



## Ukuthuthukiswa Komnotho Wabansundu kuyimpoqo ekukhuleni komnotho

**N**genyanga ka-Mbasa kulo nyaka, ukuthengiselana okuyingqophamlando okugxile ekuthuthukisweni komnotho wabantu abamnyama kwaphothulwa eMpumalanga Kapa nokwenza ngcono ngokubonakalayo ukubandakanyeka kwamabizini aphethwe ngabesifazane abamnyama emkhakheni wezamazandla.

Umgudu kawoyela olawulwa yinkampani i-BP Southern Africa e-East London usuthengiselwe i-Wasaa, okuyinkampani ezimele yamakhemikhali kaphethiloli. I-Wasaa izuze yonke impahla yalo mgudu kanye nezabelo ezingama-20% zamapayipi kawoyela.

Umbiko wangowezi-2020 weKhomishana Ebhekele Ukuthuthukiswa Komnotho Wabantu Abamnyama ubonisa ukuthi imikhakha eminingi yezomnotho iyahluleka ukuthola abesifazane abamnyama abanamabizini, ngakho-ke ukuthi le nkampani kawoyela kube ngeyowesifazane omnyama kuyingqophamlando.

Kufaka igalelo emzamweni wethu njengezwe ukuthi siphinde sibhekane nokungalingani futhi siqinisekise ukuthi kukhona ukuzibandakanya kwezwe okuningi emnothweni wethu.

Kamuya nje, ngamemezela ukubekwa koMkhandlu Ocebisa Ngokuthuthukiswa Komnotho Wabantu Abamnyama omusha, ofaka phakathi uhulumeni, amabizini, ezabasebenzi kanye nabanye ababambiqhaza. Wasungulwa ukuze weseke inqubo yokugqulwa komnotho.

Umkhandlu lo unomsuka wawo osembikweni wangowezi-2001 owethulwa yiKhomishana ye-BEE.

Lo mbiko ususelwe kucwaningo olunzulu ngokwakheka komnotho waseNingizimu Afrika, nokuthi yini eyayidingeka ukuguqula umnotho, kukhuliswe amabizini abantu abamnyama, kuqinisekise ukwanda kwabaphathi abamnyama kanye nobunikazi kubantu abamnyama emabizini, kanye nokubuyisa abesifazane abamnyama kuchungechunge lomnotho.

Ngonyaka ozayo, kuzobe kuyiminyakashumi emibili selokhu uMthetho Wokuthuthukisa Umnotho Wabantu Abamnyama (i-B-BBEE) – okuyiwona owasungula umkhandlu – waphasiswa.

Ukuzinikela kwethu ukuqinisa nokujulisa ukuthuthukiswa komnotho akungabazeki. Yingakho ukuthuthukiswa komnotho wabamnyama kungumnotho wokwakhiwa kabusha nokuvuselelwa komnotho wethu ngemuva kobhubhane lwe-COVID-19.

Lesi ngesinye seziqiniseko engazisho kuMkhandlu Wosomabizini Abamnyama ekuqaleni kwenyanga eyedlule, lapho sadingida khona isimo se-B-BBEE kuleli lizwe, inqubekelaphambili esiyenziwe nokuthi yini edinga ukuthi siyenze ngokubambisana ukuze sakhe kulokho esikuzuzile.

Ngesikhathi bekulokhu kukhona inqubekelaphambili ebonakalayo kule minyakashumi emibili eyedlule, kunezinye izindawo lapho kube khona ukudodobala. Sibuyele emuva uma kuziwa ekwandiseni abantu abamnyama abalawula amabizini, ukuthuthukiswa kwamakhono, ukuqinisa ukuthuthukiswa kwamabizini kanye nokwandisa izindlela zokuthengiselana ukuze kuzonikwa abesifa-

zane abamnyama nentsha amathuba.

Uhulumeni wesikhathi sobandlululo wenza ngamabomu wakha umnotho ohlanekezelwe owawakhelwe ukuthi kuzuze abantu abamhlophe. Ingingi labantu baseNingizimu Afrika babekhishwe inyumbazane emnothweni, nosomabizini babevalaleke ekubeni nezitolo ezincane emalokishini.

