EVEN IT UP | OXFAM South Africa

Umbiko olotshelwe abantu oveza ukungalingani

(uZibandlela) Novemba 2020

Ukubiyiswa kwamandla:
umsebenzi wabesimame nokungalingani kwamaholo eNingizimu Afrika

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Umhumushi:
Mwelela Cele

Umbiko olotshelwe abantu

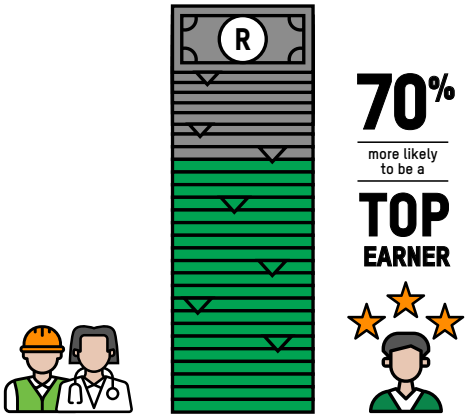
Isiqephu A

Iningi labantu izinga lemali abazoyihola kanye nomnotho abazoba nawo kuvezwa ukuthi bazalelwe kwesinjani isimo. Uma impilo yakho ingaqalanga kahle, uma ekuzalweni kwakho ungabanga nekhaya futhi ungazange ukukhulele endaweni esisemweni esihle, uma ungatholanga ezempilo nenhlalakahle okuhle kanye nemfundo, nabazali abahola kahle emsebenzini yabo, makunjalo kunzeka uphila impilo yokuntula (ukuhlupheka).

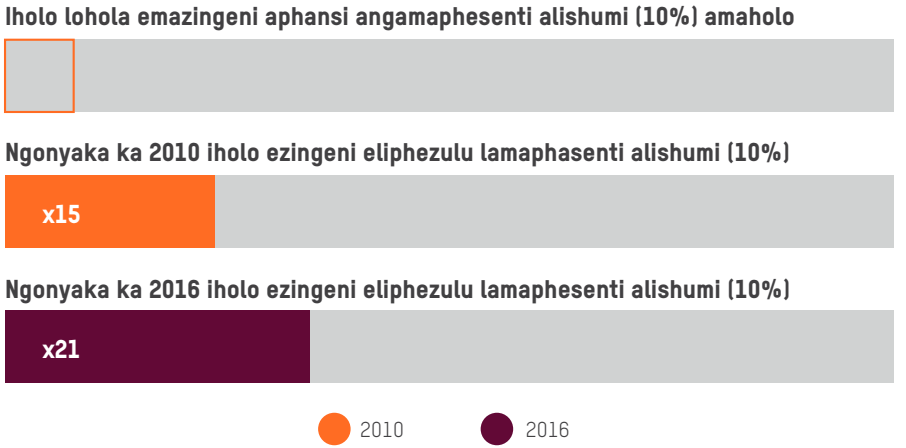
Ukusuka ekuhluphekeni uye endimeni ephakathi ngesimo senhlalo nomsebenzi (middle class) kunjengokuwina ilotho (lotto). Lapha eNingizimu Afrika ebantwini abayishumi (10) abayisishiyagalolunye (9) imali abazoyihola ivezwa ukuthi abazali babo bona bebekade behola malini.

9 out of 10

Ingane ekhuliswe abazali abahola imali ephezulu ngokwamaphesenti angamashumi ayisikhombisa (70%) leyongane ekukhuleni kwayo kunzeka nayo ihole imali ephezulu emsebenzini. Loku kusho ukuthi aphansi amazinga enhlalo yabantu (social mobility) eNingizimu Afrika; kunzima ukusuka endimeni yempilo yomsebenzi (working class) uye endimeni ephakathi ngesimo senhlalo nomsebenzi (middle class).



Kulelizwe ngonyaka ka 2010 abantu abangamapheseni alishumi (10%) abahola imali ephezulu, imali yabo yaphinda kalishumi nesihlanu (15) uma uqhathanisa imali eholwa ngabantu abangamaphesenti alishumi (10%) emazingeni aphansi amaholo. Ngonyaka ka 2016 imali yaba hola imali ephezulu yayiphinda ngamashumi amabili nanye (21) uma uqhathanisa neholwa ngabantu abangamaphesenti alishumi (10%) emazingeni aphansi amaholo.



Source: Labour Market Dynamics reports

Imibuzo

A1

Iqiniso noma Amanga: ENingizimu Afrika umangabe wazalwa emndenini ohola imali esezingeni eliphansi (encane), makhulu amathuba okuthi nawe uyohlala uhola imali esezingeni eliphansi (encane)

A2

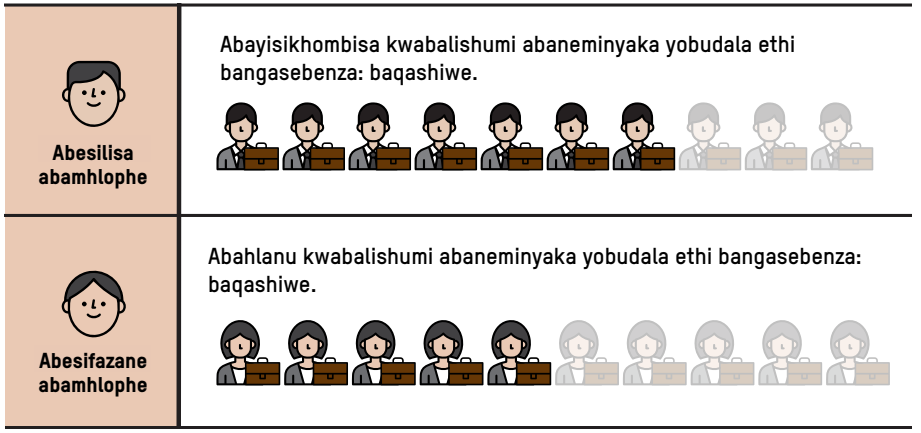
Iqiniso noma Amanga: Eningizimu Afrika liphezulu izinga lenhlalo yabantu okusho ukuthi abantu bangasuka kalula endimeni yempilo yomsebenzi (working class) baye endimeni ephakathi ngesimo senhlalo nomsebenzi

Isiqephu B

Imakethe yabasebenzi enye yezinto eziyimbangela yokungalinga kwezomnotho nangobulili.

Imakethe yabasebenzi iyona eshoyo ukuthi ubani ozoqashwa, ubani ongeke awuthole umsebenzi, ubani ozohola kakhulu noma kancane ngomsebenzi awenzile, onjani umsebenzi okhokhelwayo nongakhokhelwa, onjani umsebenzi ohlonipha amalungelo abasebenzi.

Ubani othola umsebenzi?



