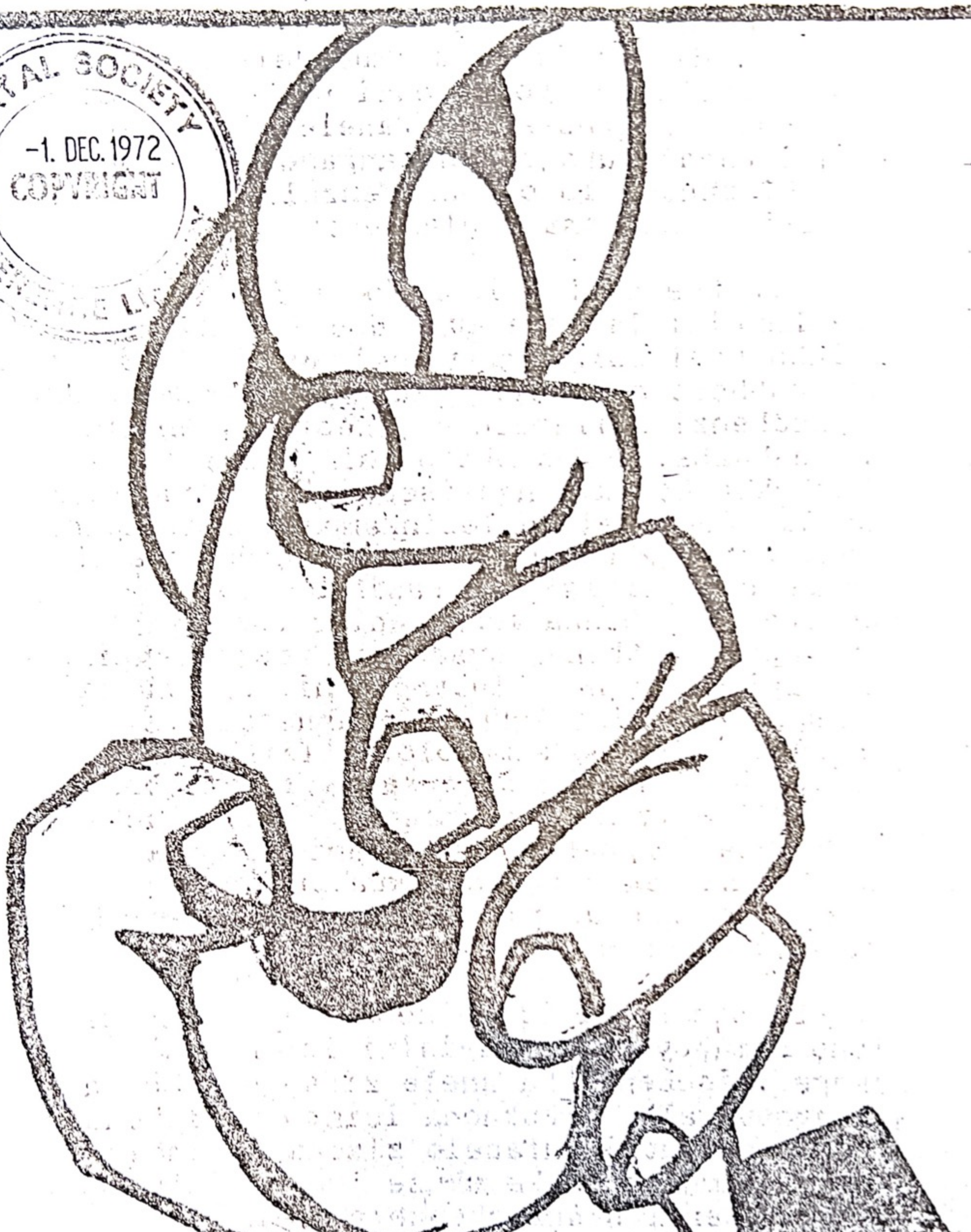
ISISEBENZI

NATAL SOCIETY
-1. DEC. 1972
COPYRIGHT
REFERENCE LIBRARY



Ezomhleli

Sinokuningi kulesisishecilelo. Konke kusho into eyodwa: izisebenzi kufanele zihlangane zodwa kwiKomidi yomsebenzi noma kwiTrade Unions. Izisebenzi kufanele ziqaphele oBasi bayazinuka lezinhlangano zezisebenzi. Bayazi ukuthi loko kungazenzelani izisebenzi. Bayazi. Kwabona bahlangene.

Akesithathe nasi isibonelo: esikhathini esiphambili laphaya kuma docks kwakukhona izinkampani eziningana zemikhumbi ezazi jwayele ukukhokhela onyathi. Kusemseni woBasi ukuba nezisebenzi ezifanele - umsebenzi wenziwa ngokushesha. Ngakoke uBasi wayezimisele ukukhokha kakhulu ngesisebenzi esifanele. Zaqala ukuqhudelana lezinkampani ngamaholo. OBasi babengakuthandi loku. Ngoknbona ukuthi izisebenzi azihlangene bazihlanganisa bongobasi. Benza inkampani entsha. Lenkampani yathenga umsebenzi wezisebenzi yawudayisa shibhu ezinkampanini zemikhumbi. Kwakusho ukuthini loku? Kwakusho ukuthi bangenza isinqumo samaholo. Izisebenzi kwakufanele zidlule kulenkampani yomsebenzi, zikhokhelwe iyona lenkampani. Uma sibuka ukuthi ubani ophethe lenkampani sithola ukuthi wonke amadirector akwa Durban Stevedoring Labour Supply Company angamadirector amafemu emikhumbi.

