Izifundo ngesiganeko saseMarikana

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Isiganeko esingalibalekiyo esehla eMarikana sokubulawa kwabasebenzi baseLonmin ngomhla ka -16 August, 2012 yinto engasoze ilibaleke ezingqondweni zabasebenzi baseMzantsi Afrika. Sisinganeko esenze kwacaca ngca umahluko phakathi kwezityebi nabo bangamahlwempu. Kanjalo iye yacaca okwekati emhlophe ehlungwini indima edlalwa zezopolitiki iANC engurhulumente, ilizwe ngokubanzi kunye nenkokeli zemanyano zabasebenzi. Intlekele yaseMarikana ibeyindawo yembali apho uluntu jikelele lwelilizwe liye labona iyantlukwano phakathi kwabaqeshi nabasenzi enkulu ngayo. Kuye kwalapho abasebenzi baye bathatha isigqibo sokuba ngeke baphile impilo yobukhoboka abayiphiliswa ngabaqeshi babo.

Kuyiminyaka elishumi elinesibhozo edlulileyo kodwa akukho mahluko kwezoqoqosho, ubutyebi busesezandleni zabambalwa. Lonto ingunobangela wezivumelwano ezenziwa ngabasemagunyeni. IANC ibonise ngokuphandle ukuba yona imela ongxowankulu kwaye iyahambisana nezigqibo zabo futhi izimisele ukuba ihlale injalo iye yathatha abantu abambalwa abamnyama yabenza izityebi kwikqubo ye BEE. Oluhlelo luye lwabangela ukuba abasebenzi abamnyama baxhatshazwe ngakumbi, khonukuze ongxowankulu bazokwazi ukufumana ubutyebi obungakumbi. UMzantsi Afrika uyewafunyanwa njengelona lizwe lihamba phambili linokungalingani phakathi kwezityebi namahlwempu.

Okwesibini abasebenzi baqale iphulo elitsha ngokuthi babambe imigcelele yokufuna ukususa nengcambu inkqubo yohlohlesakhe buze buthathelwe indawo yinkqubo yobudlelandawonye (socialism) elisetyenziswa ngunomgogwana wepalamente yedemokrasi. Olutshitsho luyakuthi lubonakaliswe yimfazwe ezakuthi ibekho phathi kwezityebi namahlwempu. Abasebenzi abazimiselanga ukuphinda bamkele nayiphi intlobo yokucinizelwa abaye balunyamezela kuleminyaka ilishumi elinesibhozo edlulileyo. Kulonyaka siwuqalayo kubekho imicelamngeni phakathi kwabasebenzi nabaqeshi kwifama zasentshona-koloni, kwimigodi yaseCarletonville, Rustenburg nokulwa kwabahli baseZamdela ngenxa yokohlulwa kwabo nguMasipala waseSasolburg.

IANC eMangaung

Intlekele yaseMarikana iye yabangela ucinezeleko kwinkomfa yeANC ibiseMangaung bade bayigqiba inkomfa bengazange banike umzuzu wembeko kubasebenzi abafa kwisiganeko saseMarikana efana naleyo eyahla eSharpville kwiminyaka eyadlulayo. Abathunywa balenkomfa bavumelene ngenxaso – mali yabatsha abangasebenziyo equlunqwe yi-National Development Plan ethi uchintsi akafani noshici balutshitsha ngkupheleleyo uhlelo lokubuyisela ubutyebi belize kulawulo lukarhulumente olukumgaqo siseko wezophuhliso lwezoqoqosho

Lonmin strike committee addresses workers, Wonderkop, August 2012.