Lombiko ugxile ezingxenyeni ezine emakethe yabasebenzi okuyizona ezithinteka kakhulu ekungalinganini emakethe yabasebenzi:

Umsebenzi wokunakelela kodwa ungakhokhelwa: lona umsebenzi wokunakelela abantu noma wenze umsebenzi wasendlini (umsebenzi onjengokupheka, ukwenza indlu/ikhaya lihlanzeke, ukuwasha, ukulungisa okonakele, ukulanda noma ukhe amanzi, ukulanda noma utheze izinkuni) wenza loku kodwa ungalitholi iholo. Lomsebenzi wenzeka ezindlini, kodwa kuyenzeka futhi umuntu anakekele abangani, omakhelwane namalunga omphakathi, kufaka phakathi nokuvolontiya.

Umsebenzi obucayi kodwa osemthethweni oqondile: umsebenzi oyikhwalithi ephansi, okhokha noma oholelakabi, umsebenzi ongavikelekile ongaphela kalula futhi obucayi kakhulu kumafemu abhalisiwe akhokha intela kuhulumeni. Izibonelo yimisebenzi engenazo izinkontileka zesivumelwano phakathi komsebenzi nefemu, ibenezinkontileka zesikhashana esimfishane ezingenazo izinzuzo, noma izinkontileka ezingene ngaphansi kwesivumelwano sabathengisela izinkampani/amafemu abasebenzi.

Umsebenzi ongakahleleki: umsebenzi okhokhelwayo owenziwa ezinkampanini/noma amafemu angayikhokhi intela kuhulumeni kufaka phakathi nabasebenzi nabo abangayikhokhi intela. Lokhu kusuka kubasebenzi abasebenza ezimbonini zamatekisi, abasebenzi abalungisa izinwele emakhanda, abalimi abasemazingeni aphansi noma abafufusayo, abathengisa ukudla, omakhenikha njalo njalo.

nalabo **abangasebenzi:** incazelo eqinile yokungasebenzi kulapho kukhona abafuna umsebenzi kodwa bengawutholi umsebenzi. Incazelo ebanzi yokuntuleka kwemisebenzi yilabo asebeyekile ukufuna umsebenzi kodwa abasebenzi.

Amanani we-Unemployment

Abesifazane abamhlophe	Kubo bonke abesifazane abamhlophe abawu-10 abamba iqhaza ngokuba abasebenzi bangaphansi kwenani loyedwa abafuna umsebenzi
Abaselisa abansundu	Kubobonke abesilisa abansundu abawu-10 abamba iqhaza ngokuba abasebenzi. Bawu 2 abafuna umsebenzi
Abesifazane abansundu	Kubobonke abesifazane abansundu abawu-10 abamba iqhaza ngokuba abasebenzi. Bawu 3 abafuna umsebenzi
Intsha	Kuyo yonke intsha ewu-10 ebamba iqhaza ngokuba abasebenzi. Abangu-5 bafuna umsebenzi

Kubandakanya abafuna umsebenzi abadangele

Abesilisa abamhlophe	Kubo bonke abesilisa abamhlophe abayishumi ababamba iqhaza ngokuba abasebenzi, bangaphansi kuka-1 abafuna umsebenzi (kufaka phakathi nalabo asebekuyekile ukubheka umsebenzi)
Abesifazane abansundu	Kubo bonke abesifazane abansundu ababamba iqhaza ngokuba abasebenzi, abane bafuna umsebenzi (kufaka phakathi nalabo asebekuyekile ukubheka umsebenzi)

Imibuzo

B1 **Iqiniso noma Amanga:** Uyini umsebenzi wokunakekela ongakhokheli/ongaholeli? Yiqiniso noma Amanga

a) Umsebenzi wokunakekela abasebenzi abakhokhelwayo kuwona

b) Umsebenzi wasekhaya njengokupheka, ukuhlanza, ukuwasha, ukukha amanzi

c) lapho ufuna umsebenzi kepha ungawutholi umsebenzi

B2 **Iqiniso noma Amanga:** Uyini umsebenzi obucayi kodwa osemthethweni? Yiqiniso noma Amanga

a) Umsebenzi ongavikelekile futhi ongaphela noma nini

b) Ukusebenza unomphela unazo zonke izinzuzo ezifana nempesheni ne-medical aid

c) Abasebenzi abaqashwe ngama-labour broker (abatholela izinkampani namafemu abasebenzi)

Isiqephu C

Izimboni ezisondelene nezimayini kanye nomkhakha wezezimali zomnotho ombiwa phansi (minerals and energy complex (MEC)), zichaza isakhiwo sezomnotho esilawula uhlelo lwethu lwezomnotho oluzuzisa abacebile.

Mining-related industries

Energy-related industries

Financial sector

Izimayini ze-MEC	Umkhiqizo we-MEC	Umkhakha Wezezimali
Izimayini zamalahle, igolide ne-uranium (uhlobo lwenzimbi enombala ompunga), okunye okumbawo, amaminerali okungewona awensimbi	i-coke (umkhiqizo wamalahle hhayi isiphuzo), upalafini ocwengekile, amakhemikhali ayisisekelo, amanye amakhemikhali nemicu eyenziwe ngumuntu, imikhiqizo yepulasitiki, insimbi eyisisekelo nensimbi/istili, izinsimbi eziyisisekelo, imikhiqizo yensimbi ngaphandle kwemishini, izinto zokusebenza, ugesi, igesi nomusi	Amabhange ezentengiselwano nawokuthengisa, amabhange otshalo-mali, amafemu abarhwebi, izinkampani zomshuwalense, izinkampani ezibambisa ngempahla, izinhlangano ezonga imali nezibolekisa ngemali

Sisho ukuthini ngohlaka?

Ukuze siqonde ukuthi isakhiwo somnotho siyini kudingeka siqonde ngokushesha izimbangela nezimbangela eziyimbangela zenkinga. Ukufanekisa: uma uphahla lwakho luvuza ngesikhathi sesiphepho, ungasho ukuthi isiphepho senze ukuba uphahla lwakho luvuze. Kepha uma uphahla lwalunembobo kulo ngaphambi kwesiphepho, isiphepho leso sasiyimbangela yokuvuza, kepha isakhiwo sophahla esasinembobo kuso yiso esiyimbangela yembangela yenkinga. Ngakho-ke, kubalulekile ukuqonda izimbangela eziyisisekelo. Kungani-ke kufanele sisho izimbangela ngokushesha? Imvamisa, izimbangela ezisheshayo ziyindlela abantu ababona ngayo izimbangela eziyisisekelo. Futhi, izimbangela ezisheshayo zingadalula izimbangela eziyisisekelo - okungukuthi ubungazi ukuthi uphahla lwakho lunembobo kwaze kwafika isiphepho.