Njengoba sibona mayelana neClothing Industry, ngisho namapoyisa asesayidini lomqashi. Ngakoke izisebenzi kufanele ziqaphele kodwa hayi ngobugwala. Kukhona izinto izisebenzi ezingazenza futhi kufanele zizenze. Indlovu ihlatshwa umuntu wonke ukuze iwe. Sihlangene thina zisebenzi singasebenzela izimo ezingcono zokusebenza emsebenzi.

Izimboni Ezenza Impahla Yokwembatha

Inhlangano ethuthukisa amaholo iyazama ukuzimela izisebenzi eziZsundu kulowonayilowu mhlangano woMnyango weZemali (Wages Board). Uyini uMnyango weZemali na? Zonke izimboni zivamile ukuhangelwa aba-lomnyango. Emva kwe minyaka emihlanu. UMnyango weZemali lona wakhiwe izithunywa zika-hulumeni hayi abaqashi. Ziyahlangana njalo emuva kweminyaka emi hlanu ukuzokuzwa ngezamaholo ezim-boníni. Akekho uBasi ovunyelwe ukuthi akahokhe imali engaphanzi kwaleyo enqunywe uMnyango weZemali.

Manje uMnyango weZemali lona uyahlangana njalo ufune ukwazi ukuthi kuhamba kanjani ubuze kulabo bantu abafisa ukuwazisa. OBasi bayayazi yonke lemihlangano, kodwa bayazifihlela izisebenzi zabo. Uma uMnyango weZemali unomhlangano kuvamile ukuthi oBasi babebaningi kanti izisebenzi zibe mbalwa. Izinhlangano ze Misebenzi (Trade Unions) ziyazamaukubeka imibandela, kodwa bese kutholakala ukuthi zincane izinhlangano zemisebenzi zaBantu abangakwazi ukunimela. Okuzanywa Inhlangano ethuthukisa amaholo (Wages Commission) ukutshela izisebenzi ngayo yonke lento eyenzekayo ukuze zikwazi ukuhlangana zikhethe ozozimela ahambe izikhalo kuMnyango weZemali nayo yonke into enga-bagculisi emsebenzini naloko abangakuthandi.

Imboni

Inhlangano ethuthukisa amaholo ike yezwa ngomhlangano wo(Wage Board) Mnango Wezimali wokufuna ukwazi ngezamaholo ezimbonini ezise-Mnceleni hayi lapha eThekwini. Lomhlangano wabe ubanjelwe eLadysmith. Izithunywa ezimbili zeNhlangano ethuthukisa amaholo (Wages Commission) zawahambela wonkana amafemu akhona eLadysmith zihamba ziwatshela ngomhlangano, nango Mnyango Wezemali ukuthi ungabenzelani abasebenzi abaNsundu, naloko okudingeka zikubeke phambi kwawo lomnyango. Izithunywa lezi zanika izisebenzi amapheshana ngaphandle kwemboni. Izisebenzi zakhombisa omkhulu umdlandla ekufundeni lamapheshana kangangoba akukho sicucu sephepha esatholakala si ndiza emoyeninoma silele phansi enhlabathini.

Izesebenzi Zimelwa Kanjani

Izithunywa lezi ezimbili zahambela nase Charlestown, eduzane nase Vogolosi (Volksrust) kwelinye lamafemu amakhulu. Lelifemu libizwa ngokuthi i-VEKA. Omunye wezithunywa ze Nhlangano ethuthukisa amaholo wangenaphakathi embonini ukuze abonane noBasi ngenhloso yoku buza lokhu:

1. Ukuthi anike izisebenzi amapheshana abhaliwe
2. Ukuthi avumele izisebenzi ngolunye usuku ukuze sikwazi ukuya ku Mnyango weZemali
3. Ukuthi uma beya ku Mnyango weZemali kungabikhona ukuhleshulwa emholweni wabo wemali.

Kodwa uBasi wakwala konke lokhu. Ubasi wathi bakhona abantu abambalwa embonini abazohamba bayo khulumela izisebenzi. Esinye sezithunywa zeNhlangano ethuthukisa amaholo sabuza ukuthi ukhona yini umuntu oNsundu kulabo. UBasi waphendula wathi akekho. Emhlanganweni woMnyango wezamaholo kwakugcwele abelungu bodwa. Uthi bazikhulumela izisebenzi zabo? Phinde. Into abayicela yaba yinye wo ukuthi amaholo angakhuphuki.