lukarhulumente. Emva kwenkomfa yaseMangaung umongameli uZuma norhulumente wakhe baye bavumelana kumbono wokuba otitshala abavumelekanga ukuba baye kuqhankqalazo xa izinto zingahambi kakuhle emsebenzini wabo. Ukongeza kwizigqibo zabo ezizithuko kubasebenzi baye ngungabi nasazela abathunywa ebebezimase inkomfa yaseMangaung bonyule uCyril Ramaphosa ongomnye wabachaphazelekayo ekubulaweni kwabasebenzi baseLonmin ukuba ibenguye ozakuthatha intambo zolawulo emva kuka Zuma umphathiswa wezamapolisa uNathi Mthethwa onezadla ezigcwele igazi labasebenzi bamfaka kwisigqeba esilawulayo sikazwe lonke seANC. Ukuba uZuma wangazange wayivumela intlekela yaseMarikana ngeyingazange yenzeke nanko ebuyiselwa esihlalweni ngevoti ezingamashumi asixhenxe epesenti ukuthandwa kwakhe kumbutho olawulayo akufani naxa ujonge indlela oluvakalelwa ngayo uluntu jikelele. Ukuphawula oko xa ujonga abo bakwizikhundla eziphezulu zeANC kunye nabantu nje abangabasebenzi abakhethe ukuba ibeyiyo elawulayo.

Emva kwesiganeko saseMarikana kuye kwacaca ukuba ikamva lelilizwe alisekho ezandleni zeANC ezopolitiko ziyezabonisa ukba kukho injengo ezizenye ezikhulayo ezingqondweni zabasebenzi zokuba bafuna urhulumente omtsha ozakubeka izilangazelelo zabo kuqala. Intetho ethi oANC yasikhulula kwingcindezelo iyangokutshabalala. Kwizihlandlo ezibini zonyulo abantu abayi-12000 zange bayo vota. Ngenxa yokuphoxwa lulawulo lweANC bakhethe ukuhlala emakhaya ngoba bengazi ukuba bavotele eliphi iqumrhu lezopolitiko.

Imphindezelelo ecetywa nogxowankulu

Izoyikiso ezijongiswe kubasebenzi baemgodini zokugxothwa yindlela ecacileyo yongxowankulu ebonisa ukuba bafuna ukuziphindezelela kubasebenzi. Bafuna ukuba isimo saphambi kwesiganeko saseMarikana apho bebelawula ngqudu siphinde sibuyiselwe njengoba iANC iye yaphumelela eMangaung. Bazame ukuthenga emithiyo ngenethole ngokunika abasebenzi baseLonmin ilungelo lokuba bafumane izidlu nolwabelo kwingxowa yobumnini yaseLonmin. Kodwa lonto ayithethi ukuba bazakuzijika izigqibo zabo zokugxotha abasebenzi. Inkqubo nengcinga nendlela abenza ngayo ongxowankulu yiyo ebangela iyantlukwano eluntwini. Ukucaphula kwiphephanda losomashishini lika-Aug 17 , 2012, emva kwesiganeko saseMarikana intetha yabo iye iyavakala bebefuna ukwenza abasebenzi bazive bengcono kwangaxeshanye bengafuni ukubeka ityala ongxowankulu babhenela bechaza ukuba imeko zokungalingani zingunobangela wesiganeko saseMarikana. Ukungalingalingani phakathi kwabantu abamnyama kuye kwacaca gca phantsi sukela kwaphatha iANC neNUM phantsi kwemanyano zabasenzi iCosatu.

Indima edlalwe yiNUM

Umbhali ubonisa indlela eye yabalixhoba ngayo iNUM ngokuthi inyashwe esidlangalaleni nokuba iye yajikelwa ngabasenzi bonke basemgodini ngokuthi balahle ithemba labo kuyo. Leyo yindlela iphephandaba lezoshishino eliye layichaza ngayo lemeko ukuba iNUM yeyona manyano ezaziyo imfununo zabasebenzi kwangaxesha nye iyikhathalele inzuzo eyenziwa ngabezoshishino kwaye izimisele ukuyikhusela. INUM ibonisa ngokuphandle ukuba isisixhobo esisetyenziswa ngongxowankulu ukucindezela nokwenza amakhoboka abasebenzi basemgodini.

