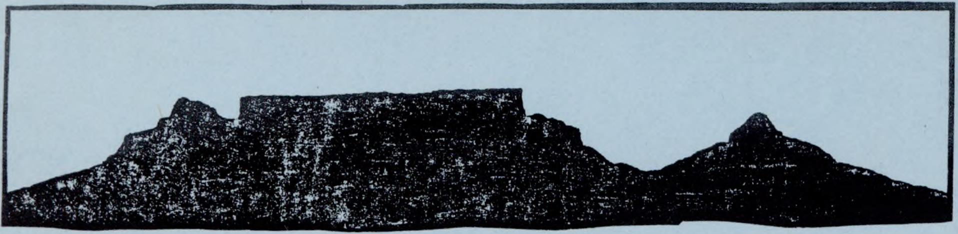
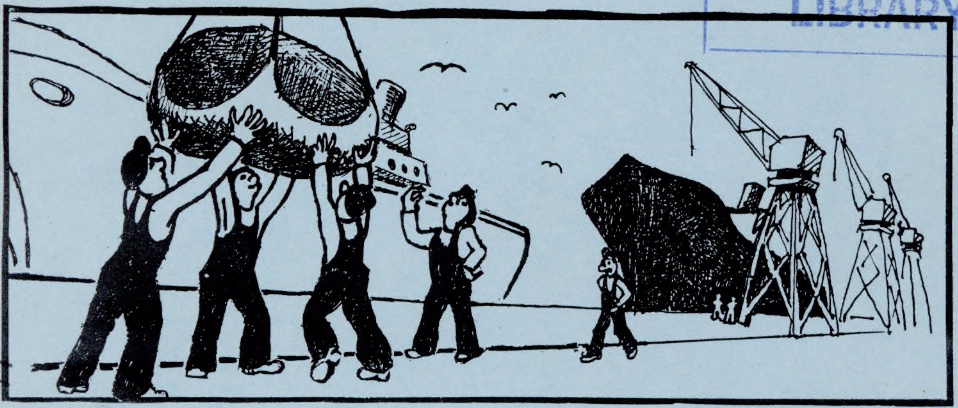
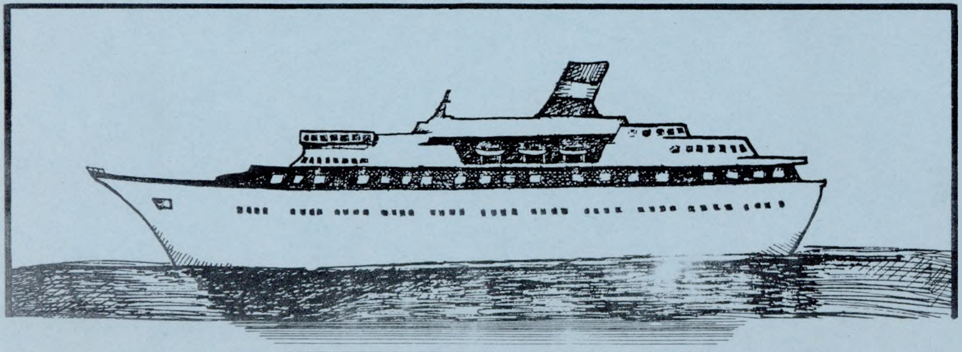


ABASEBENZI BASEDOKISINI EKAPA

THE CAPE TOWN
TRADE UNION
LIBRARY





P84/77 TRADE UNIONS - ORGANIZATIONS

ISIQULATHO

Intshayelelo	1
I Cape Town Stevedores & Dockworkers Union	10
Ququzelo Luyanda	17
Umbutho Uya Ngokubabuthathaka	24
Ngeminyaka yo 1970	34
Imvelaphi neKamva	48
Abasebenzi Ababini	50

INTSHAYELELO: ABASEBENZI BASEDOKISINI EKAPA

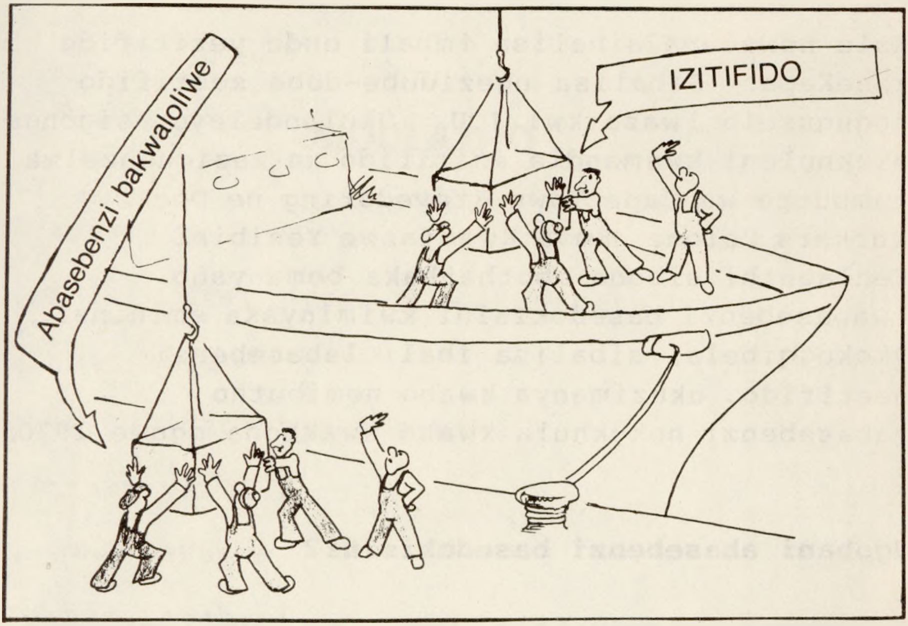
Kule ncwadana sibalisa imbali ende yezitifido zaseKapa. Sibalisa ngezidube-dube zestifido noququzelo lwazo kwi ICU. Okulandelayo, sijonga ekukhuleni kwamandla ezitifido xa zaziququzelwa kumbutho we Cape Town Stevedoring ne Dock Workers Union. Emva Kwemfazwe Yesibini Yehlabathi sibona ubuthathaka bomanyano lwabasebenzi basedokisini kwiminyaka emininzi. Okokugqibela, sibalisa ibali labasebenzi bestifido, ukuzimanya kwabo nemibutho yabasebenzi nokukhula kwabo kwakhona ngowe 1970.

Ngobani abasebenzi basedokisini?

Abasebenzi basedokisini bohlulwa babe ngamaqela amabini. Okokuqala kukho izitifido. La madoda asebenza kwiinqanawe. Balayisha iimpahla ezisuka kwizilenge azifake ezinqanaweni aphinde kananjalo athuthe ezisuka ezinqanaweni zilayishwe kwizilenge. Basebenzela iinkampani ezizimeleyo zokuthutha.

Iqela lesibini labasebenzi ngabo bakwaloliwe. Aba basebenza elunxwemeni. Kufutshane neenqanawe ezo. Bathutha iimpahla ukuzisusa elunxwemeni ukuzilayisha kwizilenge baze baphinde bathule ezo zikwizilenge ukuzibeka

elunxwemeni. Aba ke baqeshwe phantsi kwesebe lakwaloliwe lona ke eliphantsi korhulumente.



Lamaqela omabini asebenza kunye. Elinye alinakusebenza ngaphandle kwelinye. Kodwa ngenxa yokuba benabaqeshi abohlukeneyo, bakholisa ukuhlawulwa imivuzo eyahlukeneyo, kwakunye nempatho yahlukene. Kule ncwadana siyakubona ukuba le antlukwano phakathi kwalamaqela mabini ngamanye amaxesha ibangele iingxaki ezinkulu kwimbali yabasebenzi baselunxwemeni eKapa.

IMISEBENZI YANGAPHAMBILI YOQUQUZELELO

Ngabasebenzi baseMzantsi AFrika abavelisa konke okufunwa kweli lizwe. Abanye abasebenzi njengabo abakwizithuthi babaluleke kakhulu ngoba yonke imisebenzi ixhomekeke kubo. Abasebenzi abasebenza elunxwemeni babaluleke ngakumbi. uMzantsi Afrika uthengisa iimpahla ezininzi phesheya. Ngoko ke ukuba abasebenzi baselunxwemeni bayagwayimba, oku akukhathazi baqeshi babo kuphela koko kukhathaza nabanye abaqeshi ngokubanzi. Xa abasebenzi baselunxwemeni bevungama, kwilizwe lonke izinto azibi mntaka ngqika.

Singabubona ubunyani boku xa sijonga unxweme lwaseKapa. Ugwayimbo lokuqala lwalukwiminyaka eli 125 eyadlulayo ngowe 1854. Abasebenzi baphumelela unyuso lwemivuzo ngenxa yamandla nokubaluleka kwabo.

Kodwa emva kogwayimbo abasebenzi babengekaneliseki. Babekhalaza ngomsebenzi owawunzima kwaye unobungozi. Bathi imivuzo isezantsi kakhulu.

Ngowe 1886 kwavulwa imigodi yegolide eTransvaal. Unxweme lweKapa lwaye lusanda ngoba zazininzi izinto ezazifunwa phesheya yimigodi yegolide. Abasebenzi baselunxwemeni baya ngokuba namandla kuba babengabaninzanga abasebenzi bokulayisha

iimpahla zemigodi. Phakathi komnyaka we 1890 nowe 1905, abasebenzi babesaya kugwayimbela imivuzo ephakamileyo neemeko zokusebenza.

Abaqeshi bazama ukuzibulala ezigwayimbo bathobe nemivuzo. Bathumela abaququzeleli bokuqesha ukusinga eTranskei apho babeya kufumana khona abasebenzi bekontraki. Babebeka namapolisa kaloliwe ukujonga abo basebenzi bayakuthi bazame ukubaleka.

I-ICU

Emva kwemfazwe yokuqala yehlabathi, kwabanzima kakhulu kubasebenzi. Amaxabiso anyuka. Iimeko emaphandleni nazo zimbi kakhulu. Iimvula zazincinci kakhulu kwakunye nombona.

Ngelo xesha amadoda amaninzi amnyama azakusebenza kweli leKapa. Isininzi sawo sashiya iintsapho zawo emaphandleni. La madoda asebenza kweli leKapa ngekontraki ehlala kumaholo nasezilokishini.

Isininzi saba basebenzi sasisebenza elunxwemeni. Kwakukho iimanyano zabasebenzi abanobugcisa nabo abangengabo abobugcisa elunxwemeni. Kodwa abamnyama nabebala bona bengekho zimanyanweni.

Malunga nowe 1918 abantu kweli leKapa baqala ukumanya abasebenzi abamnyama kwiimanyano ezincinci zabasebenzi ukulwa iimeko ezimbi.

Ezinye zezi manyano yayiyi Industrial Workers Union, iIndustrial Workers of Africa, iIndustrial and Commercial Workers Union (ICU) kwakunye ne International Socialist League.