Imboni

Inhlangano ethuthukisa amaholo ike yezwa ngomhlangano wo(Wage Board) Mnango Wezimali wokufuna ukwazi ngezamaholo ezimbonini eziseMnceleni hayi lapha eThekwini. Lomhlangano wabe ubanjelwe eLadysmith. Izithunywa ezimbili zeNhlangano ethuthukisa amaholo (Wages Commission) zawahambela wonkana amafemu akhona eLadysmith zihamba ziwatshela ngomhlangano, nango Mnyango Wezemali ukuthi ungabenzelani abasebenzi abaNsundu, naloko okudingeka zikubeke phambi kwawo lomnyango. Izithunywa lezi zanika izisebenzi amapheshana ngaphandle kwemboni. Izisebenzi zakhombisa omkhulu umdlandla ekufundeni lamapheshana kangangoba akukho sicucu sephepha esatholakala si ndiza emoyeninoma silele phansi enhlabathini.

Izesebenzi Zimelwa Kanjani

Izithunywa lezi ezimbili zahambela nase Charlestown, eduzane nase Vogolosi (Volksrust) kwelinye lamafemu amakhulu. Lelifemu libizwa ngokuthi i-VEKA. Omunye wezithunywa ze Nhlangano ethuthukisa amaholo wangenaphakathi embonini ukuze abonane noBasi ngenhloso yoku buza lokhu:

1. Ukuthi anike izisebenzi amapheshana abhaliwe
2. Ukuthi avumele izisebenzi ngolunye usuku ukuze sikwazi ukuya ku Mnyango weZemali
3. Ukuthi uma beya ku Mnyango weZemali kungabikhona ukuhleshulwa emholweni wabo wemali.

Kodwa uBasi wakwala konke lokhu. Ubasi wathi bakhona abantu abambalwa embonini abazohamba bayo khulumela izisebenzi. Esinye sezithunywa zeNhlangano ethuthukisa amaholo sabuza ukuthi ukhona yini umuntu oNsundu kulabo. UBasi waphendula wathi akekho. Emhlanganweni woMnyango weza maholo kwakugcwele abelungu bodwa. Uthi bazikhulumela izisebenzi zabo? Phinde. Into abayicela yaba yinye wo ukuthi amaholo angakhuphuki.

INDUSTRIAL WORKERS' SORROWS

Sir,

The above topic has been selected as to suit this article's means of foundation. The recipes hereof have been detailed to reveal the existing human restrictions on the side of industrial concern.

I feel sorry as I will be more or less out-spoken in outlining some of the few facts which not only one industry appears culpable of doing. I will comment on e.g. Company X here in Durban whose line of service on both pay and treatment on the African side appears specimen like as to revealing defect on modern Industrialists. This Company's 95% income in their business is being achieved through natives and on observing rewards being given to the latter on salary basis is quite shocking.

On the other hand they cross boundaries to recruit natives from non-industrial villages and make them serve specified contracts but, however, will dismiss them before termination of their contracts so as to expose them to legal pursuit which results in their being re-patriated on terms of the existing Labour Regulations no matter the individual was still willingful to work.

Could you regard this phenomenon as a means of tranquil citizenship on the abbatoir side?

Thank you,

Native Industrial Worker.

LIC LIBRARY

IBhodi Yamaholo yahlangana kulonyaka mayelana nokukhuluma Kabanzi ngamaholo afanelwe ukukhokhelwa izisebenzi zabantu eNatali. Iholo okwavunyelwana ngalo laba lincane kakhulu.

IBhodi Yamaholo ivumele isikhathi esingangezinsuku ezingamashumi amathathu (30) uma kukhona ukungavumelani. Lokhu kwenzela ukuba zibe nethuba ekukhipheni imibono yazo mayelana nenkinga yamaholo. Kwenziwa umhlangano eBolton Hall. Iningi labuthana kulenhlangano kwase kuchazwa kwabanzi ukusebenza kweBhodo Yamaholo. Izisebenzi zachazelwa ukuthi iBhode Yamaholo yaphetha ngokuthini mayelana namahdo.

Izisebenzi zavumelana ngokuthi umbono we-Bhodi mayelana namaholo wawunganelisi. Kwakhishwa incwadi yokucelwa kwamaholo aqabathekile ayoyokwanelisa izindleko zezisebenzi. Bavumelana ngokuthi uR20,00 ngesonto kungase kube iholo elingconywana. Nalo leliholo lidlulele ngo R3;70 emalini edingwa umndeni ukuze ukwazi ukuthenga izinto nje.

Lokhu kusho ukuthi emalini engango R16,30 ngesonto umndeni ungakwazi ukukhokhela izinto zokuhamba, imali yendlu, ukudla, izembatho kanye mezinto zokuhlanzeka. Umndeni kufanele unakekele kakhulu ekusebenziseni imali, ukuthenga zonke lezizinto.

imihlangano ibekhona njalo okungenani emua kwamasonto amabili. Kulemihlangano makuxoxwe ngezinkinga kanye nezikhalo zezisebenzi. Indaba okuyiyona isemqoka ezisebenzi ngamaholo. Abaqashi bangasho ukuthi amaholo lawa ngaqoshwe yibhodi yamaholo, kodwa makuqondakale ukuthi awumgomo okungeholwe ngaphansi kwawo, kanjalo ikomidi lingaphoqa ukuba abaqashi bakhokhe amaholo angaphezulu kwomgomo ophansi.

