

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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Konke okumele ukwazi nge-UIF



Uma ungumuntu obekhokhela isikhwama somshwalense Wabantu Abaphelele Ngumsebenzi (i-UIF), isikhathi esithile esibekiwe, unelungelo lokufaka isicelo somhlomulo womholo ovela kulesi sikhwama uma kwenzeka uphelelwa ngumsebenzi, noma uma ukwazi ukusebenza ngenxa yokugula noma uma uthatha ilivu yokubeletha noma ilivu yokuthatha ngokusemthethweni umntwana ongamzali umenze owakho.

Abantu ababondliwa ngumufi obeyilungu ebelikhokhela isikhwama se-UIF nabo banelungelo lokufaka izicelo zomhlomulo we-UIF.

Umqashi kudingeka ukuthi abhalise abasebenzi bakhe ku-UIF ngokushesha emva kokuba beqalile ukumsebenzela. Futhi kuyadingeka ukuthi bakhokhe imali ye-UIF – okuyi-1% edonswa emholweni wesisebenzi kanye ne-1% ngaphezulu efa-kwa ngumqashi – esikhwameni se-UIF njalo ngenyanga.

Imali ephelele ekhokhelwa i-UIF yi-2% yomholo wesisebenzi.

Kunabasebenzi okungadi-

ngokile ukuthi bakhokhele i-UIF, kubandakanya nalabo abasebenza isikhathi esingaphansi kwamahora angama-24 ngenyanga; umnikazi webhizinisi okunguyena yedwa umnikazi walelo bhizinisi; abasebenzi abathola ikhomishini kuphela; kanye namalungu ephalamende, ekhabhinethi, ongqongqoshe kanye namakhansela omasipala.

Ukufaka isicelo somhlomulo we-UIF

Uma uphelelwa ngumsebenzi, ungafaka isicelo somhlomulo wabantu abaphelele ngumsebenzi ku-UIF.

Imali ekhishwa yi-UIF ibalwa ngokwephesenti lomholo, elisukela kuma-38% kuya kuma-60% omholo wakho ngezinsuku zokuqala ezingama-238 kanye nephesenti elifanayo kumuntu wonke elingama-20% kusukela ezinsukwini ezingama-239 kuya ezinsukwini ezingama-365.

Abasebenzi abahola umholo ophansi bathola iphesenti eliphakeme.

Kulezo nalezo zinsuku ezinezisetshenziwe, isisebenzi sithola usuku olulodwa olukhokhelwa yi-UIF – kodwa lezi zinsuku kufanele zingedluli ezinsukwini ezingama-365.

Ukuze ukwazi ukuthola izinsuku ezikhokhelwa yi-UIF eziphelele, kumele ube ngumuntu osesebenze ngokuqhubekayo okungenani isikhathi esiyiminyaka emine obekhokhela i-UIF ngaphambi kokufaka isicelo somhlomulo.

Isicelo semihlomulo ye-UIF kumele sifakwe zingakapheli izinyanga eziyi-12 emva kokuba uphelelwe ngumsebenzi futhi uzokhokhelwa imihlomulo kusukela ngosuku ophelwe ngalo ngumsebenzi.

Imihlomulo uzokhokhelwa yona kuphela uma umqashi wakho ekudiliza emsebenzini noma uma kuphela isikhathi senkontileka yakho. Awukho umhlomulo ozokhokhelwa wona uma wesula emsebenzini, ngaphandle uma uphelelwe ngumsebenzi ngenxa yokuguqulwa kwezimo zomsebenzi owenzayo ngenhloso yokukuphoqelela ukuthi wesule emsebenzini.

Umhlomulo wokubeletha

Ukuze ukwazi ukufaka isicelo somhlomulo we-UIF, ngenkathi uselivini yokubeletha kumele ube ngumuntu osesebenze okungenani amaviki ayi-13 ngaphambi kosuku lokufaka isicelo.

Futhi isicelo semihlomulo

yokubeletha kumele usifake ngaphambi kokubeletha noma kungakapheli izinyanga eziyi-12 emva kokubeletha.

