



INYANDA national land movement community news

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We Must Fight for a People's Budget!



On 23 February, the day when the Finance Minister delivered the national Budget Speech in Parliament, activists under the umbrella of the Cry of the Xcluded took to the streets to make their budget demands known and reject the government's austerity budget.

"How can this government be so callous as to propose a budget that slashes spending for education, health and social welfare and for public sector workers? While you do this, we are living in a disaster. 13 million workers are suffering unemployment, not for a few weeks but years. Bread,

transport and electricity prices have brought millions of us to the brink," says Lindi Mkhumbane from the Cry of the Xcluded.

While the Finance Minister claimed that the budget was not an austerity budget, Dominic Brown from the Alternative Information and Development Centre (AIDC) explains that, "AIDC joins our allies in the social and labour movement in rejecting this budget... The cut in spending to the Main Budget (leaving aside debt service costs which are rising) will be R85.4 billion in real terms compared to the 2022 budget. One can only understand this budget as a massive

attack on poor and working class people."

"In terms of the social relief of distress grant, the budget only makes provision for 8.5 million beneficiaries, effectively excluding at least two million people from much needed support. Moreover, the R350 SRD is now worth just R277 in 2023 compared to 2020, R73 less than when it was first introduced," adds Brown.

In Uitenhage in the Eastern Cape, activists marched to the Uitenhage Town Hall. "In the past we used to march to Parliament. But this year we decided to rather be at the local level

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where the real issues and challenges of our people are, so we rather go to the municipality's offices. Local Government is in a terrible mess," says Mziwoxolo Sume of the Makukhanye Rural Movement.

In Cape Town, the Commercial, Stevedoring, Agricultural and Allied Workers union (CSAAWU) joined other activists and trade unionists who had gathered at Keizersgracht Street. "CSAAWU is of the view that the ongoing implementation of the austerity budget proposed by the government is a clear attack on the rural poor who are already suffering as they are on the receiving end in terms of service delivery and economic exclusion," says CSAAWU Deputy General Secretary, Deneco Dube.

CSAAWU says that these budget cuts for social services are already being felt by farm workers and the rural poor.

"Loadshedding is a pandemic on its own and it is felt by farm workers who are being threatened with retrenchments and wage cuts. Loadshedding is a direct consequence of the deaths of many poor families living in shacks who are forced to use firewood to prepare food and candles for lights."

"In Botshabelo, we marched to the Free State Provincial Government offices, together with our sister organisations. The trade union, South African Federation of Trade Unions (SAFTU), joined the march to support us and we were joined by Free State Provincial Secretary of SAFTU, Comrade Felicity Lekhethe. Members of the National Union of Public Service and Allied Workers (NUPSAW) were also present," says Mooketsi Diba from the Botshabelo Unemployed Movement. But unfortunately, there was no government official to receive the activists Memorandum of

Demands. "Initially they gave us the notice that the Head Of Department of the Free State Treasury will be the one who is going to accept our demands. But when we showed up, there was no staff, only security guards at the provincial Treasury offices. That was the saddest part from our side," adds Diba.

"The budget does not talk directly to the masses of the poor and it does not meet the needs of our people. The collapse of health, policing, transport and education will remain the same under this budget. Even this R350 SRD grant is an insult, it's almost two years with the same amount. It should have been increased to R1 500 as a Basic Income Grant," says Sume. At the Uitenhage Town Hall, activists handed over the Assembly of the Unemployed's Memorandum of Demands to the Executive Mayor of Nelson Mandela Bay, Retief Odendaal.

"Sizikhulula ngokwethu"



ndibano Yabangaqeshwanga yindibaniselwano yeentlangano zoluntu kunye neenkokheli zoluntu, abasebenzi basezifama, abahlali basezifama, ulutsha kunye namabhinqa

afuna utshintsho kwiindawo zasezidolophini nasemaphendleni. Umnqweno wethu wenkululeko awuphunyezwa. Sicinezelwe, asikhathalelwanga kwaye asiqukwanga. Ulutsha lwethu

lujongene nokungabikho komsebenzi, nto leyo ebangela ulwaphulo-mthetho lube phezulu.

Kodwa siqinisekile ukuba singakwazi ukuzikhulula.

