebenzi abamnyama. Leliphepha lizokhipha njalo okufanele kwenziwe uma abasebenzi abamnyama sebevuleke amehlo. Kulukhuni ukuhlanganisa abantu abasebenzayo abamnyama ngenxa yemithetho ebavimbelayo.

Kodwa noma kunjalo, kufanele abantu baqalise ukuhlangana, babize imali yokuhola. Bakhulume ngendlela abaphethwe ngayo izisebenzi. Okudumazayo ukuthi abenlungu bodwana abanikwe amalungelo okuhlangana ngomthetho wakwa Hulumende. Noma kunjalo kufanele nabantu bazihlanganise bangesabi. (i-khona inhlangano ye Garment Workers Union).

Wonke umuntu osebenzayo unezikhalo ezifanayo. Akukhathaleki noma wena unguZulu, noma uliMpondo, noma usizwe sini kodwa umnyama kufanele uzwane nomunye omnyama ngesikhumba. Abasebenzi bangabantu abanegazi elifanayo. Kuhle baphile njengabazalwana. Bafumane ithuba lokufuna imali ngokufanayo. Uma behlangene ngokuzwana umthwalo wabo wobalulana.

Ku "BASEBENZI" wenyanga endlulile sacaza ukuthi iyini iSosayithi Yosizo, sasho nokuthi kwenziwa amalungiselelo wokuthi siqale enye lapha eGoli masinga fumana imali yokuiqala ngo-February.

LeSosayithi Yosizo iphethwe yi Industrial Aid Society, ikheli labo nizolithola ekuqaleni kwalo lona leliphephandaba. ISosayithi lena iphethwe ngabasebenzi ukuze bakwazi ukusiza abanye abasebenzi. Isizo uma umuntu enesikhalo, okusho ukuthi abasebenzi bazakuba nakho ukuya kusosayithi ngezikhalo zabo ukuthi yona i bone ukuthi ingenzani ukubasiza. Isosayithi izaube inesikolo sokufundisa abasebenzi aba funa ukufunda ukubhala nokufunda isilungu. Uma ufuna ukujoina lombutho, unga khokha i-50 amasenti.

Lombutho uvulelwe noma ngomphi umsebenzi olilunga lesosayithi. Amalunga esosayithi azobhdala amsenti ayishumi ngeviki ezobasiza uma bona, abafazi/madoda noma abantwana noma abomuzi wabo besherile. Lemali mailokhu ikhula, izoba neminye imisebenzi.

Uma unezikhalo ngomsebenzi wakho, noma ufisa ukwazi ngalombutho, siza ufike ehofisini le Sosayithi eli zavulwa ukuqukela ekuqaleni kuka February kuleli kheli eselibhalwe ekuqaleni kwalo leli phephandaba.

IFEMU LILINGANISA ABAFAZI ESIKALWENI UKUVIMBA UKWEJWA KWENYAMA

Ifemu lenyamz laseSprings lilinganisa abafazi balo esikalweni ukuze bekuvimbele kahle ukuntshontshwa kwenyama.Libalinganisa esikalweni phambi nasemuva kokusebenza.Amadoda alo akhuthuziwe futhi.

Inyunyana yabasebenzi ye-Industry yokudla ihlanganiswa esikhathini esisand" ukudlula.Igama layo

lili-"Sweet food and allied workers union." Uma ihlanganiswa yayingamakhulu amabili abasebenzi abajoyinayo.

Umnumzane Leonard Sikakane, umhlanganisi wenyunyane wathi abahloli abanye bezinyunyane ezinye babekhona emhlanganisweni.

Umabalane omkhulu wezinyunyane zonke nasephesheya wathuma icingo lithakazela inyunyane entsha. Icingo lithi " Inyunyane izobanomsebenzi olukhuni lokuhlanganisa bonke abasebenzi be-Industry yokudla, benze kube ngcono izimo zabasebenzi."

-Rand Daily Mail 16/2/74.

UMTHETHO WENHLAWULO YABASEBENZI

Umthetho wenhlawulo yabasebenzi ungumthetho wokuvikela abasebenzi emsebenzini. Umthetho ulungisela abasebenzi ingozi ngemali. Umthetho usiza ngekhokhelo yemali kumsebenzi engekho emsebenzini emuva kwelinyazwa kwawo. Umthetho wehlawulo yabasebenzi ukhokhela umsebenzi imali uma elimele emsebenzini, futhi uzothola enye imali ukuba ukulimala kwake akululama. Umthetho ukhokhela futhi imvoko yomsebenzi imali nya ebulawa emsebenzini. Usiza futhi ngokuncwajwa komsebenzi oshonayo emsebenzini. Imali yezelapho ihlawulwa futhi. Futhi usizo luyanikwa ukuba uthola isifo emsebenzini engasakwazi ukusebenza kahle.

Uma uba emuva kwangozi , ungakwazi ukuya emsebenzini singadluli isikhathi esingaphansi kwamasonto amabili, uzokwazi ukuthola isigaba samakwata amathathu wenholo wakho. Kodwa awuzuhatalwa amalanga amathathu

wokugala kokuyekwa kwako emsebenzini.Ukuba ukuyekwa kwako kudlula amaveki amabili uzokwazi ukuthola imali yonke ngoba indaba yamalanga amathathu ayisasebenzi umugula isikhathi eside . Ukubatalwa kwemali kugcina nxa iphela unyaga.

Ukuba uthola ukulimala kungenakuguqulwa (ngokulinganisa; ungqunyelwa umunwe,noma ingalo ,noma into enje) uvunyelwa ukuthola imali ngoba ulimele futhi kufanele uthole imali ngokuthi kulahlekwa umholo wakho ngoba umsebenzi wamuyeka.Ngakhoke ubukiswa ukuthi ake uye kuqashi wakho noma enyunyana yakho.Bona bazokulayeza lahle ukuthi umhlawulo wakho wumalini.