Ekupheleni kobandlululo, ubunikazi babantu abamnyama ezinkampaini ezisohlwini lwe-JSE babungaphansi kwephesenti elilodwa. Leli nani alikabi ngcono kangako eminyakeni engama-28 eyedlule.

Ngaso lesi sikhathi, sekube nemizamo ebalulekile yomkhakha ozimele kanye nezinyathelo zikahulumeni zokulawula ukubamba iqhaza okukhulu nokubonakalayo kwabantu abamnyama emnothweni.

Phakathi kowezi-2017 nowezi-2020, cisha izicelo zokuthuthukiswa kwamabizini ezingama-500 zalethwa ukuze zibhaliswe kuKhomishana ye-B-BBEE. Emkhakheni ehamba phambili efana neyokwakha, eyezakhiwo, ulwazi nobuchwepheshe bezokuxhumana, ezokuvakasha nezokuthutha, ubunikazi babantu abamnyama sekwedlulele kulokho obekubekiwe.

Ukuguqulwa nokukhula komnotho kungamathe nolimi. Ngeke kube khona okunye ngaphandle kokunye.

Ngokuhlenganisa uguquko kwinqubo yokuthuthukiswa kwezimbini, senza ngcono indlela yokukhulisa umnotho efaka wonke umuntu eyabelanayo, kunokugxila emnothweni.

UMnyango Wezokuhwe-

belana, Izimbini kanye Nokuncintisana (i-DTIC) iphishekela ukuzuza lokhu ngokusebenzisa izinhlelo ezahlukahlukene. Lezi zinhlelo zibandakanya uhlelo lokweseka amabizini asemalokishini, uqeqesho mayelana nokuthunyelwa kwempahla kwamanye amazwe olwenziwa Abezokuthuthukiswa Kwezimbini i-Industrial Development Corporation (i-IDC) kubantu besifazane abamnyama kanye namabizini aphethwe yintsha, kanye nokukhulisa isabelomali sengqalasizinda kwezokuthuthukiswa Kwezomnotho eTshwane.

Ngokulandela izinhlelo ezinkulu kulo mkhakha siqhuba ukuqhutshwa kwamabizini khona lapha ekhaya okuzozuzisa amabizini abantu abamnyama. Isibonelo, izindawo zabalimi abamnyama zokufuya izinkukhu eziyishumi zisunguliwe ngotshalomali lwezidigidi ezingama-R336 njengengxenywe yohlelo olukhulu lomkhakha wezinokukhu. Uhulumeni uphinde wethula uchungechunge lwabamnyama lokuthunyelwa kwempahla kwamanye amazwe oluzoxhumanisa izinkampani zabamnyama zokudla, zemikhiziqizo yobunjiniyela, ezezingxenywe zemoto, ezemikhiziqizo yokunakekela isikhumba kanye neminye imikhakha yomnotho.

Njengengxenywe yomkhankaso wethu wokusingula isizukulwane esisha sosozimbini abamnyama, ngonyaka owedlule uhulumeni wagunyaza izigidigidi ezi-R2.5 ukweseka kabusha osozimbini abamnyama abayi-180 ngendlela yemalimboleko yakwa-IDC kanye ne-National Empowerment Fund (i-NEF) kanye nezibonelelo eziphuma ohlelweni lokukhuthaza lakwa-DTIC. Eminyakeni emithathu ezayo ezinye izigidigidi ezingama-R21 zithenjisiwe yi-IDC, i-NEF kanye nezinye izikhungo ukuze kuzokwesekwa osozimbini abamnyama. Ezinye izigidigidi ezingama-R25 zithenjisiwe ukuze kuzokwesekwa izinkampani zabesifazane abamnyama, intsha kanye neziphethwe ngabasebenzi.

Kucace bha ukuthi usemuni umsebenzi okumele

wenziwe ukubhekana nezinselule amabizini abamnyama abhekana nazo. Lokhu kubandakanya ubunzima ekufinyeleleni emalini yokuqala ibhizinisi kanye nokulikhulisa kanye nekho no lama-SMME ukuthola imakethe yemikhiziqizo yawo. Amabizini aphethwe ngabesifazane abamnyama, ikakhulukazi, abhekana nobunzima ekuthatheni ithuba lokuthengiselana ngempahla enkulu.

