Isebe lezoLimo
Mzantsi Afrika

AgriBEE
Uphuhliso Olunesiseko Esibanzi Lwabamnyama Kwezoqoqosho
Inkqubo-sikhokelo yezoLimo

"Kukwamkelwa kwenkqubo yenguqu esekuhleni, ebonakala isebenza, enokusunguleka eya kuzisa ingqiniseko nozinzo ingeyiyo inkqubo engezi notshintsho"

Thabo Mbeki, 22 Septemba 1994

Isebe lezoLimo

Julayi 2004

UMYALEZO OPHUMA KUMPHATHISWA DIDIZA

Kwintetho yakhe yangoMeyi kulo nyaka xa wayebhekisa kwiSizwe ,uMongameli Mbeki wavakalisa okokuba iSebe lezoLimo liya kukhupha uxwebhu lwe-AGRIBEE lwenkqubo-sikhokelo esaqulunqwayo okuza kuxoxwa ngalo ngoJulayi. Ndiyavuya namhlanje ukuba ndizise inkqubo-sikhokelo eyiyenye yezitena ezibalulekileyo zokwakha ezifunekayo ukuze sizuze uMzantsi Afrika ogqibeleleyo, ongenacalulo ngokobuhlanga nangokwesini.

Le nkqubo-sikhokelo ye-AGRIBEE ihambelana nomgaqo-nkqubo okhoyo karhulumente kwanowiso-mthetho ukulungisa umkhethe ngokobuhlanga weenkulungwane ezadlulayo neziphumo zoko. Lelinye inqanaba kwindledlana esayithabathayo xa sasicacisa iingcinga ezigqibeleleyo zoluntu olungenacalulo ngokobuhlanga nangokwesini kuMgaqo-siseko wethu kwaye saluqonda noxanduva oluphezu kwethu.

Inkqubo-sikhokelo ye-AgriBEE iseka imithetho-siseko esisikhokelo yophuhliso olunesiseko esibanzi lwabamnyama kwezoqoqosho ngendlela apha efuna ukwakhela kwiinzame zamava enguqu yeshumi leminyaka edlulileyo. Yayikhokelwe yingqwalasela yophuhliso eyayiyalelwe liSebe , kwakukho iinkqubo ezininzi zokubonisana ezazikhokela iqela elikhulu ekubhekiswa kulo namava okuphuhlisa nokusungula ufikelelo olubanzi kwiNkqubo yezolimo kwaye kutshanje isicwangciso-qhinga secandelo lezolimo. Uphuhliso olunesiseko esibanzi lwabamnyama kwezoqoqosho kufuneka luqondwe kwaye lusetyenziswe njengendlela yokufikelela kwizigqibo. Njengoko siyazi imbali yelizwe lethu yentswela-bulungisa eyaphuhliswa yanyanzeliswa amashumi eminyaka amaninzi, le yindlela yokulungisa ezo meko zinjalo zokungalungelelani kwezinto. Injongo yecandelo lezolimo kukuzuza umbono okuvunyelwene ngawo neqela elisebenzayo likaMongameli kwezoLimo ngoNovemba 2001- Icandelo elimanyeneyo nelichumileyo.

Umbono wethu owamkelwa ngabo bonke abanebango abaphambili unenjonge enkulu yokugwadl' icebo ongulo " Ukwenza kubekho ufikelelo olulinganayo kwicandelo lezolimo elikwaziyo ukukhuphisana namanye, elinenzuzo nelizinzilleyo kwilizwe lonke, elinegalelo kubomi obungcono bomntu wonke" elikwaxhaswa ziinjongo ezintathu ezingundoqo.