Abaququzeleli bajonga kakhulu kumanxweme eTable Bay nase Simonstown apho uninzi lwabasebenzi lwalukhona. Iimanyano zakhula ngokukhawulezileyo. Nganeno konyaka omnye iInternational Socialist League yayinewaka lamalungu kwisebe layo leTable Bay.

Zonke ezimanyano zazama ukufumana unyuso lwemivuzo. Okokuqala bathumela iincwadi kubaqeshi befuna unyuso lwemivuzo. Kodwa abaqeshi abazange bazise so ezo ncwadi. I ICU yathumela enye incwadi igunyazisa unyuso lwemivuzo yabasebenzi bebala nabamnyama. Kweli lixa abaqeshi baphendula. Bala ukuyinyusa imivuzo baza boyikisa bonke abasebenzi ngokubagxotha nokuthatha amadoda amatsha emaphandleni.

I ICU yagqiba kwelokuba imanyane neCape Federation of Labour Unions (CFLU). Lo yayingumbutho weemanyano zabasebenzi abanobugcisa naba ngezantsi kwabo ngobugcisa. Abasebenzi kwiimanyano ze CFLU babesokola ngenxa yembalela nokunqongophala kokutya. Bathatha isigqibo sokungavumeli urhulumente ukuba athumele ukutya kumazwe angaphandle ngelixa unqongophalo lokutya luselubi kakhulu eMzantsi Afrika. Abasebenzi baselunxwemeni batsho ukuba abakuvuma ukulayisha ukutya okuya kumazwe

angaphandle ukuba iCFLU iyakusebenzisana nabo ekubaxhaseni kwiimfuno zabo ezimbini - zemivuzo ephakamileyo nokukhaba uthunyelo lokutya kumazwe angaphandle (food export). Iimanyano zathumela enye incwadi kubaqeshi.

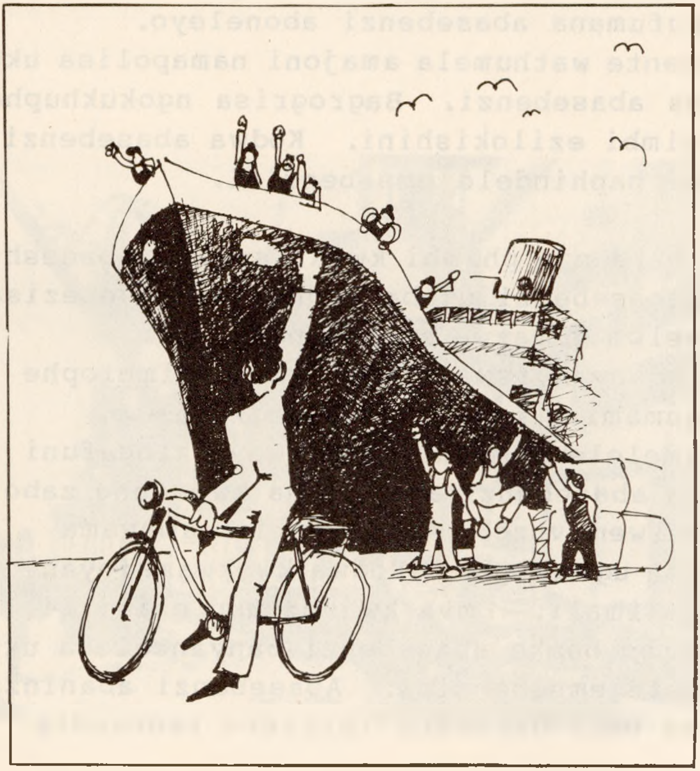
Ngeli xesha abaqeshi babesazi ukuba esi sigunyaziso sixhaswa luninzi lwabasebenzi kwaye kufuneka bemamele. Abakwaloliwe bayinyusa imivuzo yabasebenzi babo ngeesheleni ezintlanu baza abaqeshi bestifido bavumela unyuso lweesheleni ezintandathu. Kodwa abasebenzi bestifido abazange baneliseke koku. Intlanganiso eyayibanjwe ngama 800 abasebenzi elokishini yabeka izigunyaziso ezitsha

* Iisheleni ezisibozo neepeni ezintandathu ngemini

* Kungabikho kuthunyelwa kwenyama nengqolowa kumazwe angaphandle ngelixa abantu balambayo eKapa

Kusuku olulandelayo, nge 17 kaDisemba ngowe 1919, ugwayimbo lwaqala. UClements Kadalie, usosiba jikelele we ICU wajikeleza elunxwemeni ngebhayisekile esazisa bonke abasebenzi ukuba bayeke ukusebenza. Abestifido abaselunxwemeni nabamhlophe abaqhuba izilenge (cranes) bonke bayeka ukusebenza. Yonke imihla isininzi sabasebenzi sazimanya nogwayimbo olo. Ikomiti yogwayimbo yabasebenzi abamnyama nabamhlophe yayilwa. Iimanyano zabamhlophe zancedisa ngokukhupha imivuzo kwakunye nokutya kubasebenzi

ezilokishini. Abashiyeka emisebenzini yayilibathwana nje lee formani, amakhesele kwakunye nabasebenzi bakwaloliwe ababesebeneminyaka emininzi.



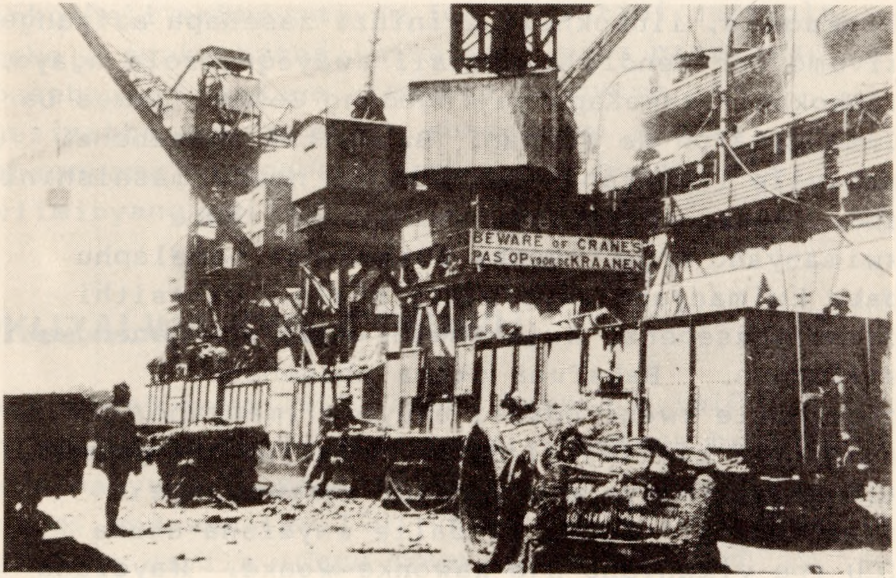
Mihla le, abasebenzi babamba iintlanganiso eParade nakwisitalato esibizwa ukuba yiAdderley embindini wedolophu. Uninzi lwabantu lwaluxhasa olu gwayimbo noninzi lwabasebenzi kwizithili zeKapa bagwayimba befuna unyuso lwemivuzo.

Ngeli xesha, abaqeshi badibana norhulumente. Abaqeshi babengonwabanga kakhulu kuba ukuba abe stifido babengavumi ukulayisha impahla zabo kwakungekho ababenokukwenza. Bazama ukufumana amadoda amininzi emaphandleni ngokunika abo basebenzayo imivuzo ephakamileyo. Kodwa zange babenokufumana abasebenzi aboneleyo. Urhulumente wathumela amajoni namapolisa ukuyaku grogrisa abasebenzi. Bagrogrisa ngokukhupha abagwayimbi ezilokishini. Kodwa abasebenzi bona abazange baphindele emsebenzini.

Kweli thuba nje phambi kweKrismesi, abaqeshi bazisa abasebenzi ukuba zonke izinto ebezisaya kuthunyelwa kumazwe angaphandle ziyakunkqunyanyiswa. Iimanyano ezimhlophe zayinkqumamisa inxaso yazo yogwayimbo. Zaziphumelele iimfuno zabo kwaye zingafuni ukuxhasa abasebenzi abamnyama kwimfuno zabo zonyuso lwemivuzo. Abasebenzi abamnyama baluqhuba ugwayimbo. Kodwa kwakwamsinyane kwaphela imali. Emva kweentsuku ezili 14 zogwayimbo bonke abasebenzi banyanzeleka ukuba baphindele emsebenzini. Abasebenzi abaninzi babanjwa baza bafumana izigwebo zenkundla.

Kodwa imanyano ayizange yoyiswe. Kwiinyanga ezimbalwa emva koku, abasebenzi bathumela uxwebhu kubaqeshi befuna unyuso lwemivuzo ye-ova. Abaqeshi babeloyika olunye ugwayimbo. Bavuma ukuyonyusa imivuzo ngeesheleni ezisibozo ngemini nomvuzo ophindwe kabini we-ova. Oku kwakuphinda kabini imivuzo eyayifunyanwa ngabasebenzi abangengabobugcisa ngeli xesha.

Abasebenzi bafumana unyuso olukhulu bayila nemanyano enamandla kakhulu. Olu yayiluloyiso olukhulu kakhulu. I ICU yakhula ngamandla. Ngowe 1925 yayinamalungu angama 6000 eKapa.



I CTSDWU

Emva kweminyaka embalwa abasebenzi baseKapa baqala ukuyishiya i ICU. Kwakutheni ukuze oku kwenzeke?

Okokuqala, iinkokheli ezininzi zaseKapa azizange zivumelane nendlela uKadali awayeququzela ngayo. Iinkokheli zaseKapa yayinguJohn Gomas, James La Guma noRalph de Norman. Babesithi abasebenzi mabayile iimanyano ezahlukeneyo ngokwamashishini abo. Bonke abasebenzi abangabakhi babe kwimanyano enye. Bonke abasebenzi bamalaphu babe kwimanyano enye njalo njalo. Babesithi bonke abasebenzi kwishishini ngalinye banengxaki ezifanayo. Babefuna ukuba abasebenzi baququzele kwezi ngxaki ukuyila imanyano enamandla kwiifektri nakumashishini abo phambi kokuba bazimanye nabasebenzi abakwamanye amashishini. Kodwa uKadalie wayefuna ukuba i ICU ibe yimanyano nje kawonke-wonke. Wayefuna imanyano enye yabasebenzi bonke.

Okwesibini, uKadali wayewathanda amasiko amadala okuququzelela kuneenkokheli zaseKapa. UGomas, uLa Guma kwakunye no De Norman yayingamalungu eCommunist Party. Babekholelwa kubusoshiyali. UKadalie wayewoyika amandla amakomanisi. Ngowe 1926 wawagxotha onke amalungu eCommunist Party kwi ICU. I ICU yaphulukana neenkokheli ezininzi kakhulu ngenxa yoku.