Ukunqamula ukhondolo lokungathuthuki ngokusebenzisa ukuthuthukiswa komnotho wabamnyama akukona nje ukulunga okuyimpoqo; kodwa kulungele nebhizinisi.

Ukukhishwa inyumbazane kweningi labamnyama okuqhubekayo emnothweni kucindezela ukukhula komnotho, okuthunaza wonke amabizini. Ukukhulisa isisekelo samabizini kuleli lizwe kubaluleke kakhulu ekukhuleni komnotho.

Sabelane ngesibophezelo sokuqhubela phambili ukuqiniswa kwe-B-BBEE ngoba lokhu kumayelana nokuqeda nya ukungalingani. Iminotho engalingani iholela emiphakathini engalingani, futhi imiphakathi engalingani ayikhuli idlondlobale.

Hhayi nje ukuthi kuyiphutha kuphela, kodwa futhi akusimeme, ukuthi amabizini agcine izikhundla zabaphathi nezobunikazi kungezabamhlophe noma amadoda.

Ekugcineni, ngumphakathi waseNingizimu Afrika ongabathengi abahamba phambili bezimpahla zabo kanye nezinsizakalo. Lokhu kumele kugqanyiswe ekwahlukahlukaneni kokuqashwa nasezindleleni zokuphatha, ebunikazini kanye nasekuthengiselaneni.

Ukuthuthukiswa komnotho wabantu abamnyama kuzophumelela kuphela ngokusebenza ngokubambisana kanye nokuzimisela okufanayo kuguquko lomnotho.

Ukubekwa koMkhandlu we-B-BBEE kuzosisiza ukuthi sinwebe imingcele yokuthuthukiswa komnotho wabantu abamnyama. Nginxusa amabizini, abasebenzi kanye nezimbini ukuthi basebenzisane nomkhandlu njengoba uqala lo msebenzi obalulekile.

# Ukukhipha isisu ngendlela ephephile nesemthethweni kumahhala

Allison Cooper

**A**sikho isizathu sokuthi abesifazane basebenzise imitholampilo ekhipha isisu engekho emthethweni nengaphile uma befuna ukukhipha isisu.

Lokhu kushiwo iPhini likaNgqongqoshe Wezempilo uDkt Sibongiseni Dhlomo, ochaze wathi, ngokomthetho bonke abantu besifazane banelungelo lokukhipha isisu, mahhala, kunoma yisiphi isibhedlela noma umtholampilo kahulumeni emasontweni ayi-12 okuqala okukhulelwa kwabo.

"Kuyadabukisa kithina njengabholi bakahulumeni ukubona abantu bakithi beshiya izinsizakalo zezempilo eziphephile futhi ezimahhala, noma ngabe yingasiphi isizathu, bahambe bayokhokha imali yabo yokucina le abangenayo bayokhokhela umuntu ozobeka impilo yabo engcupheni. Asikho isizathu sokuthi abesifazane balungise iphutha lokukhulelwa okungahlelelwe ngokukhipha isisu ngendlela engaphile futhi engekho emthethweni ngoba sonke siyawenza amaphutha. Ukukhipha isisu ngendlela engekho emthethweni akusona isisombululo," kusho uDkt Dhlomo.

UMnyango Wezempilo unezikhungo zezeempilo zomphakathi ezingama-346 ezihlinzeka ngokukhishwa kwesizu okuphephile, ethasisela.

Lezi zikhungo zitholakala eMpumalanga Kapa (46), eFreyistata (16), e-Gauteng (25), KwaZulu-Natali (56), e-Limpopo (54), eMpumalanga (27), eNyakatho Kapa (6), eNyakatho Ntshonalanga (26) kanye naseNtshonalanga Kapa (90).



## Izinkinga ezidalwa ukukhipha isisu ngokungemthetho

IBamba likaMqondisi Wezempilo Yomntwana Nabesifazane eMnyangweni Wezempilo KwaZulu-Natali, uPhalannndwa Muthuphei, uthi abesifazane bangabhekana nezinkinga eziningi uma bekipha isisu emtholampilo ongekho emthethweni.

"Inkinga yokuqala ngqafaka ukopha kakhulu, ukudabuka komlomo wesibelethe, ukumoshakala kwezitho zangasese

nasesiswini, ukusuleleka ngamagciwane ngaphakathi esiswini kanye nobuthi egazini.