Imvoko yomsebenzi obulawa emsebenzini izothola imal njenga lezi izimiselo:

1.Wayehola imali-ni phambi kokufa kwake.

2.Oshonayo anabantwana abangaki..

Njenga lezi izimiselo , imvoko izokwazi ukuthola imali yenhlawulo kodwa leyi imali lizobekwa ebange noma eBantu Commissioner.Imvoko izothola imali njalo-nje ngenyanga.Uma imvoko ikhokhela imali yokungcwaba umsebenzi ogodukilayo emsebenzini , imvoko yona izobuyiselwa imal eyikhokhayo kuBantu Commissioner - kodwa imali ebuyiselwayo ayizudlula amarandi awo-75.

Zonke izindleko zesibedlela wenziwe ngokugula emsebenzini zizobuyiselwa kuBantu Commissioner kodwa inhlawulo yesibedlela izogcina emuva kweminyaka emibili Ubukiswa ukuthi ulungise nomqashi wakho noma iwage clerk , ukuthi ufaniwe intshuwalenseni -na? Futhi umbuze ukuthi amafomu wombiko wengozi athuniwe kuDepartment of Labour -Na? Kungumthetho ukuthi umqashi wakho agcwalisa amafomu wengozi futhi ukuthi ambizela umsbsenzi

imali yehlawulo uma elimele emsebenzini.Kungumthetho futhi ukuthi umqashi abona ukuthi umuntu olinyaziwe amiswe esibedlela futhi akazukwazi ukuthathela umuntu imali yakhe yesibedlela.

CLEMENTS KADALIE NE I.C.U.

U-Clement Kadalie, Wazalelwa e Malawi lena eyayibizwa, Nyasaland. Weza e-South Africa engumfana. Ukhunjulwa njengomunye wabasunguli nomholi omkhulu we-Industrial and Commercial Workers Union Of Africa (I.C.U.)-, okuyiyoma enkuli nephakeme emibuthanweni yesizwe esimnyama eseyake yabakhona e-South Africa.

Yavulelwa wonke umuntu. Inhlanganiso yokuqala yabanjelwa khona eCape Town, isikhulumi saba ngu Mnumzana Selby Msimang owayevela e Bloemfontein. Waqamba iICU kwelakubo eBloemfontein emva. Le ICU yase Bloemfontein yahlanganiswa neyase Kapa ngesicelo sabasebenzi. uMnumzana uKadalie wase bekwa uNobala jikelele wale Nyonyana entsha.

Lenyonyana yandanje ngomlilo wasendle lapha eNingizimu Afrika. Injongo yeICU yayingu kuhlanganisa abasebenzi bonke nokuthola ukukhushulwa kwezimali kanye nempatho enhle emisebenzini. Abantu abansundu babe phatheke kabi ngemiholo emincane, impatho embi emisebenzini, impilo engenhle, kanye nokudura kwezinto. Abantu babona ukuthi kungcono bahlangane ukuze izikhalo zabo zizwakale ukundlula uma umuntu ema ezikhulumela yedwa. iICU yalwisana nendaba yemiholo ngezwi ilikhulu elinamandla, izwi lamakhulu amaningingi abasebenzi abahluphekile.

Isitirayiki sokuqala seICU saba ngesabantu abasebenza emikhumbini. Babekade bebanga imiholo kanti futhi iNingizimu Afrika ibikade ithengisa ukudla phesheya kanti yona ibingenako ukudla okulingeneyo. Asizange sibe nempumelelo lesi sitirayiki ngoba abelungu bathatha bagcwalisa izikhala zomsebenzi ebezi kade zishiywe ngabantu abansundu.

Yenaba iICU yayofika e East London, Prot Elizabeth, phakathi eKoloni, eOrange Free State, eGoli nase Ntilansifali. Abasebenzi basemadolobeni kanye nabasemakhaya babelwa ngokufanayo, belwala into efanayo - imali nokuphatheka kabi emisebenzini.

Ngonyaka kal925 indlu-nkulu yeICU ebikade iseCape Town, yathuthela eGoli. Ngalesisikhathi iICU ibikade inenhlupheko eziningi, ezifana namaphoyisa. Abaholi noma bona abasebenzi ababeya emihlanganweni kade bebanjwa noma imihlangano ichithwe. Ngonyaka kal926 uKadalie wahlushwa ngendaba yepasi. Wacela ukuyokhuluma enhlanganisweni eyayise Thekwini walelwa. Ekugcineni wahamba ngaphandle kwemvume. Wathi ngokubuya emveni kokukhuluma nezigidi zabantu, waboshwa. Umantshi wamthola engenacala ngoba wayeye eThekwini ngomsebenzi.

Ngonyaka kal925 kwasuka ukungezwani phakathi kweICU. Isisusa kuyindlela emelwe ithathwe iICU mayelana nabelungu nempi yeICU. Abanye bathi makulwiwe ; kusitiraikiwe - abanye njalo bathi makungathathwa izinto ngamawala; abelungu mabakhulunyiswe kahle kungalwiwa - abelungu noHulumende bangacanulwa.

Lengxabano ayizange ilungiswe iphele. Loku kwenza ukuthi iICU ibe nobuthakathaka obuthile. Abasebenzi balahla ithemba kuICU bayeka nokubadala izimfanelo. Abanye bacebisa ukuthi ukuze iICU iphumelele kufanele kujike izinye izinto - ifanele ihanjiswe ngenye indlela.