Ikomidi liswele ukuba licele amaholo angengaphansi kwezinga labuphofu (amarandi alishumi nesikhombisa ngesonto endaweni yase thekwini). Ukuze ikomidi likhombisi abaqashi ukuthi izisebenzi imali ziyichitha ngendlela efanele, kusweleke ukuba ikomidi lifunde indlela elungisiweyo izisebenzi ezichitha ngayo imali (Budget Study).

Ikomidi lingacela isikhathi sokusebenza esifushane nezinsuku eziningi zamaholide akhokhelwayo, nokunye okunjalo. Kukhona imithetho ngaphansi komthetho wezisebenzi okufanele ukuba izisebenzi ziyazi futhi zazi namalungelo enawo. Izisebenzi eziningi zinolwazi oluncane mayelana nalemithetho ephethe amalungelo azo.

Ungafumana amalungelo akho uma ufunda incwajana esihlo sithi 'UMTHETHO WAKHO'. Ikomidi lemisebenzi kufanele liqiniseke ezimbonini ukuthi izisebenzi ziwathole amalungelo azo nokuba futhi lizifundise izisebenzi ngokwamalungelo azo ngaphansi komthetho. Ikomidi leli lemisebenzi liyisinyathelo sokuqala esibalulekile ukuba izisebenzi zizakhe ngokwen-hlangano uma ikomidi lezisenzi ezinsundu selakhiwe kufanele ukuba lizibanda kanye kumbe lithintane nenhlangano yemisebenzi okuyiyona inakekela kuphela (abaMhlophe namaKhaladi kanye namaNdiya).

Lamakomidi amasha ezisebenzi angathintana ngo-kubhalelana nekhomishana yamaholo ese-Myuvesi engabuye futhi ichathazele inikeze iziyalo mayelana nomthetho. Kungawasiza futhi amakomidi ezisebenzi ukuba azame ukwakha inhlangano yezisebenzi ezinsundu ngaphansi kohlelo lwenhlangano yemisebenzi abasebenza kuyo.

Obasi Kanye Namaphoyisa:

Ngenkathi esinye sezithunywa zeNhlangano ethuthukisa amaholo sesihamba efemini sangena ngomunye umnyango lapho kwafika khona amaphoyisa azibamba zombili izithunywa azisa emaphoyiseni. Lezi zithunywa ngenkathi zithi ziyahamba obasi base veka bashayela ucingo amaphoyisa. Bona obasi ba bekwazi ukuthi izithunywa lokhu ezikwenzayo kwakungaphikisani nomthetho, kodwa dlule babavimbela ukuba bangakhulumi nezisebenzi. Amaphoyisa ngokubona ukuthi lento eyenziwa yilezithunywa yayi ngawephuli umthetho avele azidedela lezithunywa. Ngenkathi besesesitheshini samaphoyisa elinye lamaphoyisa lathi kuzona:

"Ngiyabona ukuthi nicabanga ukuthi leziziseþenzi zingabantu, kanti phinele akunjalo, ziyenye njena into".

Ukweswelεka Kwezisebenzi

Emhlanganweni owabe wenziwe uMnyango weZemali ngomhlaka 22 ku-October azikho izisebenzi ezazikhona. A beNhlangano ethuthukisa amaholo bathola ukushaqeka okukhulu nesisodwa isisebenzi esikhona emhlanganweni ngaphandle koBasi bamafemu lapho kade behambele khona. Ngabeyini ebanga lokhu? Izisebenzi zabanokwesaba noma azizange zivu nyelwe ukuza kulomhlangano? Kithina zithunywa lokhu kuyinkinga ngoba akusikho ukwephula umthetho uma kuhamba izisebenzi ezimbalwa ziphuma kulelo nalelo femu ziyobamba umhlangano noMnyango weZemali noma ziyokhulumela izisebenzi zakubo.

Inhlangano yaBantu Yezemisebenzi

Konke kwabase mahlombe ezithunywa ze Nhlangano ethuthukisa amaholo neNhlangano yaBantu yezemisebenzi ukuthi bakhulumele izisebenzi. Kuleyo nayileyo ifemu ikhona iNhlangano yaBantu yesemisebenzi kodwa okwamanje izikhulu zazo zise Rand. Nje ngazo izithunywa lezi nazo

SOCIETY
PUBLIC LIBRARY

izikhuluzayo inhlangano lena ziyawahambela wonke amafemu uma kukhona umhlangano ozobakhona bakwazi ukuxoxa nezisebenzi. Emhlanganweni lezizekhulu zeNhlangano yaBantu yezemisebenzi bakhuluma babeka amaphuzu asemqoka imbela. Sinethemba ukuthi uMnyango weZezimali wazizwa izikhalo zazo.