Indibano Yabangenamisebenzi #Izinyanzeliso Zolwabiwo-mali lwango023

1. Amanzi Kumntu Wonke

Amanzi bubomi, ilungelo neemfuno zethu ezisisiseko. Asikwazi kuphila ngaphandle kwamanzi. Xa kungekho manzi, asikwazi kupheka, ukuhlamba kwaye zonke ezinye izinto ezifuna amanzi zichaphazeleka kakubi. Abantwana abakwazi kuba sesikolweni de siphume isikolo ngenxa yengxaki yamanzi. Amabhinqa namantombazana asemancinci ngabona bantu bachatshazelwa kakhulu kukunqaba kwamanzi kwiindawo esihlala kuzo.

2. Umvuzo Osisiseko

Asiyamkeli i-R350 ye-Social Relief of Distress Grant ekubeni ingazifikeleli zonke iimfuno zethu ezisisiseko, yiyo loo nto sifuna i-R1 500.

3. Ucimicimi Wombane

Urhulumente akamele enze uEskom abe lishishini labucala. Ukucima kombane akumele kube yinto 'eqhelekileyo' kubomi bethu bemihla ngemihla. Uluntu luyahlupheka ngenxa yale ngxaki. Izibhedlele, iindawo zokugcina izidumbu, izikolo namashishini adinga umbane awasebenzi kakuhle. Kumba wee-IPP, uluntu lumele lunikwe ithuba lokuvelisa umbane luze luzuze kwinkqubo yokuveliswa kwawo.

4. Imisebenzi Ephucukuleyo Kumntu WOnke

Ingeniso yethu ukuze sikwazi ukuphila ixhomekeke kwimisebenzi ephucukileyo. Asiyamkeli inkqubo ye-EPWP eyinkqubo eqhathayo nezuzisa abambalwa kulo rhulumente wohlulekayo. Asiyamkeli nento yokuqeshwa kangangeenyanga ezintandathu kwi-EPWP, nto leyo ezuzisa abambalwa. Isidima sethu njengoluntu sixhomekeke kwimisebenzi ephucukileyo. Sifuna ingqesho ephileleleyo.

5. Ukuphungulwa Kwemali Eyabiwayo

Kufuneka kuyekiswe ukuphungulwa kwemali eyabilwayo ngenxa yokuba oku kubachaphezela kakubi abantu kunye nokuziswa kweenkonzo ezinjengezempilo, ezemfundo kwakunye nezinye izinto eziyimfuneko neenkonzo.

Onke amasebe karhulumente awasebenzi kakuhle ngenxa yokuphungulwa kwemali ayifumanayo nto leyo ebangela kudendwe abantu, imisebenzi ingabikho kuze kubekho ulwaphulo-mthetho oluphezulu.

6. Oomasipala Abazinzileyo

Sidinga oomasipala abazinzileyo abazakubonelela ngeenkonzo ezipheleleyo kuluntu lwethu. Indibaniselwano yolawulo ayibasebenzeli abantu bethu. Endaweni yoko, abezopolitiko bayalwa baze abantu bangakhathalelwa.

“We are our own liberators”

The Assembly of the Unemployed is a collective of community organisations and activists, farm workers, farm dwellers, youth and women that seeks transformation in rural and urban areas. Our dream of freedom has become a nightmare. We are oppressed, marginalised and excluded. Our youth is facing a huge unemployment, which is the cause of the high rate of crime. But we are confident that we are our own liberators.

Assembly of the Unemployed #Budget 2023 Demands

1. Water for All

Water is our life, right, and basic need. We can't survive without water. When there is no water we can't cook, wash and all other services which require water are also negatively impacted. School children cannot finish school hours due to the water crisis. Women and young girls are the most affected by the scarcity of water in our communities.

2. Basic Income

We reject the R350 Social Relief of Distress Grant since it does not cover our basic needs, this is why we are demanding R1 500.

3. Loadshedding

Government must not privatise Eskom. Loadshedding must not be a 'normal' part of our daily life. Our communities are suffering under this crisis. Hospitals, mortuaries, schools and businesses, which require electricity, are no longer functioning properly. On the issues of IPPs, communities must be given a chance to produce electricity and benefit from the value chain.

4. Decent Jobs for All

Our source of income for living depends on better jobs. We also reject the EPWP programme which is a scam and benefits the few of this failing government. We also reject the six month employment period of the EPWP programme, which only favours a few. Our human dignity depends on decent jobs. We demand full employment.