Lesi sakhiwo sezomnotho siqinisa izinhlobo ezahlukahlukene zamalungelo, kufaka phakathi amalungelo abesilisa, isigaba esiphakeme ngokwempilo kanye nelungelo labamhlophe; ukwenqaba iningi labantu, ikakhulukazi abesifazane abamnyama, ilungelo lomsebenzi ohloniphekile.

Imibuzo

C1

Iqiniso noma Amanga: Yini i-MEC? Yiqiniso noma Amanga

a) Ichaza ngesakhiwo sezomnotho saseNingizimu Afrika.

b) Yakhiwe imikhakha ehlobene nezinsizakalo kanye nomkhakha wezezimali.

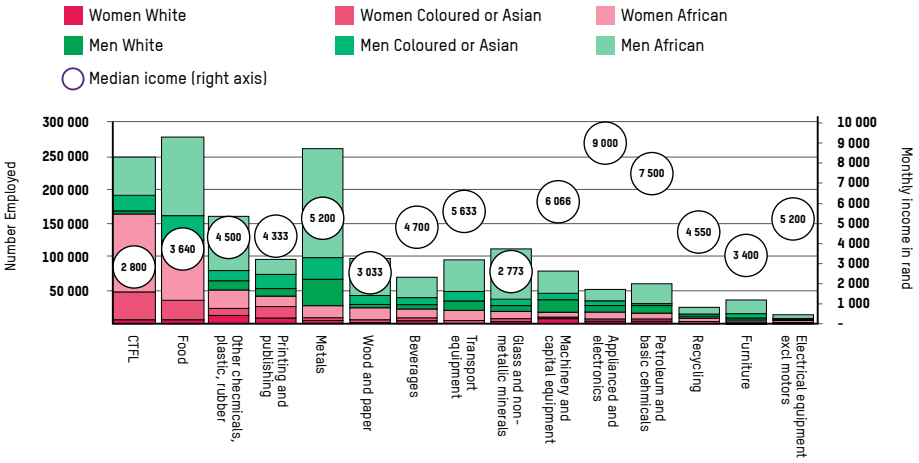
c) Ukumbiwa kweplathinamu kuyingxenye ye MEC.

Isiqephu D

Lesi sakhiwo sezomnotho siqinisa ilungelo labesilisa ngoba:

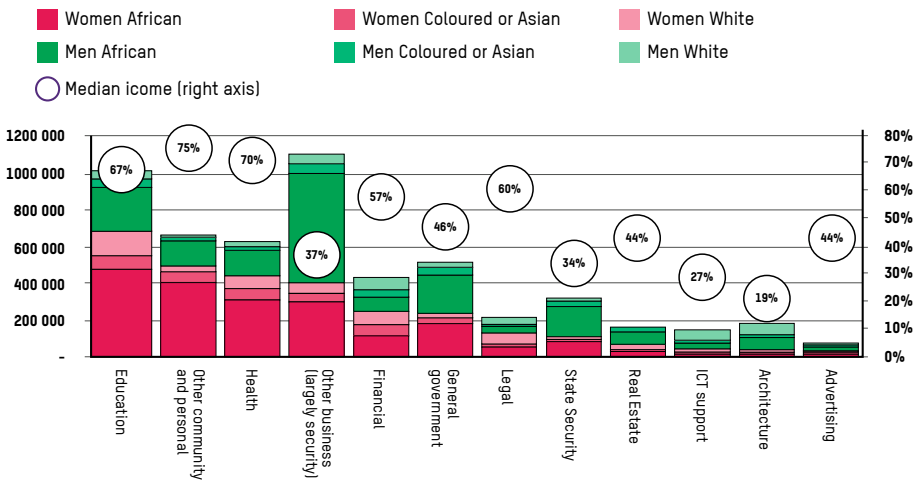
A) I-MEC inikela ngemisebenzi eminingi ekhokha kahle kubantu besilisa. Abesifazane abamnyama kungenzeka basebenze a) imisebenzi yesevisi engakhokhelwa futhi b) emikhakheni yezomnotho wokunakekela isibonelo: ezemfundo, ezinye izinsizakalo zomphakathi nezomuntu siqu, imikhakha yezempilo, ukukhiqizwa kokudla, izingubo nezindwangu. Umnotho wokunakekela yimisebenzi kwezomnotho egxile ekunakekeleni abasebenzi abakhona manje nabesikhathi esizayo nomphakathi wonkana.

Women's employment and median pay for all workers in manufacturing industries, 2016



Source: Labour Market Dynamics, 2016. Downloaded from Stats SA http://www.statssa.gov.za/ in September 2018

Employment in services by gender and race, 2016



Source: Labour Market Dynamics, 2016. Downloaded from Stats SA http://www.statssa.gov.za/ in September 2018

B) Isakhiwo sezomnotho sisekela izinkambiso zenhlalo nezamasiko ezenza abesifazane bathwale umthwalo wemisebenzi yasekhaya engakhokhelwa nokunakekelwa kwezingane. Umsebenzi wokunakekela uzuzisa umphakathi ngoba usiza ukulungiselela abantu ukusebenza. Umthwalo womsebenzi wokunakekela ongakhokhelwa kwabesifazane kuyisithiyo esikhulu kulabo besifazane abazofuna imisebenzi ekhokha kangcono. Umsebenzi wokunakekela ongakhokhelwa ungenye yezizathu ezenza abasefazane abasebenzayo inani labo libe phansi kunabesilisa.

C) Abacebile kakhulu ngamaphesenti ayi-10 (alishumi) abalawula uhlelo lwezomnotho bathembele kulo msebenzi wamahhala noma okhokhelwa kancane owenziwa ikakhulukazi ngabesifazane abamnyama. Iholo abalikhokhela abasebenzi alibali izigidigidi zamahora omsebenzi wokunakekela ongakhokhelwa. Inani lomsebenzi wokunakekela ongakhokhelwa owenziwa ngabesifazane ungama-R351,56 esigidi (billion) minyaka yonke eNingizimu Afrika; lokhu kungamaphesenti ayi-14 (ishumi nane) oMkhiqizo Omkhulu Wezwe.

Employed **man**
74 minutes in total

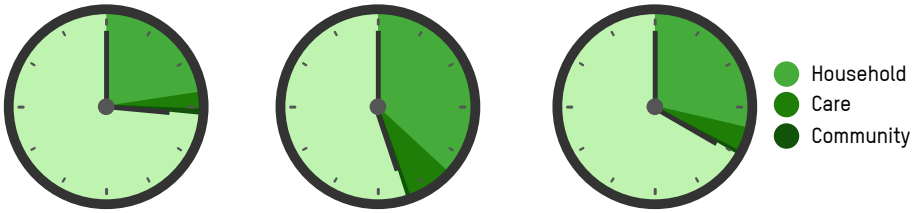
Unemployed **man**
154 minutes

Not economically active
man 108 minutes

Employed **woman**
190 minutes in total

Unemployed woman
323 minutes

Not economically active
woman 241 minutes



Mingaki imizuzu yosuku ngalunye abesilisa nabesifazane abayichitha ngokunakekela amakhaya, ukunakekela abantu, nomsebenzi womphakathi?

