

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

Not all heroes wear capes. There are a number of everyday heroes among us, quietly making a difference in their communities.

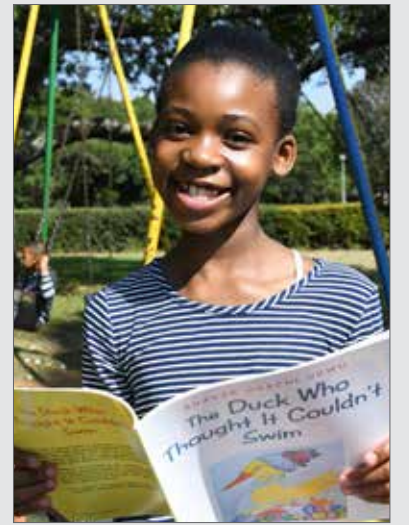
One such person is Lelly Mntungwa of uMsinga in KwaZulu-Natal, who started a clothing manufacturing business that has created over 100 jobs for local women and youth.

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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Koke Ekufuze Ukwazi Nge-UIF

Nayibe bewuphosela imali esiKhwameni seTjhorensi yabangasaSebenziko nabasaFuna umSebenzi (i-UIF) isikhathi esithileko, unelungelo lokukhombela ukusizwa ngezenzelwa ze-UIF esiza ngazo nayibe ulahlekelwa msebenzi, namkha nayibe awukghoni ukusebenza ngenca yokugula namkha nayibe kufanele uthathe amalanga wokuyokubhebhula namkha wokuyokuthola umntwana ongasiwakho umenze wakho / ukumbelekela (i-adoption).

Abantwana namkha labo ebebondliwa mumuntu ongasekho bangatleyima nabo.

Umqatjhi kufanele atlolise abasebenzi bakhe ku-UIF nabathoma ukusebenza ngemva kokuqatjhi kwabo. Umqatjhi godu kulindleleke ukuthi abe nemali ayiphosela esikhwameni se-UIF qobe nyanga -i-1% edoswa emrholweni womsebenzi ngamunye, bese kuthi enye i-1% ifakwe mqatjhi.

Nasele iyoke imali ephoselwa esikhwameni se-UIF iyi-2% yomrholo womsebenzi ngamunye.

Kunabanye abasebenzi ekunganasidingo sokubhadala i-UIF; hlangana nabo kubalwa nabasebenzi abasebenza isikhathi esingaphasi kwama-awa ama-24 ngenyanga; abanikazi bamabhizinisi abaphethe amabhizinisi babodwa (abangakhanganyeli nabanye); abasebenzi abarhola ikhomitjhini kwaphela; amalunga wepalamende nawekhabinethi; abongqongqotjhe kunye namakhansela kamasipaladi.

Ukutleyima Ku-UIF

Nawulahlekelwa msebenzi, ungatleyima ku-UIF kobanyana uzokuthola imali ye-UIF.

Imali ebhadelwa yi-UIF ibalwa ngokusebenzisa izinga lesilinganiso somrholo, elihlangana kwama-38% nama-60% womrholo wakho emalangenini wokuthoma abhadelelwako ama-238, bese kuba silinganiso esilinganako somuntu woke sama-20% ukusukela emalangenini ama-239 ukuyokufika kama-365.

Abantu abarhola kancani bathola iphesente eliphezulu.

Kesinye nesinye isiqhenyana samalanga amane asetjenziweko, umuntu unikelwa ilanga linye



lokubhadelwa – lokhu-ke kulawulwa kukuthi umuntu angeze adulla emalangenini abhadelwa yi-UIF ama-365.

Ukulungela ukuthola amalanga wokubhadelwa aphakeme kinawo woke, kufanele ibe usebenze ngaphandle kokuqintelisa njengomsebenzi ophosela imali ku-UIF, ubuncani bakhona iminyaka emine, ngaphambi kokufaka isibawo sokusizwa yi-UIF.

Isibawo sokusizwa yi-UIF kufuze senziwe kungakapheli iinyanga ezili-12 ulahlekelwe msebenzi, kanti-ke imali ozakubhadelwa yona yi-UIF ithoma ukubhadelwa ngemva kokuphuma kwakho emsebenzini.

Imali oyibhadelwa yi-UIF uyibhadelwa kwaphela nayibe umqatjhi wakho nguye okuqatjhi-leko namkha nayibe ikontragakho yomsebenzi iphelile. Awutholi litho lokha uzithokozele umsebenzi, ngaphandle kokuthi uthokoze ngokukatelelwa bujamo obumbi obenziwe baqatjhi bakho ngabomu bafuna ukuthi uzikhambele.