Okwesithathu, urhulumente nabaqeshi bazama ukubahlula abasebenzi ngokwebala. Ngeli xesha babebaninzi abantu abangaphandle kwemisebenzi eMzantsi Afrika. Urhulumente wayalela abaqeshi ukuba banike abebala nabamhlophe imisebenzi kunabo bamnyama. Kweza kwaloliwe abasebenzi abaninzi abamnyama baphulukana nemisebenzi yabo kwaqeshwa abebala endaweni yabo. Oku kwabanga iyantlukwano phakathi kwabasebenzi. Ezinye iinkokheli ezimnyama ze ICU eRawutini zatyhola abebala ngokuthatha imisebenzi yabo bamnyama. Abasebenzi baseKapa abazange bakuvume oku ngesizathu sokuba eKapa abasebenzi bebala nabamnyama babesebenzisana kwaye beququzela kwiiminyano ezinye.

UKUZALWA KWE CTSDWU

Ekupheleni kowe 1920, isebe laseKapa leICU laliselifile kodwa abasebenzi baseKapa baqhuba ukuzimanya. Abasebenzi bayila ii Industrial Unions endaweni ye ICU. Emva kwe 1920's istifido sayila iCape Town Stevedores and Dockworkers Union (CTSDWU). Abasebenzi baselunxwemeni ababeqeshwe kwaloliwe bayila iBantu Alfred Dock Workers Union (BADWU).

I CTSDWU yayingowona mbutho owomeleleyo wabasebenzi ababengengabo abobugcisa eKapa. Yabhalisa phantsi komthetho obizwa ngokuba yi Industrial Conciliation Act. Intlawulo neemeko zestifido zazincomeka kakhulu kunezabobasebenzi ababengengabo abobugcisa eKapa.

I Industrial Conciliation yathi abasebenzi kufuneka bazimanye kwiimanyano zabo nabaqeshi kwiimanyano zabaqeshi. Zize iimanyano zabaqeshi nabasebenzi ziyile ii Industrial Councils ezibhalisiweyo kwishishini ngalinye luze lonke uthetha-thethwano lwenziwe kwiin tlanganiso ze Industrial Council.

Urhulumente wenza lomthetho esenzela iimanyano zabasebenzi bobugcisa nabo abangengabobugcisa ncam. Zabambalwa kakhulu iimanyano zabasebenzi abangengabobugcisa ezabhalisayo kodwa i CTSDWU yaba yenye yazo. Urhulumente wanyazeleka ukuba ayibhalise iCTSDWU ngoba abasebenzi babe manyene ngakumbi.

Urhulumente wayenethemba lokuba ii Industrial Council zakuzigada iimanyano ukwenzela ukuba abasebenzi bangabingabavukeli. Kwakhona urhulumente wayesakuba nethemba lokuba iinkokheli zeemanyano ziyakuthetha thethana zihlale ziphunge nabaqeshi.

Imanyano yabasebenzi bezakwaloliwe, iBADWU, ayizange ivunyelwe ukuba ingene kwi Industrial Council kuba abasebenzi baselunxwemeni beqeshwe ngurhulumente. I Industrial Conciliation Act yathi abasebenzi abaqeshwe ngurhulumente abanakuyibalisa imanyano yabo phantsi kwalo mthetho.

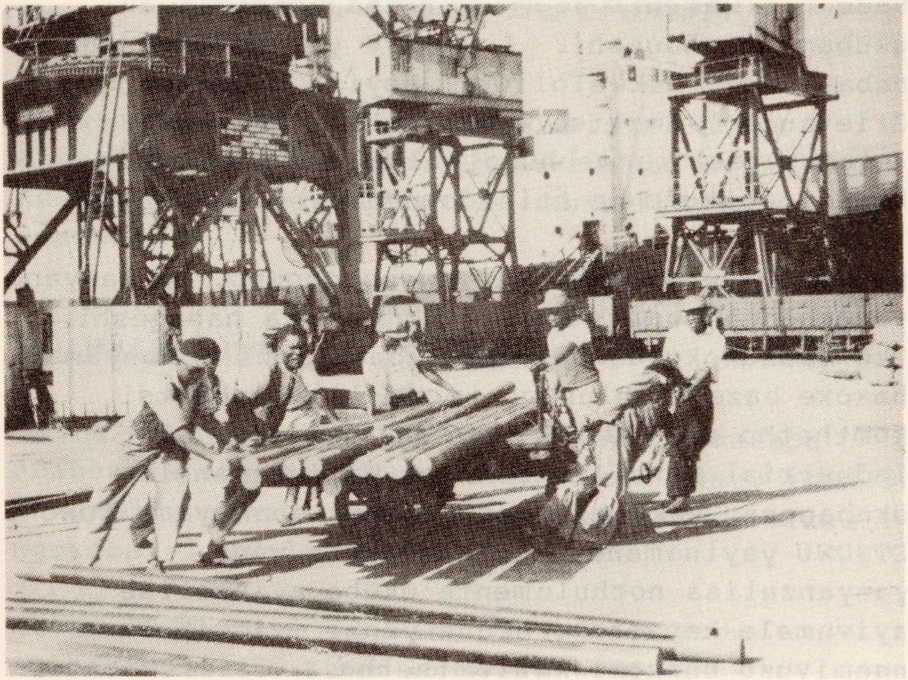
Kodwa i CTSDWU ne BADWU zasebenzisana ukulwa oongxowa-nkulu. Abasebenzi babengafuni ukuvumela umthetho ukuba ubahlule. Umzekelo, ngelinye ilixa, oongxowa nkulu basestifido bazama ukuhlawula imivuzo esezantsi ngokuqesha abasebenzi be BADWU endaweni yabe stifido ezinqweleni. Kodwa abasebenzi zange basebenzisane neliyelenqe. Zombini ezi manyano zabamba intlanganiso. Bonke abasebenzi batyityimbelisa umnwe besoyikisa ngogwayimbo ukuba ngaba abaqeshi bayaliqhuba eli yelenqe.

INTLEKELE KWEZOQOQOSHO
THE GREAT DEPRESSION

Ngowe 1930 kwabakho ingxuba kaxaka kwezoqoqosho kwilizwe liphela. Imveliso yayincinci kakhulu kumaziko okuvelisa. Abaselunxwemeni babengaxakekanga kuba zazincikane iimpahla ekwakufuneka zilayishwe ezinqweleni. Umsebenzi wawunqabile kubasebenzi bemizi yokuvelisa nabo baselunxwemeni. Abestifido babesebenza usuku olunesiqingatha ngeveki. Abanye abantu besokola kangangokuba babede banyobe umphathi basebenzi ngamaqanda, iinkukhu kwakunye nemali ukwenzela ukuba banikwe umsebenzi.

Ukungabikho komsebenzi kuyenza buthathaka imanyano yabasebenzi ngoba kulula kubaqeshi ukugxotha bonke abo bafuna imivuzo ephakamileyo kwanemeko ezincomekayo baze baqeshe abo bangaphandle komsebenzi. Abaqeshi bezakwaloliwe bathoba imivuzo ukusuka kwisheleni ezintandathu ukuyisa kwezine. Iinkampani ezininzi zeenqanawe zathumela iinqanawe zazo eDurban endaweni yeKapa ukubaleka imivuzo ephakamileyo eyayisa kufunyanwa ngabasebenzi baseKapa. Bagrogrisa ngokuthoba imivuzo yabasebenzi baseKapa. Kwakhona endaweni yokuhlawula umvuzo osisigxina ngemini babahlawula ngokomthwalo abawulayishileyo (piece work). Bakwenza oku ngenjongo zokunyanzela okanye ukuzama ukuba abasebenzi basebenze ngokukhawuleza. Ukusebenza ngokukhawuleza kwathetha ukuba umsebenzi wawuzakuba nobungozi ngakumbi kwaye ubenzima.

Izitifido ezilayisha iintsimbi



Eminye imibutho yazama ukumanya nabo abangaphandle kwemisebenzi ukwenzela ukuba bangathabathi imisebenzi yabo bagwayimbileyo. I ANC yabamba iintlanganiso eParade. I CTSDWU yayiba neentlanganiso ekuseni ngentsimbi yesihlanu elunxwemeni. UJames Shuba unobhala walo mbutho noRay Alexander omnye umqququzeleli baqququzela ukumanya abasebenzi kulo mbutho. Bagunyazisa ukuba abaqeshi banike abasebenzi ithuba lokuba bonke bakwazi ukusebenza ukuba bafumane umvuzo.

Abasebenzi basokola kakhulu ngexesha lalo msinandozele kwezoqoqosho. Kodwa abasebenzi base lunxwemeni babemanyene kungoko bakwazi ukubamela abaqeshi. I CTSDWU yayisebenzisana nabasebenzi bakwaloliwe. Bayila i United Front Grievance Committee. Baqokelela amagama (signatures) kuxwebhu olwaluzakuthunyelwa koongxowankulu be stifido nabakwezakwaloliwe.

Embindini wonxunguphalo kwezoqoqosho, le manyano yaxoxa ngemvumelwano yayo yokuqala nabaqeshi. Oku kwakukokokuqala ukuba abasebenzi abamnyama baxoxe baze baqulungqe imvumelwano phantsi komthetho we Industrial Conciliation. I Industrial Conciliation Act yayingafanele ukubanento yokwenza nabasebenzi abamnyama koko i CTSDWU yayinamandla kangangokuba yada yanyanzelisa norhulumente ukuba ayibhalise ayivumele kananjalo ukuba yenze izigqibo ngemivuzo phantsi kwalomthetho.

Esi sigqibo senza ubuncikane bomvuzo ubezii sheleni ezisibhozo ngemini. Oomongameli (foremen), abasebenzi bobugcisa nabo babelayisha iimpahla ezibandayo bafumana umvuzo othe chatha. Le manyano yaxoxa nangamaxesha okusebenza nentlawulo eyongezelelweyo yomsebenzi ongaphaya kwexesha lesiqhelo. Abaqeshi bavuma ukunika abasebenzi abakwimanyano umsebenzi xa ngaba umsebenzi unqongophele.

UQUQUZELO LUYANDA

Abasebenzi bestifido nabasedokisini eKapa abazange baququzelele iingxaki zabo kuphela. Koko baququzela bekwaxhasa nabasebenzi bamanye amazwe.

PHUMANI NIPHELE eETHIOPIA

Owona mzekelo ubalulekileyo abantu baseKapa ababonisa ngawo indlela abawaxhasa ngayo amadabi akwamanye amazwe yaba ngumzabalazo owawubizwa ngokuba yi Hands Off Ethiopia.

Ngowe 1935 elamaTaliyane laliphethwe ngabacinezeli. Kuwo loonyaka umkhosi wamaTaliyane wangenelela elase Ethiopia (Abyssinia) kunxweme olusempuma yeAfrika.

Idabi lase Ethiopia lalibaluleke kakhulu ingakumbi kwabo bamnyama bomZantsi Afrika. I Ethiopia yayikuphela kwelizwe elalingekangenelelwa ngamakholoniyali eAfrika kungoko elamaTaliyane lalihlasela uzimele geqe weli lizwe.

