

17/11/75

ABASEBENZI

DECEMBER 1975 NO.8.

Bacinga Ntoni Abasebenzi ?

uAbasebenzi uthethe kumsebenzi othile kwiveki ephelileyo ukufumana kanye ezona ngxaki anazo emsebenzini wakhe kwaye neendlela abanokuthi abasebenzi bazi-lwe ngayo ezingxaki emisebenzini yabo. Siyathemba okokuba sokulipapasha qho udliwano ndlebe kuAbasebenzi. Ngalendlela, abasebenzi baseKapa banakho ukidibana lula nabanye oogxa babo. Banakho ukufumana ngobunzima obukwezinye iifektri. Sikhe sathetha nelungu leKomiti yaBasebenzi esi e-Groenvlei. Seneminyaka eyi 5 esebenza apho waye esamkela iR23. ngeveki. Sakumbiza okokuba ngumnu Sithole noko ingelo gama lakhe elo! Siqale sambuza umnu Sithole ngeekomiti Zabasebenzi. Ikomiti yakhe yakhiwa ngocedo lwe Advice Bureau. Ekuqaleni abasebenzi babe soyika ukungena kulekomiti. Baye bengayazi into eyiyo. Ngoku inani labasebenzi abaqondayo ukuba umanyano ngamandla liyenyuka. Ununzi lwabo ngoku luyayixhasa lekomiti, kangango kuba izamela ukuba ibaliswe. Kutheni abasebenzi befuni lekomiti?

Umnu Sithole usixelele ukuba zininzi iingxaki emsebenzini ezifuna ukulungiswa. Usixelele, umzekelo, ukuba abasebenzi bebefudula besiya emsebenzini ngenqwelo eyayikhutshwa liqumru ledolophu. Lenqwelo yayingenaso isigqumathelo. Xa imozulu imbi, abasebenzi babe bamanzi bafike emsebenzini begodola. Bazeke abasebenzi badibana bazama indlela yabo yokuhamba. Ngoku bahamba ngenqwelo elungileyo.

Umnu Sithole enye ingxaki abanye abasebenzi (ngengaye) basebenza iR2 1/2 yeyure ngemini baze bafumane nje iR23 ngeveki. Abanye basebenza iR35.40 ngeveki. Abaphathi bathi abasebenzi bahlawulwa kancinci abasebenzi

nzima. Kodwa umnu Sithole uthi oku akuyiyo inyani. Waphinda wathi lomahluko kwimivuzo lwenza abasebenzi bangamanyani. Kuba ababahlawulwa ngaphezulu abayiboni into yoku manyana nabanye baxhase iKomiti yaBasebenzi. Obu bubudenge, watsho umnu Sithole. Zininzi iingxake ezijongene nabasebenzi bonke zaye ziyakulungiswa Tumanyano labasebenzi bebonke bejongise kubaphathi.

Umnu Sithole usinike imizekelo yeengxaki ezifuna abasebenzi bezilungise kunye. Umzekelo, kufuneka behambe ithuba elide xa besiya emsebenzini. Kwakhona, iqumru ledolophu ubaqasha abasebenzi phantsi kokuqasha-gxotha. Xa abasebenzi bekhala nga-meko ezimbi emsebenzini, umphathi ubaxelela nje ukuba mabaye kufuna emsebenzi kwenye indawo. Umnu Sithole ucinga okokuba ukuba abasebenzi banokuba nekomiti enamandla, bathe ngelizwi elinye, banakho ukulungisa ezingxaki.

Umnu Sithole usixelele ukuba ukhe waphantsi kwengqesho kwiAdvice Bureau. Nangona kwakunzima ukufumana ixesha lukuhamba oluqesho, uthi oluqesho luthe lwamnceda kwizinto ezininzi. Uthe wadibana nabasebenzi apha abavela kwezinye iifektri. Uthe wafumana okokuba nabanye abasebenzi apha eKapa bajongwe ziingxaki ezifanayo nabasebenzi bequmru ledolophu. iAdvice Bureau yamfundisa ubuchule obuninzi obufunekayo ekwakheni iikomiti zabasebenzi. Umnu Sithole uthi ikomiti yakhe yabona okokuba mayingene kwiAdvice Bureau kuba bayi bona imfuneko yomanyano phakathi kwabasebenzi