Uvumeleke ukufaka isicelo se-UIF kuphela uma ungatholi umholo wakho ophela. Imihlomulo yokubeletha uzokhokhelwa yona isikhathi esingafinyelela ezinsukwini eziyi-121, futhi lokhu kubandakanya ukuphuphunyelwa yisisu nokuzalwa komntwana eseshonile.

Umhlomulo wokugula

Ukuze ukwazi ukufaka isicelo somhlomulo wokugula kumele lokho ukwenze kungakapheli izinyanga eziyi-12 emva kokuyeka kwakho emsebenzini ngenxa yokugula. Umhlomulo uzokhokhelwa wona kusukela ngosuku ogcine ngalo ukusebenza.

Kumele uthumele incwadi kadokotela ku-UIF futhi imihlomulo uzokhokhelwa yona kuphela uma usugule isikhathi esingaphezu kwezinsuku eziyisikhombisa.

Umhlomulo wokuthatha ngokusemthethweni umntwana ongamzali umenze owakho

Ukuze ukwazi ukuthola umhlomulo wokuthatha ngokusemthethweni umntwana ongamzali umenze owakho lowo mntwana omthathayo kumele abe neminyaka yobudala engaphansi kwemibili futhi kumele ufake isicelo somhlomulo kungakapheli isikhathi esiyizinyanga eziyi-12 emva kokukhishwa komyalelo okuvumela ukuthi uthathe umntwana ngokusemthethweni.

Ngumzali oyedwa kuphela kulabo abathatha umntwana onelungelo lokufaka isicelo somhlomulo, okuwumhlomulo ozokhokhwa kusukela ngosuku inkantolo ehlinzeke ngalo ngomyalelo wokuthatha ngokusemthethweni umntwana ongamzali umenze owakho.

Ilivu yokuthatha umntwana kumele kube yilivu esetshenziselwe ukunakekela ingane.

Umhlomulo wabantu ababondliwa ngumufi

Unkosikazi/umyeni kamufi noma umasihlalisane kamufi uvumelekile ukufaka isicelo semihlomulo kungakapheli izinyanga eziyi-18 kusukela ngosuku okushone ngalo ilungu lwesikhwama. Uma bengakwenzi lokho kuze kuphele izinyanga eziyi-12, ingane ebiyondliwa ngumufi ingasifaka isicelo. Ingane inikezwa isikhathi esiyizinyanga eziyisithupha nezinsuku eziyi-14 ukufaka isicelo.

Noma iyiphi ingane kamufi ebineminyaka yobudala ephakathi kwama-21 nama-25 ngenkathi kushona umufi nayo inelungelo lokuthola umhlomulo. Inganeleyokumeleibengumfundi futhi kumele kube yingane ebiyondliwa ngumufi futhi ethembele kuyena ngokuphelele. **V**

Uthi bewazi nje?

- I-UIF iyinxenye yohlelo lwezibonelelo lukahulumeni futhi ihlinzeka ngosizo lwezimali lwesikhashana kulawo malungu esikhwama angakwazi ukusebenza.

Ukukhwanisa

- Uma wamukela imihlomulo ye-UIF nakuba usubuyele emsebenzini lokho kuyisenzo sokukhwanisa. I-UIF izobashushisa abakhwanisi.
- Ungalokothi ufake izicelo ezihambisana nokukhwanisa nenkohliso. Isizindalwazi se-UIF sixhumene nesabaqashi futhi iyahlolwa iminingwane ukuze kuqinisekise ukuthi iyiqiniso noma cha.
- Bikela noma yiliphi ihhovisi loMnyango Wezabasebenzi mayelana nanoma yimuphi umqashi ongayithobeli imithetho ye-UIF.

Ukuze uthole ulwazi oluthe xaxa mayelana ne-UIF, vakashela isizinda sezabasebenzi esiseduze nawe, noma ushayele isizinda sezingcingo kule nombolo: (012) 337 1680 noma inombolo yamahhala ethi: 0800 843 843, noma uvakashele iwebhusayithi yoMnyango Wezabasebenzi ku-www.labour.gov.za.