BASEBENZI MGODINI BEHLABATHI MANYANANI NILWE IIMEKO EZIMBI ZEMPILO NOKHUSELEKO

Umbutho wabasebenzi mgodini wezizwe ngezizwe (MIF) yabiza inkomfa yezizwe ngezizwe yempilo nokhuseleko ezimayini e Hatern Germany ekuqaleni konyaka. Izithunywa ezisuka kumazwe ayi 71, emele intlangano eziyi 77, kunye nayo i NUM ibizimasile. Ezona njongo zale nkomfa yamalanga amathathu yayikukuzoba umqulu wempilo nokhuseleko uzokunceda njengomgaqo womgomo emazweni nakwizizwe ngezizwe. Okwavela kwinkomfa kukuvunywa "kwenqhubo yokungena kwempilo nokhuseleko kwimizimveliso yemigodi." Injongo zale nqhubo kukuphucula iimeko eziphathelele kwimpilo nokhuseleko kubasebenzi mgodini kunye neentsapho zabo, nanje ngokuba zaziwa ezikuphakamisa umgagatho wempilo echazwa njengesimo esigqibeleleyo somzimba ophila, ingqondo kunye nentlalo ephilileyo hayi ukungabikho kwezifo kunye nobuthathaka bengqondo. Inkomfa yenze isiqinisekiso sokuba kuvumeleke umgagatho nezinga lezempilo nokhuseleko kwimizimveliso iyanyanzeliswa ngesixhobo ekuzokuvunyelwana ngaso yintlangano yebasebenzi bezizwe ngezizwe (ILO).

Abaqeshi kunye norhulumente bazokuthwala uxanduva lwezivumelwano ezibophelelayo eziliqela. I MIF ibeke amanye amalungiselo umgagatho kunye namalungelo azokuthi adityaniswe kumqulu wempilo nokhuseleko.

Ekukhuseleni nasekuncitshisweni komsobenzi osendeleyo kwingozi yempilo

- ★ Abaqeshi banoxanduva lokukhusela banciphise ingozi zempilo kunye nenkathazo zomzimba nezengqondo.
- ★ Isixhobo sehlabathi ekuzokuvunyelwana ngaso yi ILO kufanele iyibeke ubuncinane beminyaka emakuqeshe ngayo emigodini ngaphezulu nangaphantsi emgodini ngenjongo zokuphelisa ukusebenza kwabantwana. Ubuninzi beyure zokusebenza ngemini kufanele kugxininiswe kunye nexesha lekhefu kunye nexesha lokuhamba usihla unyuka usuka e shaft usiya kuphuma. Ubuninzi beyure zokusebenza ngeveki, kunye nobuncinane bomthamo wekhefu kufanele kugxininiswe.
- ★ Iimeko zokusebenza kuzakuvunyelwana ngokwabantu abahlukeneyo ngokwasemzimbeni nasengqondweni. Abasebenzi kufanele banikwe ilungelo lenxaxheba ekwenzeni iimeko abasebenza kuzo kwinqhubo yotshintsho kunye neyophuhliso ezichaphazela indawo abasebenza kuzo.
- ★ Izixhobo zomntu zokuzikhusela (ezifana nezibuko zokhuseleko) xa kwenzeke ingozi okanye ityefu ezinobungozi mazinikwe abasebenzi mgodini ngokwendleko zomqeshi. Ibhafu, izindlu zokuhlambela, iithoyilethi, iindawo ekugcinwa kuzo impahla, imatshini yokomisa impahla, ngokunjalo nezixhobo zethoyilethi emgodini mazibekhona emayini.
- ★ Iinkampani mazibe nemigomo kunye nezixhobo zokunceda engozini. Iingozi zifuna ukuphandwa ngokuqaphelisisa ukwenzela kuthathwe amanyathelo okhuseleko afanelekileyo azokunqanda ukwehla kwengozi kwakhona. Abameli babasebenzi mgodini banelungelo lokuthath' inxaxheba kuphando bafumanise izizathu ezibangele iingozi emigodini. Iinkampani mazigcine ingxelo ngokwemoqathango ye ILO ngendlela nangezinga lwengozi, ixesha lokusebenza elisondeleyo kwinxwelerha, nokwenzeka kwengozi okufana nomlilo okanye okuwa komgodi, nokuba azikhokelelanga engozini. Ezi ngxelo mazisiwe rhoqo kwi ofisi ezenziwe ngurhulumente. Elinye iphepha malinikwe abameli bezempilo nokuseleko kunye nombutho oqondeneyo nalonto.
- ★ Ikomiti lempilo nokhuseleko malithathe inxaxheba ekumiselweni kwezigqibo kwaye balawule yonke imiba ichaphazela impilo nokhuseleko, kunye nokuceba nokwahlulwahlulwa kwemali.
- ★ Uqeqesho olulungileyo maliqhutywe lunikwe ngokwendleko zomqeshi. Abasebenzi mgodini mabayalelwe kwaye bafumane izifundo ezintsha ngoncedo lokuqala ukwenzela xa kwehle ingozi. Imiyalelo yoncedo lokuqala efanelekileyo ekumgagatho wehlabathi mayibekhona ezimayini. Makwenzeke ngawo onke amaxesha ubonane noGqirha xa ufuna uncedo olukhawulezileyo. Amalungiselela mawenziwe ukuqinisekisa ukuba kuyenzeka ufikelele esibhedlele kwangethuba ukunceda umntu onzakele kakubi.

