

## ISIVUMELWANO SABASEBENZI BASE O'KIEP E NAMAQUALAND

I NUM kunye nemigodi ye copper i O'kiep isayine isivumelwano sombutho, esizisa ukuphela komlo weminyaka esixhenxe kusilwelwa amalungelo ombutho e nkampanini. Isivumelwano sisayinwe ngomhla we 10 September 1992, e Nababep kodwa kusafuneka silungiswe yi Gold fields njengomzali wenkampani. Isithethi se Gold fields sithe, "isivumelwano sibonakala sizokwenza umphako wohlelo lonxibelelwano phakathi kwenkampani kunye ne NUM kumthetho nakwikamva lokuqutywa kothethathethwano". Ngelithuba iintlangano bezibambene ngazo kuthethwano lonyuso mvuzo apho abaphathi banikeze nge 7,5 pesenti kwi 13 pesenti ebibangwa ngabasebenzi. Abasebenzi base O'kiep bathe ayikophela kwelizwe into yokuba kufunyanwe isivumelwano, umsebenzi osengaphambili usemminzi. I NUM ime entweni yokuba abaqeshi base O'kiep akufunekanga banyanzelise ngohlelo lonyango kubasebenzi ngaphandle koqhagamshelwano olufanelekileyo kufane nento ababeyenza kwixesha elidlulileyo. Omnye wabasebenzi uthe, " nangona abaqeshi base O'kiep bazimisele kwimivuzo elambisayo, mminzi umsebenzi osafuna ukwenziwa. Abaqeshi mabachaze ukuba kwenzeka ntoni kwimali zamalunge zase O'kiep ngo1968. Kwakhona basebenzisa izidlu okwakha nokunyusa umsantsa kubasebenzi".



## Isivumelwa sokwakhiwa ngokutsha kwe Eskom sisayiniwe

I NUM kunye neminye imibutho isayine isivumelwano sokwakhiwa ngokutsha ne Eskom ukuze kulawuleke inqubo yokwakhiwa ngokutsha ngokwemfundo zayo yonke imibutho echaphazekayo. Isivumelwano silandela i samithi ibibanjwe ne Eskom ku September kuchaza imiba echaphazela iintlangano zonke ekwakhiweni ngokutsha kwe Eskom.

Ngokwesivi isivumelwano sitsha phakathi kwe Eskom kunye nemibutho elishumi ukwakhiwa ngokutsha kuzokuma kwezinye indawo ezine ze Eskom ide ibe ngomhla we 31 ku March 1993, ngaphandle kokuba isivumelwano kufikelele kuso nemibutho sokuba baqhubeka neminye imiba ngaphambi kwalo mhla.

Ukwakhiwa ngokutsha kuzokhubeka kwezinye iindawo kwaye akekho umsebenzi ozokumiselwa ukuba ugqithisile, ozokuhliselwa intlawulo okanye alahlekelwe ngomsebenzi wakhe ngenxa yolwakhiwo ngokutsha. Zonke iintlangano zizimisele ukusebenzisana ukuze kufunane isisombululo sokugqithisa kwesitafu kunye nemiba yokwakhiwa ngokutsha ngokuthath' inxaxheba epehelayo kwemibutho yabasebenzi. I Eskom izokuhubeka neshishini layo ngendlela efunekayo neyonelisayo ngokomgaqo wemiqathango wesivumelwano. Ngokwale miqathango ukuze isebenze, iintlangano zivumelane ngompako okhapha isivumelwano malunga nokuzifunela, uphindwa koqeqesho, kunye nokuzifunela ukudlulizwa.

\* Ukunikezwa kwezixaxha ezahlukeneyo kwabazifunelwayo, ukukhawuleza uthathe umhlala phantsi nezinye imeko zokuzifunela zizokuhubeka. Iyaqondakala into yokuba asikho isinyanzelo okanye intshutshiso ezokwenziwa ngu Eskom kubaqeshwa ngokuzithathela isigqibo sabo. Ngokufanayo, imibutho ayinalungelo lokuphazamisana okanye uthayifisa amalungu awo ngokuzikhethela.

\* Ukuthunyelwa kwenye indawo ngokuthembeka, ukuphinda uqeqeshwe kunye nokutyalwa lwezinye indawo kuzokuhubeka kwaye bonke abaqeshwa kuzokufuneka bangaqini ingqondo kwaye bayamkele imeko yalo ndawo.