Owesifazane oqashiwe wenza umsebenzi omningi ekhaya kunowesilisa ongasebenzi

Owesifazane ngokwesilinganiso makuqhathaniswa nowesilisa uchitha isikhathi ngokuphidwe kabili enza umsebenzi wasekhaya

Abesifazane bachitha isikhathi esiphindwe kasithupha kunabesilisa benakekela abanye

Imibuzo

D1 Bheka uMdwebo 1 bese ubhala yonke imikhakha ephethwe ngabesifazane bese ubala yonke imikhakha ephethwe ngabesilisa. Qhathanisa umholo wemikhakha ephethwe ngabesilisa uma uyiqhathanisa nemikhakha ephethwe ngabesifazane: utholani?

D2 Uyini umnotho wokunakekela?

D3 Qhathanisa inani lesikhathi esichithwa yindoda engasebenzi kahle kwezomnotho eyenza umsebenzi wokunakekela ongakhokhelwa nesikhathi esichithwa ngowesifazane oqashiwe.

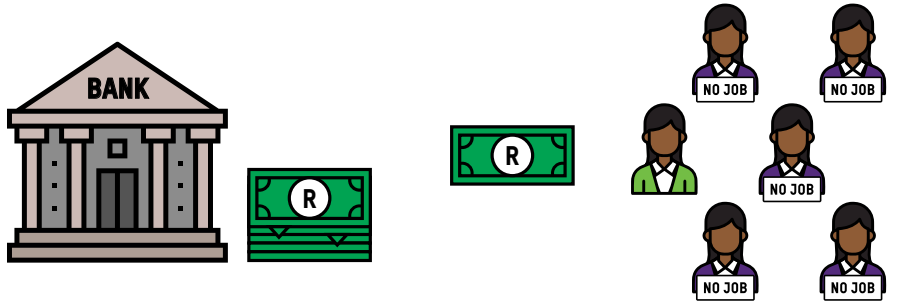
D4 Uchitha isikhathi esingakanani wenza umsebenzi wokunakekela ongakhokhelwa ngosuku?

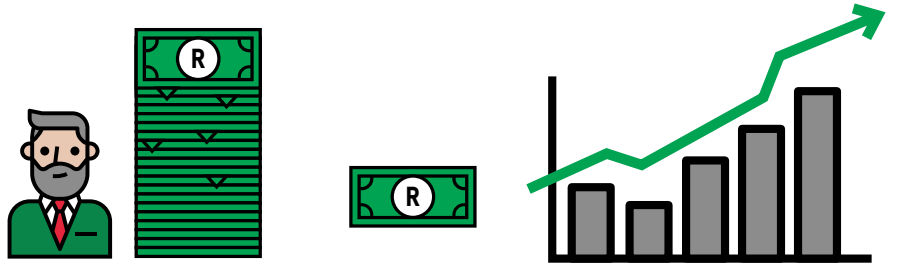
Isiqephu E

Isakhiwo sezomnotho sizuzisa abacebile kakhulu ngoba:

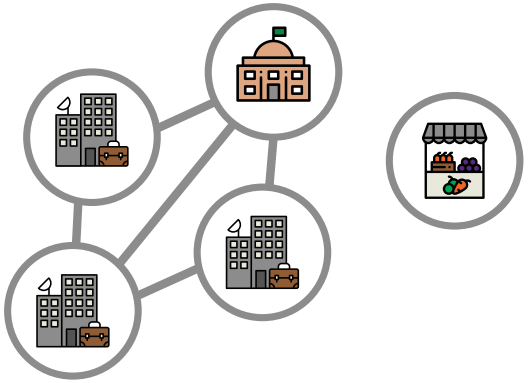
A) I-MEC ijaha izinzuzo ngokusebenzisa imishini eminingi kunabantu. Lokhu kungenxa yokuthi i-MEC isebenzisa imali eningi kakhulu. Ukusebenzisa imali eningi kakhulu kusho ukuthi kuncike kakhulu ekusebenziseni imishini nezinto zokusebenza uma kuqhathaniswa nenani labasebenzi abakhiqiza izimpahla nezinsizakalo. Akukona konke ukukhula okulinganayo, ngakho-ke ukujaha inzuzo ngokudilizwa kwabasebenzi akulungile emphakathini. Esikudingayo ukutshala imali emikhakheni esebenza kakhulu emkhakheni wezokukhiqiza kanye nomnotho wokunakekela; okusho ukuthi baqashe abasebenzi abaningi kunemishini futhi bakhulisa umnotho.

B) Ukubusa kwezezimali emnothweni akuholelanga ekwandeni kotshalomali olukhiqizayo. Ukutshalwa kwemali okukhiqizayo ukutshalwa kwemali emisebenzini esiza ukukhulisa umnotho nokuqasha abantu abaningi. Lokhu kutholakala kakhulu emkhakheni wezokukhiqiza okungewona owe-MEC nakwezomnotho wokunakekela. Inzuzo eyenziwe uhlelo lwezomnotho kufanele ibuyiselwe emisebenzini yezimboni eziluhlaza, noma ekuqeqesheni othisha nabahlengikazi abaningi. Esikhundleni salokho, iningi laleyo mali lisetshenziselwa ukubheja ezimakethe zamasheya noma izinga lokushintshisana, okuzuzisa kuphela abatshalizimali abacebile abangakhokhi ngisho nentela yengcebo.





C) Isakhiwo sezomnotho sijule kakhulu. Okusho ukuthi silawulwa yidlanzana lezinkampani ezakha uzungu zodwa, zithola ukwesekwa nguhulumeni futhi zikhiphele ngaphandle umkhakha ongakahleleki. Lezi zinkampani zaqala ngesikhathi sobukoloni nangesikhathi sobandlululo futhi zibonakala “zinkulu kakhulu ukuthi zehluleke” nguhulumeni.



Imibuzo

E1 **Iqiniso noma Amanga:** Ukusetshenziswa kwemali enkulu kusetshenziswa abasebenzi abaningi kunemishini lapho kukhiqizwa izimpahla nezinsizakalo?

E2 **Iqiniso noma Amanga:** Ukusetshenziswa ngamandla kwezisebenzi kusho ukusebenzisa imishini eminingi kunabasebenzi lapho kukhiqizwa izimpahla nezinsizakalo.

E3 **Iqiniso noma Amanga:** Umnotho ojulile usho ukuthi azilikho idlanzana lezinkampani ezilawula umnotho.