EKWAZISWENI KWEEMEKO EZIPHUCUKILEYO ZEMPILO KUNYE NENTLALO EPHILILEYO

Iinkampani mazibe nomgomo wokukhusela intlalo kwaye mazisebenzise izixhobo zobuchwephetsha ukukhusela ukonakala kwendalo.

Ekunyuselweni kweemfuno zabasebenzi abazimbhedlenge kunye nezihlobo urhulumente kunye neenkampani mababambisane ngoxanduva lokuthatha imiqathango eyoneleyo yokugcina ngokwasemzimbeni nasengqondweni abasebenzi abazibhedlenge.

Abasebenzi abazibhedlenga abanokubuyela emisebenzi yabo mabanikwe ithuba kunye nendlela zokuqeqeshwa eziqondakalayo kwaye bafumane imali elinganayo. Imbuyiselo eyaneleyo mayinikwe abasebenzi abazibhedlenge kunye nezihlobo ezifelweyo. Ngale ndleta, uhlelo lokhuseleko lwentlalo elwenziwe yimizimveliso yemigodi kwaye isekelwe ekuziphatheni enjongo zayo zikukulungisa lonto.

Xa elo hlelo selenziwe, abahlali mabakhuseleke.

MIF ifuna inkxaso yovelwano yezwe ngezizwe kwimiba yempilo nokhuseleko. Amaphulo amabini asemiselwe ngokukhawuleza:-

- ★ Ilungelo lokwazi ngephulo elizokuchaza ngokuphandle ukuba lithetha ntoni eli lungelo ekusetyenzisweni, libonise nokuba laphunyelelwa phi laze lasetyenziswa kwaye libonakalise iinkampani kunye norhulumente owalela abasebenzi mgodini eli lungelo.
- ★ Usuku lwezizwe ngezizwe lwempilo nokhuseleko elizokuqwalasela amalungelo abasebenzi mgodini ngokungena kwempilo nokhuseleko kodwa liphide lichaze ngolo nxulumaniso lotshintsho kwaye urhulumente exhaphaza abantwana, ukusetyenziswa kwabasebenzi mgodini kwindawo eziyingozi, iimeko zokuhlala ezinganyamezelekiyo kunye nokungcoliswa kwendalo.

