



Kutfufukiswa Kwalabamnyama Ngekwetemnotfo ngulokufanele ekukhuliseni umnotfo

Ngenyanga kaMabasa kulonyaka, kube nekutsengiselana lokuyinchophamlandvo lokumayelana nekutfufukiswa kabanti kwalabamnyama ngekwetemnotfo lokuphotfulwe eMphumalanga Kapa lokwente ncono kakhulu kutimbandzanya kwemabhizinisi la-phetfwe bomake labamnyama kumkhakha wetemandla.

Sikhumulo semafutsa etimoto lasamanti lamanyenti lesiphethfwe baka-BP Southern Africa e-East London sitsengiselwe i-Wasaa, lokuyinkampani letimele lekhicita emakhemikhali aphethiloli. Wasaa utfole yonkhe imphahla lesuswako yalesikhungo kanye nemashezi e-20% kumaphayiphi lahambisa amafutsa.

Umbiko wanga-2020 we-Khomishini Yekutfufukiswa Kabanti Kwalabamnyama Ngekwetemnotfo ukhombisa kutsi imikhakha leminyenti yetemnotfo isilela emuva nge-migomo yebunikati babomake labamnyama, lokutfolakala kwalokutsengiselana yinkampani yemafutsa etimoto lamanti lephetswe umake lomnyama kuyintfutuko le-yinchophamlandvo.

Kufaka ligalelo kumtamo wetfu wavelonkhe wekulungisa kungalingani kanye nekucinisekisa kutsi kunekutimbandzakanya lokuvakalako kumnotfo walelive kwebantfu balelive labanyenti.

Kungasikudzala kangakanani, ngimemetele kucokwa kweMkhandlu Wekweluleka Ngekwetemnotfo Kabanti Ngekwetemnotfo Kwebantfu Labamnyama, lowakhiwa nguhulumende, ngemabhizinisi, basebenti, kanye nalabanye labatsintsekako. Wasungulelwa kutsi uhole embili umkhan- khaso wekuletsa tingucuko kutemnotfo.

Lomkhandlu uvela kumbiko weKhomishini ye-BEE le-yawukhipha wanga-2001.

Lombiko wasuselwa kusifundvolucwaningo lolubanti lolumayelana nemumo wemnotfo waseNingizimu Afrika, nekutsi yini loko lebekudzingekile kute kuguculwa umnotfo, kukhuliswe emabhizinisi alabamnyama, kucinisekisa kutsi kunelulawulo lolukhulu kanye nebunikati bemabhizinisi, kanye nekufaka bomake labamnyama kumkhakha lomkhulu wemnotfo.

Kulomnyaka lotako, kutawube sekuphele iminyakalishumi lemibili kusukela Umtsetfo Wekwetemnotfo Kabanti Kwebantfu Labamnyama Ngekwetemnotfo (i-B-BBEE) – lokunguwo lowasungula lomkhandlu – waphasiswa.

Kutinikela kwetfu ekugcileni nasekujuliseni kutfufukiswa kwetemnotfo ngeke kunyakatiswe lutfo. Kungaleso sizatfu kutsi kutfufukiswa ngekwetemnotfo kuyincenye lehlange nekwakha kabusha temnotfo wetfu kanye nekuvuseleleka kabusha ngemuva kwekuvuka kulolubhubhane lwe-COVID-19.

Loku ngulokunye kweticinisekiso lengatisho kuMkhandlu Wemabhizinisi aLabamnyama ekucaleni kwalenyanga lephelile, lapho sacocisana khona ngesimo se-B-BBEE kulelive, inchubekelebili leseiyentiwe nekutsi yini loko lekumele kutsi sikwente ngekuhlanganyela kute sakheni loko lesitakuzuza.

Nanome kube nenchubekelebili lemcola kuleminyakalishumi lemibili leyengcile, kunetindzawo letitsite lapho kube nekubuyela emuva. Sibuyele emuva mayelana nekwardzisa lulawulo lwalabamnyama, kutfufukiswa kwemakhono, kugcilisa kutfufukiswa kwemabhizinisi kanye nekwengeta kutsengwa kute kunikwe bomake labamnyama emafuba kanye nelusha.

Hulumende welubandlululo wakha ngemabomu umnotfo

longekho esimeni lesihle lowawakhiwe ngendlela yekutsi kuzuze kuphela bantfu labamhlophe. Linyenti lebantfu baseNingizimu Afrika lakhishelwa eceleni kumnotfo lomkhulu, ngekutsi bosomabhizinisi labamnyama bangena kuphela etimbonini tekutse- ngisa letincane emalokishini.