Lobunzima babangwa ukuthi iICU ibikade ibanzi kakhulu. Bekufanele kube namanyonyana ahlukeneyo ngemesebenzi ukuze abantu basebenze ngezinto abazazi ngokugcweleyo. Lokhu bekuzokwenza ukuthi abasebenzi bazi kahle ngemisebenzi yeNyonyana lyabo, lolwazi lungabi lwa-baholi kuphela. iICU yaboKadalie yehlulwa ngoba

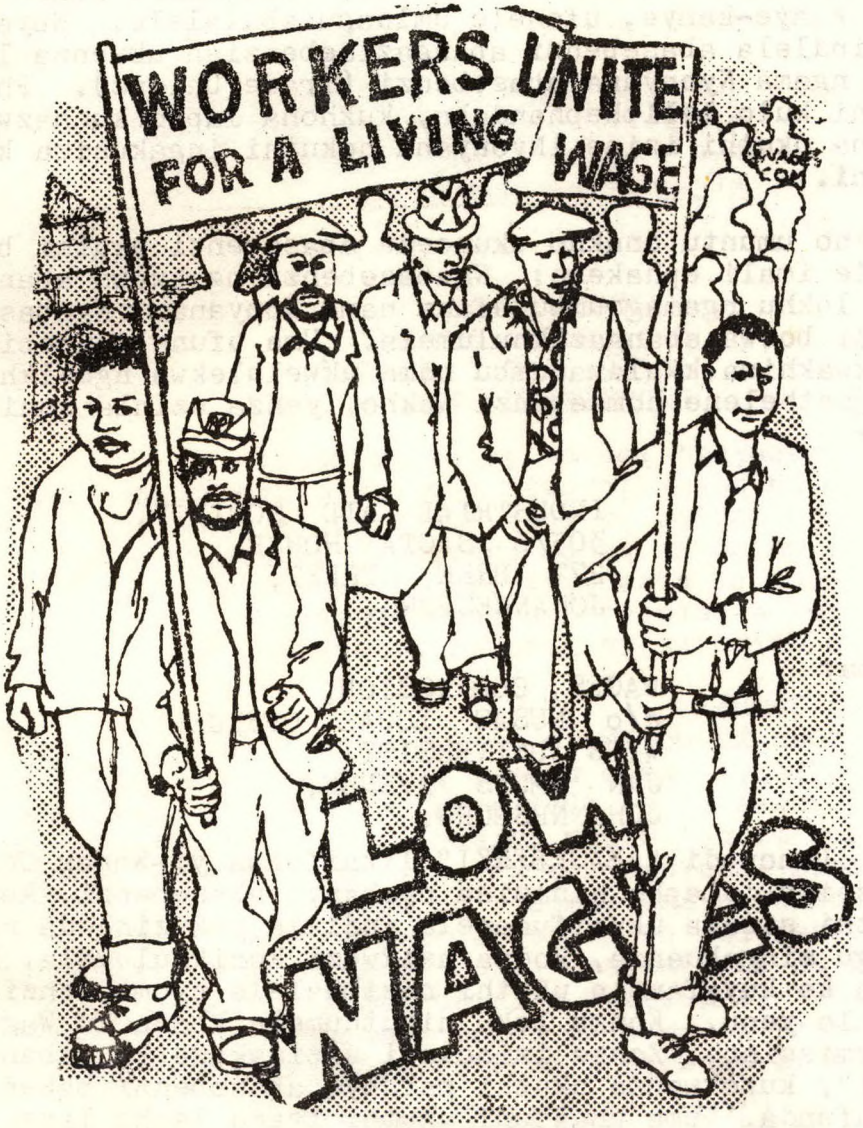
oKadalie yibona kanye nabancedi bakhe ababe nolwazi lemisebenzi yeNyonyana. Ngokususwa kwabo, yafa iNyonyana.

Ngabo lobo buthathaka iICU yayinamandla ngezinsuku zayo. Yayihlonishwa kulo lonke lase Ningizimu Afrika kanti njalo nakwamanye amazwe.

basebenzi

iphepha labasebenzi

april 1974 **no. 2**



EZOMHLELI

IZINDABA ZINING KULENA,'iBASEBENZI'. Zixoxa ngalokho abasebenzi abanokwenza ukuthi bazakhe; kanye nobunzima abanye abasebenzi abazobuthola uma bezakha. Zomke zikhomba into eyodwa: uma abasebenzi befuna imiholo ephakeme kanye mempilo engcono, bafanele bame, bahlangane babe yinto eyodwa. Uma umsebenzi oyedwa e cela ukukhushulelwa imali kumlungu angase amxoshe. Kodwa uma kukhuluma bonke abasebenzi kanye-kanye, ufanele umlungu abalalele. Enye yezindlela abasebenzi abangazisebenzisa ukwenza lokhu ngama Nyonyana abasebenzi (Trade Unions). Phakathi kulo leliphephandaba, kukhona lapho kuchazwa khona ukuthi izine iNyonyana nokuthi ingakusiza kanjani.

Akekho umuntu onakho ukunceda abasebenzi ukuthi bathole imali ephakeme: Ngabasebenzi ngokwabo abangenza lokhu ngamagqumbu afana nama Nonyana. Ngabasebenzi bodwa abangazikhulumela. Uma ufuna ukucebiswa ngokwakhiwa kwalamaqumbu noma ukwelulekwa ngezikhalo eziphathelene nomsebenzi wakho, yenza uzihlanganise ne:-

INDUSTRIAL AID SOCIETY,
305/6 SACTA HOUSE,
277 BREE STREET,
JOHANNESBURG.

noma:

WAGES COMMISSION,
c/o NUSAS LOCAL OFFICE,
WITS UNIVERSITY,
JAN SMUTS AVENUE,
JOHANNESBURG.