5. Budget Cuts

Budget cuts must be stopped because it negatively affects our communities and service delivery such as health, education as well as other necessities and services.

All government departments are suffering as result of budget cuts which results in retrenchments, high unemployment and crime.

6. Stable Municipalities

We need a stable municipalities that will provide full-service delivery for our communities. The coalition processes does not work for our communities. Instead, politicians keep fighting their political battles and communities are suffering.

Austerity (Ho kgaolwa ha ditekanyetso) KE ENG

Austerity ke leano la ikonomi le mo ho behella ka thoko boholo ba baahi ba sa sebetseng le ba phelang maamong a futsanehileng. Re tlo shebana le leano lena le mmuso wa Aforika Borwa o lekenyang tshebetsong ho tsamaisa moruo wa naha e leng "austerity" (ho kgaolwa ha ditekanyetso)

Ha re hlalosa leano lena la austerity re ka re ke maemo a thata a moruo a entsweng ke mehato ya mmuso ho fokotsa ditshenyehelo tsa setjhaba, ho kgaolwa ha ditekanyetso mafapheng a mantlha le ho eketsa lekgetho. Aforika Borwa e tobane le dikoduwa tse ngatanyana tse kareng, tlhokeho ya mosebetsi, mathata a motlakase, ho selekalekane le thlekefetso ya bong ka malapeng. Austety e tlo mpefatsa maemo ana a dikoduwa le ho feta hobane sethatong re bone ha ditheko tsa dijo le mafura a dikoloi di nyoloha kgwedi le kgwedi.

Leano lena la mmuso la ho kgaolwa ha ditekanyetso le tlo ba le kgahlemelo

empe ho dihwai le balemi ba ntse ba thutuha ka hare ho metsetoropong le mahaeng, sena se tla bonahala hape le metseng eo batho ba kojwanana di mahetleng ba phelang ho yona. Boholo ba batho maphelo a bona a itshetlehile ho ditshebeletso tsa setjhaba tse tliwang ke mmuso ka hoo leano lena le reretswe ho fokotsa ditekanyetso mafapheng a tshwang le a temo, bophelo bo botle, thuto, ntshetsopele ya setjhaba le tsamaisong ya bommassepelata. Kgahlamelo enngwe hape empe ya leano lena ke ho fokotswa ha batho mesebetsing le ho se eketse meputso ya basebeletsi ba mmuso.

Ho pepeneneng hore mokgatlo o eteletse mmuso pele o lesisitheho ho fetola maano a tsamaiso ya bokoloniale, sena re se bona ka tsela e oba sabatleng ho kenya maano a bona ha ba tswa dibokeng tsa maano a ikonomi. Sebata Morata eo eleng setho sa mokgatlo wa batho ba sa sebetseng wa B.U.M o boletese ka le reng ho hlokkahala dithuto di fihlele setjhaba ka kakaretso. "Re kopa mmuso wa rona o tlohelle ho ba ka

tlase ho kgateello ya dinaha tse ding tsa lefatshe le ho kadima dichelete mebarakeng ya lefatshe, ba bule menyatla ya mesebetasi bakeng sa batho ba batjha le basadi." Ho rialo Morata. Batho ba utlwang lebatama lena la leano la austerity ke basebetsi, basebetsi ba sa sebetseng, batjha ha mmoho le basadi.

Ho bonahala mmuso o sebedisa leano lena la "austerity" e le ho kheloswa ho maikarabelo a ona a molaotheo ho kenya leano la 'Basic Income Grant' tshebetsong.

Batho ba sa sebetseng ka hare ho motse wa Botshabelo le porofense ya Foreiisetata ba re ke nako jwale ya hore letona la dichelete Enoch Godongwane a kenye tshebetsong leano la Basic Income Grant tshebetsong ho batho bohle ba pakeng tsa 18 ho fihla 59. Letsholo la "Stop Budget Cuts" le ntse le tswelapele. Baahi bohle ba kgothalletswa ho tshehetsa matsholo ana a ho lwantsha bofuma ka hare ho naha ya Aforika Borwa.

What is Austerity?