Okukunconywa nokudunyiswa okungaka iNUM ilusebenzele nzima ngo-2011. ILonmin yagxotha abasebenzi abayi-9000 ngenxa yokuqhanqalazela ukuba ishopsteward abazikhethele zona abaqeshi zange bazamkele iNUM yavumelana nabaqeshi ngokungazivumeli ezoshopsteward. Ngo-2012 indima yeNUM kwintsinda badala phakathi kwabasebenzi abomba iltye akhange yenze mahluko xa abasebenzi bebewisa isindululo sokuba makubyelwe kwisithebe sengxoxo apho abaphathi bophula izogqibo seminyaka emibini sonyuso mivuzo nge-12 500 iNUM iye yancedisa abaphathi ibonisa ngokuphandle ukuba ayimeli abasebenzi yona incedisa abaphathi kwaye ichaze ngokuphandle ukuba yona ayisoze incedise abasebenzi ngokunyuselwa imivuzo nge-22% ayikho ngqiqweni ngoba asiyonjongo yengeniso ekuvunyelwene ngayo kwisivumelwano abasenzileyo seminyaka emibini.

Indima ekhululekileyo edlalwe si-strike committee

Ukungafunwa kweNUM ngabasebenzi nokusebenza ngokuzimisela nokuzithemba kwe-strike committee luye lwazisa uloyiko nengozi enkulu kwiminqweno yongxowankulu bezemigodi ekubeni kwelinye icala iye yabonisa impumelelo yabasebenzi. Yonke lenkqubo iye yabonisa ukuba abasebenzi basemgodini xa bephakama bazilwele bayaphumelele. Zinzame zeDSM ukuhlanganisa i-strike committee kwaye i-National Strike Committee sisiseko esitsha esisesikweni esizakulwa nalo naluphi ucinezelo nokugxothwa kwabasebenzi okungekho sikweni ngexa yalentlangano abasenzi baye bazithemba ukusukela naninina ngaphambili.

Indima edlalwa yiSACP neCosatu

Ngokudibana kweSACP nenkokeli zeCosatu eziye zangcolisa isidima semanyano zabasebenzi ngokuzama ukwakha umsantsa phakathi kwabasebenzi ngesiphakiso esithi 'yohlukanani neNUM yethu' ngelabo bebenyanzelisa abasebenzi ukuba babuyele kwimanyano yeNUM kodwa elophulo liye laphanza kuba abasebenzi bayazi ukuba liqumrhu nje elizama ukubohlula kwaye elineminqweno yokuzityebisa lona ngokwalo. Ayonqubo yeDSM ukusebenzisa indlela ezingalunganga nentetho ebolileyo yokuthuka endaweni yokusombulula ingxaki. Sikholelwa ukuba izigqibo ezithathwe yiSACP ngokulwa nenkokeli zeCosatu yinto nje yokuzama ukudida abasebenzi futhi bafuna balwe bodwa bangakwazi ukufezekisa iminqweno yabo yokulwela amalungelo abo kwaye ngalondlela iyukubangela uqhekeko olukhulu phakathi kwabasebenzi bangakwazi ukuphumelelisa injongo zabo zokulwa nongxowa nkulu abazame ukubalwisa kwiminyaka edlulileyo kodwa ukuququzelela kwabo iyantlukwano akufumani inxaso ngoba abasebenzi bayayibona lemizamo yokudala iyantlukwano phakathi kwabo nabalandeli beCosatu.

Lenxaso yokungaqondi phakathi kwabasebenzi iye yenza umonakalo phakathi kweCosatu neNUM futhi akhange ikwazi ukuzisa ukuthembana ngokuthi ixhase abasebenzi basemgodini kwingxaki ebebejamelene nazo. Kwinkomfa yeCosatu angahambisaniyo nobunkokeli bukaZuma baye babangela iyantlukwano ngezimvo eye yanzulu yaza yabanempumelelo ngakumbi kwinkokeli zasekunene. Inkokeli zeCosatu negcambu zayo zokukholelwa ukulwela ubudlelandawonye zingaphumelela kuphela xa iCosatu ingaphuma kunxantathu wayo neANC. Yinxaxheba ekufanele iyithathe ngoba lidlulile ixesha laxa abantu bebekholelwa ukuba iCosatu yiyo eyakuzisa utshintsho kwezopolitiko ngokuba izale umbutho wabasebenzi.