Lencwadi "ABASEBENZI" likhitshwa yi-Wages Commission. Lapho sinazisa ngabanye abasebenzi, kanti futhi sizama ukunifumanela indlela yokuzinceda nina. Logu singakuenza, kodwa asikwazi kunikhulumela. Ngakho ke kuyafanela ukuthi nisibhalele ngomsebenzi nempilo yenu. Konke loku nikuthumele khona ku Wages Commission. Zonke izincwadi sizisakaza ku "Abasebenzi", kuzokwenza ukuthi nabanye abasebenzi bakwazi ukufunda. Uma ungafuni ukuthi igama lakho livezwe lapha, ngeke siliveze.

IBANDLA LABA SEBENZI LHINI NA ?

Abanini bamisebenzi bazibhekele okwabo; Abasenzayo kuleyo misebenzi nabo bazibhekele okwabo. Abanini bemisebenzi bayahlangana bodwana ukuvikela okwabo kulemisebenzi, abakutholayo. Yini abakhutholayo kulemisebenzi yabo? Bathola imali ukuba ingene i-benigni. Bayenza kanjani leyo mali? Bayithola ngokuqasha abasebenzi ukuba babasebenzele. Imishini esetshenziswayo, ayizihambisi ngokwayo, noma yona isebenza ngamandla asheshayo, kodwa kuqashwa abantu abazoyinambisa ukuze isebenze.

Ake ulinganise ngomnini msebenzi owenza amablokwe kasamende okwanka. Asiti uPaulos Msimang wenza in[illegible]lungwane yama blokwe nge sonto. Lawo mablokwe ayinkulungwane atengisa imali eyikulu lama rand (R100) Yena ke uPaulos Msimang uhola i-R10 nge sonto. Lena ke esalayo engamashumi ashiyagalolunye shonaphi ke. Siyazi ukuthi lowo mnini womsebenzi uthenga isihlabathi kanye no samende. Kanti nomshini lowo ufuna ukulungiswa, ukuze ukwazi ukusebenza kahle. Mhlaumbe lokho kumbiza imali engango R80. Lona ke u-R10 ushonaphi. Yileyo mali ke engena epaketini lomnini msebenzi ngalo belu isonto elinye. Asithi lapho uPaulos ehola khona ngelanga i-rand libelinye, nomnini msebenzi uthola libelinye. Asithi ke lomsebenzi ongu Paulos usebenza izinsuku ezimbili zino hafu athole abakhe o-R1, loko kusho R2,50. Kanti futhi nomnini womsebenzi umsebenzele leyo mali yena ehlezi ohansi.

Abanini bomsebenzi bathi bona uma bebengeko, babengayalanga umsebenzi lowo bagashe nabasebenzi, bathenge imishini lena, nesihlabathi no semede, ngabe ayikho [illegible]femu esebenzisa abasebenzi. Lokho ke uthi ufuna akokelwe ngawo. Kodwa noma kunjalo, uma sibheka ukuthi bangaki o-baas, ngabe yonke umsebenzi uncobas oyedwa na? Nangu u Paulos usebenza ne ningi labantu, asithi yikulu labasebenzi, ngoba uthola imali esetshenzwa umsebenzi oyedwa ekulwini yena uthola imali epandaphindwayo engango R1,000 nge sonto lilinye. Kanti abantu abasebenza no Paulos umuntu omunye yena uthola i-R10 nge sonto. Uma ke bekalela ukuba ba thola imali

ebafanele nge sithukuthuku sabo, njengamandla abo kufanele b ehlangane benze Umhlangano lona obizwa ngokuthi yi-Trade Union. Umhlangano wezisebenzi ke.

Siyabona kuloku esilinganisa ngako, ukuthi uma umlungu oniqashileyo ebenilolela umuntu omunye i-R5 nge Sonto yena uthola nge Sonto lelo - i-R2,000.

Ngakoke umnini msebenzi uthola imali eningi ngokuholela izisebenzi imali encane kakhulu. Uma kusuka wena wedwana ucela ukukhushulelwa imali, uzibizela ukuba uxoshwe emsebenzini. Uma oyedwana ekhulumaloko, unamandla mani? Ungenzani uwedwana usebenza nabantu abaningi benganakile? Ngoba okufunekayo ukuba nizihlanganise nonke nisebenze ukubiza imali nihlangene, ngokuzwana. Ngoba ngokwenza njalo umnini msebenzi koba nzima ukuba anixoshe emsebenzini nonke kanyekanye. Uma enixosha naye wolahlekelwa yimali eningi. Kofanela aphindile pansi aqashe abasebenzi abazowufunda umsebenzi. Yebo nani uma umsebenzi oyedwana ezicelela yedwana wokwehluleka. Kodwa uma behlangene bonke bacele ngokuzwana, boyithola, kuze nokusebenza kwabo kuncishiswe nesikhathi umuntu angafukuzi njena. Uma nihlangana niba yinhlangano ebeyihye, bayokunamukela njengo Mhalngano onelizwi linye. Kothi izikhalo zabasebenzi zizwakale kahle. Zilalelwe ngabaninimsebenzi. Iloko okubasizayo ukuba bahlangane babe yi Trade Union. Ngoba i-Trade Union ingumhlangano wabantu abezwanayo basebenza umsebenzi ofanayo.

Bahlangana kanjalo ukuzivikela. Nokuthola amathuba angcono lapho basebenza khona. Loko kuyisikhathi esikhulu esokuzivikela., futhi umuntu athole amalungelo angcono.