Austerity is a policy which only benefits few residents and excludes the majority of residents who are unemployed and living in poor conditions. In this article we are going to focus on this policy that South African government has implemented called Austerity. (Economic Policy aimed at reducing the government's spending)

To explain further, we can say austerity is the difficult economy conditions whereby the government reduces the public spending and it's services on important departments while they also increase the tax. Recently South Africa is facing problems like, high unemployment rate, shortage in electricity, inequality and gender based violence. Austerity is going to worsen these problems as we have also witnessed the increase on oils and fuels every month.

Furthermore, austerity is going to affect emerging farmers in our townships and rural areas. It will also affect poor families because most people in our communities depend on the government services. Sadly, this policy is going to reduce services in the department of agriculture, health, education, Social Development and in our Municipalities. This policy is going to have huge influence in people being retrenched from their jobs and the government employees will not get the increase on their salaries.

It is clear that the ruling party is hesitant to change the past colonial policies and this can be seen by the economy action plans of the ruling party. Mr Sabata Morata a member of Botshabelo Unemployed Movement mentioned that it is important that the public at large is educated and informed. "We are pleading with our government to stop loaning money from the world market. They should instead provide youth and women with employment opportunities," says Morata. People who are going to be badly affected by austerity are workers, the unemployed, the youth and women.

It is clear that with austerity the government is avoiding their constitutional responsibility to the unemployed to implement Basic

Income Grant.

The unemployed people of Botshabelo in the Free State Province believe that it is time that the Minister of Finance Enoch Godongwane implements the Basic Income Grant

for every citizen between the ages of 18 – 59 years old.

"Stop Budget Cuts" Campaign is still up and running, every citizen is encouraged to support this campaign to fight poverty in South Africa.



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"Kufuneka sakhe umbutho wezwelonke owomeleleyo"

Umbutho wasezilalini nowabasebenzi obizwa ngokuba yiMakukhanye wasekwa ngo-2010 eBeersheba kumasipala iSundays River Valley liqela lamafama asakhasayo, abantu abangenamihlaba, abantu abasokola ukufaka amabanga abo emihlaba, ulutsha nabantu ababhinqileyo. Injongo yalo mbutho kukuba kubekho ubulungisa ekuhlaleni, kuphele ukungalingani, ukucinezelwa nokuxhatshazwa baze abahlali bakwazi ukuzimela.

Lo mbutho uya usanda ngokwanda ibe ngoku ukwiindawo ezingaphezu kwezilishumi kumasipala iSunday River Valley, iKouga neNelson Mandela Municipality. IMakukhanye ilwela amalungelo amafama nabahlali basezilalini kunye nokufikelela kumhlaba neenkonzo zikarhulumente. "Kwiindawo ezininzi ezisezilalini, abantu abatsha namabhinqa kunzima ukuba afumane umsebenzi. Eli zinga liphezulu lentswela-ngqesho libangele kwan-

da ulwaphulo-mthetho. Umbutho wethu uveza ikroba lokubuyisela isidima eluntwini," kutsho uMziwoxolo Sume nonguSihlalo Wengingqi we-Makukhanye.

Ebudeni beminyaka eyi-13 edlulileyo, lo mbutho ukhokele amaphulo ukuze kulingiswe izinto ezahlukahlukeneyo ezichaphazela abahlali basemaphandleni ezifana nokunqaba kwamanzi, ukuhlukunyezwa kwabantu ngenxa yesini (GBV), ukufikelela kumhlaba nokususwa kwabantu kwiindawo abahlala kuzo. Unobhala weMakukhanye Women's Forum, uSindiswa Mnamatha uthi "ukuba sifuna kubekho utshintsho oluza kuhlala luhleli, kufuneka sakhe umbutho wazwelonke owomeleleyo."

NgoJulayi 2022, lo mbutho wenza inkqubo yokufunda nokucebisa ukuze uzihlole, ujonge nezinto ezomeleleyo nezibuthathaka kuwo njengoko uzama amacebo abaza kuwasebenzisa njen-

gombutho. Enye injongo yale nkqubo yokufunda eyathatha iintsuku ezimbini yayikukuqinisa ubunkokheli nama-phulo eMakukhanye. Unobhala we-Makukhanye, uNtombentsha Nelana, ucacisa ngelithi "umbutho ozimeleyo nowomeleleyo nongeyonxalenye yemibutho yeepolitiki bekumele ubekho ukuze utshintshe le meko sizibhaye sikuyo njengabemi baseMzantsi Afrika."