\* Ukunikezwa kwezixaxha ezohlukeneyo

ngokuzithandela nokukhawuleza ngomhlala phantsi kuzokuyekelwa entandweni ka Eskom kwaye iintlangano ziyakwazi ukuba kunokubakho amahlu abalulekileyo oqeqesho lwamava ngokuthi ngowuphi onokuvunyelwa kwabo besixa esohlukeneyo nakwabo bakhawuleze ngokuthatha umhlala phantsi.

\* Ukwengeza, ubukho bezixaxha zahlukeneyo kunye nokukhawuleza ngomhlala phantsi akufanelekanga kungacaci ngokuba zingaphelwa ngokuxhomekeka kwe-meke. Nangona kunjalo, ukuphelelwa koku sekutshiwo inyathelo lokuzithandela lizokuxoxwa nemibutho yabasebenzi nabaqeshwa bazokunikwa ithuba elaneleyo lesaziso.

Onke osibhozo amaziko oshishini azalwa yi Eskom: izisekelo zoluntu, ezemali kunye nezoncedo, uncedo labathengisi nabathengi, intengiso, unxibelelwano, ezoqagamshelwano, ezobuchwephetsha - azokuchaphazela kula malungiselelo. Inqwelaselela inikiziwe kumaqela ohlukeneyo amashishini kwisivumelwano lqela elikhulayo asenikawe uphawu lokuba mawakhubeka nokuseka izakhiwo ezibalulekileyo.

Ukwakhiwa ngokutsha kweziko lobunjini neeqhubo ekukho kuzo ekufakelwa kwamandla kagesi nokuphuculwa ngokutsha kwezixhobo zokusebenza kuzokuhubeka ngaphandle kwaye nawuphina umqeshwa ozokumiselwa ukuba udlulisile, ozokuhliselwa, okanye alahlekelwe ngomsebenzi wakhe.

Kwiqela loncedo ekuthengiseni nakubathengi, abasebenzi kubalulekile balungele ukuthamba malunga nokuphindwa koqeqesho, ukuphinda utyalwe kwindawo ngendawo kunye nokutshintsha-thsintshwa komsebenzi ngaphandle kokumiselwa nawuphina umsebenzi ngokugqithisa ngenxa yeziphumo zokwakhiwa ngokutsha.

Kwicandelo lezimali neqela loncedo, luzokumiswa ulwakhiwo ngokutsha ide ibezi 31 March 1993 kwaye azikho impawu izikhombisayo ngabasebenzi abagqithisileyo okuzogqibeka. Nayiphina inqubo yokwakhiwa ngokutsha izokuhubeka ngokuthath' inxaxheba ngokudibeneyo nemibutho yabasebenzi. Le mbali yesivumelwano iqale ukusebenza ngomhla we 16 October 1992 kwaye sizokuphindwa sihlaziywe ngomhla we 31 March 1993.

## I NUM IGXOTHE "IQELA LAMALUNGU AYI 21"

I NUM Igxothwe amalungu ayi 21 kwimigodi yePlatinum e Rustenburg (RPM) Ngokungathobeli izoluleko nangokuphula umgaqosiseko. "Iqela lamalungu ayi 21" bonke basebenza kwishaft yase Jabula e RPM babesiphazimiso kwimicimbi yombutho ukusukela ngo 1990. I NUM izamile amatyeli amaninzi ukusombulula izikhalazo zabo kumgagatho wesixeko, wenqila nakumgagatho weSizwe ngaphandle kwempumelelo. Injubaqa zavalwa i ofisi lenqila yombutho e Rustenburg amatyeli amathathu into eyabangela ukuba umsebenzi wombutho uphazamiseke kakhulu. Kwiphula labo lokuphazamisana imicimbi yombutho eli qela libethe amagosa ombutho amabini laza labarhorhisa nangokubadubula ngompu. Ngenxa yalonto, yabangela ubunzima kwi NUM ukuba inike uncedo ulofanelekiyo kumalungu ayo ayi 38 000 kwinqila yase Rustenburg iphela. Kusemva kokuba kuqwalasela kakuhle yikomiti elawulayo ye NUM (NEC), yathatha isigqibo sokuba eli qela maligxothwe embuthweni ngokukhawuleza ekudibene nokungxama. Abasebenzi baziswa ngesigqibo kwi Rally ayayibanjelwe e Phokeng, izinyaswe zinkokheli ze NUM, uMongameli we NUM, u James Motlatsi, Elijah BarayiuSekela Mongameli, Unobhala lizelele - uqabane Kgalema Motlanthe kunye no Chris Hani, Unobhala lizelele wamaKomanisi ase Mzantsi Afrika.