UYILO LWE-KOMITI ZABASEBENZI NGOKWEZITHILI YE ADVICE BUREAU

Kwinyanga ka October 1975 adabasenzi abanekomiti ezibameleyo baqgibe ekubeni babe nokwakha ikomiti ngokwezithili eziza kugxinaniswa ekuhanjelweni nase kuqeqeshweni ngabaququzeleli be Advice Bureau namavolontiya. Intongg kukwakha ukufuthelana nokuqina kwabasebenzi abasebenza kwindawo enye nokuncedisana kwingxaki zabo phantsi kokuba ingxaki yabasebenzi inye noba ifactori zahlukile yinto keleyo eyothi iqinise nombutho owongamele abasebenzi iWorkers Council.



ABASEBENZI BAKWA DUENS BAVELE ENKUNDLENI.

Abasebenzi bokhumbula ngenxwaba-ngxwaba kumzi wakwa Duens eyayithe yaziswa kwiphepha Abasebenzi langaphambili. Abasebenzi abali 19 bathi babanjwa ngamapolisa ngokuthiwa balile ukusebenza emva kokuba kugxothwe abasebenzi abayi 3

Ababasebenzi bathe bavela enkundleni yamatyala kwinyanga ephelileyo, kwaze kwakho iingxelo ezibenomdla ezithe zenziwa. Umqeshi uthe abasebenzi bagxothiwe, kuba umsebenzi wabo ube ungemhle. Umphathi yena uthe wakuphikisa oko. Uthe yena bagxothiwe kuba bengabameli babasebenzi.

Elityala lakuqhuba kunyaka ozayo ngoJanyuwari. Okwangoku phantse bonke abasebenzi babe baqashiwe zezinye iifemu okanye iifektri.



Luthetha ntoni kuwe unyuko lwamaxabiso ?



1973

Amxabiso ezinto zokuphila anyuka ngokunyuka. Kuqala sibone ukunyuka amaxabiso okubamba ngebasi, kutsha nje ezaseWanga noGuguletu siphinde zenyuka. Kwakhona sibone ukunyuka kwamaxabiso obisi nokutya. Olunyuko lwamaxabiso lubizwa ngokuba yiinflation. Kwelinqaku sakubonisana ngezenziwa yile inglation nendlela lokuyilwa. Into omawuyikhumbule yile yokuba ungumthengisi uthe-

ngisa amandla akho ngeveki waye uyahlawulwa ngaloo nto. Abasebenzi abangenalo ilungelo lokunkqanga kubaqeshi, bathi ngamanye amaxesha umvuzo ome ndaweni nye ishumi leminyaka. Mhlawumbi angamkela iR20.00 lonke eloshumi leminyaka.

Xa wayeqala umsebenzi ngalomvuzo usenokuba wayehlawa i R1.00 ngeveki nge 10 amaxesna ehamba ngebasi ukuya nokubuya okanye R1.50 ngeveki etnenga izonka ezi-



1974

hlanu okanye R1.00 thenga ipakethe eziyi 5 zezigarethi ngeveki.

Kwishumi leminyaka elidlulileyo kwangala mali unokunamba kayi 7 ngebasi okanye izonka eziyi 2½ okanye ipakethe eziyi 3 zezigarethi. Imali ixabiseka koko inokuthenga. Ngoku anokuthenga ngaphantsi imali yakhe ihlile exabisweni. Ungade ube ufumana i R10.00 emalini kodwa ixa-



1975

biso layo liphantsi. Enyanisweni uhlawulwa ngaphantsi ngaloo mali.

Abaqeshi abakuhlawulayo abalahlekelwa - bagcina phantsi umvuzo wakho. Abantu abathengisa isonk okanye izigareti abalahlekelwa - basuke banyuse amaxabiso abo. Nguwe olahlekelwayo yonke iminyaka.

Ingaba ikhona indlela yakho yokusinda? Ewe ikhona. Kulula ukunyusa imivuzo uku-

se ihambe kunye nonyuko lwamaxabiso ungalahlekelwa.

