

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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Linkcukacha ezigcweleyo nge-UIF

Ukuba ubulilungu leNgxowa-mali ye-Inshorensi yabangasaSebenziyo (i-UIF), ixesha elithile, unelungelo lokufaka isicelo sokufuna imali ye-UIF xa uthe waphelwa ngumsebenzi okanye wathi wawuyeka umsebenzi ngenxa yempilo okanye uthathe ikhefu lokuya kubeleka okanye lokwenza amalungiselelo okufaka isicelo sokunikwa igunya ngokomthetho lokuba uthathe umntwana ongengowakho umkhulise njengokwakho.

Abantu abebexhomekeke emntwini othe wasweleka nabo bangasifaka isicelo sokufumana imali ye-UIF.

Umqeshi kufuneka abhalise abasebenzi bakhe kwi-UIF ngoko nangoko ukuqala kwabo ukusebenza. Ngokomthetho kunyanzelekile ukuba babhatala imali ye-UIF rhoqo ngenyanga - i-1% itsalwa kumvuzo womsebenzi ize enye i-1% ibhatalwe ngumqeshi.

Iyonke imali ye-UIF etsalwa emvuzweni womsebenzi yi-2%.

Abanye abasebenzi abanyanzelekanga ukuba babhatala imali ye-UIF: aba baquka abo basebenza ixesha elingaphantsi kweeyure ezingama-24 ngenyanga, umntu ongumnikazi weshishini eyedwa; abasebenzi ababhatalwa xa begqibe ukwenza loo msebenzi bawunikiweyo ngelo xesha, amalungu epalamente, ikhabhinethi, abaphathiswa kunye nooceba bomasipala.

Ukufaka isicelo semali ye-UIF

Ukuba uphelelwe ngumsebenzi, ungafaka ibango lemali yabantu abangasebenziyo kwi-UIF.

Imali ebhatalwa yi-UIF ixhomekeka kwipesenti ebalwa ngokomvuzo. Le pesenti iphakathi kwe-35% ne-60% yomvuzo wakho kwiintsuku zokuqala ezingama-238 ulilungu le-UIF ize ibe yi-20% elingana kumntu wonke ukusuka kwiintsuku ezingama-239 ukuya kwezingama-365.

Abantu abamkela imivuzo ephantsi bafumana ipesenti ethe xhaxhe.

Kwiintsuku ezine umntu azibenzileyo ufumana usuku olunye - kodwa ezi ntsuku kufuneka zi-



ngadluli kwezingama-365.

Ukuze ubesengelweni lokuzamkelela zonke iintsuku ze-UIF, kufuneka ube kanti usebenze ngokungenasiqabu, ubhatala imali ye-UIF, isithuba esiyiminyaka emine phambi kokuba ufake isicelo semali ye-UIF.

Isicelo semali ye-UIF kufuneka sifakwe zingekapheli iinyanga ezili-12 emva kokuba ubani ephelwe ngumsebenzi futhi imali ye-UIF kufanele ukuba ibhatalwe ukusuka kulo mhla waphelwa ngawo ngumsebenzi.

Imali ye-UIF kufuneka ibhatalwe xa umqeshi wakho ethe wakugxotha okanye isivumelwano sakho sengqesho siye saphela. Xa uthe wawulahla ngokwakho umsebenzi awuyibhatalwa imali ye-UIF, ngaphandle kokuba ulahle emsebenzini ngenxa yeemeko ebezinganyamezeleki emsebenzini.

Imali ye-UIF yomntu othathe ikhefu lokuya kubeleka

Xa ufuna ukufaka isicelo semali ye-UIF ukwikhhefu lokuya kubeleka kufanele ube kanti ubusebenza isithuba esiziveki ezili-13

ubuncinane phambi komhla wokufaka isicelo.

Kufuneka ufake isicelo sezibonelelo zokukhulelwa phambi kokuba umntwana azalwe okanye singekapheli isithuba esizinyanga ezili-12 ezelwe.

