

# Vuk'uzenzele



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## uMsinga women fight poverty



■ Lelly Mntungwa opened a clothing factory to empower women in uMsinga, KwaZulu-Natal.

### More Matshediso and Silusapho Nyanda

**N**ot all heroes wear capes. There are a number of everyday heroes among us, quietly making a difference in their communities.

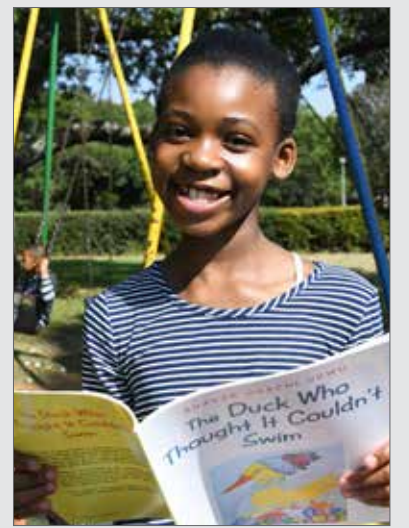
One such person is Lelly Mntungwa of uMsinga in KwaZulu-Natal, who started a clothing manufacturing business that has created over 100 jobs for local women and youth.

Mntungwa owns uMsinga Clothing Factory which she established after reading a report that was released in 2010 and revealed that uMsinga was one of the poorest communities in the country.

Thousands of families were left without an income when a massive shoe factory in the area closed down about 25 years ago.

The plight of the community prompted Mntungwa to leave

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### Young author shines with first book

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### Male midwife shatters female-only stereotype

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# Konkhe lodzinga kukwati mayelana ne-UIF



**N**angabe bewukhokhela Sikhwalensi weKungasebenti (i-UIF), sikhatsi lesitsite lesibekiwe, ufane lwe kufaka sicelelonkhokhelo semali ye-UIF nangabe uphelelwa ngumsebenti, awusakhoni kusebenta ngenca yekugula noma-ke ufanele kutsi utsatse ilivu yekuyobeleka noma yekusiselwa umntfwana.

Bomondliwa bebantfu labashonile labebakhokhi-UIF nabo bangasifaka sicelelonkhokhelo.

Bacashi bafanele kutsi babhalise tisebenti tabo ku-UIF masinyane nje tingacala kusebenta. Baphindze futsi balindzeleke kutsi bakhokhe incenye ye-UIF lekhokhwa ngibo – ngu-1% idvoswa emholweni wesisebenti bese kutsi lona lomunye-1% ufakwa ngumcashi – ku-UIF njalo ngenyanga.

Samba sesiphelele ngu-2% yemholo wesisebenti.

Letinye tisebenti atidzingi kukhokhela i-UIF, kufaka

ekhatsi leto letisebenta ema-awa langaphansi kwalange-24 ngenyanga; umnikati webhizinisi loyedvwanana; tisebenti letitfolo ikhomishini kuphela; kanye nemalunga ephalamende, ikhabhinethi, tindvuna kanye nemakhansela abomasipala.

## Kufaka sicelelonkhokhelo ku-UIF

Nangabe uphelelwa ngumsebenti wakho, ungasifaka sicelelonkhokhelo sekutfola imali ye-UIF.

Silinganiso lesikhokhwa yi-UIF sincunyuwa sikali setinzuzo, lesiba semkhatsini we-38% ne-60% yemholo wakho emalanga ekucalalange-238 kanye nesilinganiso lesingagucuki se-20% kusukela emalangenilange-239 kuya kulange-365.

Labahola umholo lomncane batfola emaphesenti lasetulu. Emalangenilamane lasetjentiwe, kutfolwa lilanga linye lelikhokhelwa yi-UIF –kodvwa lamalanga angendluli kulange-365.

Kute utfole onkhe emalanga lakhokhelwa yi-UIF, ufanele kutsi ube ngulosasebente ngalokuchubekako, njengemkhokhi-UIF, lokungenani iminyaka lemene ngelusuku lofaka ngalo sicelelonkhokhelo.

Sicelelonkhokhelo sekutfola imali ye-UIF sifanele kutsi sifakwe kungakapheli tinyangaleti-12uphelelwengumsebenti wakho futsi ukhokhelwa imali ye-UIF ngemuva kwelusuku lwekuphelelwa ngumsebenti.