Ikomiti Eyintloko yeMakukhanye ibunjwa nguSihlalo uMziwoxolo Sume, Usekela-sihlalo uMgcini Mbejane, Unobhala uNtombentsha Nelana, Usekela-nobhala uSphosethu Skeyi noNondyebo uEmily Chitha. Lo mbutho ucebisa ukuqinisa isandla kwiphulo lengxaki yamanzi Kwalanga, Kwanobuhle, ePeterson naseHumansdorp. Iphulo leGBV ingakumbi kwiindawo ezifana naKwalanga, eBlaukrants naseHumansdorp. Lo mbutho ucebisa ukusingatha intlanganisano yokuhlola indlela oza kusebenza ngayo ngoJuni/Julayi 2023.



“We have to build a strong national movement”



The Makukhanye rural based working class movement was formed in 2010 in Beersheba in Sundays River Valley Municipality by a group of small scale farmers, landless people, people struggling with their land claims, youth and women. The movement's vision is a just society, free of inequality, oppression and exploitation with citizens being engaged and self-reliant.

The movement continues to grow and is now active in more than ten areas in the Sunday River Valley, Kouga and Nelson Mande Municipality. Makukhanye fights for the rights of farm workers and dwellers in rural areas as well as access to land and government services. “In many communities in the rural areas, young people and women see almost no prospect for finding work. The high unemployment rate has resulted in an increase in crime.

Our movement provides a way to restore the dignity of people,” says Mziwoxolo Sume the Makukhanye Regional Chairperson.

Over the past 13 years, the movement has led campaigns to address the various crises affecting rural communities such as the water crisis, Gender-Based Violence (GBV), access to land and evictions. Secretary of the Makukhanye Women's Forum, Sindiswa Mnamatha, says that “if we want to bring about lasting change, we have to build a strong national movement.”

In July 2022, the movement used its strategic planning workshop for introspection, identifying the strength and weakness of the movement while developing its strategic plan. Additional objectives of the two day workshop was to strengthen

the Makukhanye leadership and campaigns. Makukhanye Secretary, Ntombentsha Nelana, explains that an “independent strong fighting movement which is not party affiliated has to be established to reverse the situation we find ourselves in as people of South Africans.”

The Makukhanye Executive committee consists of Chairperson Mziwoxolo Sume, Deputy Chairperson Mgcini Mbejane, Secretary Ntombentsha Nelana, Deputy Secretary Sphosethu Skeyi and Treasurer Emily Chitha. The movement plans to intensify its water crisis campaign in the Kwalanga, Kwanobuhle, Peterson and Humansdorp areas. The Gender-Based Violence campaign with a focus in areas such as Kwalanga, Blaukrants and Humansdorp. The movement has planned its next strategic review meeting for June/ July 2023.

Ken Jou Regte as dit kom by Indiensneming

In meeste gevalle word werkers sonder 'n kontrak diens vergoed en werkgewers kom dus nie die wet na nie. Die werknemers word geensins die minimum loon betaal nie en

ontvang ook nie 'n betaal strokie nie. Die werkgewer betaal ook nie die werkloosheidversekerheidsfonds (UIF) van werknemers nie en dus 'n kriminele oorteding wat gevolge kan hê wat lei tot tronkstraf. Die

mees gebruikte indiensneming is egter die wat aandui enige aktiwiteit waar iemand gehuur word om 'n reeks spesifieke take uit te voer, waarvoor die werknemer finansiële vergoeding ontvang.

Wat is 'n dienskontrak?

'n Dienskontrak is 'n ooreenkoms tussen jou en jou werkgewer wat sê dat jy instem om op sekere voorwaardes vir hulle te werk. Dit sê vir jou vir wie jy gaan werk, watter werk jy gaan doen, teen hoeveel betaling en jou posisie as

werknemer. Die ondertekening van 'n dienskontrak bewys dat jy aangestel is om te werk en wat die bepalings/voorwaardes vir diens is.

Dit sal op onbillike arbeidspraktyk

neerkom as werkers se diensvoorwaardes (byvoorbeeld werksure) ensydig verander word. Enige veranderinge moet deur konsultasie en in oorleg met werkers geskied.