Ekupheleni kwelubandlululo, tinkampani talabamnyama letibhalisiwe ku-JSE betingephasi kweliphesenti linye. Lenombolo ayikabincono kuleminyaka lengema-28 leyengcile.

Ngesikhatsi lesifanako, kube khona tihlongoto temkhakha wangasese letibalulekile kanye netinyatselo letentiwe ngumbuso kwenta kutsi kube nenchubo lenkhulu nalenengi yekutimbandzakanya ngalokuphatsekako kwebantfu labamnyama kutemnotfo.

Emkhatsini wa-2017 na-2020, cishe tivumelwane tekutfufukiswa letinge-500 tangeniswa kutsi tibhalisiwe kuKhomishini ye-B-BBEE. Kumikhakha lemcola lefanana neyewakha, yetindlu, lwatiso nebuchwephe- she betekuchumana, tekuvakasha netekutfutsa, bunikati bebantfu labamnyama bengce imigomo lebeyihlosiwe.

Ingucuko kutemnotfo kanye nekukhula kutemnotfo kwetfungene kutselelana emanti. Lokunye ngeke kube khona ngaphandle kwalokunye.

Ngekuhlanganisa tetingucuko kutsi tibe yinchubo yetimboni, sitfutukisa kakhulu indlela yekukhula kwemnotfo lokufaka wonkhe wonkhe kube nekwabelana, kunekutsi umcebo ugcile endzaweni yinye.

Litiko Letekuhweba, Timboni Nekuchudzelana (i-DTIC) lichuba lenjongo ngekusebentisa tihlelo letahlukahlu- kene. Lisebentisa luhlelo lwekwesekela emabhizinisi lase- malokishini, kuceshwa lokuphatselele ngekutfumela umkhicito ngephandle kulelive

lokwentwa Ikorporasi Yetekutfufukiswa Tetimboni (i-IDC) kumabhizinisi alabamnyama, abomake newelusha, kanye nekwardzisa tabelomali teta- khiwonchanti kuma-SMME eTindzaweni Tekuhweba Nekuchuba Ibhizinisi ngekulan- dzela imitsetfosimiso lehlukile eTshwane.

Ngekusebentisa emasu la- makhulu emikhakha sichuba kutsi kugcilwe endzaweni yemango letakwenta kutsi emabhizinisi ebantfu la- bamnyama azuze. Sibonelo, kusungulwe bafuyi beti- nkukhu laba-10 labamnyama ngelutjalomali lwetigidzi letinge-R336 njengencenye yelisu lelikhulu letinkhukhu. Hulumente uphindze futsi wetfula inethiwekhi yalaba- mnyama labatsengisela emave angephandle latawuchumanisa emabhizinisi alabamnyama mayelana nekudla, nemikhicito yebunjiniyela, tincenye tetimoto, imikhicito yekutenta muhle kanye naleminyenti imikhakha yemnotfo.

Njengencenye yemkhan- khaso wetfu wekudala bosotimboni labamnyama labasha, kulomnyaka lo- phelile hulumente uvume tigidzigidzi leti-R2.5 ekuse- keleni lokusha bosotimboni labamnyama labalinganiselwa ku-180 ngemalimboleko le- khishwe yi-IDC neSikhwama Savelonkhe Sekutfufukisa (i-NEF) kanye sibonelelomalile- sivele kusikimi sesikhutsati saka-DTIC. Kuleminyaka lemitsatfu letako kukhona futsi letinye tigidzigidzi letinge-R21 letetsenjisiwe yi-IDC, yi-NEF kanye naletinye tikhungo kute kwesekelwe bosotimboni labamnyama. Kukhona futsi tigidzigidzi letinge-R25 letenge- tiwe letetsenjisiwe tekwesekela tinkampani talabamnyama, tabomake, lusha kanye nete- basebenti.

Kuyacaca kutsi kusafanele kutsi kwentiwe umsebenti

lomkhulu kute kulungiswe tinsayeya letinyenti emabhi- zisini alabamnyama labukene nato. Loku kufaka ekhatsi bulukhuni bekufinyelela ku- tfole imali yekucala ibhizinisi kanye neyekuyikhulisa kanye nekutsi ema-SMME atfole emamakethe emikhicito yawo. Emabhizinisi abomake laba- mnyama, ikakhulu ahlanga- betana nebulukhuni kutivu- melwane letinkhulu tekutse- ngiselana.