INQHUBELA ENKULU YE NUM KWIMPILO NOKHUSELEKO

I NUM yenze inqhubela enkulu kwimiba yempilo nokhuseleko ngokufunda isivumelwano ne Chamber of Mines kwimfuno zokumiselwa kwequmrhu lokhuseleko lwemayini. Umbutho wamemeza ukusekwa kwale komiti sukela ku 1983, emva kwentlekele yemigodi yase Hlobane apho kwabulawa abasebenzi abayi 65. Kancinci emva kweminyaka elishumi yephulo le NUM ekugqibeleni abaphathi bemeyini bavumile ngokwemiqathango njengokuba izinga lokufa nelokonzakala liqhubeka. Uthethathethwano luyaqhubeka phakathi kwe NUM kunye ne Chamber of Mines malunga noqagamshelwano lekomishini. I NUM yenze isiphakamiso sokuba ikomishina iphathwe yijaji ezokumiselwa:

- ★ iphande ngayo yonke imiqathanga esemthathweni zokungena kwempilo nokhuseleko kwimizimveliso yemigodi e Mzantsi Afrika (ukufaka imbuyisele yokulimala, yokugula kunye neyokufa).
- ★ Kwenziwe izivumeleko kuMongameli wesizwe ngempuchuko ekhoyo emithethweni kunye nokulungiswa kwaye kwimbonakalo yeemeko ezibonakalayo kumzimveliso nakumgagatho wehlabathi.
- ★ Kwelinye icala i Chamber of Mines iphakamisa malunga nokuchazwa kwalemiba ilandelayo:
- — Ikomishini yophando kufanele ibe nejaji kunye nomakhwekhwetha kukhuseleko lwemigodi njengokuba kuvunyelwene yimibutho enenxaxheba,
- — Kuhlolwe ukuba umphailo okhoyo kumthetho weZombiwa (Mineral Act) unika isakhiwo esifanelekileyo somthetho malunga nempilo nokhuseleko lontu emayini.
- — Kusiwe izivumeleko kumPhathiswa weZombiwa Namandla ngayo yonke inqhube eyenziweyo kwisakhiwo somthetho, ukuba zikhona ezibalulekileyo.
- — Ikomishini kufanele ibhatalwe sisiwe kunye neminye imibutho ifake isandla sendleko zayo.

I COSATU IMISELE IPHULO LE MASS ACTION

Ukwayo lwerhafu nenyathelo lokukhalazela ukubulawa kwemibutho

Ukugwayinjelwa kwerhafu yenye yendlela yokunyanzelisa urhulumente wocalucalulo ukuba ahambe ngokukhawuleza ukuya kwidemocrasi. Isigqibo sokuyekwa ukbhatalwa kwerhafu ngumntu — Pay As You Earn (PAYE) sathathwa kwinkomfa yephulo le COSATU eyayibanjwe ngomhla we 11 – 13 September 1992 e Rhawutini. Iinkampani ezibulala imibutho yabasebenzi zizokubethwa kanobomi zintshukumo zokukhalaza kwentlangano zenkululeko kunye nemibutho yezizwe ngezizwe. Ekuqaleni kwephepha zinkampani ezathatha amanyathelo oluleko kubasebenzi ababethath' inxaxheba kugwayimbo lomhla we 3 nowe 4 ku August kunye nezo zincedisayo ekufakeni isandla kwizidubedube zokuhlaselwa kwabasebenzi.