Umhlangano uba yilizwi labasebenzi. Ukuze abasebenzi bathole amalungelo onke lapho basebenza khona. Kuphele izikhalo zabo. Uma sebehlangene bakhetha abaholi babo, Unobhala kunye ne Committee lomhlangano elozolungisa izindaba zabo.. Lo Paulos naye wohlangana nabasebenzi abanye naye lapho kugaywa khona ucemende.

Ba basweu bona, ba phomeletse ho fumana meputse e betere, le ditsela tse betere tsa ho sebetsa ka yona mekgatlo ya basebetsi. Jwale, nako e fihlile, ya hore ma-Afrika le ona a emise mekgatlo ya ona. Ha o ntse o bala mengolo ena ka kgwedi le kgwedi, o tla bona hore ho thata hakakang ho ma-Afrika ho emisa mekgatlo ya basebetsi.

SOSAITHI YA BASEBETSI

Phatlalatsong ya rona e fetileng, re ile ra hlalosa hore Benefit Society ke eng, ra ba eketsa ka hore mokgatlo ona o tshwanetse ho hlomiwa Gauteng haufinyana. Mokgatlo ona o tla qalwa ka la pele kgweding ya Hlakola (February).

Mokgatlo o tshwerwe ke ba Industrial Aid Society, bao aterese ya bona le kopaneng le yona qalong ya pampirinyana ena. Industrial Aid e tshwerwe ke basebetsi bakeng sa ho ithusa le thusa basebetsi ba bang. E na le mokhatlo wa Dingongoreho tsa basebetsi, ho hlalosang hore basebetsi ba ka tlisa dingongoreho tsa bona mokgatlong, mme ona o tla bona hore o ka etsang ho thusa basebetsi dingongorehong tsa bona.

Mokgatlo o tla qala sekolo moo ho tla rutwa basebetsi ho bala le ho ngola sekgowa. Mosebetsi ofe kapa ofe a ka joinela ho ba setho sa Industrial Aid ka ho lefa 50 disente.

Dithuso di buletswe mosebetsi e mong le e mong eo e leng setho sa Industrial Aid. Ditho tsa mokgatlo di tla lefa 10 disente, ka beke, mme hona ho ba fa tokelo ya ho amohela chelete ha bona, banna kapa basadi kapa bana ba bona ba hlokahetse. Ha ho hlokahetse setho, chelete e fuwa lelapa la setho kapa mang kapa mang ya boletsweng ke setho pele se hlokahala.

Ha mokgatlo o ntse o hola, ho tla ba le tse dingtse ngata dithuso ho ditho. Ha o na le dipelaelo mosebetsing wa hao, kapa o rata ho tseba ka Sosaithi tloo ofising ya sosaithi e tla qala ho sebetsa ho tloha ka Hlakola (February) atereseng eo le seng le e fuwe hona rona pampirinyaneng ya "BASEBETSI".

RAND DAILY MAIL - 16 HLAKOLA 1974.

"Feme e meta basadi sekaleng ho thibela ho utswiwa ha nama".

Feme ya nama mane Springs e meta basadi ba sebetsang teng sekaleng hore ba tsebe ho thibela

ho utswewa ha nama. Ba ba kula ha ba fihla mosebetsing le ha ba chaisa. Banna bona ba bile ba ya sechiwa.

Union ya basebetsi ba Tshebetso ya dijo e ile ya kopana ka nako e fedileng. Lebitso la yona ke "Sweet Food and Allied workers' Union". Kopano ena e ne e na le batho ba makgolo a mabedi a basebetsi ba neng a joinne.

Monghadi Leonard Sikakane, moetapele wa Union, o ile a hlalosa hore baetapele ba di-Union tse ding ba ne ba le teng kopanong ena.

Mongodi e moholo wa Union mose kwana o ile a re, ha a kgothaletsa Union ena ya kwano, ka mohala oo a ileng a o letsetsa kwano: Union e tobane lw moawvwrai o boima hampe wa ho kopanya basebetsi kaofela ba Industry ya dijo e le ha ba leka ho bebofatsa maemo a basebetsi.

THUSO YA CHELETE YA HO LEMALA MOSEBETSING

(WORKMEN'S COMPENSATION ACT)

Molao ona wa Thuso ya Chelete ya ho lemala mosebetsing ke molao o sereletsang basebetsi mesebetsing. Dithuso tseo molao ona o fanang ka tsona ke tse kang megolo ya ha motho a sa sebetse ka baka la ho lemala mosebetsing; mogolo wa motho ya holofetseng kamorao ho hore a lemale mosebetsing; tefo ho mosadi/monna le bana ba mosebetsi ha a ile a hlokahala; hammoho le dichelete tse ho ka pata le tefo ya ngaka ho mosebetsi a kula. Tlasa molao ona, dithuso di fanwa hape ho basebetsi bao ka baka la mosebetsi oo ba o etsang, ba ka kenwang ke mafu le ha ele a tshelanang, a ba sitisang ho sebetsa.

Ha o ile wa le mal mme wa dula ntho e ka tlase ho beke tse pedi o sa sebetse, o tlameha ho fumana kwarete tse tharo tsa mogolo wa hao. Le ha ho le jwalo, o ke ke wa lefshwa bakeng sa matsatsi a mararo a pele a ho lemala ha hao. Ha o ka dula ntho e fetang beke tse pedi, matsatsi ana a mararo o tla a lefellwa, mme le hona moo o nt e o lefshwa kwarete tse tharo tsa mogolo wa hao.

Molao ona o hlalosa hape hore o ke ke wa hlola o lefshwa chelete ya mofuta ona ho feta kgwedi tse leshome-pedi.