E4 **Iqiniso noma Amanga:** Uyini umthelela womnotho ojulile nobiza imali enkulu ngokungalingani?

a) Kuvame ukushiya ngaphandle umkhakha ongakahleleki namabhizinisi amancane

b) Kunokuntuleka kwemisebenzi okuphansi

c) Baningi abantu abangasebenzi

E5 **Iqiniso noma Amanga:** I-MEC iphethe imali enkulu futhi ejule kakhulu.

Isiqephu F

The structure reinforces white privilege because:

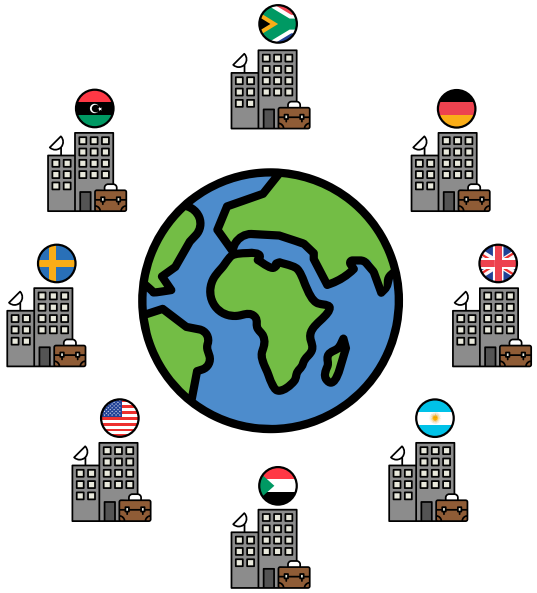
A) Ifa lobandlululo lisaqhubeka nokunika abesilisa nabesifazane abamhlophe ilungelo, loku kulimaze konke okunye. Abesifazane abansundu abasebasha abaphakathi kweminyaka ewu-18 nengu-34 ubudala abaneziqu zaseyunivesithi bathola imali engaphansi ngamaphesenti angu-24 kunabamhlophe abaneminyaka efanayo neziqu. Abesilisa nabesifazane abamhlophe abangenawo umatikuletsheni, banemali engenayo ephakathi kangcono uma kuqhathaniswa nabesifazane abansundu abanomatikuletsheni, kungakhathalekile ukuthi badala kangakanani.

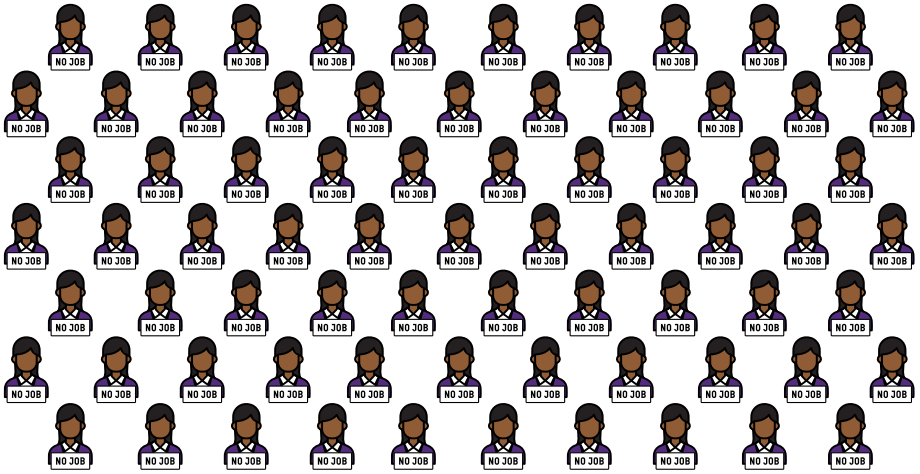
Isiqephu G

Izinqubomgomo nemikhuba kahulumeni ayenzanga izinto zaba lula ngoba uhulumeni uzamukele kalula izinqubomgomo ezingabandlululi ezifana nokukhululeka kwezohwebo, ukwenziwa kwamalungelo ezimali, ukukhomba ukwehla kwamandla emali nokuncishiswa kwesabelomali. Izinqubomgomo ze-Neoliberal zikholelwa ukuthi uhlelo lwemakethe yamahhala luzosiza ukukhulisa umnotho futhi lunikeze umphakathi ngazo zonke izidingo zabo zenhlalo. Uhlelo lwemakethe yamahhala ngumnotho owenziwe ngamabhizinisi nabantu abashintshana ngempahla nezinsizakalo phakathi kwabo ngokungenelela okuncane kakhulu kukahulumeni. Kodwa-ke, amaNeoliberal akhohlwa ukuthi inhloso eyinhloko yamabhizinisi ukuthola inzuzo, hhayi inhlalakahle yomphakathi. Ngakho-ke, sidinga umbuso osebenzela umphakathi ukuletha izidingo ezithile eziyisisekelo ezifana nemfundo, ukunakekelwa kwezempilo njalo njalo.

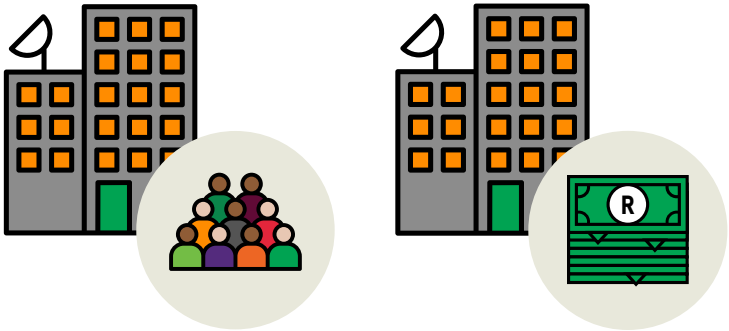
Izinqubomgomo ze-Neoliberal, ezazifakwa kakhulu yizikhungo zezezimali ezifana ne-International Monetary Fund (IMF) ngawo-1990, aziholelanga ekukhuleni noma ekwakheni amathuba emisebenzi.

Ngokuphoqa amafemu aseNingizimu Afrika angavuthiwe ukuba ancintisane nezinkampani ezithuthuke kakhulu phesheya, ukuhweba ngokukhululeka kwehlisa umgomo wezimboni ngoba kwavula izinkampani zaseNingizimu Afrika emncintiswaneni onzima womhlaba lapho zona zisazama ukufunda ukuthi kwenzekani. Lokhu kusho ukuthi imisebenzi eminingi futhi engcono, ikakhulukazi yabesifazane nentsha, ayinakwakhiwa. Izinkampani eziningi, ikakhulukazi emkhakheni wezokukhiqiza zigcine zivalwa, imisebenzi yalahleka, kwaphakama izinga labangasebenzi. Lokhu kulahleka kwamandla ezimboni kwenza kube nzima ukubhekana nezinkinga ezinjenge-COVID-19 (uKhovede -19) ngenxa yokwethembela kwethu ngokweqile kuzimpahla nezinsizakalo ezivela phesheya kwezilwandle.