Xa silandela ulwamkelo lweSicwangciso seCandelo siphawule ukuba kufuneka kusungulwe izicwangciso-qhinga ezingqalileyo ukuze kupheliswe ukwahlulwa ngokobuhlanga obe kukho kwicandelo lezolimo de kwangunyaka we-1994,kwangaxesha linye njalo kudalwe imekobume eyakukhuthaza ukukhula, nomoya wokhuphiswano noqambo , zinto ezo ezifunekayo kumacandelo ezolimo okuqala nalandelayo. Kwafuneka ukuba sijonge imingeni yokudibana nelizwe lonke, ukungabikho kothatho-nxaxheba olubonakalayo lwabafazi kwicandelo lezolimo neemeko ezimandundu nezoyikiso zasemsebenzini abajongene nazo abasebenzi beefama zolimo norhwebo. Sithathe into esiyibiza ngokuba "yiNkqubo yeMpahla yorhwebo" ehlanganisa ugocagoco lwemixokelelwano esemva naphambili kwityathanga lexabiso lonke naphakathi kweempahla zorhwebo ezahlukahlukeneyo.

Lo msebenzi wenze saqonda ukuba ininzi into efuna ukwenziwa ukudibanisa imveliso yezolimo nemisetyenzana yokulungisa imveliso kunye namacandelo anegalelo, kwaneshishini lokwenza impahla, nezinto anomdla kuzo ongumsebenzisi nemibandela ephathelele kokusijikelezileyo. Siphawule ukuba ngeli xa kukho inkqubela eyenziwayo, phofu ecothayo- kuphuhliso lwezicwangciso-qhinga zempahla yorhwebo asinakho ukulishiya inyathelo lenguqu nelokususa ubuhlanga. Kwiimeko ezininzi abo bekujongwe ukuba babengabo abazuzayo kwinkqubo yokulwa ubuhlanga, njengabasebenzi basefama nabeshishini zange babandakanyeke ekucacisweni kweziphumo ezinqwenelekayo zexesha eliphakathi nezexesha elide.

Le nkqubo-sikhokelo equlunqwayo ye-AgriBEE ijonge ukuncedisa abo banebango bakhoyo nabanye bexesha elizayo namahlakani kwiCandelo lezolimo ukuba babeneengxoxo ezakhayo kuboniswane nangenyathelo elinokuthi ngexeshana nje elingephi licime imiphumela emibi yembali yethu ukuze kuzuzwe iimveliso eziya kubanegalelo entlalweni ukuze kuzuzwe ubomi obungcono ngumntu wonke. Icacisa izitena zokwakha zokuphelisa uthatho-nxaxheba olungekho mgceni nokungalingani kwicandelo lezolimo ngenxa yeemeko zomkhethe ngokobuhlanga ezazibangelwa yimigaqo-nkqubo yocalulo nenkqubo yezigqeba eziphambili zolimo enempumelelo. Inkqubo-sikhokelo ye-AGRIBEE iyawasekela amanye amalinge aphambili karhulumente ukwenza ukuba kubekho ukukhula, ulingano nengqesho nokuqinisekisa ulawulo oluzinzileyo nokusetyenziswa kwemithombo yendalo.

Sizamile ukuba inkqubo-sikhokelo ibhalwe ibe lula, ayintsokothanga ukuze incede amafama amhlophe azinzileyo nabanini bamashishini abasoloko besiza kuthi becela ukukhokelwa ukuba bangalenza njani na igalelo kuPhuhliso lwabamnyama kwezoqoqosho. Ijonge nokunceda abemi abamnyama abaphelelwe lithemba lokuba bangaze bathathe inxaxheba kwicandelo lezolimo ngenxa yokwenziwa amakheswa. Siyathemba ukuba le nkqubo-sikhokelo iya kukuphelisa ukuzenzisa kodwa iya kukhuthaza incedise ekukhawuleziseni ukusungulwa kwamalinge akhoyo kwaye futhi ikhokele abatsha kweli phulo esinethemba lokuba baza kubakho.