Ungasifaka isicelo semali ye-UIF ukuba awuwufumani wonke umvuzo wakho. Imali ye-UIF ebhatalwa ikhefu lokuya kubeleka ayidluli kwiintsuku ezingama-121, kuquka abo bathe baphunyelwa sisisu okanye abantwana babo bathe babelekwa sele bengasekho.

Imali ye-UIF yempilo engentlanga

Xa ufaka ibango lemali ye-UIF ngenxa yempilo engentlanga kufuneka ulifake singaphelanga isithuba seenyanga ezili-12 ungasebenzi ngenxa yempilo engentlanga. Imali ebhatalwa ukusuka ngomhla owayeka ngawo ukusebenza.

Ileta kagqirha kufuneka ifakwe kwii-ofisi ze-UIF, imali yona ibhatalwa umntu onesigulo esithatha ixesha elingaphezulu kwiintsuku ezisixhenxe.

Imali ye-UIF yekhefu lokwenza amalungiselelo okuthatha umntwana ongengowakho umkhulise njengowakho

Ukuze umntu akwazi ukufaka ibango lekhefu lokwenza amalungiselelo okuthatha umntwana ongengowakho umkhulise njengowakho kufuneka umntwana lowo abeneminyaka engaphantsi kwemibini ubudala kwaye kufuneka isicelo usifake zingaphelanga iinyanga ezili-12 emva kokuba umntwana umthathe sikhutshiwe yinkundla.

Mnye umzali onelungelo lokuyifumana imali elolu hlobo, efanele ukuba ibhatalwe ukusuka kumhla inkundla ekhupha ngayo isigunyaziso sokuba umntwana lowo angathathwa.

Elo khefu kufuneka lichithwe kusenziwa izinto eziza kuba luncedo kulo mntwana.

Imali yabantu abangabaxhomekeki

Iqabane elisaphilayo okanye umntu ebekuhlalwa naye isigxina angafaka isicelo sale mali zingekapheli iinyanga ezili-18 emva kokuba umntu lowo ebebhatala imali ye-UIF eswelekile. Ukuba akasifaki kwesi sithuba seenyanga ezili-12, umntwana ebexhomekeke kumfi angasifaka isicelo sale mali. Umntwana yena unexesha elizinyanga ezintandathu neentsuku ezili-14 zokuba afake isicelo.

Nawuphi na umntwana womfi oneminyaka yobudala ephakathi kwengama-21 nengama-25, ngomhla asweleka ngayo lo mntu ebebhatala imali ye-UIF, nabo anganalo ilungelo lokufaka isicelo sale mali ye-UIF. Umntwana lowo kufuneka abe kanti usafunda kwaye ebexhomekeke kumfi ngayo yonke into. **U**

Ubusazi na?

- I-UIF iyinxalenye yesibonelelo sezenflalo sikarhulumente futhi inceda abo bangasebenziyo bebengamalungu e-UIF njengengeniso yethutyana yokubambisa.

Ubuqhetseba

- Uya kube wenza ubuqhetseba ukuba uyaqhubeleka ufumana imali ye-UIF nangoku sele uwufumene umsebenzi. I-UIF iyabatshutshisa abo benza ubuqhetseba.
- Ungazifaki izicelo zobuqhetseba. Iinkcukacha ezikwiikhompyutha ze-UIF ziyahambelana nezozabaqashi kwaye zonke iinkcukacha ziyaqinisekiswa kujongwa ubunyani bazo.
- Wonke umqashi okrokreleka ukuba izinto akazenzi ngokwemithetho ye-UIF mxele kuyo nayiphi na i-ofisi yeSebe lezabaSebenzi.

Xa ufuna iinkcukacha ezithe vetshe nge-UIF, yiya kwiziko lezabasebenzi elikufutshane nawe, tsalela umnxeba iziko lemibuzo kule nombolo: (012) 337 1680 okanye inombolo engahlawulelwayo ethi: 0800 843 843, okanye uye kwiwebhusayithi yeSebe lezabaSebenzi ethi: www.labour.gov.za.