Izindlela Izisebenzi ezisebenza n

Izisebenzi ezisebenza emafemini asemınceleni aziholi imali elingene. Amaholo abo asesemuva kakhulu kangangoba amafemu ase madolo bheni ayafisa ukuphuma ayosebenza emi ncęleni. Amanye alamafemu kade akhiwa lapha emincelni, kanti iVeka ithola inzuzo kangangoba isicabanga uku vula enye ife mu eNewcastle. IVeka lena iseCharlestown.

Bathini obasi ngezisebenzi

INhlangano ethuthukisa amaholo yathola ukuthi imali eholwa izisebenzi ingango R5,00. Abaqashi bathi: abayikhokheli i-Rent! Sathola ukuthi abaningi bezisebenzi bakhokha R6,50 ngenyanga. Abaqashi bathi: abakhokheli izinto zokuhamba. Sathola ukuthi izisebenzi zihamba amamayela ayisihlanu ngoba zingenayo imali yebhasi. EMnambithi ayaphela amabhasi ngoba izisebenzi azinayo imali yokuhamba ngamabhasi. Abaqashi bathi izimpahla azibizi kakhulu la. Thina sathola ukuthi izimpahla zibiza kakhulu ezabelweni ngoba:

1. Awekho amaSupermarket athengisa ngenani eliphansi,
2. Izisebenzi azikwazi ukuthi ngesiwoklo okwenza izimpahla zehle enanini.

Abaqashi base bethi izisebenzi zaBantu azenelisi emsebenzini wazo: kodwa sathola kumaphephandaba ukuthi ifektri yakwa

Kulo R16,30 ngesonto imali yamabhodwe, amapani, ifenisha, odokotela kanye nekhemisi, izikweletu kanye nemali yemfundo ayikwazi ukungena, ukuze umndeni ukwazi ukuhlala kahle.

uR20,00 ngesonto owacelwa izisebenzi nawo uwu R6,00 ngaphansi kwenani lemali umndeni ongakwazi ukuphila kahle ngawo.

Incwadi eyayicela iBhodi Yamaholo ukuthi ivume uR20,00 ngesonto kube iholo lexisebenzi ezazisemhlangwanweni wase Bolton Hall. Yathunyelwa ku Mabhlane (Secretary) weZisebenzi. Waphendula washo ukuthi uyitholile incwadi. Lokhy kwakuphikisa umbono weholo, futhi kuphoqelela iholo lika R20,00 ngesonto.

Akuphindanga kwezwakala lutho oluvela eBhodini Yamaholo kwaze kwathi iPhepha lika Hulumeni (Government Gazette) lomhlaka 8 October 1971 lakhipha iholo eliqabathekile lezisebenzi.

Lokhu kwabonisa ngokusobala ukuthi isicelo sezisebenzi asizange sishwaywe mkhuba. Iholo elanqunywa lafana nalelo elalinqunyiwe ngaphambi kokukhishwa kwencwadi.

Izisebenzi zabesifazane zikhokhelwa uR6,00 kuphela kuya kuR7,20 ngesonto. Kanti izisebenzi zazicele uR20 ngesonto.

Izisebenzi zabesilisa zikhokhelwa uR7,50 ngesonto kuya ku R9 emva konyaka. Nalapha izisebenzi zazicele uR20 ngesonto.

Nawo nje uR9 uyafana no R16,30 odingwa umndeni ngesonto ukuze ukwazi ukuphila kahle ngaphandle kokuhlupheka ukwazi nokuthenga izimfanelo.

Umnumzane ophethe ezangaphakathi (Minister of the Interior) wathi umehluko phakathi kwamaholo abamhlophe nabansundu kufanele ube mncane. Izisebenzi ziyakuvuma lokhu kodwa iBhodi Yamaholo ungathi ayithandi ukuvuma.

Iningi lezisebenzi zabamhlophe nalo alikuvumi lokhu. uMnumzane uGrobler wenhlangano yezisebenzi zase Ningizimu neAfrica (S.A.) uthi abamhlophe kufuneka bakhokhelwe kakhulu kunokuba umehluko weholo phakathi kwabamhlophe nabansundu wehliswe.

Izisebenzi zabangemhlophe iholo elikahle uR20 ngesonto.

Funda indatshana ephepheni elithi Inhlangano Yokuthengiselana (Trade Unions) kanye neKomiti yemisebenzi (Works Committees).

Paulus usebenza izinsuku ezimbili zino hafu athole abake o R1, loko kusho R2,50. Kanti futhi nomnini womsebenzi umsebenzela leyo mali yena ehlezi pansi.