'n Dienskontrak moet die volgende inligting bevat:
• Die werkgewer se naam en plaas se adres.
• Die werknemer se naam, ID-nommer, beroep of werksbeskrywing, werkplek/ke.
• Aanstellingsdatum.
• Loon/skaal.
• Oortydskaal.
• Ander kontrakbetalings (bv bonus).
• Gewone werksure en werksdae.
• Kos/-verblyfbetalings (moet volgens artikel 8 van die sektorale vastelling: 13 bereken word).
• Ander betalings of voordele (betalings in goedere).
• Betaaltydperk en betaaldatum.
• Aftrekkings.
• Verlof.
• Kennistydperk vir diensbeëindiging of datum van indiging.
• Werkgewer se handtekening.
• Werknemer se handtekening.

'n Dienskontrak beskerm jou as daar 'n geskil tussen jou en jou werkgewer ontstaan. Dit help ook die Departement van arbeid om klagtes te ondersoek. Maak seker dat jy dit lees en verstaan voordat jy dit onderteken en hou 'n afskrif van jou kontrak.

Betaalstrookies

Betaalstrookies bevat belangrike inligting wat jy as die werknemer om jou loon/salaris, belasting en aftrekkings na te

gaan. Winkels en staatsdepartemente het ook die inligting nodig op jou betaalstrokie byvoorbeeld as jy as

werknemer 'n nuwe rekening wil oopmaak. Jou betaalstrokie moet die volgende inligting bevat:

• Die werkgewer se volle naam.
• Adres
• Werkgewer se registrasienommer vir die werkloosheidversekerheidsfondse (UIF)
• Bydrae tot die werkloosheidversekerheidsfondse (UIF)
• Die werknemer se volle naam.
• Beroep of werksbeskrywing
• Betaling vir tyd gewerk

• Loon/skaal
• Gewone ure gewerk
• Oortydure gewerk
• Ure gewerk op 'n openbare vakansedag
• Betaling vir enige ander werk wat jy gedoen het
• Aftrekkings,insluitend jou bydrae tot die werkloosheidversekerheidsfondse (UIF)
• Netto vergoeding na aftrekkings.

Aftrekkings

Aftrekkings is bedrea geld wat jou werkgewer van jou salaris/loon aftrek voordat jy dit ontvang.Daar is 2 redes waarom jou werkgewer geld van jou betaling kan aftrek naamlik:

- As dit volgens die wet vereis of toegelaat word byvoorbeeld werkloosheid-versekerheidsfonds,abitrasië,toekenning,skade of salarisbeslagleggingsbevel (aftrekkingsorders)
- Indien jy daartoe instem

Verlof

Daar is verskeie soorte verlof naamlik:

Vakansieverlof

Indien jy minstens 4 maande per jaar by 'n werkgewer werk is jy geregtig op 1 dag betaalde verlof vir elke 17 dae gewerk.Vakansieverlof wat ophoop moet aan die einde van die seisoen of waneer jou kontrak eindig,uitbetaal word (indien jy langer as 4 maande gewerk het).

Siekteverlof

Jy kan 1 dag betaalde siekteverlof neem vir elke 26 dae wat jy werk.Siekteverlof word nie aan die einde van die seisoen/waneer jou kontrak eindig,uitbetaal nie.

Kraamverlof

Ma's neem gewoonlik 4 weke kraamverlof voor die kind se geboorte.Dit kan tussen 6 weke en 4 maande duur afhangende of jy geskik verklaar word om terug te keer werk toe.Gedurende hierdie tydperk kan jy 'n aansoek en eis vir werkloosheidversekerheidsfondse (UIF)-voordele by die depar-

tement van arbeid indien.As jy terug gaan werk toe en jou baba is op die plaas mag jy 2 ruskans van 30 minute elk kry om te borsvoed.As jou baba nie op die plaas is nie kan jy 'n ruskans kry om borsmelk uit te pomp en dit vir jou baba te bêre.Terwyl jy swanger is en vir 6 maande daarna mag jou werkgewer jou nie vra om gevaarlike werk te doen wat jou of jou baba se gesondheid in gevaar kan stel nie.

Gesinsverantwoordelike-verlof

Dit geld waneer 'n werknemer se kind se kind siek is en versorg moet word of indien een van die volgende persone sterf: die werknemer se eggenote of lewensmaat,ouer,aanneemouer,grootouer,kind,aangenome kind,kleinkind of broer/suster.In alle gevalle is dit die werker se plig om die werkgewer skriftelik in kennis te stel van sy/haar voorneme om ouerskap/aanneming/surrogaatverlof te neem.

