

Isivumelwano se Democrasi Noxolo Kwimigodi ye Anglo American Corporation

Umbutho wabasebenzi mgodini (NUM) kunye ne Anglo American Corporation (AAC) batyikitye imbali yezivumelwano ezimbini enjongo yaso ikukuzisa uxolo ne democrasi kulemigodi. Umqulu woluleko otyikityiweyo ufakelela kumalungelo entlalo nokumalungelo okusebenza kubo bonke abasebenzi mgodini be AAC ngenzame zokuphelisa ingcinezelo kunye nokunqanda izidubendube. Esinye isivumelwano esityikityiweyo, sesezikhazelo ngokugxothwa komntu kunye nokuhlolwa komgaqo owakha indlela elula nekhawulezayo yokusombulula amatyala abantu abagxothiweyo. Isivumelwano singena endaweni yemigaqo emide kwaye enendleko vebhodi voxolelanisa ebalwe kwincwadi yomthetho wokusebenza e Mzantsi Afrika.

Amatyala okugxothwa xa elandela lendlela yomthetho athatha inyanga eziyi 18 phambi kokuba liphathwe, nezigidigidi zamarandi ezichithekayo kwindleko zamaqweha. Ngokwesivumelwano abaqeshi kunye nombutho (NUM) bazokuseka ikomiti ezokuqwalasela okugxothwa (Dismissal Review Committee) kwaye ihlangabezane nokugxothwa ngendlela engafanelekanga. Amatyala azokuthunyelwa kule komiti (DCR) ngekwehuba lamalanga asinxenxe. Xa kunokwenzeka le komiti (DRC) ingabinakho ukusombulula izikhazelo zokugxothwa ngendlela engalunganga umba wonke uyokuthathwa udluliselwe ngaphambili kwi PERMANENT UMPIRE ezokwenyulwa ngokubambisana kwe NUM kunye nabaphathi ekwenzela esombululeke kakuhle. Abasebenzi abanamatyala aphantsi kwenqwalasela abazokukhutshelwa ngaphandle kwenkomponi ade

amatyala abo agqitywe. Ukuba indawo ayikho abaqeshi bazokunika abo basebenzi bachaphazekayo imali yokuzofunela indawo. Ekulandela isivumelwano Ngomqulo Woluleko ingcinezelo ezimayini izokuphela ngokudlulisela lamalungelo alandelayo kubo bonke abasebenzi:

Amalungelo omsebenzi

- ★ ilungelo lokungena kwimpahla yenkampani amalungu kunye namagosa asemthethweni ombutho.
- ★ ilungelo lokungenisa i stop order
- ★ ilungelo lenkululeko yokuzinxulumanisa
- ★ ilungelo lokugwayimba
- ★ ilungelo lamashaft steward ukumela umsebenzi etyaleni nokwinqhubo yezikhazelo njengokuba kwakuvunyelwene kumgagatho wemayini
- ★ ilungelo lokuqanqalaza ngoxolo
- ★ ilungelo lokukhuselwa ekugxothweni okungalunganga
- ★ ilungelo lendawo yokusebenza enempilo nokhuseleko
- ★ ilungelo lokuvezwa kwengxelo elungileyo ekufezekiseni ngokufanayo kwabasebenzi kunye nenkampani.

Amalungelo entlalo

- ★ ilungelo lokuhlangana ngoxolo;
- ★ ilungelo lokuhamba ngokukhululekileyo;
- ★ ilungelo lokuphakamisa umbono;
- ★ ilungelo lokungaphazanyiswa;
- ★ ilungelo lokuba nesidima sobuntu kwaye kulinganwe, lonto etheth'into yokuba akuzobakho calucalulo ngokwezizathu zobuhlanga,

ibala, ulwimi, uyindoda okanye ongumama, icawe, imvelaphi ngokobuhlanga, ngokozalwa, kwembono zopolitiko, okanye nayo nayiphina into engalunganga okanye naluphina uhlobo lwendalo;

- ★ ilungelo lomntu ukuzikhethela indawo ayithandayo, kwaye amahostela awazokucalula ngokobuhlanga;
- ★ ilungelo elikhululekileyo lwencubeko n-cawa;
- ★ bonke abasebenzi abahlala kwihostela zenkampani, ezizakulawulwa ngokukhululeka, banelungelo lokuthatha inxaxheba kwimiba yehostela;
- ★ ilungelo lokungathathwa kwempahla zomntu, ngaphandle kokuba ezompahla zithathwe ngokungekho mthethweni;
- ★ ilungelo lokungathathi ngokusemthethweni kwempahla zenkampani;

★ ilungelo lokungabanjwa okanye uvalwelwe ngekungekho semthethweni.