Abanini bomsebenze bathi bona uma bebengeko, babengaqalanga umsebenzi lowo baqashe nabasebenzi, batenge imishini lena, nesihlabathi no semende, ngabe ayiko le factory esebenzisa abasebenzi. Loko ke uthi ufuna akokelwe ngako. Kodwa noma kunjalo, uma sibheka ukuthi bangaki o baas, ngabe wonke umsebenzi uno boss oyedwa na? Nangu u Paulus usebenza ne ningi labantu, asithi yikulu labasebenzi, ngoba uthola imali esetshenzwa umsebenzi oyedwa ekulwini yena uthola imali epindapindiwe engango R1 000 nge sonto lilinye. Kanti abantu abasebenza no Paulus umuntu emunye yena uthola R10 nge Sonto. Uma ke bekalela ukuba bathole imali ebafanele nge sithu kuthuku sabo, njengamandhla abo kufanele bahlangane benze Umhlangan no lona obizwa ngokuthi Trade Union. Umhlangano wezisebenzi ke.

Siyabona kuloku esilinganisa ngako, ukuthi uma umlungu oniqashileyo ebenilolela umuntu emunye u R5 nge Sonto yena uthola nge Sonto lelo R2 000 ngesonto.

Ngakoke umnini womsebenzi uthola imali eningi ngokuholela izisebenzi imali encane khakulu. Uma kusuka wena wedwana ucela ukukhushulelwa imali, uzibizela ukuba axoshwe emsebenzini. Uma eyedwana ekuluma loko, unamandhla mani? Ungenzani uwedwana usebenza nabantu abaningi benganakile? Ngoba okufunekayo ukuba nizihla nganise nonke nisebenze ukubiza imali nihlangene, ngokuzwana. Ngoba ngokwenza njalo umnini womsebenzi koba nzima ukuba anixoshe emsebenzini nonke kanyekanye. Uma enixosha naye wolahlekelwa imali eningi.

Kofanela apindele pansi aqashe abasebenzi abasowufunda umsebenzi. Yebo nani ni uma umsebenzi oyedwana ezicelela yedwana wokwehluleka. Kodwa uma behlangana bonke bacele ngokuzwana, boyitola, kuze nokusebenza kwabo kuncishiswe nesikati umuntu angafukuzi njena,. Uma nihlangana niba yinhlangano ibeyinye, bayokunamukela njengo Mhlangano onelizwi linye. Kothi izikhalo zabasebenzi zizwakale kahle. Zilalelwe abaninimisebenzi. Iloko okubasizayo ukuba bahlangane babe yi Trade Unions. Ngoba i Trade Unions. Ingumhlangano wabantu abezwanayo besebenza umsebenzi ofanayo.

Bahlangana kanjalo ukuzivikela. Nokuthola amathuba angcono lapo besebenza kona.Loko kuyisikhali esikhulu sokuzivikela, futhi umuntu athole amalungelo agcono.

Umhlangano uba yilizwi labasebenzi libe linye zwi. Ukuze abasebenzi batole amalungelo onke lapo besebenzakona. Kupele izikhalo zabo. Uma sebehlangene baketha abaholi babo, Unobhala kanye ne Committee lomhlangano elizolungiza izindaba zabo Lo Paulus naye wohlangana nabasebenza kanye naye lapo kugaywa kona ucemendsemende.

Kanti nabo a baqashe izisebenzi bengabanini bemisebenzi eyahlukeneyo baye bahlangane, baqalise Umhlangano wabo bodwana njengoba kukona i Chamber of Commerce, nanjengo Durban Stevedoring Labour Supply Company, Chamber of Mines nezinye izinhlangano zabanini misebenzi eyahlukeneyo. Abasebenzi abaningi beyi ngxubevange baye bafumanise kulukuni ukuhlangana ngokuzwana babe yi trade union.

Kodwa namhlanjena sekufike isikhathi sokuba kuqaliswe ukuba abantu bahlangane.

Umthetho Wokubusa nokuhlanganisa Imisebenzi Yezimboni

Lona ngomunye wemithetho ebalulekile impela mayelana nemithetho ebusa imisebenzi yemikhiqizo yasezimboninini. Lomthetho wamiswa ngonyaka ka 1924, ukuze ngawo kulungiswe kabusha indlela nobudlelwane nokubambisana. Umthetho uchaza kanje imisebenzi yase zimboninini:- "Inhlanganisela yensebenzo lapho abaqashi kanye nabaqashwa besebenza ndawonywe futhi behlangene ncimishi". Noko izisebenzi zomdabu zona ziyabandlululwa kulokusebenza ngendlela yalomthetho. Lomthetho usekela kabanzi izinhlangano zemisebenzi yabaMhlophe khona lapho uchithe abaNsundu ezinhlanganweni zemisebenzi ezineziNyonyani zeziNhlanga zonke.

"Izigungu Zemisebenzi Zokwaluleka"

Umthetho wezisebenzi zasezimboninini usebenza ngezigungu eziphethwe izisebenzi ezimhlophe kanye nabanikazi misebenzi. Izigungu lezizokwaluleka ngemisebenzi zicindezela kakhulu izisebenzi zomdabu okuyizona zibandluliwe ngokomthetho ekubeni nezwi kulezigungu. Isigungu esisodwa sakhiwe ngamalungu abaqashi, oku ngabenhlangano yabaqashi esemthethweni kanye namalunga amele abenhlangano esemthethweni balolohlobo lomsebenzi abawenzayo. Isigungu lesi sinamandla okulawula amazinga amaholo, izikhathi zokungena nokuphuma emsebenzini, izikhathi zokuphumula nezimali zamaholide nokunye okunjalo mayelana nohlobo lwomsebenzi. Konke loku uma sesibeka ukuthi lemithetho kumbe izivumelwano zilandelwa ngendlela eyiyiyo, ekuqaleni abaqashi babeqasha abomdabu kakhulu kunabamhlope, kodwa babanikeze amaholo aphansi. Kunezivumelwano zomthetho noko lama thuba ayangokuncipha emisebenzini engaphansi komthetho lo I.C.A. okuyiwona phela ubekele amalungelo ezisebenzi.