Ouerskapverlof (Onbetaalde Verlof)

'n Wker wat 'n ouer is,is geregtig op tien opeenvolgende dae ouerskapverlof wat begin op die datum waarop:

- Die werker se kind gebore word of;
- 'n Aannemingsbevel deur die hof toegestaan word of;
- 'n Kind deur 'n hof in die sorg van die voornemende aanneemouers geplaas word hagede 'n aansoek.

Aannemingsverlof (Onbetaalde Verlof)

In die geval waar die werker 'n kind wetlik aanneem en waar die kind jonger as 2 jaar is sal die werker geregtig wees op tien opeenvolgende weke aannemingsverlof of tien opeenvolgende dae ouerskapverlof.Hierdie verlof begin op die datum waarop die aannemingsbevel toegestaan word of op die datum waarop die kind/ers in die voornemende aanneemouer se sorg geplaas word hagede 'n aansoek.

Surrogaatskap verlof (Onbetaalde Verlof)

'n Voornemende ouer in 'n surrogaatmoederskap ooreenkoms sal geregtig wees op 10 opeenvolgende weke aannemingsverlof of 10 opeenvolgende dae ouerskapverlof.Hierdie verlof begin op die datum waarop die kind gebore word soos per die surrogaatmoederskap ooreenkoms.

Diensbeëindiging

Diensbeëindiging beteken dat jy of jou werkgewer besluit het om jou diens te beëindig.Daar is 'n kennis-tydperk wat jy moet werk nadat jy kennis gegee het/gekry het voordat jy die diens verlaat.As jy geregtig is op 'n diensbeëindigingsloon word dit uitgewerk as een week se betaling vir elke volle jaar wat jy by daardie werkgewer gewerk het.As jy jou werk verloor het en bygedra het tot die werkloosheidversekeringsfondse (UIF) kan jy by die departement an arbeid aansoek doen om geld te ontvang terwyl jy werkloos is.

Om die Rural Legal Centre te kontak, besoek asseblief Le Rouxstraat 25, Robertson, Wes-Kaap.

Know your rights when it comes to Employment

In most cases, workers are compensated without a service contract and employers therefore do not comply with the law. The employees are in no way paid the minimum wage nor do they receive a pay slip. The employer also does not pay the Unemployment Insurance Fund (UIF) of employees and therefore a criminal offense which may have consequences leading to imprisonment. However, the most commonly used employment is that which indicates any activity where someone is hired to perform a

series of specific tasks, for which the employee receives financial compensation.

What is an employment contract?

An employment contract is an agreement between you and your employer that says you agree to work for them

on certain conditions. It tells you who you will work for, what work you will do, how much you will be paid and your position as an employee. Signing an employment contract proves that you have been hired to work and what the terms/conditions of employment are.

It will amount to unfair labor practice if workers' terms of service (for example working hours) are changed unilaterally. Any changes must be made through consultation and in consultation with workers.

An employment contract must contain the following information:
The employer's name and farm address.
• The employee's name, ID number, profession or job description, workplace/s.
• Appointment date..
• Pay/scale.
• Overtime scale.
• Other contract payments (eg bonus).
• Usual working hours and working days.
• Food/accommodation payments (must be calculated according to Article 8 of the Sectoral Determination: 13).
• Other payments or benefits (payments in kind).
• Payment period and payment date.
• Deductions.
• Leave.
• Notice period for termination of employment or date of termination.
• Employer's signature.
• Employee's signature.

An employment contract protects you if a dispute arises between you and your employer. It also helps the Department of Labor to investigate complaints. Make sure you read and understand it before you sign it and keep a copy of your contract.

Payslips

Pay slips contain important information that you as the employee need to check your wages/salary, taxes and

deductions. Shops and government departments also need the information on your pay slip, for example if you want to open a new account as an employee. Your pay slip must have the following information contains:

• The employer's full name;
• Address
• Employer's registration number for the Unemployment Insurance Funds (UIF)
• Contribution to the Unemployment Insurance Funds (UIF)
• The employee's full name.
• Occupation or job description
• Payment for time worked

• Payscale
• Worked normal hours
• Worked overtime hours
• Hours worked on a public holiday
• Payment for any other work you have done
• Deductions, including your contribution to the unemployment insurance funds (UIF).
• Net compensation after deductions.