Intlanganiso
eParade

Imibutho emininzi emZantsi Afrika yawuxhasa umzabalazo waseEthiopia owawusilwa ingcinezelo. Le mibutho yabamba iintlanganiso ezininzi. Kwenye yendibano eyayiseParedi kwathathwa esi sigqibo silandelayo:

Le ndibano kawonke-wonke yabasebenzi nabahlali baseKapa iyawuxhasa uzimele-geqe waseEthiopia ukurhoxa kwemikhosi yabangeneleli eEthiopia, ukwayo lwe Italy kwezopolitiko noqoqosho, uxhaso ngokupheleleyo lwabasebenzi bezothutho naselunxwemeni kananjalo nakwamanye amanxweme abathe abavuma ukulayisha iinqanawe zamaTaliyane noyilo lombutho wokulwa imfazwe yengcinezelo.

Emva kwentlanganiso uninzi lwabantu lajongisa imibombo kuloo mzi wommeli wase Italy eKapa.

Kwenye intlanganiso eyayibanjelwe eKapa, uJohn Gomas wahambisa wathi abaqeshi benza ingeniso enkulu kulemfazwe ngokuthengisela umkhosi wase Italy ukutya. Wahambisa wathi abasebenzi mabayeke ukulayisha iinkqwelo ezisingisa eItaly. Abasebenzi baselunxwemeni lwaseDurban naseKapa banqumama ukulayisha zonke iinqwelo zaseItaly nokuba zazingayi eEthiopia.

Nangona amaEthiopia alwa ngobugorha iItaly yayiphumelela le mfazwe. Kodwa lomzabalazo wawubizwa ngokuba yi Hands Off Ethioppia wabanokubaluleka okukhulu. Uninzi lwabantu nemibutho, yamanyana ukulwa ingcinezelo kwanokuxhasa amadabi kumanye amazwe.

ABASEBENZI BAKWALOLIWE

Ekuqaleni kowe 1930 iqela labaququzeleli laqala imanyano entsha yabasebenzi abamnyama bezakwaloliwe. Le manyano yayisayikubizwa ngokuba yi Non-European Railway and Harbour Workers Union (NERHWU).

Le manyano intsha yakhula ngokukhawuleza. Emva komnyaka omnye yayise inamalungu angama-1300 eKapa. Emva kweminyakana nje embalwa yaba namalungu angaphezu kwama-20000.

Ikomiti yomanyano yabasebenzi bakwaloliwe

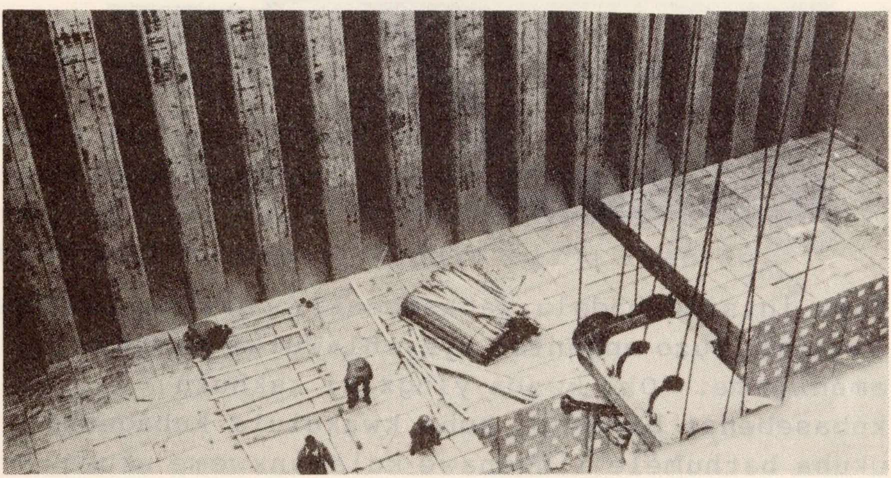
Ngexesha lemfazwe yesibini yehlabathi, kwavulwa imizi mveliso emininzi eMzantsi Afrika baza babaninzi abasebenzi abaza ezidolophini. Ubomi babunzima kwaba basebenzi. Izindlu zazinqabile kwaye namaxabiso okutya esiya ngokwenyuka. Abasebenzi bayila iimanyano ezintsha ukulwela imivuzo encomekayo kwakunye nokuphuculwa kweemeko.

I CTSDWU NGEXESHA LEMFAZWE

Abakwastifido eKapa babesokola kunyuso lwamaxabiso ngexesha lemfazwe. Babengasaluvumi kwaphela unyuso olucikane lwemivuzo. Babenentlanganiso nabaqeshi kwi Industrial Council apho bagunyazisa unyuso oluphucukileyo lwemivuzo.

Ngexesha lemfazwe abasebenzi baselunxwemeni lwase Durban babemanyene kwaye benophembelelo kwezepolitiko. Oongxowankulu bestifido eKapa babenoloyiko lokuba abasebenzi bonxweme lweKapa bayakulinganisa okanye balandele loo mzekelo wabasebenzi baseDurban wogwayimbo. Ngowe 1943, emva kothetha-thethwano olude, abasebenzi baseKapa bafumana unyuso lwemivuzo olukhulu lokuqala emva koloyiso lwabo olwalungowe 1920. Kodwa zazininzi izinto ezazibamise bume abasebenzi bestifido.

Okokuqala, abaqeshi beminye imizimveliso babaxhasa abaqeshi bestifido kwimizamo yabo yokuthoba imivuzo yestifido. Ukuba imivuzo yestifido yayinokwenyuka, iinkampani zestifido zazizakubiza amaxabiso aphakamileyo kuloomizi mveliso ababeyithuthela iimpahla kwaye oku kwakuyakuthoba iingeniso zezo nkampani.



Ukulayishwa kwenqanawe

Abasebenzi bakwaloliwe balayisha impahla evela kuloliwe enqanaweni

Enye intsindabadala yabasebenzi bonxweme lweKapa yayiyimivuzo ephantsi eyayihlawulwa kumanye amanxweme. Oku kwaba yingxaki kakhulu kubasebenzi baseKapa kuba kwakulula kubaqeshi ukuba bathumele iinqanawe kulamanxweme ukuba zothulwe zilayishwe imithwalo leyo.

Oongxowankulu bakwenza oko ngenjongo yokubaleka imivuzo ephakamileyo eyayihlawulwa kubasebenzi bonxweme lweKapa. Oku kwathetha ukuba umsebenzi wawuzakunqongophala kubasebenzi bonxweme lweKapa.

I CTSDWU yayiziqonda zonke ezi ngxaki. Babekuqonda nokokuba inxaso yabasebenzi abangekho kwimanyano yabo nabo bangaphandle kweKapa iyimbuneko. Bagqiba kwelokuba basebenzisane naba bantu ukwenzela ukuba bonke beme bemanyene ukulwa uphuculo lweemeko zomntu wonke.

Le manyano yathumela uWelcome kwelaseTranskei apho iinkampani ze stifido zazifumana khona abasebenzi bekontrakthi ukuyakusasaza idabi labasebenzi ebantwini. UWelcome wabazisa abantu ukuba bangakuvumi ukusebenzela imivuzo ephantsi ngesizathu sokuba oku kwakuzakubonzakalisa kwakunye nabanye abasebenzi. Wabaxelela ngokubaluleka komanyano kwakunye neemanyano zabasebenzi.

Emva koku, uWelcome noVeldman babheka eBhayi. Abasebenzi baseBhayi babamkela bakuphulaphula noko babesiza nako. Kwakamsinyane emva koko abasebenzi baseBhayi baqala eyabo imanyano.

UMBUTHO UYA NGOKUBABUTHATHAKA

URHULUMENTE UYAHLASELA

Phambi kwemfazwe, urhulumente wawuguqula umgaqo we Industrial Conciliation Act ngokugunyazisa ukuba akusayikuvumeleka ukuba abamnyama babekwiimanyano ezibhalisiweyo. Wagunyazisa nokokuba iimanyano ezahlukeneyo zabamnyana kufuneka ziyiliwe. I CTSDWU zange iwuse so lo mthetho. Le manyano yayikwasoloko inamalungu amnyama nabebala kunye, bekwakuqonda nokokuba iimanyano ezahlukeneyo zabeBala nabemnyama zingaludodobalisa umanyano kwakunye namandla azo.

Ekuqaleni, urhulumente zange abeqatha ekugunyaziseni lo mthetho. Abaphathiswa bakarhulumente babhalela imanyano iincwadi beyixelela ukuba igxothe onke amalungu amnyama ukwenzela ukuba abe nokuyila eyawo imanyano engashicilelwanga. I CTSDWU yalukhaba ugxotho lwabamnyama. Basebenzisa amagqwetha ukuphuhlisa into yokuba umthetho awugunyazisi ukuba imanyano (CTSDWU) igxothe amalungu amnyama. Kodwa ukuxhathisa kwale manyano akuzange kuncede. Ngowe 1948 urhulumente wamanashinali waphumelela kwezombuso. Lo rhulumente wayila owona mthetho uqatha wokurhoxisa zonke iimanyano ezinamalungu eentlanga-ngentlanga.

Ngethuba lokwenziwa kwalomthetho mtsha ngurhulumente, isininzi samalungu emanyano yayingabamnyama. Le manyano yayinewaka lamalungu amnyama. Urhulumente wayekugatya okokuba abasebenzi abamnyama bahlale kwi Industrial Council. Ngalo ndlela urhulumente wayirhoxisa i Industrial Council yeStifido. Akuba urhulumente ekwenzile oku, iinkokheli zemanyano zaba nokutyhwatyhwa. Balurhoxisa ububuzelelo lwamalungu amnyama. Ngaloondlela, imanyano yaba ibabuthathaka ngokubabuthathaka.

DEPARTMENT OF LABOUR.

* No. 1868.] [4 August 1950.

INDUSTRIAL CONCILIATION ACT, 1937.

INDUSTRIAL COUNCIL FOR THE STEVEDORING (LOADING AND UNLOADING OF SHIPS), TRADE, CAPE.

I, Jacobus Johannes Scheepers, Industrial Registrar, hereby notify that, in accordance with the directions of the Minister of Labour in terms of sub-section (2) of section *thirty-four* of the Industrial Conciliation Act, 1937, I have cancelled the Registration of the Industrial Council for the Stevedoring (Loading and Unloading of Ships), Trade, Cape, with effect from the 15th June, 1950.

J. J. SCHEEPERS,
Industrial Registrar.

Urhulumente wayilinga eminye imithetho eyaludodobalisa ngakumbi uququzelelo. Uninzi lweenkokheli zalemanyano lwavalwa umlomo lwafuduswa phantsi komthetho wokulwa ubukomanisi obizwa ngokuba yi Suppression of Communism Act. Urhulumente kwakhona waqulungqa eminye imithetho emininzi yocalucalulo (apartheid laws). Kwakhona urhulumente wazama ukwahlula kwanokudodobalisa imibutho yabasebenzi ngokwahlulo abasebenzi ngokwebala.