Kubhidlita lomjikeleto weku- bete intfutuko ngekusebentisa kutfufukiswa kwalabamnyama akusiko kuphela sento lesikhombisa kwenta lokufa- nele; kuphindze futsi kwente ingcondvo levakalako yebhi- zisini.

Lokukhishelwa ngephandle lokuchubekako kwelinyenti lebantfu labamnyama ku- mnotfo lomkhulu kukhinya- beta kukhula kutemnotfo, eku- gcineni kuba nemtselela kuyo yonkhe ibhizinisi. Kwengeta sisekelo setebhizinisi salelive kumcola kakhulu ekutseni kube nekukhula kwemnotfo.

Sinesibopho sekwabelana kutsi sichube umtamo weku- gcizelela i-B-BBEE ngobe ima- yelana nekususa kungali- ngani. Iminotfo lengalingani idala kutsi kube nemimango lengalingani, nekutsi imimango lengalingani ayikhuli futsi ayichumi.

Hhayi kutsi akukalungi kuphela, kodvwa kuphindze futsi kungabi nekusimama, kugcina tihlaka tebukhucini nekulawula kube setandleni kakhulu talabamhlophe nome talabadvuna.

Kahle hle, kuko konkhe, ngabantfu baseNingizimu Afrika labangebatsengi beku- cala balemikhicito naletinsita. Loku kufanele kutsi kubona- kale kunekwehlukahlukana ekucasheni nasetentweni tekulawula, kubunikati nase- kutsengeni imphahla.

Kutfufukiswa kabanti kwa- labamnyama ngekwetemnotfo kutawufezekiswa kuphela nge- kutsi kubambisanwe kanye nekwabelana ngekutinikela kutsi kwentiwe tingucuko.

Kucokwa kweMkhandlu lomusha we-B-BBEE kutasisita kutsi sengete iminye yeku- tfulukiswa kabanti kwebantfu labamnyama kutemnotfo. Ngicela emabhizinisi, base- benti kanye netimboni kutsi tisebentisane nalomkhandlu njengaloku wenta lomsebenti lomcola nakangaka.

Kuhushula sisu lokuphephile nalokusemtsetfweni kumahhala

Allison Cooper

Asikho sizatfu sekutsi bomake basebentise imitfolamphilo lengekho emtsetfweni nendlela lengakaphephi nangabe bafuna kuhushula sisu.

Loku kushiwo Lisekela leNdvuna Yetemphilo, Dkt. Sibongiseni Dhlo, lochaza kutsi, ngekwe-
mtsetfo, bonkhe bomake banelilungelo lekuhushula tisu, mahhala, emtfolamphilo wahulumende nome esibhedlela sahumende ngesikhatsi semaviki ekucala la-12.

“Kusivisa buhlungu tsine njengebaholi bahulumende kubona bantfu bakitsi bayekela tinsita tetemphilo letiphephile netamahhala, akukhatsalekile kutsi bakwenta ngasiphi sizatfu loko, bahambe bayewusebentisa imali yabo yekugcina labete nanayo bayewukhokhela umntfu lotawubeka imphilo yabo ebungotini. Kute sizatfu lesinebulungiswa lesingenta bomake kutsi balungise kukhulelwa lokungakahlelwa ngekusebentisa indlela lengekho emtsetfweni nalengakaphephi yekuhushula leso sisu ngobe sonkhe siyawenta emaphutsa. Kuhushula sisu lokungekho emtsetfweni akusiyo imphendvulo,” kusho Dkt. Dhlo.

Litiko Letemphilo linesitsetjentswa tetemphilo letinge-346 letisita ngekuhushula tisu ngendlela



lephiphile, kwengeta yena. Letisetjentswa tetemphilo titfolakala eMphumalanga Kapa (46), eFreyistata (16) eGauteng (25), KwaZulu-Natal (56), eLimpopo (54), eMpumalanga (27), eNyakatfo Kapa (6) eNyakatfo Nshonalana (26) naseNshonalanga Kapa (90)

Tinkinga tekuhushula sisu ngalokungekho emtsetfweni

Libambela Lemcondzisi Wetabomake Nebantfwana Nemphilo Yabomake eLitikweni Letemphilo KwaZulu-Natal, Phalandwa Muthuphei, utsi bomake bangahlanga-

betana netinkinga letinyenti nabahushula tisu emtfolamphilo wekuhushula tisu longekho emtsetfweni.

“Tinkinga tamasinyane tifaka ekhatsi kopha kakhulu, kudzabuka kwemlomo wesibeletfo, konakala kakhulu kwetitfo tangasese kanye nesisu, kutseleleka ngelufu ngekhati esiswini kanye nekungenwa ngushevu kwengati.