Kwezi nyanga zimbalwa zizayo silindele ukuba olu xwebhu lukhuthaze intsebenziswano phakathi kweSebe lezoLimo namaqela ngamaqela abamnyama nabamhlophe, izityebi namahlwempu, ababandakanyekayo okanye abanqwenela ukubandakanyeka kwezolimo kuxanduva oluxeliweyo ngenjongo yokuqinisekisa ukuba i-ajenda yethu yenguqu ayintsonkothanga, iphelele kwaye ibonisa ukuba mbaxa kwecandelo lezolimo. Kweyalo indawo iSebe lezoLimo liya kuseka ukuba kubekho abantu bokusebenza, bokwazisa nokongamela usungulo lwe-AGRIBEE. NgoNovemba kulo nyaka, ndiya kuthanda ukuphonononga amagqabantshintshi namagalelo esiwafumeneyo kwaye silungise uxwebhu olu apho kufunekayo ukuze uxwebhu siluse kwiKhabhinethi ukuze lube nokwamkelwa ngokweCandelo 12 loMthetho wama-2003 woPhuhliso Olunesiseko esibanzi

Lwabamnyama Kwezoqoqosho.

Ndithanda ukuthatha eli thuba ndibulele igqiza lesebe, iqela ekubhekiswa kulo nabo bantu abasebenze nzima ukuqinisekisa ukuba siyafika kweli nqanaba lenkqubo yokusungula uphuhliso lwabamnyama kwezoqoqosho kweli candelo.

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UMBONO

Ukuqhuba uPhuhliso olunesiseko esibanzi lwabamnyama kwezoqoqosho ngenjongo yokuxhasa iCandelo lezolimo elimanyeneyo nelichumileyo.

ISINGENISO

Makuqatshelwe oku :

- Ngumgaqo-nkqubo karhulumente ukuququzelela inguqu enengqiqo nenesakhiwo kuqoqoqsho lwezolimo ukuze kuzuzwe iCandelo lezolimo elimanyeneyo nelichumileyo ngokudibaniselana nabanye abanebango.
- UMgaqo-nkqubo weRiphabhlikhi yoMzantsi Afrika noMthetho oQulunqwayo waMalungelo zinyanzela ilizwe ukuba likhuthaze ukuzuzwa kolingano ngokuwisa umthetho nangamanye amanyathelo ayilelwe ukukhusela nokuphucula abantu, okanye izintlu zabantu ebebekade behlelelekile ngenxa yocalulo olungalunganga.
- Isicwangciso sokugwadl' icebo kwezolimo lwaseMzantsi Afrika esivunyiweyo licandelo lezolimo ngomhla wama-27 Novemba 2001 sineenjongo zokugwadl' icebo lokukhuthaza ufikelelo olulinganayo nothatho-nxaxheba ; ukuphucula ukukhuphisana nelizwe lonke nenzuzo nokuqinisekisa ulawulo oluzinzileyo lwemithombo.
- Inkqubo kaRhulumente yolungiso loMhlaba enezinye iinkqubo ezincinci ezintathu eziphambili- Ubuyiselo lomhlaba, Ukwabiwa ngokutsha komhlaba , neNgqesho yomhlaba.- inenjongo yokugwadl' icebo yokuguqula umthetho womhlaba waseMzantsi Afrika wocalulo idale imeko-bume yophuhliso lwezepolitiki, olwasentlalweni noqoqosho lwabo bantu bebefudula bevinjwe amathuba. Kude kube ngoku iNkqubo yoLungiso loMhlaba ngenjongo yoPhuhliso lwezolimo yaphuhliswa njengomlamli wokuxhasa ezoLimo.
- Umbono neNgqokelela yeMithetho yokuziphatha kubudlelwane basemsebenzini kwezolimo wasayinwa luLimo oluqulunqiweyo, iimanyano zabasebenzi noRhulumente.
- Le mithetho elandelayo yelizwe yenzelwe ukuba incedise kwinguqu yezentlalo noqoqosho
    - UMthetho woPhuhliso Olunesiseko Esibanzi Lwabamnyama Kwezoqoqosho (2003);
    - UMthetho wokuKhuphisana (No. 89 wowe-1998 olungiswe ngoMthetho No. 35 wowe-1999);
    - UMthetho woKwandiswa koKhuseleko lweNgqesho yoMhlaba (No. 62 wowe-1997);
    - UMthetho woLingano kwiNgqesho (No. 55 wowe-1998);
    - UMthetho woPhuhliso lweZakhono (No. 97 wowe-1998);
    - UMthetho woBuyiselo lwaMalungelo oMhlaba (No. 22 wowe- 1994)