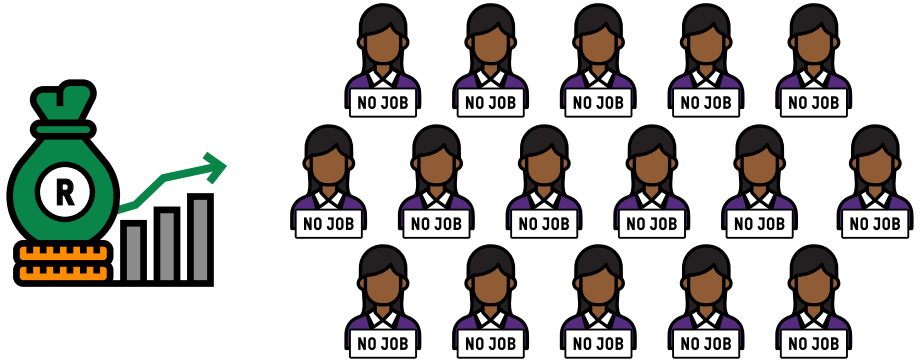




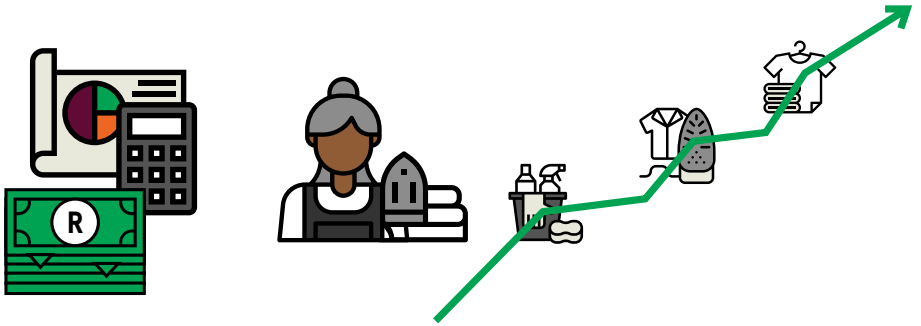
Ukuzimela kuthathe amafemu womphakathi angahle asize kuzintshisekelo zomphakathi futhi kwawenza aphendule kuphela enzuzweni. Isibonelo, imisebenzi eminingi ilahlekile ngenkathi inkampani enkulu yesistili i-Mittal ithatha inkampani yaseNingizimu Afrika i-Iscor. Iphinde yaqala ukukhokhisa imboni yethu yokukhiqiza istili amanani abaphezulu, okwenza kube nzima ukuthi imboni yokukhiqiza yasekhaya incintisane nezinkampani zaphesheya kwezilwandle. Ezinye izinkampani kwakudingeka zivale, imisebenzi yalahleka, kwaphakama izinga lokwentuleka kwemisebenzi.



Ukuqondiswa kwamandla emali kwenze kwaba nzima ukuthi amabhizinisi atshale imali embonini edala amathuba emisebenzi ngoba inzalo ephezulu yenza imali ibize. Ngakho-ke, amabhizinisi awakwazi ukutshala imali ekukhiqizeni izimpahla nezinsizakalo.



Futhi ukuncishiswa kwesabelomali kwenza imali yokudala amasu amathuba emsebenzi inganele futhi kwenyusa izinga lomsebenzi wokunakekela ongakhokhelwa kwabesifazane ngenxa yokulethwa kwezidingo okungekuhle. Lokhu kube nomthelela omubi eLungelweni Lomsebenzi Ohloniphekile.



Imiphumela yale migomo ukuthi iNingizimu Afrika igcine isakhiwo soMnotho se-MEC futhi ayikwazi ukwakha umnotho ongakhula futhi uqashe abantu.

Imibuzo

G1 **Iqiniso noma Amanga:** Inqubomgomo yezomnotho engahambisani nalutho ayilungile emnothweni nasemphakathini ngoba:

a) Ngokuya ngohlelo lwemakethe yamahhala lubeka phambili inzuzo lingabe lisayibheka inhlalonhle yomphakathi.

b) Usekela umnotho wamazinga wenzalo ephezulu ngokukhomba kwe-inflation, okwenza kube nzima ukuthi amabhizinisi aboleke imali ukuze atshale izimpahla nezinsizakalo.

c) Usekela ukuncishiswa kwesabelomali emisebenzini yomphakathi, okwandisa umthwalo womsebenzi wokunakekela ongakhokhelwa

Isiqephu H

Ukwehluleka ukuvikela abasebenzi nokunikeza umsebenzi ohloniphekile

Yize uhulumeni ekhuphule kakhulu ukuvikelwa okuyisisekelo kwabasebenzi ngemuva kokuphela kobandlululo ngokwebala (apartheid), abaqashi emkhakheni ozimele kanye nowomphakathi bayiphambukile le mithetho futhi banciphisa amaholo ngokuthola abasebenzi abangaqashiwe yibo ngokuphelele, lapho besusa khona umthwalo wabo wokuhlinzeka ngemiholo efanele nezimo zokusebenza kosonkontileka abancane. Umdwebo ongezansi ukhombisa igebe (pay-gap) lezinkampani ezinkulu eNingizimu Afrika. I-pay-gap inombolo ibheka umehluko phakathi kwesisebenzi esikhokhelwa kancane nesisebenzi esikhokhelwa kakhulu. AbakwaShoprite banegebe eliphakeme kunawo wonke elingu-1332, okusho ukuthi umsebenzi ohola kakhulu uhola imali ephindwe ka-1332 ukwedlula loyo ehola kancane.

Company	CEO Salary	Pay Gap
Shoprite	R100.1 million	1332
Steinhoff	R88.9 million	234
Capitec	R35.6 million	183
MTN	R72.2 million	157
Anglo American	R70.2 million	135
Ab InBev	R23.4 million	82
Sasol	R56.4 million	64
Mediclinic	R18.0 million	28
Transnet	R7.4 million	21
Rand Water	R5.1 million	15
Eskom	R8.9 million	13
SABC	3.6 million	5

Ukubiyiswa kwamandla: umsebenzi wabesimame kanye nalapho kuhlangana khona ukungalingani eNingizimu Afrika