Ingxaki zopolitiko

Ongxowankulu bajamelene nocelomngeni lokuba abantu abasayifuni iANC futhi abasafuni ulawulo lwayo. Ngoku ingxoxo phakathi kwabo zezokuba bangenza njani ukutshitsha ingqondo zabasebenzi. Izityebi zizama ngako konke ukusemandleni azo ukuba iDA ibonakale njenge qumrhu elilwela imfuno zabantu abamnyama kwaye bazama ukuba nenkokeli zayo ibengabantu abamnyama abakwizikhundla eziphezulu. Kwelinye icala uMamphele Ramphele uzama ngako konke okusemandleni akhe ukwakha umbutho omtsha wabasebenzi ozakuzisa isicombululo kwingxaki zabasebenzi kodwa inyaniso emsulwa uzama ukusindisa inkqubo yongxowankulu endaweni yokuyingcwaba.

Uloyiko ababenalo ongxowankulu ngeminyaka ye-1980s elalibangela ukuba ulawulo lwabantu abambalwa abamhlophe lungaginywa kakuhle ngabasebenzi ababenonkolelo yamadlelandawonye liphinde labuya ngamandla. Kulapho abasebenzi baye bacinga ukuzakhela umbutho ongowabo ozakulwela imfuno zabasenzi oyiWorkers and Socialist Party (WASP) kwakuhlangene iDSM nabasebenzi basemgodini abamelwe siStrike Committee ngoDisemba 15, 2012, lombutho waziswe ngokusesikweni bedlulisa umyalezo kodade nabantakwethu abasengxakini emisenzini ukuba sikhona isicombululo.

Kwisifundo saseMarikana esingamandla sesokuba njengabasebenzi abangathathi ntweni siding' ukuzimela ngokwethu kwezopolitiko ngoba siyazazi imfuno zethu. Ngenyathelo esiyesalithatha siqalile ukubonisa utshintsho kwintlalo nakwezopolitiko kwezinyanga neminyaka kwelilizwe lase Mzantsi Afrika.

Oongxowankulu baqoqa imikhosi yabo behlasela abasebenzi bemigodi – abasebenzi mabazilungiselele ukulwa

Ekubeni beqale unyaka ka-2013 ngokuqobisa, bevavanya ubunzulu bengxabano phakathi kwabo nabasebenzi, ngokuvala imigodi iKusasalethu neAmplats, abaqashi bemigodi ekupheleni kuka January babonakele besenza igqinga, uAmplats evuma ukuhlehlisa, kwisithuba senyanga ezimbini, ukudenda abasebenzi abayi-14 000, uHarmony Gold ebonakalisa ngathi uzakuvula kwakhona iKusasalethu. Oluvavanyo ngodondolo makube lufumanise ukuba amanzi anzulu arhabaxa, okwangoku isenzo ngokukhawulezileyo sogwayimbo nokugqushalaza kwesicaka esithembekileyo songxowankulu, urhulument weANC, kulumkise ongxowankulu ukuba bachule ukunyathela. Kambe, okwangoku basalele emqokozweni, ngethemba lokuba ukuzimisela kwabasebenzi ekulweni kuza kuthi kwehle, kudambe, oko kubavulele ithuba elikhuselekileyo lokubuyela kundalashe wokulawula ngegqudu emsebenzini, kwakunye nokuphupha ngokwenza inzuzo. Ekubeni ethe kuqala benza ngomndlandla, ongxowankulu bazakuthi balinge kwelixa lizayo ukusebenzisa ubulumko, babethe bepholisa. Impendulo yabasebenzi ekuvukeni kwakhona ubutshaba iyaqkuthi ibinakalise isiphumo sedabi phakathi kwabo nongxowankulu.

