

Ukuba abhalisiwe afumana amalungelo athe chatha, ngaphezulu kwamalungelo uwonke wonke anawo. Umzekelo, imanyano zabasebenzi ezibhalisiweyo nemibutho yabaqeshi inako ukumela abasebenzi nabaqashi kwa CCMA.

Ngoba 'imanyano yabasebenzi' ikwazi ukuzenzela inkqubo nemithetho yayo, akhomfuneko yokuba ibhalise. Amalungelo asemthethweni wolawulo ngawomntu wonke, noba babhalisile okanye ababhalisanga. Ngoko ilungelo lokuxoxa, lokuqhankqalaza, nelokwala ukugxothwa ngokungalinganga, ngawomntu wonke, hayi nje kuphela abasebenzi angamalungu emanyano zabasebenzi ezibhalisiweyo.

Icandelo 64 le LRA livumela wonke bani axoxe yaye aqhankqalaze

Umsebenzi wonke unelungelo lokuqhankqalaza emva kokuba:

- Efake ukungavisisani kwa CCMA;
- Efumene isiqinisekiso sakwa CCMA (okanye alinde intsuku ezi 30); yaye
- Anike umqeshi isaziso esibhaliweyo seyure ezi 48.

Ukuba umqeshi uyala ukuxoxa nekomiti yabasebenzi (imanyano yabasebenzi) ngoko uCCMA makanike 'icebiso lesigwebo' phambi kokuba abasebenzi baqhankqalaze.

Abasebenzi abanalo ilungelo lokuqhankqalazela ukugxothwa nezinye izikhalazo uCCMA asezakuzi lamla. Kananjalo abasebenzi abanalo ilungelo lokuqhankqalaza ngento esele bevumelene kuyo okanye benze isigqibo esibhalwe phantsi.

Isishwankathelo

Konke oku kuthetha ukuthi abasebenzi kwindawo zokusebenza zonke banga:

- Manyana balwele amalungelo abo
- Bazithiye igama
- Bacacise imithetho ngesivumelwano
- Baxoxe nabaphathi, Baqhankqalaze.

(b) yokuthabatha inxaxheba kwintshukumo nenkqubo zemanyano yabasebenzi; yaye enze qhushululu.

3. Wonke umphathi unelungelo -

(a) lokuseka abelilungu lombutho wabaqeshi; yaye
(b) lokuthabatha inxaxheba kwintshukumo nenkqubo zombutho wabaqeshi.

4. Yonke imanyano yabasebenzi nayo yonke imibutho yabaqeshi inelungelo -

(a) lokuzifunela i office yayo, inkqubo nentshukumo
(b) ukuququzelela yaye
(c) ukuseka nokuba lilungu lwemanyano lwemibutho yabasebenzi.

5. Yonke imibutho yemanyano zabasebenzi, umbutho wabaqeshi nomqeshi unelungelo lokuzibandakanya kwingxoxo zentlangano...

I LRA isixelela ukuba 'imanyano yabasebenzi' iyintoni!

Naliphina iqela labasebenzi abahlangeneyo ukwenzela ukuxoxa nabaphathi yi 'manyano yabasebenzi'.

Icandelo 213 LRA:

'imanyano yabasebenzi' ithetha abasebenzi abazimanyileyo injongo zabo eziyintloko ikukulungisa imicimbi phakathi kwabaqeshwa nabaqeshi, ukuquka nawuphina umbutho wabaqeshi.

Amaqela abasebenzi akuyomfuneko yokuba abhalise njengemanyano yabasebenzi ukuze alwele amalungelo

Iimanyano zabasebenzi, imibutho yabaqashi, yaye amabhunga engxoxo anokugqiba ukuba abhalise okanye angabhalisi.

Xa abasebenzi bemaneyene ngumbono omhle babe nemithetho elungileyo leyo wonke bani avumeleneyo nayo (njengakulo naliphina iqembu, umbutho okanye ubudlelwano). Kubalulekile ukwazi ukuba izigqibo zizakwenziwa njani ngabasebenzi, ukwenzela bame bemaneyene.

UMthetho Wolawulo ocetywayo weBhunga laBasebenzi liqela leMithetho enokwenzeka. IBhunga laBasebenzi lizakusebenza ngokwahlukileyo kakhulu kwimanyano yabasebenzi ebhalisiweyo yesithethe.

Umthetho 4 wemithetho yeCCMA...

...uvumela abasebenzi banike igunya umsebenzi omnye atyikitye amaxwebhu ka CCMA egameni labo, ukuba lomsebenzi ufaka noludwe lwamagama abantu abamnike igunya. Akukho mfuneko zamanani ezaziso okanye basayine, nje kuphela uludwe lwamagama. Kodwa abantu abakuludwe funeka bevumile ukuba lomsebenzi angayi sayina i form.

Abasebenzi ababekhona kwintlanganiso yangoMgqibelo kwi offisi ye CWAO baseka i Simunye Workers Forum. Abasebenzi kwezinye indawo zokusebenza bafuna ukuxoxa nabaphathi.

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CWAO
CASUAL WORKERS ADVICE OFFICE

Ukuququzelela endaweni yokusebenza

Abasebenzi bangalungiselela njani yaye baxoxe ukuba abasiyiyo inxalenye yemanyano yabasebenzi

***ebhalisiweyo ngokusemthethweni?
Wonke ubani unelungelo lokulungiselela yaye axoxe***

Ilungelo lokulungiselela njengabasebenzi, nokuxoxa nabaphathi, lilungelo elisemthethweni. Icandelo 23 lemithetho yolawulo lithi:

- Wonke umsebenzi unelungelo lokuseka imanyano yabasebenzi, yaye enze qhushululu.
- Zonke imanyano zabasebenzi zinelungelo lokwenza imithetho nenkqubo zazo.
- Zonke imanyano zabasebenzi zinelungelo lokuxoxa nabaphathi.

Icandelo 23 lomthetho wolawulo: Imicimbi yaBasebenzi

1. Wonke ubani unelungelo lokwenzelwa ubulungisa.
2. Wonke umsebenzi unelungelo -
(a) lokuseka yaye abelilungu lemanyano yabasebenzi