IINGXAKI KWI CTSDWU

Imithetho karhulumente yayidodobalisa i CTSDWU. Nangona kunjalo iintsindabadala zalemanyano azizange zibangelwe yimithetho karhulumente kuphela. Lo mthetho mtsha wawugunyazisa okokokuba imanyano kwakufuneka ukuba irhoxise uquzelelo lwayo lwabasebenzi abamnyama okanye kungenjalo yayingasokuze ishicilelwe. Iinkokheli zemanyano zazicinga ukuba kubalulekile ukuba zishicilelwe. Zawagxotha onke amalungu abamnyama. Zazithembele emthethweni naselushicilelweni endaweni yamandla nomanyano lwamalungu.

Abaququzeleli bemanyano nabo benza ezinye iimposiso. Emva kwemfazwe iinkokheli zazingalweli basebenzi ubukhulu becala. Zazikhetha ukubamba iintlanganiso noongxowankulu kunokumanya abasebenzi. Zazithembele kubhalo lweencwadi emadabini azo kunasemandleni wabasebenzi. Ezi nkokheli zakhetha ukuhlala ziphunge noongxowankulu kunodibana nabasebenzi. Abanye abantu babesithi ezinye zezi nkokheli zaziziba iimali zabasebenzi. Kwakhona imanyano ayizange ilixhase idabi labasebenzi kumanye amanxweme.

Abasebenzi baseKapa Bayangcatsha

Nanku umzekelo nje omnye weengxaki zaba ququzeleli kwimanyano

Ngowe 1946 abasebenzi bonxweme lwaseBhayi bagwayimba. Bagunyazisa ukuvunywa kwemanyano yabo kwanemivuzo elingana neyabasebenzi belo leKapa.

Intlanganiso yezitifido eBhayi

Abaqeshi baselunxwemeni bazama ukufumana kumanye amanxweme abo basebenzi ababezakuthatha imisebenzi yabagwayimbi. Abasebenzi baseDurban bala ukwenza oku kodwa abanye abasebenzi baseBhayi naseMonti bayakusebenza eBhayi njengongcothoza (scabs). UVeldman unobhala wemanyano yeKapa wazisa ukuba ukuvumele oku ngenxa yokungasebenzisani kwemanyano yaseBhayi naye ngaphambili. Amalungu amaninzi emanyano eKapa akugxeka oku. Bakutsho okokuba uVeldman uqhuba imanyano yeshishini - imanyano yabaqeshi.

Ngowe 1957 kwabakho olunye ugwayimbo kunxweme lwaseBhayi. Urhulumente wathumela amabanjwa ukuya kusebenza apho elunxwemeni. Bathumela abakwanontsasana ukugrorisa abasebenzi. Abaququzeleli beemanyano zaseKapa naseMonti bathumela abasebenzi abangcatsha abo baselugwayimbeni. Kwelithuba abaququzeli bemanyano eKapa batyhola abaqeshi ngobuqhetseba. Bekwazikhusela nangelokuba abaqeshi abazange babazise ukuba bafuna abasebenzi ngenxa yogwayimbo.

Abasebenzi baseBhayi nabaninzi kweleKapa abazange bakuqonde okokokuba kunganina abaququzeli beleKapa bekhethe ukumamela abaqeshi bangasi so kubasebenzi babo. Bafaka isazisi kumaphephandaba bekhalazela abaququzeli bemanyano. Bakhupha nephepha elalisithi "Makungabikho namnye umsebenzi westifido oshiya eleKapa ukuyakusebenza eBhayi". Bakukhalazela okokuba imanyano yaseKapa ayisabalweli abasebenzi.

EMVA KWEMFAZWE

Iminyaka engama 20 emva kwemfazwe yaba yenzima kakhulu kubasebenzi eMzantsi Afrika. Urhulumente wamanashinali wazama ukuzibulala iimanyano. Ezinye iimanyano zazingisa ekulweni nangona zazitshutshiswa ngurhulumente. Ngowe 1954 ezi manyano zadibana ukuyila umbutho owasayakubizwa ngokuba yiSouth Africa Congress of Trade Unions (SACTU). Balinga umzabalazo owawugunyazisa ubuncikane bomvuzo oyiponti ngemini kubo bonke abasebenzi. Imanyano yabasebenzi bezakwaloliwe yazimanya neSACTU yathatha nenxaxheba kumzabalazo wokulwelwa ubuncikane bentlawulo eyiponti ngemini. (Pound a Day Campaign).

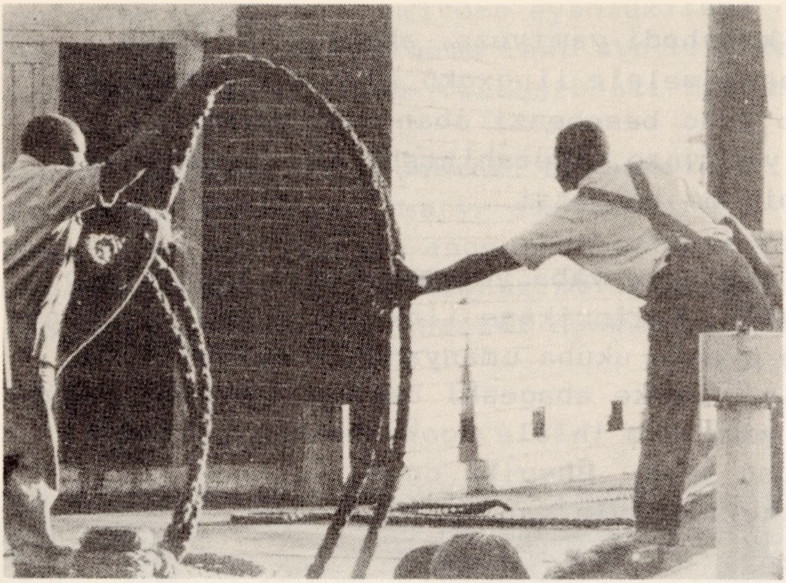
Kodwa iCTSDWU zange ilwe. Ngeli thuba iCTSDWU yayise iqotyoziwe ngurhulumente nazizenzo zabaququzeleli bemanyano. Yaba libathwana nje lamalungu eBala elashiyeka kulemanyano, uninzi lwabo basebenzi lulahliwe. I CTSDWU zange izimanye ne SACTU.

Nangona imanyano yayiqhekekile, abestifido bazama ukulwa abaqeshi ngokunokwabo. Umzekelo, ngowe 1955 abasebenzi ababelayisha amalahle kwenye yenqanawe bagwayimba befuna unyuso lwemivuzo. Abaqeshi balubulala olugwayimbo ngokulula. Babiza ummeli wesebe labamnyama. Lo mmeli wazisa abasebenzi ukuba abasebenzi

abamnyama abavumelekanga bagwayimbe. Ngenxa yoku, abasebenzi baphindela emsebenzini ngaphandle kotshintsho lwemivuzo. Babekuqonda okokuba ngaphandle kwenxaso yemanyano abasayikuze baluphumelele ugwayimbo.

Abaselunxwemeni bawukwaya umsebenzi yakuba imibutho yezopolitiko ibize ugwayimbo jikelele (general strike). Umzekelo ngowe 1960 iPAC yabiza ugwayimbo jikelele. Uninzi lwabasebenzi baselunxwemeni baluphendula olu bizo ngokukwaya umsebenzi iveki ezintathu. Kolugwayimbo lowe 1960 amaphephandaba azisa ngolona gwayimbo olwakhe lwalukhulu oko ngemfazwe nokokokuba uninzi lwenqanawe zanyanzeleka ukuba zilinde echwebeni. Nangona babengenamanyano enamandla, aba baselunxwemeni babezimisele ukuzimanya nabanye abasebenzi edabini.

Abasebenzi babophelela inqanawe elunxwemeni



UMANYANO LOONGXOWANKULU

Nangona abasebenzi baselunxwemeni babebuthathaka, abaqeshi bestifido babenamandla. Babenamandla ngokuba bamanyana ngezi ndlela zinthathu: kwiibhodi zemivuzo, kumbutho westifido nangokumanya onke amashishini wabo.

Emva kokuba iIndustrial Council yeStifido yayirhoxisiwe, ingxoxo ngemivuzo yestifido yagqitywa kwibhodi yemivuzo (wage board). Le bhodi yayiyikomiti yabantu bakarhulumente. Yayibanentlanganiso qho emva kweminyaka emine ukuphulaphula ngeemfuno zabaqeshi nabasebenzi. Yaza yathatha isigqibo sowona mncikane umvuzo kumanxweme onke oMzantsi Afrika.

Phambi kwebhodi yemivuzo, abeStifido eKapa babesebephumelele iingxoko zeyona iphakamileyo imivuzo yabo basebenzi abangengabobugcisa. Ibhodi yemivuzo yakutshintsha oku yagunyazisa eyona mivuzo iphantsi.

Ibhodi yemivuzo yaba yeyona ndlela ilungileyo yabaqeshi. Zazincikane iinkampani zeStifido nto leyo ke eyenza ukuba umanyano loongxowankulu lubelula. Bonke abaqeshi badibana phambi kokuba ibhodi yemivuzo ihlale ngokuthetha-thethana ngeemfuno zabo. Bagqiba ngemivuzo ababezakuyihlawula.

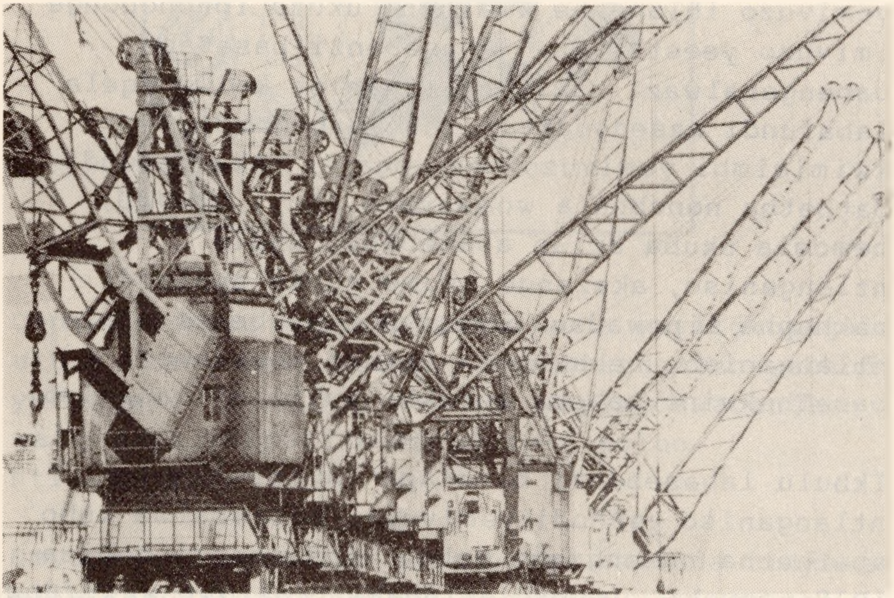
Oongxowankulu beStifido eKapa bayila umanyano olwalusaziwa ngokuba yiCape Town Stevedoring Association. Olu manyano lwalugayela (recruit) bonke abasebenzi bekontraka baselunxwemeni. Abaqeshi banika unobhala wemanyano yabasebenzi isithuba kwenye yeofisi zemanyano yabo. Kwakhona abaqeshi beleKapa bazimanya noongxowankulu bamanye amanxwene.