Imilo yokugqibela ku-2012, kwimizabalazo yabasebenzi yenzeke eKusasalethu esecaleni kwe-Carletonville, apho isenzo sokugqibela sokuhlala phantsi emgodini sahlakazwa ziznto ezimbini, ingcinezelo ngobundlobongela ngamapolisa nokuthembisa isisombululo ngengxoxo. Kusekwa yiHarmony eyathi yaqala ukuhlasela ngosuku lonyaka omtsha, 2013, ngokuthi ikhuphe abasebenzi ezihostela ibavalele ngaphandle kwemayini. Urhulumente wathula ntu. Abasebenzi kwanyanzeleka ukuba baqale ngukufuna indawo youkuhla nokutya phambi kokuba baqale umlo ngokuziphindisela. Ngokukhuthazeka, ongxowankulu bemigodi benza olunye uhlaselo lesibini eAmplats, kwishafti eRustenburg apho bekukho ogwayimbo oluphambili kunyaka ophelileyo. Uqobiso leAmplats loke denda abasebenzi abayi-14 000 ngumcelamngeni ocacileyo kubo bonke abasebenzi. Olu luya kubaludendo elathi labalikhulu lusenziwa inkampani enye kwimbali zase-South Africa.

Idabi lolawulo migodi

Ukubaluleka kokuzinikela kongxowankulu baseLonmin kunyaka ophelileyo kuye kwegqithisa nakwibango lokunyuselwa kwemirhole. Kwanyanzeleka ukuba bakwamkele ukuwa kwegunya lepikanini yabo, iNUM, batyikitye isivumelwano okokuqala ngaphandle kweziko lenqubo yomdibaniso, nokuthi bamkele ikomiti yogwayimbo eyasekwa ngabasebenzi ngaphandle kwenyunyoni. Esi sisizathu esabangela ukuba iLonmin igxekwe ngamashishini amakhulu nayiNUM.

Eyona njongo yongxowankulu bemigodi, abaxhasa iHarmony neAmplats, kukubuyisela isidima sabo ekubethekeni ngokopolitiko, babuyisele amndla abo kwishishini lemidodi.Oku kubonakaliswa yintetho yokuziphindezela, nangani ibingekafaneleki nje, yomphathi weHarmony Gold, uGraham Briggs, uthi (*Business Day*, 13/01/15) abazukuzinanza nganto izikhalazo ezigqithileyo, makunyanzeliswe ukuba abasebenzi babuyele emsenenzini ngokwemiqathango yabo oomaneja. Imiqathango ebekwa yiHarmony – umzekelo, kukunga vunyelwa kwentlanganiso yesininzi sabasebenzi – ijongise ekufadalaliseni amandla abasebenzi.

Eli liyelenqe lokutshabalalisa umzabalazo wabasebenzi, lokuvusa kwakhona amagunya eNUM, khona ukuze incedisane nongxowankulu bemigodi ukucinezela abasebenzi, okanye (okungcono) liyelenqe lokufaka iAMCU kwindawo ebekuyeyeNUM, kutshatyalaliswe ukuzimela kwekomiti zogwayimbo – ngalo ndlela kubuyiselwe isimo sengcinezelo ebesikho ezimayini phambi kwendykitya yokubulawa kwabasebenzi eMarikana.

Uthethwa-thethwano

Ezinkokheli zamkela ziginye intetho ethi abaqeshi banyanzeliswa ukudenda zimeko ezingaphezulu kwamandla abo, kwakunye namabango obudenge abasebenzi befuna unyuselo mirholo. Endaweni yokuba babhentsise ubumenemene bongxowankulu, baququzelele abasebenzi ukuba bakhusele imisebenzi, basebenzisa urhoxiso lexeshana lokudendwa ngokugqamisa amampunge athi ukungavisisani phakathi kwabasebenzi nongxowankulu kunga lungiswa ngothethwa-thethwano. Akunakwenzeka ukuba imisebenzi engeminye eyenziwe ngesindululo songxowankulu iza thatha yonke i-14 000 yabasebenzi.