Kodwa akukho mntu uyakwenzela oko. Abaqeshi, njengoko usazi, bayanqena ukunyusa imivuzo kuba abazikhatnazi ngehambo nzima yakho. Uyakuzinceda ngokwakho.

Inye indlela kukumanyana naba nye abasebenzi nakhe imibutho yenu enamanala. Kufuneka nibe nombutho oyakuthethela bonke

abasebenzi ngelizwi elinye kwindawo osebenzakuyo. Umbutho onamandla mawenze ukuba abasebenzi bengasoloko belahlekelwa ngenxa yeinflation. Abasebenzi mababanyanzele abaqeshi banyuse imivuzo xa kunyuka amaxabiso. Kulula ukufumana indlela emayinyuke nga yo imivuzo umbutho mawuqonde ukuba kuhamba njalo.

Qala ukumanya ngomso - intapho yakho ixhomekeke kuko.

Uncitshiso Lwexabiso Lerandi Nabasebenzi Abantsundu

Kutsha amaphepha-ndaba noonomathotholo bathe bazisa ukuba umZantsi-Afrika ulinciphisile ixabiso lerandi nge 18/ekhulwini yonke. Ithetha ntoni lento ilunciphiso lwerandi izakuzibonakalisa njani kubasebenzi abantsundu? Masizame ukuphendula lemibuzo mibini. Ukuze siqonde ukuba unciphiso luthetha ntoni kufuneka siqale sijonge urwebo lomZantsi-Afrika namanye amazwe. Umzantsi-Afrika uthenga kwamanye amazwe izinto ezifuneka-ayo ezininzi nesingenazo apha ezinje ngepetroli noomashini ezingenziwayo apha. Ukuze Umzantsi-Afrika uthengise izinto ezinje ngentsimbi noboya

nawo kwamanye amazwe kuba ezifuna ezimveliso. Ezizinto yiya thunyelwa. Izinto ezingeniswayo kweli kufuneka zihlawulwe ngumZantsi-Afrika. Kufuneka sizihlawulele ngerandi. Kodwa kwamanye amazwe kusetyenziswa enye imali. emelika basebenza ngeedola ukuze eBilitani basebenze ngeeponti. Xa singenisa impahla evela emelika kufuneka sihlawule ngeerandi ixabiso elilingana neledola. Ixabiso kwiirandi lixhomekeka ekubeni zingaphina iirandi ezilingana nedola.

Umzekelo, ukuba into evela kwelinye ilizwe idla iidola ezintandathu e-

Melika, ukuze iidola ezimbini zilingane nerandi enye, ke ixabiso laloo nto liyi 3 randi emZant-

ntsi-Afrika. Xa umZantsi-Afrika uyinciphisa irandi, ke irandi ingaphantsi ngexabiso kwidola nezinyi imali ezisetyenziswa kumazwe asenzi- ni. Umzekelo, ukuba irandi enye ilingana needola ezimbini ukuze irandi inciphile nge 50/ekhulwini, kungoko irandi enye ilingana nedola enye. Kulo mzekelo ungentla, into engenesiweyo iyakuthi ngoku ixabise iirandi ezintandathu ingeyiyo iirandi ezintathu njekoba bekunjalo phambi koncitshiso. Isize-

kabani soncitshiso kukwenza izinto ezivela phesheya ziphakame ngamaxabiso. Sothi ke sibone isizekabani soluncitshiso ukuba siyintoni kubasebenzi. Sonke izinto ezivela phesheya zizakunyuka nge 18/ekhulwini ekuxatyisweni. Lento ithetha ukuthi into evela phesheya eyaxabisa irandi ngoku yoxabisa irandi enye ene 18 yamasente ngenxa yoncitshiso. Kodwa azizizo zodwa ezivela phesheya eziza kunyuka. Ixabiso zazo zonke izinto lizakunyuka. Kungenxa yokuba indleko yokuvelisa yayo yonke into apha kwelilizwe izaku-

nyuka. Isizathu salento kukuba yonke into eyenziwa apha ifuna enye yezinto ezivela phesheya, nokuba asiyiyo nje ioyile nepetroli ezihambisa loompahle. Indlela yokuvelisa ezizinto izakunya ke ukuze, kunyanzeleke, amaxabiso azo nawo.