Iinkampani zeStifido zazimanya zonke. Nobuncikane babaqeshi benza ubulula kuququzelelo.

Imibutho yabasebenzi yayibuthathaka. EKapa iinkokheli zemanyano yabasebenzi zazibuthathaka ngakumbi. Kwakunzima ukuba iimanyano zamanxweme ngamanxwene zidibane. Abasebenzi babengenayo nemali yokuthatha amagqwetha awayenokubacebisa

ngethuba lengxoxo kwibhodi yemivuzo. Ibhodi yemivuzo yaqulungqa imivuzo eyahlukileyo ngokwahlukana kwamanxweme lawo nto leyo ke eyabangela ukwahlukana kwabasebenzi ngakumbi.

Ngoku babebaninzi abasebenzi abamnyama abangengabobugcisa kumanye amashishini ababehlawulwa imivuzo engentla kwabo beStifido. Umsebenzi waseStifido wawunzima ngakumbi, unobungozi nemivuzo iphantsi ngokungakumbi.



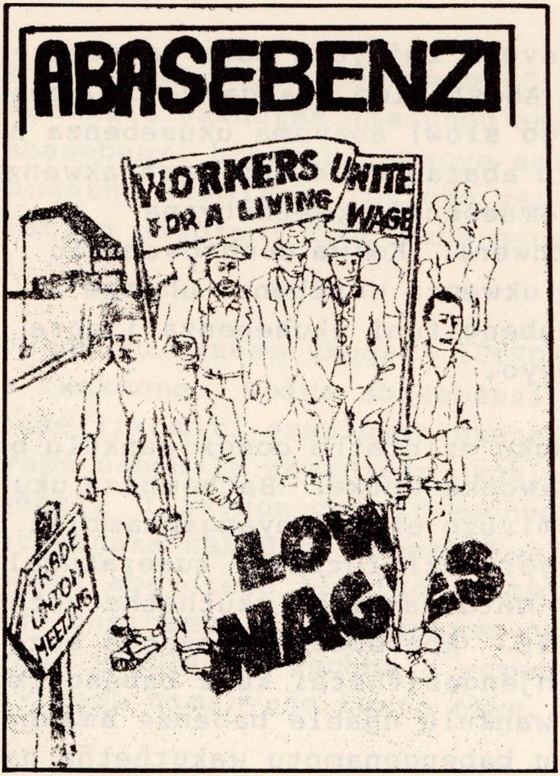
Kwimini zakudala kwakufuneka izilenge ezininzi ekulayisheni kwenqanawe

NGEMINYAKA YO 1970

Imeko embi yaqhuba kwada kwayiminyaka yo 1970. Abasebenzi kulo lonke ilizwe baqalisa ukuqokelelana. Umbutho omtsha waqala eThekwini kodwa wakhawuleza ukunwenwela kwezinye iindawo. EKapa izitifido zaba lelinye lamaqela okuqala abasebenzi ukumanyana.

Ngonyaka we1972 kwakulixesha lokuba iBhodi yemivuzo ihlangane kwakhona ukuze iphonononge imivuzo yeestifido. Abasebenzi baseKapa babengenalwazi ngale ntlanganiso kodwa iqela labafundi basedyunivesithi ababenomdla kwimicimbi yemivuzo beva ngayo. Aba bafundi bathetha nonobhala womanyano oluyi CTSDWU, bemcela ukuba azise abasebenzi ngale ntlanganiso, akazange avume ngoko abafundi bakhupha iincwadana ezazisa abasebenzi ngale ntlanganiso, bebaxelela nokuba abasebenzi baseThekwini babeza kubakho kuloo ntlanganiso.

Ikhulu labasebenzi baseKapa layizimasa le ntlanganiso yeBhodi yemivuzo, babambalwa kubo abathetha ngeengxaki zabo. Abasebenzi babiza iR18 ngeveki, umvuzo olinganayo nalowo wawufunwa ngabasebenzi baseThekwini. Abafundi babhala inkcazo yokuxhasa iimfuno zabasebenzi.



Oongxowankulu babexhalabile kuba yayikokokuqala ukuba abasebenzi babekho kwintlanganiso yebhodi yemivuzo. Urhulumente naye wayengonwabanga, wathumela amapolisa ezokhuselo kuloo ntlanganiso.

Emva kwentlanganiso abasebenzi balinda iinyanga ngeenyanga kodwa ibhodi yemivuzo yayingekabinasigqibo ngemivuzo emitsha. Kwesi sithuba, iinkampani zestifido zaguqula iveki yeentsuku ezintandathu yaba yiveki yeentsuku ezintlanu. Bacutha ama-ova yaza ngolo hlobo yehla imivuzo.

Abasebenzi bavuka iminyele baza bagqiba ekubeni benze into. Abestifido abangama-1500 benza ungcambaza (go slow) abavuma ukusebenza ama-ova. Oongxowankulu abazange bakwazi amabakwenze. Ungcambaza lomsebenzi okwethutyana lwalusemthethweni. Kodwa oongxowankulu babengenakho ukwenza umsebenzi uhambe xa abasebenzi babengafuni ukusebenza iiyure ezongezelelweyo.

Emva kweentsuku ezintathu oongxowankulu babiza intlangiso kawonke-wonke. Bathembisa ukuhlawula abasebenzi imivuzo efana neyangaphambili ngoku besebenza iiyure ezimfutshane kunezakuqala, kodwa akukho mntu wayefuna ukuthethathethana noongxowankulu. Abasebenzi abazange beze ngaphanbili njengezithethi kuba babesoyikela ukuba oongxowankulu ngahle babenze amaxhoba abo. Oongxowankulu babengenamntu wakuthetha nabo.

Unqumamiso lomsebenzi okwethutyana lwaqhuba inyanga yanye yaza imivuzo emitsha yabhengezwa. Umvuzo wamihla le kunye noweeyure ezongezelelweyo wonyuswa. Abasebenzi baqala ukusebenza iiyure ezongezelelweyo kwakhona.

OONGXOWANKULU BAYAPHYINDISA

Abasebenzi bazifumana ezinye zeemfuno zabo kodwa babengomelelanga ngokwaneleyo. Oongxowankulu babefunde isifundo. Banqwenela ukwazi ukuthetha nabasebenzi xa kunokuvela inkathazo. Bafuna ukuyila iikomiti zabasebenzi eziphantsi kolawulo

loo ngxowankulu.

Baseka iliaison committee yeestifido zabamnyama. Oongxowankulu bakhetha amalungu amathandathu baza abasebenzi bakhetha amanye amalungu amathandathu ekomiti. Intloko yeStevedoring Association uKapteni Cobb waba ngusihlalo walo komiti.

Oongxowankulu bazama ukuqala iCTSDWU yabasebenzi beBala kwakhona. Kodwa abasebenzi abazange bazixhase iikomiti ezahlukahlukeneyo zabasebenzi abaMnyama nabeBala ukwenzela ukohlulahlula abasebenzi. Iliaison committee neCTSDWU zazibuthathaka kakhulu, babambalwa kakhulu abasebenzi abavotela iliaison committee. Abazange bazihambe iintlanganiso okanye bangene kumanyano (CTSDWU). Unobhala womanyano wayibeka inqawa lwaza nomanyano lwafa naye.

AMADABI ANGO 1974 E-OVA

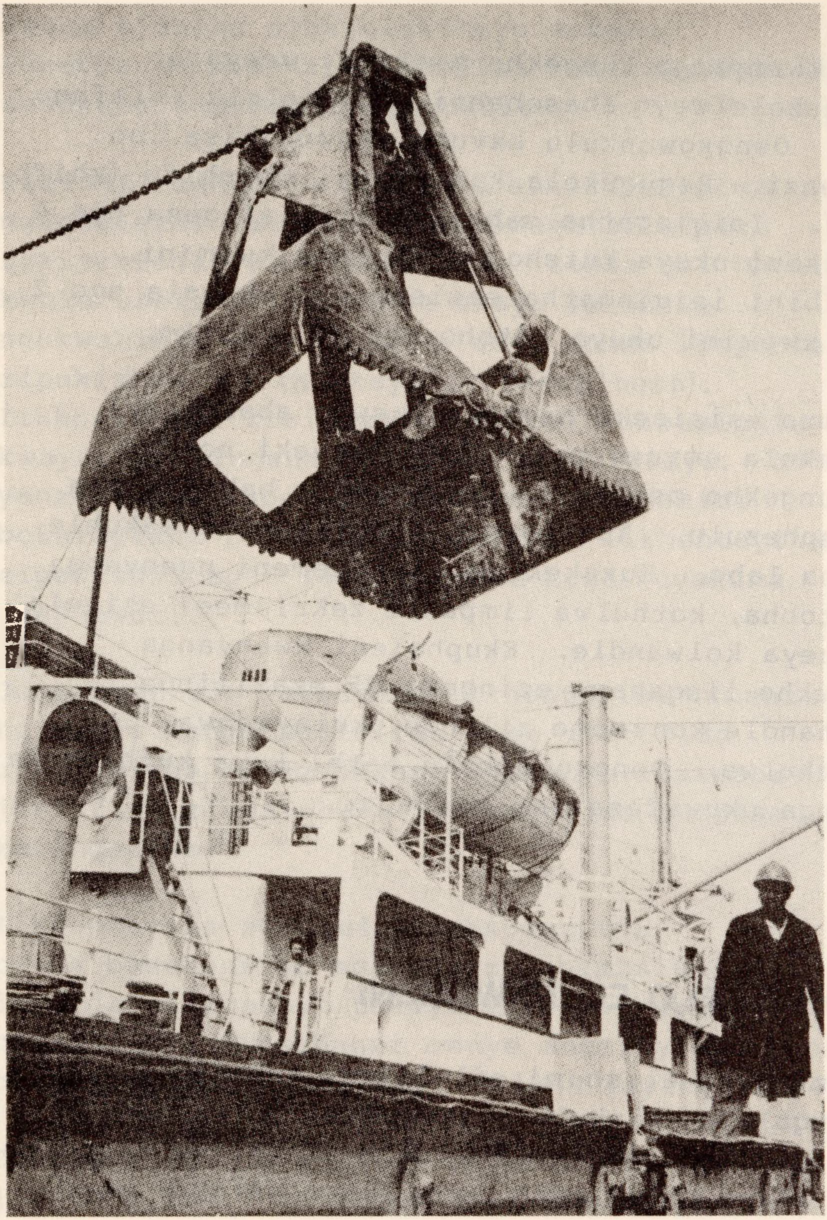
Abasebenzi babesenengxaki yomsebenzi weeyture ezininzi kunye nezongezelelwayo. Umsebenzi wawuqala ngo 7.20 kusasa. Abasebenzi kwakufuneka bevuke ngo 5.30 ukuze bafike ngexesha. Umsebenzi weeyure ezongezelelweyo wawuphela ngentsimbi yesibhozo malanga. Kodwa abasebenzi babengasahlali ezinkomponi zaselunxwemeni, babehlala elokishini. Ibhasi egodukayo yayiphuma ngemizuzu emihlanu emva kwentsimbi yesibhozo into eyenza ukuba abantu

bangakwazi ukuyifumana. Ngoko ke babefika emakhaya ngentsimbi yeshumi elinanye beseza kupheka izidlo zangokuhlwa.