Ngerlixa kuvalwa ishishini lemigodi kunyaka ophelileyo kwenzeke ilahleko yemveliso ekwizinga eliyi-210 000 yeawutsi, eli nana yinto encinane kwezinkampani zehlabathi xa kuthelekiswa indleko zombuso – ukuphahlazwa kewsakhiwo ongxowankulu bebexhomekeke kuso ukusukela ekuqaleni ko 1990: ukubotshwa izandla nenyawo zabasebenzi yiNUM. Ilahleko yemveliso ithe yenyusa ixabiso lentsimbi-litye, ngelixa izinga lokunyuswa kwemirhole lisehla xa lithelekiswa nokunyuka kwendleko-ntengo yombani.

Nangani ukwehla kwemfuneko yeplatinum ukusukela ngengxubakaxaka yoqoqosho lehlabathi ngo--2008, inzuzo enkulu iyafumaneka kuwo onke amashishini emigodi. Ngokweziko iLabour Research Service, ngo-2011, izindlu ezinkulu ezilithoba zenza intlanganisela yenzuzo eyi-R39 yamabhiliyoni. Oku kwakunokwenza ukuba ezinkampani nganye zirholise abasebenzi, abangayi-350 000, iR88 000 ngenyanga umsebenzi omnye, ziphinde zenze inzuzo. Zange begxeke ibango

labasebenzi le-R12 500 kuba bengenako ukuyibhatala, kodwa kuba yayiphazamisa uzinzo lamandla.

IHarmony yenze inzuzo eyi-R2.5 yebhiliyoni kunyaka ophele ngo-March 31, 2012. Kunyaka ophelileyo, iHarmony yiyona mayini eyenza kakuhle kahulu kwi Johannesburg Stock Exchange. Kunyaka ngonyaka ithe yenza inzuzo eyi-80% ukusuka ku-R3,3 yebhilyoni ukuya ku-R5.9 yebhiliyoni kwisithuba sonyaka 2011/2012! Ugwayimbo nesiphumo salo alenzanga nomkwentsi kwinzuzo – kwikota kaDecember, inzuzo yenyuke nge-16% ukuya R1.6 yebhiliyoni, nangani imveliso ibiphantsi ngenxa yesenzo soqanqalazo eKusasalethu.Ilahleko yemveliso ngenxa yogwayimbo ngoOktober yaba yi-R325 yemiliyoni xa uthelekisa R1.6 yebhiliyoni. Ukunyuswa kwemirhole kuya kudla inkampani i-R10 yemiliyoni nje ngenyanga. Ngelixa isalela abasebenzi indawo yokuhlala, inkampani izingamba isifuba ibhatal i-50c kubanini bezabelo. Umsatsa yemirhole kwishishini lemayini ungu-390 kwisinye (1), ngelixa umphathi (CEO) okwizinga eliphakathi esamkela i-R55 000 ngosuku.

Ngo-2011, iAmplats yenza inzuzo eyi-R7.96 yebhiliyoni, kodwa kunjalo yadenda abasebenzi. Ngoku le nkampani ilinga ukugxeka umzabalazo wabasebenzi wango-2012 apho kwenzeke ilahleko ye-R6.34 yebhiliyoni, okwesibini ifuna basebenzi bahlawulele lelahleko ngekuphelelwa yimisebenzi. Ngelixa uAmplats ngokunga thandabuzekiyo ajongene nengxaki ngokwenyani ngokwezimvo zongxowankulu, kwakhona engahlawuli izabelo, inkampani iqinisekisa ongxowankulu ukba isenayo indawo yokunyebelezela. Ngokwezibalo zikaAmplats ngokwakhe, iishafti ezine eRustenburg kujongwe ukuba zivalwe ukwenzela ukunyusa umsebenzi wokuvelisa nomkhiqizo we-20% ne-30% ukulandelelana kwisiqingatha sokuqala ku-2012 Iinjongo zokwakha ngokutsha (ukunciphisa imveliso) zezokuba umthwalo wengxubakaxaka yoqoqosho lehlabathi uwele emagxeni abasebenzi, khona ukuze kwaphuke amandla okulwa.