NATAL SOCIETY
PUBLIC LIBRARY

Umthetho Nesivumelwano Senhlangano Sezisebenzi "Zenzimbi"

Lesisivumelwano salenhlangano yezisebenzi ezi sebenza ngensimbi yisona esingumfanekiso wezinhlangano eziningi ezakhiwe zasekelwa ngaso. Lesivumelwano sakhiwa ngabamhlophe bodwa bona abangaphansi kwezi Nyunyana kanye nabaqashi kumbe abanikazi mafemu kumbe abaphathi bawo. Nxa kwakhiwa lomthetho wesivumelwano, izisebenzi ezinsundu zona nakuba ziziningi kulomsebenzi, zashiywa ngaphandle. Loku kwenza ukuba abaqashi bazikhokhele amaholo athandwa yibona. Futhi izisebenzi ezinsundu zona azitholi lutho mayelana nezimali zamaholide, izimali zokuzisiza nxa zigula. Okusemqoka futhi ukuthi azinamalungelo okwenza imisebenzi ngaphansi kwalenhlangano eyenziwa ngaBelungu kumbe amaKhaladi noma amaNdiya. Abaholo abantu bomdabu asezingeni eliphansi ngisho nakulelo lokugcina lobuphofu.

Kukhona abathize abayingcosana abenza imisebenzi esemiqoka eyenziwa ngaBelungu namaKhaladna maNdiya, kodwa abawatholi amaholo akhokhelwa ezinye izinhlanga ezingemnyama.

INyumyana yoNjiniyela yona okuyinhlangano yabaNsundu iphezu kosizi lokuyaluziswa ngabaseshi futhi iyazondwa kakhulu ngabezigungu ezalulekayo zemisebenzi (Industrial Councils). Inhlangano yaseGoli yezisebenzi zezingubo cisho yiyo yodwa enozwela nevumela izisebenzi ezinsundu ukuba zibeneNyonyana yazo ngaphansi kwayo.

Umthetho lo wokuphathwa kwemisebenzi awubasizingalutho abantu abansundu mayelanamalungelo abo emisebenzi ngishonamaholo abo imbala. Awubanikezi nagunya lokukhuluma lutho mayelana namalungelo abo.

Veka ithi izisebenzi zayo zinomsebenzi omuhle ofano nowezisebenzi zaseEurope.

Iqiniso

Abaqashi basho izinto eziningi ngezizathu zabo. Iqiniso ukuthi izisebenzi zifana nse nezinye kuwo wonke umhlaba, kodwa ezabelweni izisebenzi zidinga ukufundiswa umsebenzi. Iningi imali eyenziwa amafektri. Iqinisoke ukuthi uma abantu bekhokhelwa kangcono bayosebenze kakhulu. Ngeke balambe, okusho ukuthi bayosebenza kangcono.

Izisebenzi ezijwayelekile

Abantu abasufundiswa umsebenzi bakhokhelwa kancane. Kuthatha iminyaka emibili ukuba isisebenzi sihole imali egcwele. Kodwa kusho ukuthi uholelwa encane imali ngaleminyaka emibili. Ufola apakishe izingubo, ugrisa imishini, ufaka osayizi ezingutsheni. Noma ubani angawufunda lomsebenzi ngosuku olulodwa! Lokhuke kumenza umuntu angawuthandi umsebenzi, abone ukuthi akalutho neze kulento eyenziwa la.

Ithemba?

Yizoke izinto nemibono esiyethule ebhodini lezimali le. Umphumela walomhlangano sizowazi kulezinyanga ezizayo. Sonazisa ngomphumela.

Zonke izisebenzi zizifisela okuhle ezinye zakwabo emisebenzini yezingubo.

Yini imhlangano yezisebenzi?

Abanini bemisebenzi bazibhekele okwabo; Abasebenzyo kuleyo misebenzi nabo bazibhekele okwabo. Abanini bemisebenzi bayahlangana bodwana ukuvikela okwabo kulemisebenzi, abakutolayo. Yini abakhutholayo kulemisebenzi yabo? Batola imali ukuba ingene ibeningi. Bayenza kanjani leyo mali? Bayitola ngokuqasha abasebenzi ukuba babasebenzele. Imishini esetshenziswayo, ayizihambisi ngokwayo, noma yona isebenza ngamandhla asheshayo, kodwa kuqashwa abantu abazoyihambisa ukuze isebenze.