Ngo-Oktobha ka 1974 abasebenzi bafuna ukuwusonga umsebenzi imizuzu elishumi phambi kwexesha lokutshayisa ukwenzela ukuba bafike ekhaya ngexesha. Amawaka amabini abasebenzi akwaya umsebenzi weeyure ezongexelelweyo befuna iimfuno zabo zifezekiswe. Babesithi usuku lwalulude kwaye ludina, babesithi umvuzo osisiseko wawuphantsi kangangokuba babenyanzelekile ukusebenza iiyure ezongezelelweyo ukuze bamkele umvuzo othe chatha.

Kuthe xa abasebenzi beyeka ukusebenza iiyure ezongezelelweyo, oongxowankulu beenqanawe, bestifido nabakwaloliwe bahlanganisa iintloko. Benza umnikelo kwistifido wokunyusa imivuzo. Iliaison committee yawamkela loo mnikelo kodwa abasebenzi bathe amalungu ekomiti angonopopi boongxowankulu. Bala ukwamkela loo mnikelo.

Oongxowankulu babiza intlanganiso kawonke-wonke kodwa akukho bani wafuna ukuba sisithethi sabasebenzi. Abantu babesoyika ukuba zizithethi zabasebenzi kuba babesazi ukuba babeza kubhajiswa yimigibe yoongxowankulu. Endaweni yoko abasebenzi banyula ikomiti eyiyeyabo yabasebenzi abali-14 eyokubamela. Abazange bafune ukwahlulwa ngokwebala labo kungoko bonyula abasebenzi abaNtsundu nabeBala kwikomiti enye.



Iikhonteyina zilayishwa zizilenge ezinkulu

Emva kwenyanga kungekho msebenzi weeyure ezongezelelweyo abasebenzi baphumelela kwimfuno zabo. Oongxowankulu bavuma ukuwuyekisa loo msebenzi. Baguqukela kumsebenzi wetshifu (shift work). Isiqingatha sabasebenzi sasingena ngo 6 ngentseni ukuya kutsho ngo 2 emva kwemini. Esesibini isiqingatha sasisebenza ukuqala ngo 2 emva kwemini ukuya kutsho ngo 10 ebusuku.

Imivuzo esisiseko nayo yonyuswa, abasebenzi besamkela umvuzo oyi R22.20 ngeveki nokuba kwakungekho msebenzi. Xa wawukho babesamkela nangaphezulu. Abasebenzi babelikhethe kakuhle ixesha labo. Kuxakekiwe elunxwemeni ngenyanga kaOktobha, kothulwa iimpahla zeKrismesi ezivela phesheya kolwandle. Ekupheleni kwenyanga kwakukho iinqanawa ezingama 25 ezazilinde ngaphandle konxweme zilinde ukulayishwa nokothulwa. Oongxowankulu bathi kuya kuthabatha inyanga ukuwufeza loo msebenzi.

IINGUQULELO ELUNXWEMENI

Kuleminyaka elishumi edlulileyo kubekho iinguqulelo ezinkulu elunxwemeni. Kwishumi leminyaka edlulileyo kwakukho iistifido ezingama 2000 eKapa kodwa namhlanje kukho malunga nama 450.

Esona sizathu sibalulekileyo sokuba kubekho abasebenzi abambalwa kunangaphambili, sesokuba umsebenzi uguqukile.

Kwiimini zakudala iimpahla ezazithunyelwa ngaphakathi nangaphandle koMzantsi Afrika zazipakishwa kwiibhokisana. Zonke ezi bhokisana kwakufuneka zithwaliswe kwaye zothulwe ngokwahlukeneyo. Kunamhlanje zonke iimpahla zipakishwa kwikhonteyina (containers). Iikhonteyina ziziphatho ezinkulu okwezindlu kwaye ziyalingana, zakhiwe ngokufanayo. Loo nto yenze ukuba kube lula ukwenza oomatshini bokulayisha nokothula impahla. Iikhonteyina zipakishwa kude lee nonxweme kude kuyokuma ngeRhawuti.

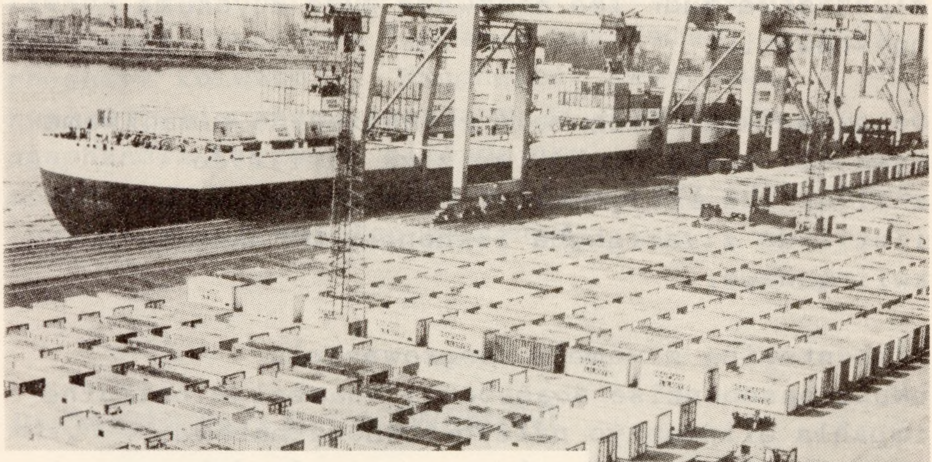
Oongxowankulu bathumela iikhonteyina kumanxweme ngeeloli kunye noololiwe zize iistifido zizilayishe ezinqanaweni ngamanye amaxesha iistifido ziyaziqhuba iikhonteyina ukuzisa kwiinqanawe.

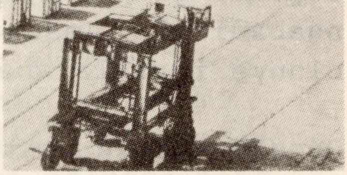
Iikhonteyina zivumela oongxowankulu ukuba basebenzise abasebenzi abambalwa bathuthe impahla elinganayo naleyo ibinokuthuthwa ngabaninzi. Umsebenzi omnye angalayisha ngosuku olunye impahla abenokuyilayisha inyanga enye.

Oongxowankulu bestifido bayazithanda ezi iikhonteyina. Ngobukho bazo bahlawula abasebenzi abambalwa kwaye kulula koongxowankulu ukulawula oomatshini neebhokisi kunokalawula abasebenzi. Iikhonteyina zenza iindleko

zoongxowankulu zibe phantsi, ulawulo lube lula yaye nengeniso ixhome.

Umsebenzi ngeekhonteyina ulula, awunangozi kangako kuba kukho oomatshini ababodwa bokuziphatha. Kodwa iikhonteyina azilunganga kubasebenzi kuba umsebenzi uphantse ungabikho kungoko oongxowankulu bafuna ukugxotha abantu abaninzi.





Isitifido silayisha amalahle

Ngexesha iikhonteyina zaziqala ukusetyenziswa abasebenzi babengekamanyani, abazange bakhalaze. Bathe bakumanyana eminye yemibandela abamanyana phantsi kwayo yaba ngoweekhonteyina nowokugxothwa kwabasebenzi.

Iinkampani zestifido zahlangana zodwa. EKapa kwakukho iinkampani ezisixhenxe ngonyaka we 1972 kodwa kuthe ngowe 1976 ezinye iinkampani zabe sele zihlangene kunye kusele ezintathu kuphela. Ezo zazizezi uGrindrod, uSassco kunye noRennies. Namhlanje sele kukho inkampani enye eyenza wonke umsebenzi wobustifido eyiSouth African Stevedores Ltd.

IMANYANO ENTSHA

Abasebenzi abazange bavume ukusebenza iiyure ezongezelelweyo ngowe 1972 nowe 1974 kodwa babengekabumbi mbutho oluqilima. Ikomiti yayinyulwe ngabasebenzi ngexehsa babengafuni ukusebenza iiyure ezongezelelweyo ayizange ilawule xesha lide. Ngowe 1979 abasebenzi bagqiba kwelokuba bacele iGeneral Workers Union ibahlanganise kwakhona.

Kuthe xa abaququzeleli beGeneral Workers Union (GWU) beqala ukuhlanganisa abasebenzi, bancediswa liqela elikhulu labasebenzi ababanothakazelelo. Emva kweenyanga ezimbalwa abasebenzi abangama 200 babamba iintlanganiso iiveki zonke.

Aba basebenzi bacela iGWU ukuba ibhalele oongxowankulu. Babefuna iGWU ibize intlanganiso enkulu ukuze banyule ikomiti eyayizakubamela. Oongxowankulu abazange benze loo nto koko bazama ukwenza abasebenzi bazibandakanye nee liaison committee zabo.

Kodwa abasebenzi abazange bafune ukuzibandakanya neekomiti zoongxowankulu. Bagqiba kwelokuba babize eyabo intlanganiso. Kuloo ntlanganiso banyula ikomiti yabameli abahlanu kuwo ngamnye kwimizimveliso yestifido emithathu, unobhala kunye nomgcinisihlalo. Le komiti yayimele isininzi sabasebenzi kodwa loo komiti yiyingekho mthethweni koongxowankulu. Endaweni yoko oongxowankulu bacele iTUCSA ukuba iyile umanyano lwabasebenzi baselunxwemeni. Babefuna iimanyano ezahlukeneyo eyabasebenzi abaNtsundu kunye neyabasebenzi beBala.

Abasebenzi bacela iGWU ukuba ibhale iincwadi eziya koongxowankulu. IGWU yathumela iincwadi ezininzi kodwa oongxowankulu abafunanga ukuziphulaphula iimfuno zabasebenzi. Ngamanye amaxesha babengazixhamli nokuzixhamla ngokuphendula iincwadi zeGWU.

Emva kweenyanga iincwadi zibhalwa, abasebenzi babona ukuba kufuneka babonise amandla abo kwakhona. Bagqiba kwelokuba bakwaye umsebenzi usuku lube lunye ukwenzela ukulumkisa oongxowankulu. Loo nto yayikwakukubonisa oongxowankulu ukuba abasebenzi babezimisele

kwaye benamandla. Yayikukubonisa ukuba ikomiti yayixhasiwe ngabasebenzi baselunxwemeni. Ukuba oongxowankulu babengafunanga kubamamela, babeza kuthatha amanyathelo aqatha.