"Emva kwesikhathi eside, abesifazane bangabesengcupheni yokungatholi abantwana, ukuhlala kombungu ngaphandle kwesibelethe, ukuchitheka kwesisu noma ukubeletha kungakafiki isikhathi noma ukufa imbala," kusho uMuthuphei.

"Abesifazane bangaphinde bashayeke ngokomuzwa ngenxa yokukhipha isisu okungaphile, nokungekho emthethweni, okubandakanya ukucindezeleka

emva kokukhipha isisu, ukhwantalala kanye nezinkinga kwezobudlelwano.

"Ukukhipha isisu ngokungemthetho kungaholela futhi emiphumeleni engemihle kwezenhlalomonotho kwabesifazane, izingane, imindeni kanye nemiphakathi," engeza.

## Izindlela zokukhipha isisu ngokusemthethweni

UMuthuphei uthi abesifazane abafuna ukukhipha isisu banezindlela eziphephile futhi ezimahhala ukwenza lokho emitholampilo nasezibhedlela zikahulumeni.

"Izindlela ongakhetha kuzona kufanele zibe khona, zonke okumele zenziwe udokotela noma umhlengikazi oqeqeshiwe futhi owaziyo umsebenzi," engeza.

Lezi zindlela, kungaba ukukhipha isisu ngendlela yokwelapha noma yokuhlizwa, kume ekuthini owesifazane usekhulelwe isikhathi esingakanani.

Ukukhipha isisu ngendlela yokwelapha, okufaka ukuthatha amasethi amabili amaphilisi ukukhipha isisu, kungenziwa kokhulelwe ukufika emasontweni ayisishiyagalolunye.

"Isiguli sizobe sesikhupha isisu ekhaya hhayi emtholampilo noma esibhedlela," kusho uMuthuphei.

Ukukhipha isisu ngendlela yokuhlizwa kwenziwa ngumhlengikazi osemthethweni (ukuya emasontweni ayi-12) noma udokotela (kusuka emasontweni ayi-12 kuya kwangama-20).

NgokoMthetho Wokuzi-

khethela Ukukhipha Isisu wangowe-1996 (Umthetho wama-92 wangowe-1996), ukukhipha isisu kungenziwa futhi ukusuka emasontweni ayi-13 kuya kwangama-20 uma udokotela, emva kokuxoxisana nowesifazane okhulelwe, ukhulelwa ukuthi:

- Ukuqhubeka nokukhulelwa kubeka engozini impilo yowesifazane ngokomzimba noma ngokwengqondo.
- Kunobungozi obukhulu bokuthi umbungu ungahaqwa isimo esingajwayelekile ngokomzimba noma ngokwengqondo.
- Owesifazane ukhulelwe ngenxa yokudlwengulwa noma yokulalana kwezihlobo.
- Ukuqhubeka nokukhulelwa kuzokhinyabeza izimo zenhlalo noma zomnotho zowesifazane.

Ukukhipha isisu kungenzeka futhi emva kwesonto lama-20 uma udokotela, emva kokuxoxisana nombelethisi osemthethweni, ukhulelwa ukuthi ukuqhubeka nokukhulelwa kuzobeka engozini impilo yowesifazane, kungaholela ekonakaleni kombungu noma kunobungozi bokulimala kombungu.

Ngokusho koMthetho, bonke abesifazane, ngisho ngabe yizingane ezingaphansi kweminyaka eyi-18 ubudala, banelungelo lokukhipha isisu.

Abayidingi invume yomzali noma yomna-kekeli wabo. Ngokusho koMnyango Wezempilo eNtshonalanga Kapa, uma uyingane, uzokwelulekwa ukuthi ukhulume nomuntu omdala ongamethemba kanye nokuza nomuntu ozokuphelelela uma uze emtholampilo. Nomakunjalo, awuphoqiwe ukukwenza lokhu.



Ngeminigwane ethe xaxa ngosizo lokukhipha isisu ngokuphepha, nangokusemthethweni noma ngokukhulelwa kanye nezeluleko zokugwema ukukhulelwa, vakashela isikhungo sezempilo somphakathi esiseduze nawe.