Kusamkelwa ukuba:

- Ukususela ekujikeni kwenkulungwane naphantsi lolawulo localulo, ubuhlanga nesini zizinto ezazisetyenziswa ekulawuleni ufikelelo, usetyenziso nokuzuza

kwimithombo yemveliso yolimo yaseMzantsi Afrika;

- Nangona zenziwe iinzame ngurhulumente wedemokhrasi, uluntu lwaseMzantsi Afrika lusabethwa ngumba wobuhlanga nokungalingani ngesini kwezi meko zilandelayo-ekwabiweni nasekufikeleleni kumathuba, ubutyebi, ingeniso, izakhono nengqesho;
- Ukungabikho kothatho-nxaxheba olubanzi noluchanekileyo kuninzi lwabemi baseMzantsi Afrika kuqoqosho kunemiphumela emibi kukhuseleko lukazwelonke nozinzo lwelizwe lwexesha elizayo.

- Icandelo lezolimo ngenxa yembali yalo linendima ebalulekileyo elimele liyidlale kwinguqu yentlalo noqoqosho kuluntu lwaseMzantsi Afrika kwaye kufuneka liqhube lidlale indima ebonakalayo kuqoqosho lwaseMzantsi Afrika, lenze igalelo kubukho bokutya, imisebenzi, uphuhliso lwasemaphandleni nezinto ezithunyelwa kwamanye amazwe.

- Ukutshintsha ngokukhawuleza kwemekobume kwilizwe jikelele kufuna kuqwalaselwe ukuqaliswa kwento entsha, ukukhuphisana, ulawulo lweengxaki, ulawulo lolwazi, zonke ezi zinto zifuna iCandelo lezolimo laseMzantsi Afrika likhuthale lithathe kuqala amanyathelo ekwandiseni umthombo woluntu okhoyo ngokuxhobisa abantu, ngobukho bolingano kwingqesho, ngophuhliso lwezakhono nenguqu kwiziko.

Ngoko ke :

Thina sisayinwe apha ngezantsi, siphuhlisa le nkqubo-sikhokelo njengeliinge lethu langabom lecandelo ukulungisa intswela-bulungisa eyimbali size sixhobise abantu baseMzantsi Afrika ebebefudula bevinjwe amathuba kwiCandelo lezoLimo. Samkela i-AgriBEE njengenyathelo elibalulekileyo lezepolitiki, elentlalo neloqoqosho kwikamva alihlangeneyo lelizwe lethu.

1. UMHLABA WOKUSEBENZA

I-AgriBEE isebenza kwityathanga lonke lexabiso kwicandelo lezolimo laseMzantsi Afrika (ukusuka entsimini kuye esityeni) kuqukwa yonke imisetyenzana yezoqoqosho enxulumene namalungiselelo amagalelo ezolimo. Iinkonzo, ukwabiwa, nemisetyenzana encedisayo eyongeza ixabiso kwiimveliso zezolimo.

2. IINGCACISO-MAGAMA

Ngokweenjongo zolu xwebu lwale nkqubo-sikhokelo , kusebenza la magama alandelayo:

Inzululwazi ngolimo/ Ezolimo sibhekisa kuyo yonke imisetyenzana yoqoqosho enxulumene nemveliso nokuqhutywa kwezolimo ukususela kulungiselelo lwamagalelo okufama, ukufama nokongezwa kwexabiso.

AgriBEE yinkqubo-sikhokelo yecandelo lophuhliso olunesiseko esibanzi lwabamnyama kwezoqoqosho ejonge ukuxhasa abantu abamnyama baseMzantsi Afrika ukuba bathathe inxaxheba ngamandla kwicandelo lezolimo njengabanini, abalawuli, abaqeshwa abanezakhono nabasebenzisi.