Imigodi yase SA – ngakumbi eyeplatinum – ibisenza inzuzo engaphaya kumashumi eminyaka egqithileyo. Kodwa, phakathi konyaka ka-2012, ukuya kwiminyaka emihlanu eyakhe yabamibi ngengxubakaxaka yoqoqosho longxowankulu ehlabathini kwisithuba sekhulu leminyaka, nangemveliso egqithisileyo yemoto elingana nobukhulu bemarike yase-USA, uqikelelo lokuvelisa ngokugqithisileyo implatinum lwaba yi-210 000 yeaqwutsi ngonyaka. Imveliso ngokungaphaya kwemfuneko nemosha kwakunye nokungazaliseki iimfuno akwenzeki ngengozi, kodwa zingxaki ezakhekele kwindalo yombuso wobungxowankulu. Isininzi soluntu ehlabathini siya ncukuthwa kangangokuba abanelanga abantu abanokuthenga iimveliso zoluncukutho – bangakhi abasenzi abanemoto namajuweli, umzekelo? Iinkampani ezinkulu zemigodi zikhuphisana ngokukhupha amatye entsimbi kakhulu, kuqhushumbiswe ngamaxesha ngamaxesha ngosuku, kusehliswa amaxabiso ngakumbi, kuncitshiswa izimbiwa nokwehlisela indalo noluntu phantsi, endaweni yokukhulisa amashishini noluntu.

Sele ungene unyaka ka-2012, kwacaca ukuba ongxowankulu bemigodi babesele befuna indlela yokuphuma kwingxingwa ababezifake kuyo, ukunyenyela ukunciphisa imveliso, besoyika futhi ukuba abasebenzi bazakuphindisa njani na. Inani elithile leshafti zeplatinum, e.g. Aquarius' K4 neEverest zavalwa, ezinye zisalandela ukuba zivalwe. Ongxowankulu banqandwa luvukelo labasebenzi, olwalusenziwa ngelinye icala kukuqonda eli kwakulixesha lokuqhubeleka phambili okanye ukhatyelwe emva. Nje ngoba ugwayimbo oluninzi belusiya ekupheleni ngoNovemba 2012, izintyebi zemigodi zavuselea, ngokhawulezileyo, amacebo abo okunciphisa indleko, ngokwenza njalo bacumze okwakufumanekile ngentshukumo yogwayimbo – ukuba basebenzi bafumane ukuzimela. Nangani mbenokuthi bathambise amacebo abo, ngokucacileyo ayikho indlela yokubya umva ukuya kwinjongo zabo. Nje ngomnye umhlalutyi ethe wacacisa ekuqaleni kogwayimbo laseLonmin, ugquzulwano phakathi kwamabango abasebenziyemirholo ephucukileyo nemeko zokuhlala ngcono, nokufuna inzuzo ngongxowankulu yenye 'yemiqobo engashukumiyo nentshukumo engenakumiswa'.

IANC ngeke ibakhusele abasebenzi

Ugxeko leAmplats nguSusan Shabangu, umphathiswa wezimbiw nmamandla, ngokwazisa udendo bubumemene obuthe ngcaa! Waye kuluhlu lokuqala lengcungcu zoqoqosho nopolitiko ezabonakalisa ubutshaba kugwayimbo labasebenzi baseLonmin, ubutshaba obathi ngokucacileyo babonakaliswa ngokubulawa kwabasebenzi eMarikana. Eyona nto ethe yenza uShabangu neANC bavuse umnyele yinyaniso yokubonakalise isenzo sokudelelwa urhulumente weANC ngongxowankulu bemigodi. Ukuba ulala ngesisu phambi kongxowankulu, baza kukukhaba emazinyweni.