Deductions

Deductions are money that your employer deducts from your salary/ wage before you receive it. There are two reasons why your employer can deduct money from your pay, namely:

- If required or permitted by law, for example unemployment insurance fund, arbitration, award, damages or salary garnishment order (deduction orders)
- If you agree to it.

Leave

There are several types of leave namely:

Holiday leave

If you work for an employer for at least four months a year, you are entitled to one day of paid leave for every seventeen days worked. Holiday leave that accumulates must be paid out at the end of the season or when your contract ends (if you

work longer than four worked for months).

Sick Leave

You can take one day of paid sick leave for every 26 days you work. Sick leave is not paid out at the end of the season/when your contract ends.

Maternity Leave

Mothers usually take four weeks



maternity leave before the child's birth. This can last between six weeks and four months depending on whether you are declared fit to return to work. During this period you can make an application and claim for unemployment insurance fund (UIF)- benefits to the department of labor. If you go back to work and your baby is on the farm, you may get two breaks of 30 minutes each to breastfeed. If your baby is not on the farm, you can get a break to pumping out breast milk and storing it for your baby. While you are pregnant and for six months afterwards, your employer may not ask you to do dangerous work that could endanger you or your baby's health.

Family Responsibility Leave

This applies when an employee's child's child is ill and needs to be cared for or if one of the following persons dies: the employee's spouse or life partner, parent, adoptive parent, grandparent, child, adopted child, grandchild or brother/sister. In all cases it is the worker's duty to notify the employer in writing of his/her intention to take parenting/adoption/surrogate leave.

Parental Leave (unpaid leave)

A carer who is a parent is entitled to ten consecutive days of parental leave commencing on the date on which:

- The worker's child is born or
- An adoption order is granted by the court or
- A child is placed in the care of the prospective adoptive parents by a court pending an application.

Adoption Leave (unpaid leave)

In the case where the worker legally adopts a child and where the child is under two years of age, the worker will be entitled to ten consecutive weeks of adoption leave or ten consecutive days of parental leave. This leave begins on the date on which the adoption order is granted or on the date upon which the child or children are placed in the prospective adoptive parent's care pending an application.

Surrogacy leave (unpaid leave)

A prospective parent in a surrogacy agreement will be entitled to 10 consecutive weeks of adoption leave or 10 consecutive days of parental leave. This leave begins on the date the child is born as per the surrogacy agreement.

Termination of Service

Termination of employment means that you or your employer have decided to terminate your employment. There is a notice period that you must work after you have given/received notice before you leave employment. If you are entitled to a termination of employment wage it is worked out as one week's pay for every full year you have worked for that employer. If you have lost your job and contributed to the unemployment insurance fund (UIF), you can apply to the department of labor to receive money while you are unemployed.

To contact the Rural Legal Centre, please visit 25 Le Roux Street, Robertson, Western Cape.

Inyanda Community News aims to support the culture of reading, writing and political education. Stories featured in the Inyanda Community News is proudly produced by a collective of young activists from movements and community organisations across the country:

Asanda Magadla (Ilizwi Lamafama); Ashwin Jeneke (Mawubuye Land Rights Forum); Charmain Simanga, Moeketsi Diba (Botshabelo Unemployed Peoples Movement); Mziwoxolo Sume (Makukhanye Land Rights Movement); and Rhulani Zitha (Mopani Farmers Association)

INYANDA

National Movement:

Community News

Vision

Working towards an egalitarian countryside of productive, food secure, self-reliant and active citizens that know and protect their rights.

Mission

Inyanda is the voice of the poor that exerts pressure for policy changes and transformation of the countryside in order to improve the socio-economic conditions of its members and of rural people in general.

Value and Principles

The movement shall be based on the following values:

Egalitarianism

Gender Equality

Anti-racism and anti-ethnicism

Non-sectarianism: tolerance and encouragement of sober debates of different views

Participatory democracy

Co-operation as opposed to competition

Anti-capitalism

Non-party political aligned

We would love to hear from you!

To contact the Inyanda Community News team, please email media@tcoe.org.za

Visit www.tcoesa.org/inyanda-community-news for more information