Ha o ka lemala hoo o ke keng wa hlola o fola, jwalo ka ho kgaoha monwana, lesoho kapa leihlo) mme e le hore o lemtse mosebetsing o lokelwa ke ho lefshwa chelete ya ho lemala hammoho le ela kwarete thuro ya mogolo wa hao.

Ha mosebetsi a ile a hlokahala ka baka la mosebetsi, mohlomong kotsi e ileng ya mo hlahela mosebetsing. bana ba hae hammoho le bohle ba leng tlasa thuso ya hae, ba fuwa chelete enngata eo ba tla e gola ha Komishinare wa Batho-Batsho, mme bongata ba chelete ena bo tla ya le hore babakae batho bana ba hlokang thuso ena, mme chelete ena ba e fuwa ka kgwedi le kgwedi.

Motho ebang o ile a pata motho ya ileng a hlokahalla mosebetsing ka ho lemala, o lefshwa chelete ya hae kaofela ke Komishinare wa molao ona wa thuso ya dichelete tsa ba lemetseng mesebetsing. Hona ho hlalosa hore le bana ba mofu ba ya e fumana chelete ya mofuta ona, mme ha e ke be e fete R75,

Chelete eo o e lefang ngakeng ha o ile wa lemala mosebetsing e ya kgutliswa ke Mokemishinare wa molao ona, mme yona e lefshwa hofihlela katlase ho dilemo tse pedi ho hloha ka nako ya ho lemala.

Ha o ile wa lemala mosebetsing, o eletswa hore o batlisise ho monga mosebetsi kapa yena mogodisi wa hao hore o tshireletsong ya molao ona, e le hore o tle o tsebe ho ba le bopaki ba hore foromo e hlalosang ho lemala ha hao e romeletswe lefapheng la Basebetsi (Labour Department).

Monga mosebetsi ha a na tokelo ya ho nka chelete ya dithuso tsa ngaka ho mosebetsi wa hae. Hoo a lokelang ho ho etsa ke ho bona hore mosebetsi ya lemetseng mosebetsing o iswa sepetlele kapa ngakeng.

Ho hatellwa taba ya hore mang kapa mang ya ka lekang ho o qobella (wena mosebetsi) ho etsa kapa ho dumela ntho e tla etsa hore o seke wa fumana chelete ya hao ka botlalo, o tla fumanwa a le mo-

lato mme a bile a le kgatlanong le mmuso.

Ha kamohlomong o potlaketse ho fumana chelete ya mofuta ona el le hore monga hao o hana ho o lefa yon , o ka ya bua le Mokomishinare wa mokgatlo ona wa dic elete.

Tshebetso ya ka potlako e ya hlokahala tabeng tsena hore basebetsi ha tsebe ho fumana chelete tsa bona ka potlako.

Hopola hore ha o ena le dipotso kapa dipelaelo dife kapa dife mabapi le molao ona le dichelete tsa teng. hore o ka tla di hlahisa Unionong ya hao kapa tloo o tlo bonana le baeletsi ba Industrial Aid Society mane

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CLEMENTS KADALIE LE I.C.U.

CLEMENT KADALIE LE I.C.U.

Clement Kadalie o tswaletswe Malawi e neng e bitwa Nyasaland. A tla Afrika Borwa e le mohlankana. Ke emong wa baetapele le mothei wa bohlokwa mokgatlong ona wa Industrial and Commercial Workers Union of Africa (I.C.U.) - e leng mokgatlo o moholo esita o matla wa batho-batsho o ileng wa thewa mona Afrika Borwa.

Ka selemo sa 1919 mokgatlo waICU o ile wa thewa motseng wa Cape Town, pele e le mokgatlo wa batho-batsho le makhalate ba sebetsang boemong ba dikepe. Empa ka morao wa bulelwa ho basebetsi kaofela ba sebetsang mesebetsi emeng. Seboka sa pele se ile sa tshwarelwa Kapa mme sebui sa e ba Monghadi Selby Msimang ya tswang Bloemfontein. Ka morao o ile a theha mokgatlo wa ICU mane Bloemfontein. Mokgatlo ona wa Bloemfontein o ile wa kopana le wa Kapa ho ya ka kopo ya basebetsi. Monghadi Kadalie a bewa mongodi moakaretsi wa mokgatlo ona o motjha.

Kopano ena ya nama jwaleka mollo wa naheng mona Afrika Borwa. Sepheo sa ICU ke ho kopanya Basebetsi e le hore ba ntshetse meputso ya bona pele le maemo a mesebetsi. Batho ba batsho ba ne ba hlolofatswa ka meputso e menyane, maemo a mabe a mesebetsi, bophelo bo bobe le ho nyoloha ha theko ya dintho. Batho ke ka hoo ba ileng ba lemoha hore diqeqebo tso bona di utlwahale, hona le ha motho a ema a le mong. ICU ya lwantsha meputso ka lentswe le matla - lentswe la diketekete tsa basebetsi ba hlophehileng.

Seteraeke sa pele sa ICU se ile sa e ba sa batho ba batsho ba sebetsang boemong ba dikepe. Ho lwana hona ha bona e ne e le ho batla meputso e nyolotsweng, hape Afrika Borwa e ne e rekisa dijo tse mose empa yona e sena dijo tse ngata. Seteraekeng sena seo batho-batsho ba ileng ba tlohela mesebetsi se ile sa hlolcha ho atleha ho atleha hobane makhoa a ile a nka mesebetsi yeo.

Mokgatlo wa ICU wa nama ho kena East London, Port Elizabeth, bohare ba Kapa e ka botjhabela, Freistata, Gauteng le Transefala. Basebetsi ba neng ba lwana e ne e le ba ditorpong le mapolasing, sesosa e le maemo a mabe a mesebetsi.