Unciphiso ke luthetha ukuthi abasebenzi abantsundu bajingelwa likrele lokunyuka kwezinto zonke ezifunekayo ukuba bazithengele ukuphila. Ukuba imivuzo yabasebenzi ayinyuki nayo, lento ithetha ukuthi abasebenzi bakuhla kumgangatho okuphila ngenxa yoluncitshiso.

INTLANGANISO YONYAKA (A.G.M.)

Intlanganiso yonyaka ye Advice Bureau ithe yahlala ngeCawe ye 26 October. Iingxelo zithe zanikwa ngu-Zora Mehlo makulu egameni labaququzeleli zenziwa nangabameli beekomiti zabasebenzi eziliqela. Iqumru elitsha elongameleyo lithe lonyulwa lo 1976. Amalungu awonyuliweyo ngala M. Msutwana (Standard Bank - Chairman), M.W. Mputing (Mastertreads),

Iqumru elitsha elongameleyo lithe lonyulwa lo 1976. Amalungu awonyuliweyo ngala M. Msutwana (Standard Bank - Chairman), M. Nsilele (Globe-Vice-Chairman), M.W. Mputing (Mastertreads) L. Dotwana (S.B.H.), K. Nqonji (Anchor Yeast), Sidina (Gearings), B. -Mandita (Printpak), M. Margis (Printpak), S. Mazwembe (Lupini), R. Sizani (Steeldale).

Unyuko Lwamaxabiso Nophelelo Misebenzi

Unyaka ka 1975 ube unyaka onobunzima kakhulu kubasebenzi abaninzi. Sikhangelwa kwi imizi-mveliso emibini, iingxaki ebekufuneka bejongene nazo zicacile. Kumzi weengubo abasebenzi abayi 10,000 bathi bapheleliswa ngoMarch kuba iMarrike yayigcwele zezi vela phesheyo ezixabiso liphantsi. ngoApril abasebenzi abayo 208 ePam Knitwear eKapa nabayi 100 kumzi weengubo oyi Hex River Textile bathi baphelelwa. Ngo October abasebenzi abayi 2,000 baphelelwa zazi iifektri eziyi 2 zavalwa kumzi werhali kuba amaxabiso eengubo ehla. Kumzi wobunjineli ibali linye. Ngo June amadoda ayi 450 aphelelwa kwa Globe Engineering kwaze ngo August uMurray no Stewart (marine) no Globe Engineering bagxotha abasebenzi abayi 500 kuba kungekho misebenzi yaneleyo yoku lungisa iinqanawa.

Kutheni oku kusenzeka? Oomashini sese kwiindawo zokusebenza neefektri kwaye abasebenzi bafuna umsebenzi. Yintoni ekhwasilima? Impendulo bonke ubungxowankulu busengxakini. Kumazwe atyebileyo anje ngoBilitani, Imelika, Japhani, iFranisi neJamani, kwaye kumazwe obuhlwempu anjengo Botswana, Lesotho, India ne Pakistan ibali linye. Akukho msebenzi kungekho nentlawulo kwabanye kungekho namadua nentlawulo encinci kwabanye abasebenzi nokunyuka kwamaxabiso kumntu wonke.

Asiyo ngxaki njele kodwa yeyona inkulu ukusukela kokuphela kwemfazwe yesibini. Abasebenzi babonisa okokuba imveliso ephethwa ngabaqeshi kufuneka imveliso ephethwa ngabaqeshi kufuneka ihambe ngeengxaki ukuze ibe nokuqhuba. Ngelinye ixesha zinokwenziwa zivele ngolunye uhlobo nje ngonyuko lwamaxabiso. Kodwa iingxaki ziyafana nengxaki yokusebenzela umqeshi.