Izenzelwa Zelifu Yokuyokubhebhula

Ukuthi ukghone ukutleyima

nawuthatha amalanga wokuyokubhebhula kufuze bona ubuncani bakhona ube neemveke ezili-13 usebenza, ngaphambi kobana ungafaka itleyimu yamalanga wokuyokubhebhula.

Kufuze godu ufake isibawo sezenzelwa zokubhebhula ngaphambi kobana umntwanakho abelethwe namkha kungakapheli iinyanga ezili-12 umntwana abelethiwe.

Ungafaka itleyimu ye-UIF kwaphela nayibe awutholi umrholwakho ophelileko. Izenzelwa zokubhebhula azidluli emalangenini ali-121 zibhadelwa; lapha-ke kubalwa nokubuya endleleni kunye nokubeletha umntwana othulileko.

Izenzelwa Zelifu Yokugula

Ukuthi ukghone ukutleyimela izenzelwa zokugula kufuze ufake isibawo kungakapheli iinyanga ezili-12 ungasebenzi ngenca yokugula. Izenzelwa zokugula zibhadelwa ukusukela ngelanga ogcine ukusebenza ngalo.

Isitifiked i samagulo kufuze sithunyelwe ku-UIF, kanti-ke izenzelwa zamagulo zibhadelwa kwaphela emagulweni athatha amalanga angaphezulu kalikhomba.

Izenzelwa Zelifu Yokumbelekela

Ukuthi ukghone ukutleyima izenzelwa zelifu yokwenza amalungiselelo wokuthola umntwana ongasiwakho umenze wakho / ukumbelekela, umntwana otholwako kufuze abe ngaphasi kweminyaka emibili ubudala, kanti-ke kufuze ufake isibawo sezenzelwa zokuthola umntwana ongasiwakho kungakapheli iinyanga ezili-12 umntwana ukhutjhiwe.

Mbelethi munye kwaphela kilabo abambelekelako ovunyelwe ukufaka isibawo sezenzelwa, ezibhadelwa ukusukela ngelanga ikhotho ekhuphe ngalo umlayelo wokutholwa komntwana namkha wokumbelekela.

Amalanga welifu athathelwa ukuthola umntwana ongasiwakho abe ngowakho / wokumbelekela kufuze asetjenziselwe ukutjheja umntwana loyo.

Izenzelwa Zabondliwa

Umlingani oseleko namkha umhlaliseni wasafuthi oseleko angafaka isibawo sezenzelwa kungakapheli iinyanga ezili-18 kubhubhe umuntu obekaphosela ku-UIF. Nayibe akenzi njalo kungakapheli iinyanga ezili-12, umntwana ongumondliwa angafaka isibawo sezenzelwa. Umntwana ongumondliwa-ke yena unikelwa isikhathi esiziinyanga ezisithandathu namalanga ali-14 ukuthi afake isibawo.

Nanyana ngimuphi umntwana womuntu obhubhileko obekalilunga le-UIF ohlangana kweminyaka ema-21 nama-25 ngesikhathi kubhubha lelolunga ebeliphosela ku-UIF, naye angakulungela ukuthola izenzelwa namkha imali. Umntwana loyo-ke nokho kufuze bona abe mfundi, begodu kufuze ukuthi bekathembele kilomuntu obhubhileko ngokondliwa ngokupheleleko. **U**

Bewusazi Na?

- I-UIF iyincenye yehlelo likarhulumente lokubonelela umphakathi begodu lisiza kwesikhathjha labo abaphosela imali esikhwameni setjhorensi le abangakghoniko ukusebenza.

Ukukhwabanisa

- Uzabe uyakhwabanisa nakufumaniseka ukuthi solo uthola izenzelwa ze-UIF ibe kanti sewubuyele emsebenzini. I-UIF izababopha abatholakala bakhwabanisa.
- Musa ukufaka amatleyimu anobukhwabanisi. Imininingwana ephethwe yi-UIF iyafana nephethwe mqatjhi begodu yoke iminingwana iyahlolwa ukuthi ngeyamambala nokuthi ayinabukhwabanisi na.
- Bikela nanyana ngiliphi i-ofisi lomNyango wezabaSebenzi ngananyana ngimuphi umqatjhi omsola ukuthi akakhambisani nomthetho nemibandela ye-UIF.

Eminye iminingwana nge-UIF ungayithola ngokuvakatjhele iziko lezabasebenzi eliseduze nawe, namkha ufowunele iziko lelwazi enomborweni ethi: 012 337 1680 namkha ufowunele inomboro yasimahla ethi: 0800 843 843 namkha uvakatjhele ubunzinzolwazi bomNyango wezabaSebenzi ku: www.labour.gov.za.