UMthetho nguMthetho woPhuhliso olunesiseko esibanzi lwabamnyama kwezoqoqosho, 2004.

Abantu abamnyama kubhekiswa kubantu Abamnyama, abeBala namaNdiya.

Uphuhliso olunesiseko esibanzi lwabamnyama kwezoqoqosho (ufikelelo olulinganayo nothatho-nxaxheba) kwezolimo kuthetha uphuhliso kwezoqoqosho lwabo bonke abantu abamnyama kuqukwa abafazi, abasebenzi, ulutsha, abantu abalimeleyo nabantu abahlala emaphandleni ngezicwangciso-qhinga ezingafaniyo zentlalo okanye ezoqoqosho eziziintlobo ngeentlobo kodwa ezihlangeneyo, eziquka kodwa ezingaphelelanga koku :

(a) Ukwandisa inani labantu abamnyama abalawula, abangabanini nabalawula amashishini asaqalayo nee-asethi zemveliso;

(b) Ukuququzelela ubumnini nolawulo lwamashishini amancinci nee-asethi zemveliso ngamabutho asekuhlaleni abamnyama, abasebenzi, amaqumrhu namashishini asaqalayo adibeneyo.

(c) Umthombo woluntu nophuhliso lwezakhono lwabantu abamnyama;

(d) Ukuzuza ukumelwa okulinganayo kwimisebenzi yonke yezolimo, kwizintlu zokusebenza/ zomsebenzi nakumanqanaba omkhosi wokusebenza.

(e) Ukuthengwa kwempahla karhulumente okukhethwayo

(f) Utyalo-mali kumashishini asaqalayo angawabantu abamnyama okanye alawulwa ngabo.

Amashishini asaqalayo e-BEE zizintlu zamashishini ezichazwe kulo Mthetho ezinamanqanaba othatho-nxaxheba kubumnini, ulawulo okanye ukuphathwa ngabantu abamnyama baseMzantsi Afrika.

(a) “Ishishini elisaqalayo elimnyama” lelo ama-50,1% ingawomntu omnyama/ abantu abamnyama kwaye apho kukho ulawulo oluqinileyo.

(b) “Ishishini elisaqalayo eliphuhliselwe abamnyama” lelo apho ama-25,1% alo ebuncinaneni ingawabantu abamnyama kwaye apho kukho ulawulo oluqinileyo.

(c) “Ishishini elisaqalayo elilelomfazi omyama” lelo apho ama-25.1% amele abafazi abamnyama kwisahlulo solingano nolawulo phakathi kwabamnyama

(d” Ishishini elisaqalayo lebutho lasekuhlaleni okanye elinesiseko esibanzi” linomnini-sabelo wophuhliso omele isiseko esibanzi samalungu njengebutho lasekuhlaleni lengingqi okanye apho iinzuzo zixhasa iqela ekujoliswe kulo, umzekelo abafazi abamnyama abalimeleyo, ulutsha nabasebenzi.

(e) “Iqumrhu okanye ishishini elisaqalayo elidibeneyo” ngumbutho ozilawulayo wabantu abazithandeleyo ukuba badibane bahlangabezane nezidingo zabo zoqoqosho, ezentlalo nezenkcubeko ngokuba benze ishishini labo elimanyeneyo kwaye elilawulwa ngedemokhrasi..

(f) Ubumnini bubhekisa kumdla kwezoqoqosho, igunya lokulawula ii-asethi, ukumisela imigaqo-nkqubo nendlela elandelwa yimisebenzi yenkampani.

(g) Ulawulo lubhekisa kubaphathi abalawulayo, ulawulo oluphezulu, ulawulo oluphakathi nolawulo olusezantsi.

CASP kuthethwa iNkqubo epheleleyo yenkxaso yezolimo

Ishishini elisaqalayo ligama elisetyenziswa ukuchaza ishishini lezolimo kwaye liquka namashishini nezinye iinkonzo ezinxulumeneyo ezixhasa ezolimo.