Imali uyikhokhelwa kuphela nangabe ngumcashi wakho lofelise umsebenti wakho noma-ke nangabe ikontileka yakho seyiphelelwe sikhatsi. Kute imali loyitfolako nangabe uyekele umsebenti ngekutikhetsela kwakho, ngaphandle nangabe uyekele umsebenti ngenca yekuphokelelwa kutsi wente njalo.

## Tinzuzo tekuyobeleka

Kute ufake sicelelonkhokhelo semali ye-UIF nangabe uselivini yekuyobeleka ufanele kutsi ube ngulosacashwe lokungenani emaviki la-13

ngembi kwelusuku lwekufaka sicelelonkhokhelo.

Ufanele kutsi ufake sicelelonkhokhelo ngembi kwekubelekwa kwemntfwana wakho noma-ke kungakapheli tinyanga leti-12 ubelekile.

Ungasifaka sicelelonkhokhelo sekutfola imali ye-UIF kuphela nangabe awutfoli umholo lophelele. Imali ye-UIF lekhokhelwa ilivu yekuyobeleka ayindluli emalangenilange-121, lokufaka ekhatsi kuphunyelwa sisu kanye nekubeleka luswane selushonile.

## Tinzuzo tekugula

Kute ufake sicelelonkhokhelo semali ye-UIF yelivu yekugula ufanele kutsi ufake sicelelonkhokhelo kungakapheli tinyangaleti-12ungakhoni kusebenta ngenca yekugula. Imali ikhokhelwa kusukela ngelusuku uyekela kusebenta.

Kufanele kutsi kungeniswe incwadzi yadokotela ku-UIF futsi imali ikhokhelwa kuphela kugula lokutsatsa ngetulu kwemalanga lasikhombisa.

## Tinzuzo tekuyosiselwa umntfwana

Kute ufake sicelelonkhokhelo setinzuzo tekuyosiselwa umntfwana, lomntfwana ufanele kutsi abe ngephasikweminyaka lemibili budzala kantsi futsi ufanele ufake sicelelonkhokhelo tinyanga leti-12 kukhishwe umyalelo wekusiselwa umntfwana.

Sicelelonkhokhelo setinzuzo sifanele kutsi sifakwe ngumunye walabatali labasiselwa umntfwana, letikhokhelwa kusukela ngelusuku inkantolo ikhipha umyalelo wekusiselwa.

Ilivu yekuyosiselwa umntfwana ifanele kutsi icitfwe ekunakekeleni lomntfwana.

## Tinzuzo tabomondliwa

Indvodza/umfati wemufi noma umlingani wemphilo yonkhe angafaka sicelelonkhokhelo setinzuzo kungakapheli tinyanga leti-18 kushonemkhokhi-UIF. Nangabe abenti njalo kungakapheli tinyanga leti-12, umntfwana longumondliwa angafaka sicelelonkhokhelo sekutfola tinzuzo te-UIF. Lomntfwana utawuba netinyanga letisitfupha kanye nemalanga la-14 ekufaka sicelelonkhokhelo.

Nanoma ngumuphi umntfwana wemufi losemkhatsini weminyaka lenge-21 nalenge-25 budzala, ngelusuku lwekushona kwemkhokhi-UIF, angafanelwa kutfola imali ye-UIF. Lomntfwana ufanele kutsi abe sitjudeni futsi ufanele kutsi abe ngulobekondliwa ngumufi ngalokuphelele. **U**

## Ingabe bewati?

- I-UIF iyincenye yeluhlelo lwahulumende lwetibonelelo tetenhlalakahle, futsi iniketa lusitso lwesikhashana kubakhokhi-UIF labangasebenti.

## Kukhwabanisa

- Utawube uyakhwabanisa nangabe uyachubeka utfola imali ye-UIF kantsi sewucalile kusebenta futsi. I-UIF itawutishushisa tephulamsetfo.
- Ungatingenisi ticelelonkhokhelo letikhwabanisa. Iminingwane lephetfwe yi-UIF iyafana nalephetfwe bacashi futsi yonkhe iyacinisekiswa kutsi ingiyo yini.
- Bika kunoma ngukuliphi Litiko leTetisebenti nanoma ngumuphi umcashi lomsola kutsi akawulandzeli umtsetfo we-UIF.

**Kute utfole lwatiso lolubanti mayelana ne-UIF vakashela sikhungo setisebenti lesidvutane nawe, shayela lesikhungo setincingo ku: (012) 337 1680 noma enombolweni yamahhala ku: 0800 843 843, noma uvakashela iwebhusayithi yeLitiko leTetisebenti ku: [www.labour.gov.za](http://www.labour.gov.za).**