Xa kukho ingxaki kukho umbuzo oyindoqo ekufuneka uphendulwe. Ngubani ozakuhlawulela lengxaki? Iza kuba ngabasebenzi okanye abaqeshi? Kuthi ngamanye amaxesha ivele (kwaye bosoloko bekuxelela) okokuba abaqeshi abanakwenza nto ngayo. Abaqeshi bathi ngelinye ixesha ityalaliku-basebenzi ngelinye ixesha lelifikarulumente. Akukho buxoki bufana nobu! Makhe sikhangele sibone indlela lengxaki iliwa ngayo kumazwe amabini sibone ubuxoki bayo.

Emelika abaqeshi banamandla kakhulu. Bathe banakho ukuvala iifektri xa bengenzi ngenelo yaneleyo. Abasebenzi balahlekwa ngumsebenzi abafumana eminye. Ukhuphiswano phakathi kwabasebenzi lukhulu ngemisebenzi kwaye abaqeshi banakho ukufumana abasebenzi abazimesele ukusebenzela imivuzo imincinci. Ngemivuzo emincinci nonyuko lwamaxabiso abaqeshi bokufumana iingenelo ezaneleyo ingxaki ibe iphelile. Namhlanje umsebenzi oyi kwabayi 10 akanawo umsebenzi. eBilitani abasebenzi banamandlana. Ukuba umqeshi uzama ukuvala ifektri abasebenzi bathi banyanzele okokuba urulumente makayithabathele kuye ifektri ukuze kugcinakale imisebenzi. Ngamanye amaxesha abasebenzi bathe bayithathela kubo ifektri bayiqhuba ngaphandle kwabaqeshi. Njengokuba lendlela ineengxaki ezininzi kubaqeshi, bathi bajonge enye yokuyilwa. Bathi banyuse amaxabiso ukugcina iingenelo zabo. Unyuso alucaci nje ngophelelo misebenzi, akululanga ukukuluqonda baye bayathamba okokuba abasebenzi abanga kwamkeliyo ukuphelelwa baya kulamkela ulonyoko. yiyo loonto eBilitani umsebenzi emnye kwi 120 engenawo umsebenzi, kodwa amaxabiso athe anyuka kane 4 njengase Melika. Zintoni ezifundwa ngabasebenzi baseMzantsi Afrika? 1). Ingxaki ayikho Mzantsi Afrika kodwa, kuloko kuwo

onke amazwe aphethwe ngabaqeshi.

2). Ingxaki le ayinabala linye. Akwanelanga nje abasebenzi ukulwa uphelelo - kufuneka belwe unyuko lwamaxabiso.

3). IInkathazo zoqoqosho azifani zenzeke nje. Ziphatha ngayo kuxhomekeke ekuziphatheni kwabasebenzi.

unemployment insurance



Bonke abasebenzi abaphelelweyo, nababe besamkela ukusukela okanye ngaphezu kwe-R10-50 ngeveki kumsebenzi ababe kuwo phambi kokuba baphelelwe, banalo ilungelo lokufumana kwi Unemployment Insurance ukuba bebethe batsalelwa iiveki eziyi 13 kunyoka ongaphambili.

Ngumsebenzi wabaphathi ukubalisa abasebenzi kwiOfisi ye-Unemployment Fund esePitoli, ukuba bamkela ngaphezu kwe-R10-50 ngeveki. (Umqeshi angadliwa ukuya kwi R200 okanya unyaka etolongweni ukuba akayeni loo nto). IOfisi yokumnika umqeshi ikhadi eliluhlaza U.I.F. xa ethe walibiza-ikhadi kumsebenzi ngamnye. Xa umsebenzi ewushiya

KHUMBULA! Ukuba uyemka okanye ugxothiwe kwenye yefektri, kwaye ubusamkela ngaphezu kwe R10-50 ngeveki sukulibala ukubuza umqeshi ngekhadhi lakho le U.I.F. umsebenzi kufuneka elifunile elikhadi kumphathi kuba kutlala ukufuna imali yeUnemployment Insurance kwandaba zabantu xa aye kubalisela esinye isithuba. Akukho mali unokuyifumana xa ungenalo elikhadi

Ngokukhutshwa yi KHOMISHINI YEMIVUZO, S.R.C., University of Cape Town, Rondebosch.

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