Urhwebo oluzinzileyo lubhekisa kwabo bantu, amaqela amaqumrhu okanye iinkampani ezazikho phambi kowe-1994 kwaye ezilawulwa isikakhulu ngabamhlophe futhi bebakwangabanini.

Umhlaba wezolimo owodwa kwaye obonisa iimpawu zokulungela ulimo

HDI: [Abantu ebebefudula bevinjwe amathuba] kubhekiswa nakuwuphi umntu, uluhlu lwabantu okanye ibutho lasekuhlaleni alavinjwa amathuba ngenxa yomkhethe ongalunganga phambi koMgaqo-siseko weRiphabhlikhi yoMzantsi Afrika , 1993 (uMthetho 200 wowe-1993).

Ukuhambisa ngomgca kuthetha inkqubo apho abasebenzi babekwa kumanqanaba athile basuswe kumanqanaba asezantsi kwimisetyenzana yoqoqosho kwezolimo basiwe kwinqanaba elizinzileyo loqoqosho ukuze ke aba basebenzi badityaniswe kwaye bamkelwe kwinqanaba eliphezulu loqoqosho

Icandelo : Ibutho lasekuhlaleni lezoqoqosho kwityathanga lonke lexabiso lamashishini ezolimo.

Isicwangciso secandelo : Sisicwangciso sokugwadl’ icebo secandelo lezolimo loMznatsi

Afrika esiphuhliswe kudityenwe nguRhulumente weRiphabhlikhi yaseMzantsi Afrika, Agri SA (kuqukwa neAgribusiness Chamber) neNAFU eyasayinwa ngomhla wama-27 Novemba 2001.

SOE: Ishishini lombuso/likarhulumente.

Abanebango ligama elisetyenziswa banzi ukuchaza abathathi-nxaxheba kwityathanga lonke lexabiso lezolimo kwakunye nabazuzi boncedo abakhoyo nababonisa ukufaneleka be-AgriBEE.

3. IINJONGO

Iinjongo ze-AgriBEE kukunciphisa ucalulo ngokobuhlanga kwicandelo lezolimo ngokuba kusungulwe amalinge afaka abantu abamnyama baseMzantsi Afrika kuwo onke amanqanaba emisetyenzana namashishini ezolimo ngokwetyathanga lonke lexabiso lezolimo ngokwenza oku:

(a) Ukukhuthaza ufikelelo olulinganayo nothatho-nxaxheba lwabo bebefudula bevinjwe amathuba kwityathanga lonke lexabiso lezolimo;

(b) Ukuphelisa ubuhlanga kubumnini bomhlaba namashishini, kulawulo, kwimisebenzi efuna izakhono nakulawulo lwamashishini ezolimo akhoyo namatsha ;

(c) Ukuvula izakhono ezipheleleyo zeshishini kwicandelo labo bebefudula bevinjwe amathuba;

(d) Ukuququzelela utshintsho kwisakhiwo kwimixokelelwano yenkxaso kwezolimo namalinge ophuhliso ukuncedisa abantu abamnyama baseMzantsi Afrika ekubeni babe ngabanini, ekusekeni, ekuthatheni inxaxheba nasekuqhubeni amashishini ezolimo;

(e) Ukuphakamisa nokubuyisela isidima ngokwasentlalweni sabantu abamnyama baseMzantsi Afrika phakathi kwicandelo;

(f) Ukwandiswa umhlaba wokuba amabutho asekuhlaleni, abasebenzi, amaqumrhu babe ngabanini nabalawuli namanye amashishini adibebeneyo namanye amashishini amatsha ezolimo, ukwandisa ufikelelo lwabo kwimisetyenzana yoqoqosho, kumaseko nakuqeqesho lwezakhono;

(g) Ukwandisa umhlaba wokuba abafazi abamnyama, abantu abalimeleyo ulutsha babe ngabanini nabalawuli bamashishini ezolimo akhoyo namatsha ukwandisa ufikelelo lwabo kwimisetyenzana yoqoqosho, kumaseko nakuqeqesho lwezakhono;

(h) Ukuphuhlisa amabutho asekuhlaleni asemaphandleni nawengingqi ukuba afikelele kwimisetyenzana yezolimo yoqoqosho, kumhlaba, kumaseko ezolimo , kubumnini nezakhono.