Abaqeshi banikezwe ithuba ukuya kuma nge 01 October Lokuba baphendule isicelo se COSATU sokuba bayeke ukunika urhulumente wocalucalulo iimali ezintsalwa kubasebenzi ngengerhafu. I COSATU ibanga ukuba ezomali zerhafu zithathwe zibekwe kulawulo lwentlangano ezininzi "Imali ezokunceda ku Mzantsi Afrika okhululekileyo" (Fund for a democratic South Africa). Ukwayo lwerhafu luzokuqala ngo November zintlangano ezilwela inkululeko nabaqeshi balindelekile bayeke ukunikeza ngemali yerhafu yabasebenzi kurhulumente kusukela ngo Desemba. Intshukumo zokukhalaza zivumelekile kwiinkampni ezagxotha abasebenzi ngokuxhasa uqwayimbo lwango August kuzokuhlalwa kwi ofisi zabaqeshi, iintshukumo zokuvalwa kwendlela, ukwayo lokuthenga, kwaziswe kwaye kutshutshumbiswe ngenkxaso yamazwe ngamazwe. I Anglo American Corporation (AAC) ichaphazeleka kakhulu kwezi ntshukumo zokhalazo ngokuthi igxothe amalungu e NUMSA kunye nawe NUM kwimigodi yedayimani ye Deer Beers.

Inkomfa yenzze iziphakamiso nokwamkweleka kwe:

★ Imiba yoqoqosho ★ Izindlu ★ Umbane okanye ugesi ★ Amaxabiso okutya ne VAT ★
★ Imbalela ★ Amalungelo abasebenzi ★ Amalungelo abasebenzi base fama ★
★ Ukuhlanganiswa ndawonye kothethwano lwemivuzo ★ Unyulo lorhulumente weninzi ★
★ Imfundo noqeqesho ★ Ukwakhiwa kwemibutho ★ Amalungelo oomama ★

Ugwayimbo elisemthethweni lungenzeka xa ingekho inqhubela eyenziwayo kula maphulo.

Inqhubo ihamba kanje:

1 - 13 October — ukungena kwi ofisi zikarhulumente nondlu nkulu benkampani ezagxotha abazebenzi — ngokunjalo namanye amaqhinga aqhubeke.

Phakathi ku October — Ugwayimbo lwe saccawu lokufuna kuhlanganiswe ndawonye uthethathethwano.

11 - 19 — Iveki yentshukumo kwimibango yopolitiko kunye nodushe.

11 — Ilanga lokuvelana namabanjwa ezopolitiko. Inqila zizokube zibambe umngcelele kuyiwe amajele ukuyo kubanga ukukhululwa kwamabanjwa ezopolitiko.

13 - 19 — Inqila zizokugqiba ngamanyathelo emakawathathwe nokungenwa kuhlalwe emafemini.

1 November — ngumhla we COSATU ne ANC ne zinye intlangano zokuba ziyekwe ukubhatalwa irhafu kurhulumente.

1 December — ngumhla wokuba abaqeshi bayeke ukutsala imali yerhufu kubasebenzi bayise ku rhulumente.

ABASEBENZI BAPHUMELELE IDABI LWESIVUMELWANO E IMPALA PLATINUM MINES

VIVA IMPALA VIVA!!!

Abasebenzi mgodini e Impala Platinum Mines (IMPLATS) benze imbali enkulu yombutho wabasebenzi okhululekileyo kwiphandle lase Bophuthatswana ngokutyikitya isvumelwano sombutho kunye ne NUM. Isivumelwano nombutho sityikitywe kwinyanga ephelileyo nesakhiwo sombutho esaziwa nje nge Central Council of Workers ukwandisa uthethathethwano lamalungelo omvuzo kubasebenzi base Impala. Ngokwesivumelwano abasebenzi banelungelo lokuthethathethana ngemivuzo kunye neemeko zokusebenza. Isivumelwano sizokwenza abasebenzi babenakho ukuthethathethana kwaye kulungiswe nomgaqo kunye nezinye izivumelwano nabaqeshi. Enye into ebalulekileyo efunyenweyo sisivumelwano samashaft steward agqibeleleyo esingomnye umba okwisivumelwano. Isivumelwano sifike emva kweminyaka emininzi yemizabalazo enzima oliwe ngabasebenzi base Impala ngokubanga amalungelo ombutho wabasebenzi. Ngo 1986, i Genmin, ephethe imayini yabulala kakubi ugwayimbo labasebezi ngokugxotha abasebenzi abayi 26 000. Yade yaba ngu 1991 apho abasebenzi baqala kwakhona ukuzimanya kwakhona bacela umgeni ngokufuna amalungelo abo anyathelwa yi Impala. Kuzo zonke izakhiwo zengcinezelo ezibonakalayo enkampanini — amagosa okhuseleko emayini, imikhosi yokuseleko ye Bop nengcinezelo yemithetho yokusebenza e Bop — abasebenzi balwe nabaphathi bebanga imivuzo ephezulu kunye nesivumelwano sombutho okhethwe ngabo — i National Union of Mineworkers. Abaqeshi bazame ukusebenzisa umkhosi kunye nezidubedube ngenzame zokubulala inyathelo labasebenzi kodwa zange baphumelele njengokuba imayini yayinqhongwe lilifu logwayimbo, ukuma komsebenzi, ukuhlala phantsi nokungayi emsebenzini.