“Ngekuhamba kwe-sikhatsi, bomake bangahlangabetana nekwenyuka kancane kwebungoti bekungakhulelwa, kukhulelwa lokwenteka eshubhini lesibeletfo, konakalelwa sisu nome kutfolo umntfwana sikhatsi sisengakafiki nome kufa,” kusho Muthuphei.

“Bomake bangaphindza futsi babe netinkinga temoya ngenca yekuhushula sisu lokungekho emtsetfweni nalokungakaphephi, lokufaka ekhatsi kudzinwa kwangemuva kwaleso sento, kuba phasi emoyeni, kanye netinkinga tebudlelwane emkhatsini webantfu labaphilisana

nabo.

“Kuhushula sisu lokungakaphephi kungaholela futsi kumtselela wetenhlalomnotfo lomubi kubomake, kubantfwana, emindenini kanye nase-mimangweni,” kwengeta yena njalo.

Tindlela tekuhushula sisu ngalokusemtsetfweni

Muthuphei utsi bomake labafisa kuhushula tisu banendlela lephiphile futsi yamahhala kutsi bangakwenta loko emtfolamphilo nasetibhedlela.

“Kutikhetsela tindlela kufanele kutsi kube khona, tonkhe leto tindlela kufanele kutsi tentiwe ngudokotela locelesiwe nalonesipiliyoni nome kwentiwe ngumhlengikati loyincweti,” kwengeta yena.

Letindlela tingaba tekuhushula sisu ngekweleshwa nome ngekuhlindvwa, kuya ngekutsi sesinesikhatsi lesingakanani leso sisu salowo make.

Indlela yekweleshwa, ifaka ekhatsi kunatsa emasethi lamabili emaphilisi ekuhushula sisu, lokuyintfo lengentiwa sisu sidzimate sibe nemaviki layimfica sikhona.

“Leso sigulane sitawubese-ke sihushula lowo mbungu ekhaya hhayi emtfolamphilo nome esibhedlela,” kusho Muthuphei.

Kuhushula sisu ngekuhlindvwa kwentiwa ngumhlengikati lobhali-siwe (sisu nasesinemaviki lasa-12) nome kwentiwe ngudokotela (kusukela sisu nasesinemaviki la-12 kuya kulange-20).

Ngekulandzela Umtsetfo

Wekutikhetsela Kuhushula Sisu (Umtsetfo Nombolo 92 wanga-1996), kuhushula sisu kungentiwa kusukela sisu nasesinemaviki la-13 kuya kulange-20 nangabe dokotela, ngemuva kwekubonisana nalowo make lotetfwele, akholwa kutsi:

- Kuchubeka nekukhulelwa kutawuba nebungoti bekulimala kwalo-make emtimbeni nome engcondvweni.
- Kunebungoti lobukhulu bekutsi lombungu utawulimala kakhulu emtimbeni nome ungabi nengcondvo lephelele kahle.
- Lokukhulelwa kungenca yekugagadlwa nome kulala nesihlobo sengati.
- Kuchubeka nekukhulelwa kutawuba nemtselela lomubi kakhulu kutimo temnotfo nome tenhlalo talomake lotetfwele.

Kuhushulwa kwesisu kungentiwa futsi ngemuva kwemaviki lange-20 nangabe dokotela, ngemuva kwekubonisana nembele-kisi lobhalisiwe, akholelwa ekutseni kuchubeka nekukhulelwa kutawufaka engotini imphilo yamake lotetfwele, kuholele ekonakaleni lokukhulu kwembungu nome kube nebungoti nome kulimala kwembungu.

Ngekusho kweMtssetfo, bonkhe bomake, ngisho nome ngabe bancane bangephasi kweminyaka le-18, banelilungelo lekuhushula sisu.

Abayidzingi imvume yebatali nome yemna-kekeli wabo. Ngekusho kweLitiko Letemphilo laseNshonalanga Kapa, nangabe usasemncane, utakwelulekwa kutsi ukhulume nemntfu lomdzala lometsembako nekutsi ute nalomunye kulesimisokuhlangana sekwenta loko. Nanome kunjalo, awukacindzeteleki kutsi ukwente loko.



Kute kutsi utfole lwatso lolwengetiwe lolumayelana netinsita tekuhushula sisu mahhala nangekwemtsetfo kanye neteluleko tetivimbelikukhulelwa, vakashela sisetjentswa sakho lesinakekela ngetemphilo lesisedvute.