4. UKUZINIKELA

Bonke abanebango bazinikela kwimithetho-siseko yenkqubo-sikhokelo ye–AGRIBEE kwaye bazimisele ukusebenza badale imekobume evumayo yokuphuhlisa abo bebefudula bevinjwe amathuba ngokuba kwenziwe oku kulandelayo: .

UMHLABA WEZOLIMO OWODWA KWAYE OBONISA IIMPAWU ZOKULUNGELA ULIMO

Umhlaba owodwa kwaye obonisa iimpawu zokulungela ulimo ubalulekile kodwa ngumthombo onqongopheleyo nonqabileyo eMzantsi Afrika. Abanebango baza kusebenza bonke ukuqinisekisa ukuba abo bebefudula bevinjwe amathuba bangabanini bayakwazi ukuqeshisa kwaye okanye bawusebenzise umhlaba wolimo owodwa nobonisa iimpawu zokulungela ulimo.

Urhwebo oluzinzileyo luthembisa ukwenza oku:-

- Ukuba negalelo ekuqondeni injongo yelizwe yokuqinisekisa ukuba ama**-[30%]** omhlaba wolimo ungowabantu abamnyama baseMzantsi Afrika ngonyaka wama-2014.

- Ukuba negalelo kokunye okujoliswe kuko ukwenza kufumaneke ama- **[20%]** omhlaba wolimo okhoyo owodwa nobonisa ukululungela ulimo ukuba uqeshiselwe abantu abamnyama baseMzantsi Afrika ngowe-2014;
- Ukwenza kufumaneke i**-[15%]** lomhlaba okhoyo owodwa nobonisa ukululungela ulimo ukuba usetyenziswe okanye uqeshiswe ngowama-2010;
- Ukuxhasa amalinge owiso-mthetho nophuhliso awenzelwe ukukhusela amalungelo exesha lengqesho kumhlaba wolimo kuzo zonke iindawo;
- Ukwenza kufumaneka i-***[10%]*** lomhlaba wolimo womntu kubasebenzi basefama nemisetyenzana yokuvelisa izityalo.

Urhulumente uthembisa ukwenza oku :-

- Ukuba negalelo ngeenkqubo ezikhoyo ukuba andise ufikelelo nokufunyanwa komhlaba ngabantu abamnyama baseMzantsi Afrika;
- Ukuhamba phambili ukufumana umhlaba wolimo ofanelekileyo okhoyo emalikeni ukuba wabiwe ngokutsha;
- Ukusebenzisa umhlaba wolimo obuyela kurhulumente othathwe kumafama ukuba wabiwe ngokutsha;
- Ukukhuthaza uphuhliso lomxokelelwano okhulayo ophilileyo wokuqeshisa umhlaba ;
- Ukukhuthaza ulawulo oluzinzileyo nosetyenziso lwemithombo yendalo

Abanini nabasebenzisi bomhlaba abamnyama baseMzantsi Afrika bathembisa ukwenza oku :-

- Ukuqinisekisa usetyenziso olunemveliso noluzinzileyo lomhlaba owodwa nobonisa ukululungela ulimo.