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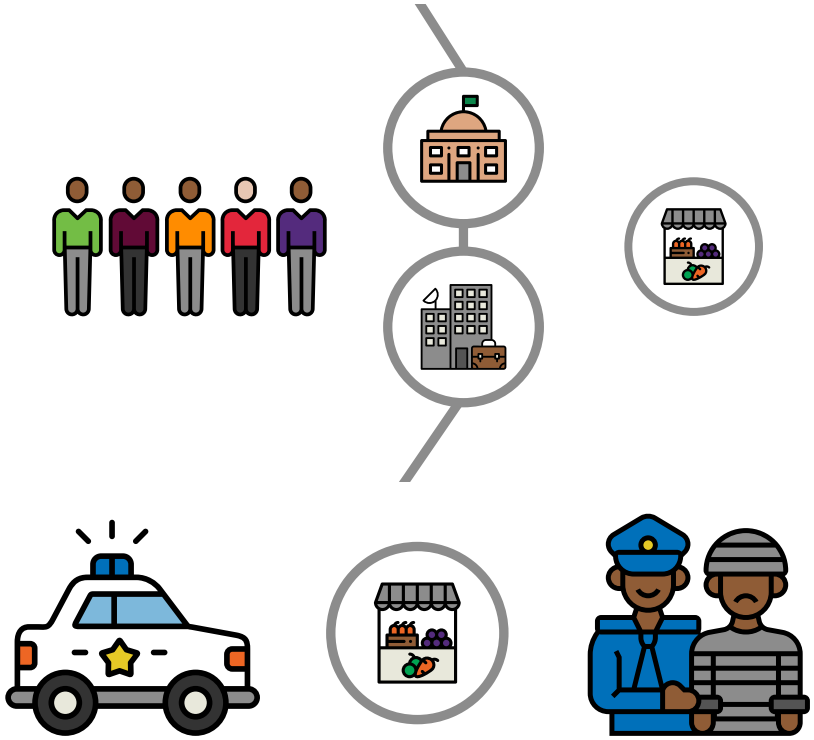
Ukucindezela abasebenzi bomkhakha ongakahleleki

Emazweni amaningi asathuthuka, inani elikhulu labantu abasebenza emkhakheni ongakahleleki lisusa ukungabi bikho kwemisebenzi esemkhakheni osemthethweni. ENingizimu Afrika lokhu akunjalo ngenxa yezinqubo zikahulumeni nezamabhizinisi amakhulu ezenzelwe ukugcina abasebenzi abangahlelekile behleli ngaphandle kwezimakethe. Kulabo abasebenza emkhakheni ongakahleleki ukuhlukunyezwa ngamaphoyisa nokubukelwa phansi kwabasebenzi babizwe ngabokufika sekuyinto ejwayelekile. Sibonile futhi ukuthi izinxanxathela zezitolo eziningi zakhiwa lapho abathengisi abangahlelekile bekhona.



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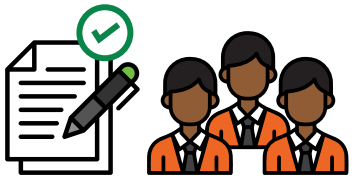
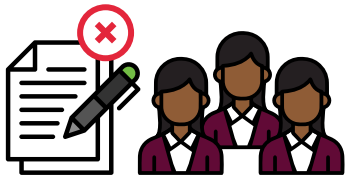
Ukubiyiswa kwamandla: umsebenzi wabesimame kanye nalapho kuhlangana khona ukungalingani eNingizimu Afrika

Ukuhluleka ukuxhasa amabhizinisi amancane namabhizinisi abesifazane

Izinqubomgomo zokuthuthukisa izimboni ziqondene nezimboni lapho abasebenzi abaningi kungabesilisa futhi ukuxhaswa ngezimali ikakhulukazi kwamabhizinisi akhuphula amazinga abesifazane kulinganiselwe. Lokhu kusho ukuthi noma ngabe imisebenzi emihle idalwa ngenqubomgomo yezimboni, iya ngokungalingani emadodeni futhi ngaleyo ndlela iqinisa ilungelo labesilisa.

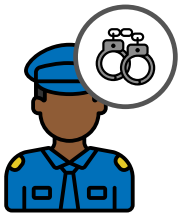




Ukuthunjwa kombuso ngabezepolitiki nezinkampani

Amasu akhiwa ekuqaleni ngasekuqaleni kwesikhathi sokuphela kobandlululo ukuze anike amandla abasebenzi abamnyama kanye namabhizinisi abaphethwe ngabantu abamnyama ezindaweni ezinabantu abambalwa futhi eziqhelile asenwetshiwe futhi asetshenziswa kabi ukudala ubumbano oluzimele. Osopolitiki, abasebenzi bakahulumeni, osonkontileka bendawo kanye nosonkontileka abancane bonke bayathinteka. Umphumela uba yisimo lapho ukuthunjwa kwezepolitiki nezinkampani kuyinto ejwayelekile.

Politicians



Civil servants

Local contractors

Sub-contractors

Ukuguquka Kwesimo Sezulu

Ngenxa yeqhaza le-MEC lokuba umthengi omkhulu wamandla nomkhiqizi wamalahle wokuqhuba izikhungo eziphehla ugesi ngamalahle, iNingizimu Afrika ingesinye sezikhonkwane ezikhiqiza igesi ebamba ukushisa. Kodwa akubona bonke abantu okufanele basolwe - cishe u-30% wabantu baseNingizimu Afrika abakaxhunyaniswa nakugesi. Umthengi omkhulu wamandla ngomkhawulo omkhulu i-MEC uqobo, esebenzisa amandla angaphezu kokuphindwe kabili kunawo amandla asetshenziswa yizo zonke izakhamizi zaseNingizimu Afrika zihlangene.

Umbiko we-Oxfam unikeza izindlela eziningana ezihlose ukubeka obala ilungelo lokuba nomsebenzi ohloniphekile.

01

Umholo wokuphila kanye nalopho kugcina khona inani lemali engenayo ephezulu

Ukuphoqelela kangcono iSigaba 27 soMthetho Wokulingana Emsebenzini esenzelwe ukuqinisekisa isilinganiso sokulingana phakathi kwesisebenzi esikhokhelwa kakhulu nesikhokhelwa kancane kunoma iyiphi ifemu, okubandakanya nabasebenzi bezinkontileka. Ayikho i-CEO okufanele ihole ngaphezu kokuphindwe ka-20 imali ekhokhelwa isisebenzi sayo esihola kancane ngokwemali ngokheshi nezinye izinhlobo zokuholela ama-CEO (izimoto zenkampani, izinketho zamasheya, njalo njalo.). Imikhakha enamaholo aphansi kakhulu uma iqhathaniswa neholo elifanele likazwelonke elifana nabasebenzi be-Expanded Public Works Programme (EPWP), abasebenzi basezindlini kanye nabasebenza emapulazini kumele nabo bahambisane bathole futhi imali yezinga elifanele leholo likazwelonke.

02 Sebenzisa izinqubomgomo zezomnotho ezithuthukayo eziqonde ukwenza amathuba emisebeni

Inqubomgomo yemali kumele ibhekise ukuqashwa ngokuphelele. Kumele kubekwe izilawuli zokunciphisa imisebenzi eyingozi yemali eshisayo, futhi abatshalizimali kufanele bakhuthazwe ukuthi batshale imali emisebenzini yezomnotho ekhiqizayo (hhayi eqagelayo), izimpahla kufanele zisetshenziselwe ukudala amathuba okutshala imali isikhathi eside.