'Ikabtshi' longxowankulu lokuziphindezela la menywa kanye yiyo iANC – ukukhtywa eMangaung umba wokuthathela kurhulumente imigodi, kwkunye nokungenziwanto kubabulali basMarikana kwaba luncuthu kwabafana ne-CEO Chris Griffith. Ngaphandle kwengxolo yokurhoxisa iilayisentsi, urhulumente weANC akakwazi ukuthahta isenzo esigqibekileyo sokukhusela abasebenzi bemigodi.Ubume borhulumente weANC bubonakaliswa ngokucacileyo kukwamkelwa yiNUM ingcinga yongxowankulu eshiya umbuzo wokuba abasebenzi bazakwenziwa nto ukuze bahlawulele ingxanki zongxowankulu.

Uloyikiso lokuxutha ilayisensi yemayini kuAnglo American, kambe kwalatha ukuvuka komzabalazo kwixesha elizayo. Akuzukunceda nto ukunika amalungelo okumba izimbiwa kuhlobo leAurora lokutyala imali ngokuqaqaja, nokuthatha ishishini ngokucutsula usenza imayini entsha 'Eskom'. Ngumzabalazo okhokelwe ngabasebenzi kuphela ongathi uthathe imigodi namanye amashishini oqoqosho, anje ngebhanki, iifektri, umhlaba phantsi kolawulo lesininzi labasebenzi nabahlali ongenza indlela yokuphuma kulengxingo.

Xa kuphela ubunini boluntu nokuceba ngesininzi inveliso, nokwahlulela izinto zemveliso ngokwezidingo zesininzi apho singahambela ngaphaya kokukhetha okungayonyani phakathi kwemirholo engcono nokwenza imisebenzi, phakathi kwe zokuphila nendalo naphakthi kwamashishini anokusebenza nendawo ezizizo zokuhlala. Uphando olwenziwe yiLRS lubonakalisa ukuba nje inzuzo yemigodi emikhulu eyi-9 eSA, abasebenzi abayi-2.3 miliyoni bangaqeshwa ngomrholo oyi-R12 500. Namhla ezinkampani ziqeshe abantu abangaphantsi kwe-350 000. Ngenxa yokulinga ukwenza ukuba kubekho madlana efumanekayo, abasebenzi abaninzi , ebuncinaneni, basebenza iintsuku ezintandathu ngeveki nange yure ezinde usebenza ngaphaya kwexesha, bebulala imiphunga yabo nempilo iyonke. Ngelithuba, iziphiwo namandla abantu abazigidi abasebenzi bayamosheka. Iziqalo zokuceba ngobusoshiyali phezu koqoqosho olulawulwa luntu bekhokelwe ngabasebenzi kuya kwenza kwabelwane ngemisebenzi, kubekho imisebenzi yabantu bonke ngelixa imirholo isenyuka. Ngaphezukoko, indyebo eveliisweyo ayinakusetyenziswa ekudlaleni amklhasi ezimarikeni okanye ngobomi babantu, kodwa luthahtele uluntu phambili; kukhuliswe amashishini ukugqitha ngaphaya kwimigodi, imfundiso nokukhusela eze ndalo.

Uvukelo olwenzeka emveni kokubulawa kwabasebenzi eMarikana luqukethe imbewu enokuthi ikhulele ukuba yintlobo yentshukumo edingekayo ukuvelisa 'inguqulo ekuyiyo emigodini'.Enye indlela 'akusiyiyo eyakandalashe'kodwa eyomvatho wengcinezelo nokuxhatshazwa. Ongxowankulu bemigodi baxhase uHarmony noAmplats kuba bayazazi ezinolutho. Abasebenzi kuwo onke amashishini emigodi kuya kufuneka baququzelele umkhosi omkhulu osekelwe phezu kodidi labasebenzi lulonke – abasebenzi bemigodi, emapulazini. kwezothutho, emafektrini, kwezoburhulemente , kwakunye nabafundi ulutsha kwakunye nabangekho engqesweni – edabini lobusoshiyali.