Ka selemo sa 1925 ntlo-kgolo ya ICU e neng e le Kapa, ya fallela Gauteng. Nakong ena ICU e ne e na le mathata a mangata jwaleka mapolesa. Baetapele esita le basebetsi ba neng ba ya dibokeng ba ne ba tshwarwa kapa ba qhalwa. Ka selemo sa 1926 Kadalie a ba le mathata a pasa. O ile a kopa tokelo ya hoya bua sebokeng se neng se le Durban empa a hanelwa. Qetellong a ya ho ntse hole jwalo. Ke moo a ileng a bua le diketekete tsa basebetsi mme ka ho kgutla ha hae Gauteng a tshwarwa. Magistrata a mofumana a se molato hobane o ne a tsamaile ka mosebetsi ho ya Natal.

Ho se ho boletswe hore sepheho sa ICU e ne e le ho kopanya basebetsi ka mesebetsi. Empa ka selemo sa 1925 phapang ya qhoma mahareng a baetapele, sesosa e le hore tsela e ka nkuwang ke mokgatlo ona ke efe. Mokgope o mong one o re batho ba lwane, ba tjhese dipasa ba hane ho lefa lekgetho. O mong o batla tsamaisano e ntle. O

sa batle ho kgathatsa mmuso kapa beng ba mesebetsi.

Phapang ena ha e ka ya lokiswa mme hona ha tlisa ho se atlehe ha ICU. Lenaneo le matla la hlokahala. Hona ha etsa hore basebetsi ba lahle tshepo kapa hona ho lefa detshwanelo. Mokgopi o mong wa lemosa hore ho tshwanetse ho be le diphethoho lekgotleng ha fela ICU e batla tsepamo e hata lekgotleng.

Bothata bona ke ba mofuta wa mokgatlo ka bo ona. E ne e le kopano e akaretseng basebetsi kaofela Ho neng ho hlokahala ke hore ho be le dikopano tse fapaneng ho sheba ditakatso tsa basebetsi hoya ka tsebo eo ba leng ho yona.

Hona ho ne ho tla etsa hore basebetsi bohle ba tsebe ka tshebetso ya kopano ya bona ka botlalo eseng tsebo e be ya baetapele fela. Bothata ba ICU ya bo Kadalie ke hore yena le bathusi ba hae ke bona fela ba neng ba tseba kamoo mokgatlo o neng o sebetsa ka teng. Ha ba ne ba ka tloswa mokgatlo o ne o tla fela.

Esita le ka bofokodi boo ba ICU, e bile mokgatlo o matla matsatsing ao a yona mme o ne o hlomphiwa ke batho mona Afrika Borwa esita le mafatsheng amang.

basebenzi

iphepha labasebenzi

june 1974 no. 3

ENYE IMBIKO YESOSAYITHI YOKUSIZA ABASEBENZI

Ngokucindizelwe kwethu kwephepha elidlulileyo sinilayeze ngendaba yo mhlangano ohlangaiswe nabasebenzi ukuze bakwazi ukuzisiza nokusiza abasebenzi abanye. Lenyanga sifuna ukunitshela ngeSosaithi lenu nokuthi lihamba kanjani na.

Bonke abasebenzi base Transvaal, bakhokha i-50 amasenti kulesosaithi ukuze babengamalunga. Umbutho unceda a basebenzi ngezikhalo ezifana nezemiholo yokugula, yokuyekela umsebenzi nezinye. Okwamanje, umbutho usize o munye umsebenzi ukuthi athole I-R72 yokuyeka umsebenzi. Abasebenzi a banezikhalo zemisebenzi noma be khala ngezimo zemisebenziyabo, basizwa ukuhlanganisa imihlangano noma amakomiti khona bangakwazi ukutshela obhasi babo ukuthi ezinye izinto eziba khuphayo emsebenzini.

Ibutho lihambisa eminye imisungulo yokufundisa abasebenzi ukufunda noku bhala kahle isingesi futhi abanye abasebenzi ba saqalile ukuthatha izifundo, bafundiswa yisosa yithilabo. Manje Inshumaelo izonikwa ngendaba semithetho ezibaphethe emisebenzini, futhi nge zinye izindaba ezithinta abasebenzi namangunya abo. Futhi umbutho ufuna ukuqala esinye isivivanasokusiza abasebenzi. Abasebenzi bakhokha il5 amasenti ngeviki khona bazokwazi ukuthola uncedo uma kufe omunye wo mndeni wabo. Futhi lizo nikana ngencedo uma amalunga eguga.

Abanye abasebenzi base Industria nase Isandø e bejoyinile. Uma bajoina bebaningi, umbutho uzoba namandla ngoba uzokwazi ukubakhulumela abasebenzi futhi lizokwazi ukusiza kakhulu ngezincedo ezinye ngoba linamandla abantu. Mabahlangane abasebenzi empilweni encono!

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WEZINYUNYANA ZABASEBENZI E-ENGLAND

Rand Daily mail - 2/5/74

Abahloli bazinyunyana ezidlula ikhulu bahlangene eLondon ukukhuluma nge ndaba yezinyunyana zakithi e-Sotaflika. Umhlangano bafuna ukucindizela iSotaflika ukuphendukisa ngezindlela ezithulayo ukumiswa kwezimo zomsebenzi zakithi. Bafuna ukukhuphukisa imihlolo yabahleli bezinyunyana futhi bafuna ukusongoza nokusiza ngendaba yokuhlanganisa bonke abasebenzi ezinyunyaneni.