Abasebenzi babemanyene. Ngomhla we 11 Disemba 1979 bonke abasebenzi bakwaya umsebenzi usuku olunye. Kwakungekho msebenzi wenziwayo elunxwemeni. Abasebenzi babonisa amandla okunqanda wonke umsebenzi elunxwemeni. Ukuba oongxowankulu babengenakuzikhathaza ngokumamela iimfuno zabasebenzi, abasebenzi babengenekuzikhathaza ngomsebenzi.

Walkout paralyses Table Bay docks

Oongxowankulu babexhalabile beboyika abasebenzi. Bajikeleza ilizwe bebamba iintlanganiso ezingxamisekileyo kunye nabanye oongxowankulu kwezinye izikhululo zeenqanawe. Kodwa abakwazanga ukuwamela amandla abasebenzi.

Imanejala yaya kwihostele yabasebenzi bekontrakthi. Yabiza intlanganiso yabo bonke abasebenzi ngenjongo yokunqwenela ukuthetha nabo. Abasebenzi abafunanga ukuthetha nayo bebodwa. Babenokuthetha nayo xa bonke abasebenzi, abaNtsundu nabeBala bedibene.

Banyanzela ukuba imanejala ibize enye intlanganiso yabasebenzi ngosuku olulandelayo. Emva kweentsuku ezimbini oongxowankulu bawuvuma ngokusemthethweni umbutho wabasebenzi. Abasebenzi baphumelela ngomonde, ukomelela nomanyano. Oongxowankulu bakubona ukomelela kwabasebenzi, ukwayo lomsebenzi usuku olunye lwalanele ukuboyikisa.

Iqela lezitififido zidibana ukuxoxa iimfuneko zamivuzo yabo

EMVA KOKWAYO

Emva kokwayo lomsebenzi umbutho wabasebenzi ukhule waba luqilima lwento. Kungoku nje abasebenzi bafumane uchatha kwimivuzo yabo kunye nokusebenza ngokukhuselekileyo. Oongxowankulu babakhusela ngokubanika izihlangu ezomeleleyo nempahla yokubakhusela (protective clothing) kwimisebenzi enengozi yaye umanyano lwabasebenzi luya banceda ngokubalungiselela ukuba bafumane intlawulo yabo xa bathe bafumane ukwenzakala emisebenzini. Kodwa nangona kunjalo, zisekhona iingxaki ezininzi nangona abasebenzi bekungqina okokuba noko oongxowankulu neefolman babahloniphile yaye bebaphatha kakuhle.

Umanyano olu luye lwanwenwela kwezinye izikhulul zeenqanawe. IGWU iye yathumela abaququzeleli bayo eBhayi, eMonti naseThekwini. Kuzo zonke ezi ndawo kukho imibutho eyomeleleyo yabasebenzi baselunxwemeni. Njengokuba oongxowankulu bemanyene kulo lonke eli lizwe nabasebenzi bakwanjalo kwaye banyanzele oongxowankulu ukuba baxoxe nabo (GWU) kuzo zonke izikhululo zenqanawe.

Abestifido basenazo izikhalazo ezininzi. Ezi zikhalazo zezi, umsebenzi unzima yaye iiyure zomsebenzi zininzi, umsebenzi unengozi nabantu bayagxothwa. Kodwa iistifido zizimisele ukumanyana ngezi zikhalazo kunye nezinye kuba bazibonile ngokuthe gca iziphumo ezihle abasele bezifumene ngenxa yomanyano.

IMVELAPHI NEKAMVA

Abestifido baseKapa baba neminyaka emininzi betsala nzima. Babanamaxesha oloyiso kunye nawokuwa phantsi. Oko sinokukwazi ngokufunda ibali labo sizibuze unobangela wokuba bathi ngamanye amaxesha bomelele ngamanye babe buthathaka.

Ngokufunda imbali yestifido singabona ingozi yeentlanganiso ezininzi nokuqulunqwa kwemithetho ngoongxowankulu kunye neenkokheli zabasebenzi, abasebenzi beshiywe emva. Xa iinkokheli ziphunga iti noongxowankulu abasebenzi bayachithakala, loo nto yenze ukuba oongxowankulu bangawuhloniphi umbutho. Umbutho womelela xa amalungu emanyene. Yaye ukumanya abasebenzi yeyona nto yokuqala emele ukwenziwa ziinkokheli zabasebenzi.

Siya kuqaphela ukuba imithetho kaRhulumente yokwahlukanisa abasebenzi beBala nabaNtsundu yenza umanyano lwabasebenzi lube buthathak ngeminyaka yo 1950. Zonke iintlanga kubasebenzi kufuneka zimanyane zonke ukuba abasebenzi bafuna umanyano olomeleleyo, indawo yocalucalulo lweentlanga ayikho kwiimanyano zabasebenzi.

Kungokunje siyakubona ukubaluleka kombutho oselizweni lonke. Lo mbutho uluncedo ngokuba kuthi xa abasebenzi bonxweme lwedolophu ethile

bekwaya umsebenzi nabanye kwezinye iidolophu benze njalo ukwenzela ukuba oongxowankulu bangabinakho ukuthumela iinqanawe kwidolophu ezinabasebenzi abangakwayanga msebenzi.

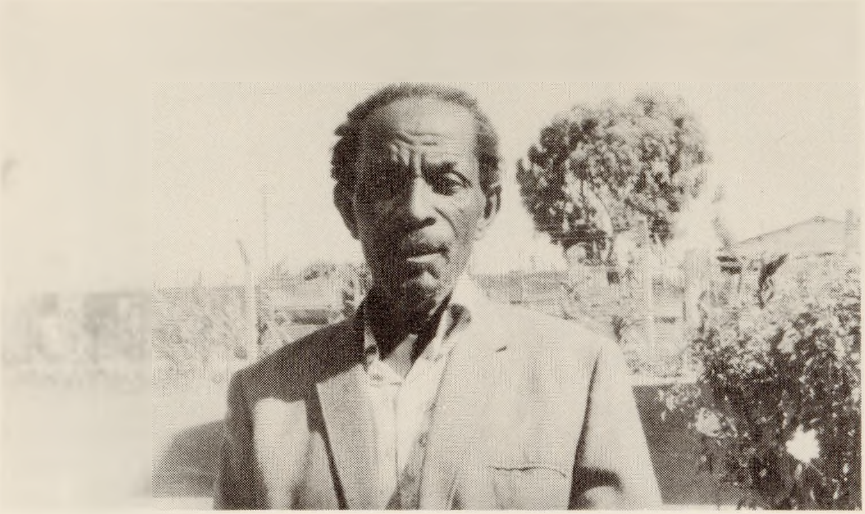
Xa abasebenzi kumanxweme ahlukeneyo bemanyene, banokuzikhalazela koongxowankulu. Ezi ke zezinye zezinto ezifundwe ngabasebenzi baselunxwemeni kunye neemanyano zabo. Aba basebenzi baselunxwemeni banemvelaphi abanokuzingca ngayo, ukuba banokufunda kwimvelaphi yabo banokuzingca ngakumbi ngekamva labo.

ABASEBENZI ABABINI

uMnu **Abrahams** waqala ukusebenza elunxwemeni ngowe 1934. Uyazikhumbula ezinye zezikhulu zabaqeshi ngexa babesebenza ezinqanaweni njengamakhwenkwana aselula. Okokuqala uMnu Abrahams wasebenzela abakwaloliwe. Emva kweshumi leminyaka wagqiba kwelokuba umvuzo oyi 4/6 ngeveki uphantsi ngokungakumbi. Uthe ngenxa yoku wayakusebenzela enye yenkampani zestifido ngomvuzo wesheleni ezisibhozo ngemini.

uMnu Abrahams uyakutsho okokuba umsebenzi westifido kungona ulula ngoku. Kodwa amaxesha akudala ayencomeka kuba nomsebenzi wawumninzi. Ngoku, umsebenzi wonke uthathwa ziikhonteyina.

uMnu Abrahams uthathe umhlalaphantsi kwiminyaka emibini edlulileyo. Usebenze ama-47 eminyaka. Phambi kokuba athathe umhlalaphantsi ubabonile abasebenzi abaninzi begxothwa ngenxa yobukho beekhonteyina. uMnu Abrahams wayekufuna ukusebenza ade ayokutsho kuma-50 eminyaka. Kodwa kwiminyaka emibini edlulileyo, naye waba nokugxothwa.



uMnu **Sikoloba** wazalelwa eCiskei ngowe 1920. Xa wayene-16 lobudala wayakusebenza unyaka eRhawutini. Ngowe-1937 waqala ukusebenza kunxweme leKapa. Okokuqala wahlala eDistrict Six. Ngowe 1955 wafudukela kwaLanga. Ngoku uhlala eLingelihle, kwinkomponi yeStifido.

uMnu Sikoloba uyabukhumbula ubunzima bomsebenzi ngemihla yakudala. IStifido yayithutha ikopolo enzima namalahle amdaka. Kodwa uninzi lwabantu lwalunawo umsebenzi. Ngalo mihla umkhosi ngamnye wabo beziqhamo wawunama-33 abasebenzi. Ngoku ngenxa yeekhonteyina lishumi elinesithathu labasebenzi kwindawo nganye.

uMnu Sikoloba wayelilungu leCTSDWU. Uhambe iintlanganiso ezininzi eParedi. Bonke abasebenzi bebala nabamnyuama, abesigxina namakhesele babengamalungu alombutho. uMnu Sikoloba uyayivuyela into yokuba babenemanyano kuloo mihla yakudala. Kodwa uyakutsho okokokuba imanyano endala yayixoxa konke njengokuba iGWU isenza ngoku.

Kulo nyaka, uMnu Sikoloba uthatha umhlalaphantsi emva kokusebenza ama-46 eminyaka kunxweme **lweKapa.**

Iincwadana ezinye kulomqokelela esezipapashwe:

I-ICU
UGwayimbo lwabasebenzi abamhlophe ngowe 1922
Abasebenzi Emfazweni
Basebenzi Bempahla Manyanani

Ezinye iincwadana kulomqokelela ziyakujongana nezintloko zilandelayo:

1. Intshukumo yemanyano zabasebenzi nge1930s

2. SACTU no TUCSA

3. Iimbali zezinye zemanyano ezinomdla

4. Imbali yemizabalazo yabasebenzi abamnyama ukusuka ngowe-1965 ukuya ku-1976 (ibandakanya imigwayimbo ka-1973/4 eThekwini)

5. Imbali yemizabalazo yabasebenzi ukusuka ngowe-1976 ukuza kutsho ngoku (ibandakanya ingxelo kaWiehahn nemithetho eyenziwa ngurulumente, umba wobhaliso kwakunye nemizabalazo yabasebenzi ngo1979/80)

Le ncwadana ipapashwe yi:

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