Okwangoku abasebenzi abayi 26 000 kubasebenzi abayi 48 000 bajoyine i NUM ngokwephula imithetho yokusebenza e Bop eyayinqanda imicimbi yalento kuthiwa yimibutho yangaphandle. Ngethuba abaqeshi besiza kuthethathethwano ne NUM bekhuthaza ikomiti labasebenzi ukuba basebenze ngesivumelwano sombutho bangaphezu kwe 30 abasebenzi abasele bebulewe kwaye amakhulu alimele kwaye abanye zingxwelerha ngelithuba inkampani yalahlekelwa ngaphezu kwe R100 million kimveliso.

INQHUBELA ENKULU YENXAXHEBA YABASEBENZI E ESKOM

Imbali yentlanganiso phakathi kwe Eskom nakubameli bemibutho yabasebenzi elishumi ibibanjwe ngomhla we 7 – 8 September 1992 kuqwalaselwa imiba ebalulekileyo echaphazela yonke imibutho enenjongo. Intlanganiso ize emva kwenyanga yonxunguphalo nengxabano phakathi kwe Eskom kunye nabasebenzi abagqugquzeleke phantsi kwe NUM neminye imibutho. Abasebenzi bamphikisile u Eskom ngenyathelo lokwakha ngokutsha umzimveliso yedwa esekudle nga pheze kuse 20 000 yemisebenzi sukela ku 1985. Kusemva kwephulo jikelele lokukhusela imisebenzi elamiselwa ukuba amandla abasebenzi abagqugquzelekileyo agcingwe kwilizwe lipheIa njengenyathelo lokukhalaza kwaye neentlanganiso zibanjwa kuwo onke amaziko ombane e Eskom. Umngcelele onzimqowaya e Eskom Megawatt Park nguwo owamisa iqhubo yokwakha ngokutsha inkampani. Umba obubalulekile kule ntlanganiso yinxaxheba yabasebenzi ekulawuleni i Eskom. Imiba esondeleyo echaziweyo esafuna ukuqwalaselwa zindlela zokugqinisekisa ngethuba elide lokusebenza kuka Eskom. uqeqesho nokuphucula abasebenzi, indawo yokuhlala neminye imiba esondeleyo. Ukuqhubela phambili abantu ababesentlanganisweni bavumelene ngokuseka amaqela azokusebenza ngokwahlukeneyo ukuchaza kakuhle inchukacha zemiba kwaye kwenziwe isivumelwano ngokuqhubeka kwenquhubo. Ukuphumelela kwale nqhirbo kuzokuhamba indlela ende ekugqinisekiseni ukuba kusekwe ukuphila koqoqsho elizokuhlangabezana neemfuno zabantu bonke base Mzantsi Afrika. Abasebenzi bazokuxhamla ekukhuleni koqoqosho ekubonakala ukuba luzokukhuliswa yile nkqubo. Intlanganiso ibizinyaswe bubukho bababphathi be Eskom abayi 50 kunye nabameli abayi 150 be NUM kunye neminye imibutho yabasebenzi esithoba.