### IGAMA KUNYE NENOMBHOLO YOMSEBENZI:

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16. MISSIONARY MPHENI  
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17. ZWELAKHE ZONO  
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21. MANZINYO A.

## Ngubani u Mjingalwazi Vic Allen - (Inchazelo ngo Vic Allen)

u Vic Allen, kude ibe ngu 1988 eyi Njingalwazi we Sociology of Industrial Society lwi Dyunivesiti ye Leeds apho ebefundisa ngonxibelelwano lwamashishini kwaye echaphazela kwimibutho yabasebenzi bemigodini e United Kingdom, e Amerika (USA) nekwelakuba yi Soviet Union. Waqala ukufundisa e Leeds ngonyaka ka 1957. Ukwafundile ngeemeko zemigodi e France, West Germany nase Poland. Ugxinisisile ekuqathaniseni izifundo zemibutho yabasebenzi kwaye waqala ukufumana ulwazi nge USA ne United Kingdom. Uthe xa eneminyaka eyi 17 ubudala waba lidela kufa kumbutho wabasebenzi e Britane ngokujoyina i Amalgamated union of building trade workers. Kukweli nqanaba apho waba ngumakhi (bricklayer) ekwathu kwakhula ukuzinikela kumbutho wabasebenzi. Ngaphezu kweminyaka engamashumi amabini enesihlanu wasenzenza kufutshane nombutho wabasebenzi mgodini wase Britane (NUM) ngenxa yalonto wabanoqagamshelwano ne NUM yase Mzantsi Afrika. Ubhale kakhulu ngemibutho yabasebenzi, ezopolitiko nangengcinga yentlalo. Incwadi zakhe yi " Social analysis, eyapapashwa ngo 1975", i " Military of British Miners ka 1988" ne " The Russian are Coming - the politics of anti Sovietism ngo 1987." Ngoku wongezelele kuluhlu lwakhe i "The History of Black Mineworkers in South Afrika, Volume 1" mgo 1991 kwaye ugqibezela i Volume 2 ebizwa nge "Emergence of Mining Proletariat" apho aqala ngo 1948 - 1992.

## I GOLD FIELDS ILEQA INKOKHELI ZESEBE NGOKUZICHUKELA

I National Union of Mineworkers iphumelele amaxhoba ancumisayo kumzabalazo wayo wamalungelo abasebenzi ogqubekayo. Umbutho uphumelele ityala lika Mdiya kunye namanye amaqabane amathathu ayesakuba ngabasebenzi kwimayini yase East Driefontein ephethe yi Gold fields. La maqabane mane agxothelwe into yokuba kuthiwa ayakhona kumboniso wokukhalaza owawungekho semthethweni ubanjelwe kwimida yemayini. Abasebenzi babamba lomboniso wokukhalazo kumaceke emayini bephakamisi iziqwembe ezibhalweyo kwaye besenza netoyitoyi bephakamisa izikhalazo zabo kubaphathi bomgodi. Abaqeshi bemayini, nangona kunjalo baphuma nabasebenzi abane ngenxa yokuba yayingamalungu kwaye ezinkokheli zeNUM esebeni. Enkundleni yabasebenzi (Industrial Court) inkampani ayizange ibenabo ubungqina bokuba abasebenzi babeyinxalenye yomboniso. Inkundla yafumanisa ukuba abaphathi bayabaleqa aba basebenzi ngokuba nenxaxheba kwimicimbi yombutho. Inkundla yagqiba ngokuthi bagxothwe ngendlela engalunganga mababuyiselwe emsebenzini. Ukuqinisekisa ukuba abasebenzi bangaphandle kwemayini, abaphathi be Goldfields benza isibheno kwisigqibo senkundla yabasebenzi (industrial court) kwi Labour Appeal Court, ngenzame zokucothisisa ityala kangangonyaka ngelithuba abasebenzi bengazokuvumeleka ukuba bangene kwimida yemayini. Kuthe xa kufika ixesha lokuba kuqhubeka isibheno, inkampani yagqiba ngokuba isombulule ngemali. Inkampani ikhuphe isamba semali esiya R65 000 sabasebenzi bobane ngenzama zokubakhuphela ecaleni emayini.