Abelungu phesheya e England basenyunyaneni bamangala kakhulu ngokuthi abasebenzi abamnyanma a banawo amagunya. Kanti e-England abasebenzi bakhona banamanj mamabutho amaningi futhi bahlanganiswa kahle khona banganquma ngemiholo engcono, eyingaphilisa kahle.

Bona bathi ngabasebenzi abahola imali encane futhi izimo zemisebenzi zi mbi. Bathi indaba njei vele ngoba abantu abakwazi ukubumbuluza ndawonye Bathi bona kuqala kahle nge ndaba yezikomiti zabasebenzi futhi kufanele kuqhube kanjalo kwaze kwavunywe ukujoyina izinyunyana.

UMTHETHO WENTSHUWALENSE YABASEBENZI ABASWELE UMSEBENZI

Umthetho wentshuwalense yabasebenzi abaswele umsebenzi uphetha bonke abasebenzi abahola umholo odlula i-R10,50 ngeviki (lapha akubalwa obanselo nemali yesikhathi eseqile sesishayile insimbi - sisho umholo womsebenzi obamqalisa ngayo abaqashi bakhe).

Abasebenzi abamnyama abahola imali eyingaphansi kwe R10,50 abazukwazi ukubiza izinsizo zalomthetho. Futhi kukhona abanye abangaphethiwe nga lomthetho. Yiboana abasebenza emapulazini, nabasebenzi basendlini; abasebenza kuhhulumende; abasebenza emaphandleni (ngaphandle kwabasebenza emafemini). Bonke baba bangaphandle kwamandla esikhundla salomthetho.

KUSEBENZA KANJANI UMTHETHO WENTSHUWALENSE YABASEBENZI ABASWELE UMSEBENZI?

Njalo-nje, ngeviki, imali iphungulwa emidheni yabasebenzi abangena esikhundleni salomthetho (laba abahola imali enga phezu kwe R10,50). Lemali-le, ingena esivivaneni sabasebenzi abaswele umsebenzi. Abelungu abaqasha abasebenzi banikela imali yokuseza so na isivivane futhi ihhulumende iyalobela umthetho wona. Leyi imali iyasetshenzwa njenga lezi izimiselo:

1. Ukuba umsebenzi akakwazi ukuthola umsebenzi

2. Ukuba umfazi ongumsebenzi ukhulelwe.

3. Wayeka umsebenzi ngowayegula. (futhi umthetho wentshuwalense yabasebenzi abaswele umsebenzi uyavuma ukuthi usizo lunikwa emivokeni yomsebenzi ofayo emsebenzini).

Kufanele ukuthi abaqashi banrjiste umsebenzi ophethiwe ngawo umthetho, elitoti. Umqashi ofanele amrejiste umsebenzi phakathi kwenyanga yokuqashwa komsebenzi. Umthetho uciidizela abaqashi ukurejista abasebenzi babo abahola umholo ongaphezu kwe R10,50.

Emva kokurejistwa komsebenzi, ithikithi elilu-hlaza liyanikwa kumsebenzi. Lelithikithi libanjwa ngumqashi kwaze kwa yeka umsebenzi umsebenzi wakhe. Lapho kuphela umsebenzi uzokwazi ukutho la ithikithi lakhe esandleni.
Yicala ukuba umqashi usabambe ithikithi lesisebenziesesiyekile umsebenzi waso. Nxa umwashi wakho wala ukukunika ithikithi lakho, kufanele uye masinyane ku Department of Labour, ubike lendaba.

KWENZEKANI NXA KWENZEKILE UKUTHI UNGASASEBENZI?

I. Ngaphambi kokuyeka kwakho umsebenzi wakho, akelande ithikithi lakho kumqashi wakho, Khumbula ukuthi uzothola elinye-nje nxa uhola imali engephezu kwe R10,50 pho-ke ungalilahli-bo! Uma uthola ithikithi lakho beka kahle ukuthi umqashi wakho uligcwalise kahle, likhombise ukuthi ukukhokha kwakho kumthetho wentshuwalense yalabo abaswele umsebenzi kuyisikhathi esingakanani. Umqashi wakho ufanele abhale ethikithini ukuthi ngasiphi isizathu uyekile umsebenzi wadho. Ethikithini lakho kubalwa izizathu ezintathu:

1. Ukuyeka umsebenzi (ukuxolo).

2. Ukuncipha koboko lwese khumdla.

3. Isizathu esinye.

II. Uma uyeka umsebenzi wakho kufanele uye masinyane kuBantu Affairs Department, urejiste lapho khôna umakwazi ukuthola omunye umsebenzi. Lapho ke uzothola imvumo ukuthi uvunyelwe ukufuna umsebenzi, ungahlushwa ngamapho yisa.

III. Uma uthola imvumo yokufuna umsebenzi, uzokwazi ukubiza usizo lwakho kuDepartment Of Labour no ma emathethimacaleni.

IV. KuDepartment of Labour ukubiza kosizo kwakho kuzohlolwa ngomabalane wezinsizo. Uma eyala ukuthi ukubiza kwakho kuneqiniso, uzovuma ukuthiuhole imali yakho yesivivane. Ukuze kungavunya njalo, kufanele ukhombisi ukuthi ngomphilo usawazi ukusebenzi umgawutholanga - hhayi indaba yehlaleka

V. Nxa ukubiza kwakho kuvunyiwe kufanele uye njalo emahhofisini abantu abaswele umsebenzi, ubhalise igama lakho eregisteni, uthathe imali yakho Ukubiza kwakho kuzovunywa kuphela nxa:

1. Utholakala ukusebenza futhi uphilile ngomzimba ukwaze ukusebenza.

Iya kukhasi 3.

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