03 Intela Yezimali enobulungiswa ocebile akhokha isabelo esifanele

Ukusungula kabusha intela eqondile nengaqondile ye-PIT ne-VAT, intela yengcebo enqwabelene, isuse amakhefu entela osizo lwezokwelapha nempesheni, ukubhekana nokungalandelwa komthetho, ukungayikhokhi intela nokugwema intela.

04 Ukubhekana nokuthunjwa kwezombusazwe nezamabhizinisi ngokwenza umsebenzi wabasebenzi bakahulumeni wenziwe ochwepheshe

Ukwenza umsebenzi wabasebenzi bakahulumeni ukuba wenziwe ochwepheshe ukuze ukungathunjwa abezepolitiki nezamabhizinisi.

05 Ukubhekelwa Kwezobulili kanye Nokwabiwa Kwezimali okuneqiso futhi okuhleliwe

Ukukwenza iqiniso ngezobulili kanye nesabelomali esifanele ukubekwa ngokomthetho njengengxenye yesibopho sezabelomali sikahulumeni esivumela ukubamba iqhaza kwenhlangano ebanzi yomphakathi kubandakanya namaqembu abesifazane nentsha.

06 Ukubona, ukunciphisa, ukusabalalisa kabusha umsebenzi ongakhokhelwa ngokutshalwa nokunakekelwa kwemisebenzi yomphakathi

Abasebenzi kumele bamelwe ekuthathweni kwezinqumo ngenqubomgomo yokuthola izinsizakalo zomphakathi ezisezingeni eliphakeme kubaluleke kakhulu ukukhulula abesifazane emsebenzini wokunakekela ongaholeli.

07 Qalisa ukusebenza kwezinqubomgomo zezimboni ezibeka phambili ukuvulwa kwamathuba emisebenzi amaningi nangcono kubantu besifazane.

Abesifazane - ikakhulukazi abesifazane abansundu abasebasha - abamelwe kahle ezimakethe zabasebenzi baseNingizimu Afrika. Ngokubeka eqhulwini izinqubomgomo ezizodala imisebenzi eminingi futhi engcono yabesifazane, ohulumeni bangakunciphisa ukungafani phakathi kwabesifazane nabesilisa futhi bandise izinga lentuthuko isiyonke.

08

Ukuphoqelela ukuvikelwa kwabasebenzi ezindaweni zokusebenza ezilandela intando yeningi, eziphephile nezingenzeleli

Yize imithetho elwa nobandlululo lwebala neyokulwisana nobandlululo ngobulili ikhona maqondana nokuvikeleka endaweni yokusebenza, le mithetho akuvamile ukuthi iphoqelelwe ngokwanele noma iqondwe ngokwanele.

09

Ukuguqula izinguquko zemisebenzi ezingafuni ukuba abasebenzi bahlangane balwele amalungelo abo.

Sula ukunikezwa kokuvota okuyimfihlo, ukunwetshwa kokuxolelaniswa, ukululekwa kwezeluleko kanye nemithetho yemithetho yamaphuzu kumithethosivivinywa echitshiyelwe yabasebenzi. IMithethosivivinywa yabasebenzi yowezi-2019 ibukeka iyisinyathelo esingaqondanga maqondana nokuqinisekisa ukuthi abantu abasebenzayo eNingizimu Afrika banelungelo lokuzihlela babe izinyunyana eziqinile.

10

Ukuvikelwa komphakathi, ukufinyelela okuphephile ngokufanele ezimakethe zemikhakha engahlelekile.

Njengokusho kwesaluleko se-ILO 204, abadayisi abangahlelekile kumele bangahlukunyezweni ngamaphoyisa nezinye izikhulu, bakwazi ukufinyelela ezindaweni lapho izimpahla zabo zingathengiswa khona futhi bathole ukuvikelwa okufana nokwalabo abasebenza ngokusemthethweni (i-UIF, ikhefu labazali).

11

Ukuvikelwa komphakathi wonke.

Ukunweba ukuvikelwa kwezenhlalakahle ngokusebenzisa, ukuhlinzekwa kwe-Universal Basic Income

kungasiza kakhulu ekunciphiseni ukuphila ngokungabaza abantu abaningi baseNingizimu Afrika ababhekana nakho.

Umbuzo

H1 Uyavuma noma awuvumelani nezaluleko eziphakanyisiwe? Kungani

H2 Yiziphi ezinye izaluleko ongazifaka futhi kungani?

Izimpendulo zemibuzo

Isiqephu A

A1. Iqiniso

A2. Amanga

Isiqephu B

B1. Uyini umsebenzi wokunakekela ongaholeli? Yiqiniso noma Amanga

d) Amanga

e) Iqiniso

f) Amanga

B2. Uyini umsebenzi ohleliwe obucayi ongaphela noma nini? Yiqiniso noma Amanga

d) Iqiniso

e) Amanga

f) Iqiniso

Isiqephu C

C1. Yini i-MEC? Yiqiniso noma Amanga

a) Iqiniso

b) Amanga

c) Iqiniso

Isiqephu D

D1. Abesifazane = CLTF (izindwangu zokugqoka); Abesilisa = ukhuni nephepha; iziphuzo; imishini yokuthutha; ingilazi & amaminerali nokungeyona imethali; imishini nezinto zokusebenza; izinto ezisetshenziswayo neze elethronikhi; kabusha; ifenisha; imishini kagesi; ukudla; amanye amakhemikhali, ipulasitiki, injoloba

CLTF yiwona wodwa umkhakha ophethwe abesifazane imali engena kulomkhakha incane kunengena emkhakheni ephethwe ngabesilisa.

D2. Imisebenzi emnothweni egxile ekunakekeleni abasebenzi abakhona manje nabesikhathi esizayo nomphakathi wonkana.

D3. Owesifazane oqashiwe uchitha isikhathi esiningi enza umsebenzi wokunakekela ongakhokhelwa kunowesilisa ongasebenzi kahle kwezomnotho.

D4. Uchitha isikhathi esingakanani wenza umsebenzi wokunakekela ongakhokhelwa ngosuku?

Isiqephu E

E1. Amanga

E2. Amanga

E3. Amanga

E4. Uyini umthelela womnotho ojulile nobiza imali enkulu ngokungalingani? Yiqiniso noma Amanga

a) Iqiniso

b) Amanga

c) Iqiniso

E1. Iqiniso

Isiqephu G

G2. Inqubomgomo yezomnotho e-Neoliberal ayilungile emnothweni nasemphakathini ngoba:

d) Iqiniso

e) Iqiniso

f) Iqiniso

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