Ake ulinganise ngomnini msebenzi owenza amablokwe kasemende okwaka. Asiti uPaulos Msimang wenza inkulungwane yama blokwe nge sonto. Lawo mablokwe ayinkulungwane atengisa imali eyikulu lama rand (R100). Yenake uPaulus Msimang uhola ama rand ayshumi kupela nge sonto (R10). Lenake esalayo engamashumi ashiyagalolunye ashonaphi ke na ngalo belu isonto? Siyazi ukuti lowo mnini womsebenzi utenga isihlabathi kanye no semende. Kanti nomshini lowo ufuna ukulungiswa, ukuze uhlae usebenza kahle. Mhlaumbe loko kumbiza imali engamashumi ashiy zgalombili ngalo belu isonto. Lona ke uR10 ushonapi oseleyo. Ileyo mali engena epakete ni lomnini msebenzi ngalo belu isonto lilinye. Asiti lapo u Paulus ehhola kona ngelanga i rand libelinye, nomnini womsebenzi uthola libelinye. Asithi ke lomsebenzi ongu

Veka ithi izisebenzi zayo zinomsebenzi omuhle ofano nowezisebenzi zaseEurope.

Iqiniso

Abaqashi basho izinto eziningi ngezizathu zabo. Iqiniso ukuthi izisebenzi zifana nse nezinye kuwo wonke umhlaba, kodwa ezabelweni izisebenzi zidinga ukufundiswa umsebenzi. Iningi imali eyenziwa amafektri. Iqinisoke ukuthi uma abantu bekhokhelwa kangcono bayosebenze kakhulu. Ngeke balambe, okusho ukuthi bayosebenza kangcono.

Izisebenzi ezijwayelekile

Abantu abasufundiswa umsebenzi bakhokhelwa kancane. Kuthatha iminyaka emibili ukuba isisebenzi sihole imali egcwele. Kodwa kusho ukuthi uholelwa encane imali ngaleminyaka emibili. Ufola apakishe izingubo, ugrisa imishini, ufaka osayizi ezingutsheni. Noma ubani angawufunda lomsebenzi ngosuku olulodwa! Lokhuke kumenza umuntu angawuthandi umsebenzi, abone ukuthi akalutho neze kulento eyenziwa la.

Ithemba?

Yizoke izinto nemibono esiyethule ebhodini lezimali le. Umphumela walomhlangano sizowazi kulezinyanga ezizayo. Sonazisa ngomphumela.

Zonke izisebenzi zizifisela okuhle ezinye zakwabo emisebenzini yezingubo.

Izincwadi

Durban Stevedoring
Labour,
P.O. Box 47,
POINT.

Siyabingelela,

Kuwena onikeziwe amandla ngu NKULUMKULU ukuba size sithola amapheshana akhuluma ngonyathi. Sisebenza kanzima kunezingozi ezisivelelayo emsebenzini. Abanye bethu bephuke kabuhlungu begule bedla ukudla kwabo bathi bangasinda umphathi wethu wenkomponi abazosha athi abasenamsebenzi enkampaneni kodwa belimalele emsebenzini. Nasendabeni yamaholo kodwa sibhaliswa imisi yethu nezingane manafazi bethu kodwa sihola elingana neyengane engakatheleli ikhanda. Manhe sisebenza kanzima siyaxoshwa mihla yonke bathi baningi abantu. Sengathi-ke wena ongumlomo wethu ungasizwela. Nanemali ye Income Tex sibanjwa 35c kodwa besihola R6,50 ngesonto uma sithi siyabuza siyaxoshwa nje kuphela. Ibingcono eyakuqala i-Income Tex ngoba besiyikho kha kwaNdabazabantu sizihambela thina lena eyanamuhla asiyazi iyasikhalisa.

Esikhala kukho ilokhu ukuthi singazikhulumeli thina kubuye kuthathwe bona laba abantu abalwa nathi besibambela abelungu ukuba badlale ngathi, sikhuluma njena imali yelivi asiyinikwa noma si ya elivini asiholi lutho nemali yebhonasi ayikho asithokoziswa ngalutho thina njengezisebenzi ezihlala lapha Ethekwini. Izigqoko Zasekanda esizemukeliswayo uma siqashwa bese

kuthi uma sike salimala usebenza bathi bekungcono kufe thina kenezigqoko zen-kampani. Sizikhkokhela imali kodwa uma sesixoshwa bayaye basephuce lezigqoko. Yilokho-ke wena wangenhla.

Okunye lezi izindawo abake baqsha kuzo isisebenzi babuye bazixosha ngaphandle kok-wehluleka emsebenzini njengalezindawo: MAHLABATHINI, NKABDLA, NQUTHU, NONGOMA, MATUBATUBA, ESTCOURT nase IXOPO. Baye bangayo ukulanda bantu ngaphambi kokuba babuyisele izisebenzi ezidala ezicoshwa ngaphandle kwesizathu.

Obhalile,

J.B.

Sicela nithumele izincwadi zenu ku:-

Wages Commission,
S R C Offices,
University of Natal,
DURBAN.