Amaxhoba abalulekileyo ewanziwe yi NUM, avele emva kwenqhubo ende nenzima yothethwano nabaqeshi be AAC sukela ngo 1989. Ingcinezelo enzima eyalandela ugwayimbo olukhulu lwabasebenzi mgodini ngo 1987 ibangele i NUM ilwele i democrasi kunye noxolo kwindawo zokusebenza. Ukugxothwa kwabasebenzi mgodini abangange 50 000 ngenxa yogwayimbo olwalusemthethweni ngo 1987 linamathuba amade amadabi asemthethweni phakathi kwe NUM kunye nabaqeshi bemayini ekudle izigidi ngezigidigidi zamarandi, kubonakalisa mhlophe ukungonelisi komthetho wokusebenza wase Mzantsi Afrika. Ngelithuba i NUM kunye ne AAC bebhakekile belungisa izakhiwa ezifanelekileyo ezigqinisekisa ngokusetyenziswa kwesivumelwano.



Abasebenzi mgobini bavuyela ixhoba labo lwesi vumelwane ne AAC.

LUXINGILE UTHETHATHETHWANO NGEMIVUZO

LUYANUKA UGWAYIMBO KWIMAYINI ZEDAYIMANI

Abasebenzi mgodini bedayimani balungiselela ukuya kugwayimbo ngenzame zokutshutshumbisa abaqeshi be Deer Beers bavume imibango yabo. Iingxelo zokuqala ezisuka kwimayini zegolide kwilizwe liphela zibonakalise ukuthasa inyathelo logwayimbo. Abasebenzi babanga ukunyuswa kwemivuzo ukusuka ku 15% ukuya ku 15,5%. I NUM ibanga kunyuswe imivuzo nge R134 kubasebenzi abarhola kancinci ngelithuba abaqeshi benikeza nge R83. Ngokomlinganiselo bazimisele ukunikeza nge 9,5% kubasebenzi abasele besengxakini yemali, ngenxa yokunyuka kwazinga lemali layakutho ku 15%. Kusemva kwengxoxo ezinzima zokuba umbutho unyanzelwe kukubalikhuni kwabaqeshi ukuba unisele ingxabano. Ingxabano nayo yathunyelwa kwibhodi yokuxolelanisa, kwaze kwafikelela ekuxingeni. Abasebenzi bashiyeka bengenaloo elinye iqhinga ngaphandle kokuba babalorhele ugwayimbo olusemthethweni kuzo zonke imayini ze Deer Beers. Imayini ezizokuthi zichaphazeleke kolu gwayimbo yi: Finsch, Koffiefontein, Kimberley, Premier, Kleinzee kunye neGeology. Abasebenzi abangamawaka amathandathu kulindleleke bangene kugwayimbo ngaphandle kokuba abaphathi batbathe izinyathelo ezibalulekileyo.

Ngelithuba imeko isanxubile kuba nabasebenzi base De Beers bacele umngeni kubaphathi wokuba baphinde babuyisele abasebenzi abagxothiweyo ngokuthatha inxaxheba kugwayimbo lajikelele lwange 3 ne4 August lokuthasa uxolo nedemocrasi. Mvanje abasebenzi e Premier nase Kimberley babebambe umngcelele wokhalazo kuma ofisi abaphathi bebanga ukubuyiselwa kwabasebenzi abagxothwayo. Kwimayini yase Finsch e Kimberley abasebenzi bakhalazele ukugxothwa ngokuthatha umhlala phantsi kwi ofisi zbabaphathi. Uthethathethwano phakathi kwe NUM kunye ne De Beers okoko lwaqala luchaza ukukhalaza jikelele kunye nemiba esondeleyo. Ngexesha kusiyiwa

kumaphepha ndaba bekusabalwa iziphumo zemayini ezimbalwa esezibhalothile. Ugwayimbo e De Beers lwagqibela ngokubizwa yi NUM ngokukhalazela imivuzo kunye neemeko zokusebenza ngo 1989.

ISICELO SIKA CHRIS HANI

I SACP namhlanje lutshaba olugqinileyo lwengcinezelo nongcivo. Styawahlompha siwazi amasiko, imizabalazo, yembali eqondene nabantu bethu. Asibafundisi kuphela abantu bethu, kodwa nakhona sifunda kubo kakhulu. Umbutho wethu ngumbutho wabasebenzi, emaphandleni eluphekayo, wabafundi, woomama, wolutsha nayo yonke imibutho yenkululeko elizweni lethu. Sizimisele ekumanyaneni, enkululekweni, ekungacalulini, nesizwe esingenandoda namama. Siyabulela ngezimali ezohlukeneyo ezithe zinzwa ngabasebenzi ngokufaka emzabalazweni. Nangona kunjalo, icandelo elitsha lomzabalazo wesintu kunye nezinye intshukumo zifuna izixhobo engenazo i Party. Kungoko i SACP yenza isisemno kuni sokuba niyincede ngokwezixhobo ezifanelekileyo izokwazi ukhulungabazana nemicefingeni emntsha, ngokuthenga itikiti elizokunika ithuba lokuba uphumelele itikiti lababini abazokuya kwi Riphabliki yabantu base China kangange veki ezimbini.

IKAMVA YI SOCIALISM

Chris Hani Unobhala jikelele

ULUVO LUKAMHLELI

U Mzantsi Afrika usabanjwe yingxaki yezopolitiko njengoba abantu abaninzi abacinezeliweyo besihla benyuka ngaphandle kokuphuhlisa besiya kwikamva elikhululekileyo elingama calucalula. Urhulumente wocalucalulo usagqinise amandla opolitiko nawoqoqosho ngokusebenzisa umkhosi ngokubulala abo bafuna uxolo nedemocrasi. Kwimbonakalo yegoma emntu yopolitiko eculwa ngabopolitiko bocalucalulo ngokuzimisela kwabo ku Mzantsi Afrika omntsha upho abantu bazokuba bezilawula. Sikholiswa ukuba ulawulo lwezakhiwo zopolitiko noqoqosho ligcantsana elincinci labelungu yinto yakudala. Ukugqisa kwenyari kwabacinezeliweyo kubona asikabi nalo ilungelo lokwenyula urhulumente esikhethwe ngokwethu izigqibo zokuthu tshwa kwezixhobo kubekwe eqdem zozoqosho. Igcantsana lorchulumente wabamhlophe lazi ubaba alukho ubona abungcono kumlawulo labamhlophe nelungelo labo. Nasiphina isoyikiso esiqatha kulamalungelo sibonwa njenge-ayingozi. Ukubulawa kwabantu e Boipoteng nase Bisho kubonakalisa mhlophe ukuba urhulumente ufuna ukubamb' intambo aqhubeke nolawulo lwakhe ngendlela zonke. Naziphina ingxoxo zokujika intliziyi kwindlela yokukhulu babamhlophe yopolitiko engalunganga engumda ekungatsheni imibono yabacinezeliweyo kwilizwe lethu. Urhulumente wocalucalulo uyachaphazeleka ekupheliseni kothethwano kwi CODESA11. Kwakunge kbo bunzima kakhulu bokuba abacinezeli babengazimisela ulwumela iminqwano yabantu bokuba balawule lonto yasikhumbuzwa ukuba abantu bazokuzikhulula ngokwabo. Upolitiko lokuthath' inxaxheba

kweninzi luggugqizele izigidigidi zabantu abafuna inkululeko, abasebenzi, oomama, emaphandleni eluphekayo, abafundi, abantu becawe ngasemva kumzabalazo wenkululeko ukwenza isithuko esikhulu kuthulumente. Intshukumo yeminzi ibe sisixhobo esibalulekileyo esigqinisekisa ukuzalwa kwedemocrasi. Ukupheliswa kwentshukumo yeminzi singayifumengisa idemocrasi sokuba sizibuleke ngokwethu. Yimpumelelo yeminzi enyanzele urhulumente ukuba athathe amanyathelo okuzimisela ukhulungabazana nemibango ebekwe phambili yi ANC. Amabanjwa opolitiko akhululeke ngembonakalo ecacileyo ngakwicala likarhulumente lokugqinisa ukhuseleko emahostela asetyenziswa njenge ndawo yokukhuthaza izidubendube kubantu abangenazangano. Umsebenzi ongumisekileyo kwezopolitiko kokumiselwa ko-Rhulumente Wexeshana Wesizwe esimanyeneyo ozokugqinisekisa ukuphela korhulumente wamamhlanje. Unyulo olukhululekileyo lwe-Constituent Assembly ezokuzoba umgaqosiseko olukhululekileyo alungekhe lulibaziseke. Ngelithuba mkokheli ze ANC zizokuba zibambe urhulumente kwengxoxo ezizokubonakalisa inxaxheba ngale miba ibalulekileyo abantu phantsi bazokugcina ngokutshutshumbisa ngendlela ezohlukeneyo zentshukumo yeminzi ukugqinisekisa ukuba iziphumo zothethathethwano aziphuzisi democrasi. Kufanele silungise yonke imikhosi ngoku kufundiswe abantu bethu nkendlela yokuvota. Iziphumo zonyulo olukhululekileyo zizokufumanisa ngekamva leli lizwe kwanesizukulwana esizayo. U Mzantsi Afrika ujonge phambili korhulumente okhethwe ngokwentando yeminzi ozokugqinisekisa ngenzelo nangokuphuhlisa uqoqosho.