UPHUHLISO LOMTHOMBO WOLUNTU

Iinguqu ezikhawulezileyo kwimekobume yelizwe jikelele zifuna abanebango basebenze kunye ukuqinisekisa ukuba kunikwe ingqwalasela kumthombo wemali owandayo nokhoyo ngokuba kuxhotyiswe abantu, kubekho ulingano kwingqesho uphuhliso lwezakhono nenguqu kwiziko. Urhwebo kwezolimo lufuna imveliso ezinzileyo nemigangatho ephezulu yoshishino, ukuzinikezela kwexesha elide, imithombo yobutyebi nezakhono. Ulimo eMzantsi Afrika lubafumana kancinci abasebenzi abanezakhono nabaqeqeshiweyo, nto leyo engahambelaniyo nezidingo. Loo nto iboniswa linani eliphezulu labamfundo enomsila kwezolimo kodwa abangafumani misebenzi. Baninzi abantu abafunyaniswa bengafundanga phakathi kwamabutho ezolimo asekuhlaleni

Icandelo lithembisa oku:-

- Ukuphungula ngama-75% inani labantu abangafundanga ezifama ngowama-2008;
- Ukuphelisa ngokupheleleyo into yokungafundi phakathi kwabantu abasebenza ezifama ngowama-2010;
- Ukuqinisekisa ukuba bonke abasebenzi kwinqanaba eliphakathi neliphezulu kwicandelo lezolimo bayakwazi ukufunda nokubala ngowama-2010;
- Ukuseka iinkqubo zoqeqesho lwezakhono nezolawulo phakathi kwabasebenzi basefama nabamashishini ngoJulayi 2005.
- Ukusebenza kunye ukuqinisekisa ukusetyenziswa ngokupheleleyo kwemithombo esemxholweni yeCandelo lezeMfundo naMagunya oQeqesho [PAETA,Icandelo lokutya neziselo neSETASA] ukuze kuzuzwe ezi zinto kujoliswe kuzo;
- Ukuseka inkqubo ebanzi yabaqeqeshelwe umsebenzi nabo bangabacebisi ejolise kubantu abamnyama abangama-5 000 abamfundo inomsila abangaqeshwanga nabaqeshwe kumazinga asezantsi kwiminyaka emihlanu elandelayo kuzo zonke izintlu ukuqala ngonyaka-mali wama-2005, iinkqubo zokucebisa ziya kuphunyezwa yiSETA

esemxholweni okanye elinye igunya elivunyiweyo**.**

- **Urhwebo oluzinzileyo luthembisa ukwenza oku:-**
- Ukuphuhlisa ngoJulayi 2005 inkqubo yokucebisa ngokusebenzisa iingcali ezinamava ezikhoyo noosomashishini njengezinye zeendlela zokudlulisa izakhono kubantu abamnyama abasandula ukungena kwishishini;

Urhulumenete uthembisa oku:-

- Ukukhuthaza ezolimo njengomsebenzi awuqeqeshelweyo umntu kwaye ngowama-2005 uya kwenza uphononongo lokuba bafuneka kangakanani abantu kwicandelo lezolimo ;
- Ukukhokela nokulungelelanisa inkqubo ekujoliswe kuyo kudityaniselwene nabasemagunyeni kwezemfundo , imibutho yamafama kwakunye necandelo lezolimo labucala ukuba kuphononongwe iikharityhulam ezikhoyo zemfundo noqeqesho ngenjongo yokuphucula izakhono zoshishino nezokulawulwa kwabo bantu bamnyama basandul' ukungena kwicandelo ngowama-2006.
- Ukuqinisekisa ukufakwa kwenani elivayo labantu abamnyama abaphuma kwicandelo njengabona bantu baphambili abangamahlakani kwimisebenzi kaRhulumente yaphesheya yorhwebo, kuncedo lobuchule, kundwendwelo kwicala lokufunda nakumathuba oqeqesho.

4.3 ULINGANO KWINGQESHO

Ukugcina oko kukule mithetho uMthetho woLingano kwiNgqesho noMthetho woPhuhliso lweZakhono, onke amashishini asaqalayo kwicandelo athembisa oku:

- Ukuzuza ngokuqhubela phambili ama- ***[30%]*** okumelwa kwabantu abamnyama kulawulo lwabaphetheyo kwishishini ngalinye ngowama-2006 ;
- Ukuzuza ngokuqhubela phambili ama- ***[50%]*** okumelwa kwabantu abamnyama kulawulo oluphezulu lweshishini ngalinye ngowama-2008;
- Ukuzuza ngokuqhubela phambili ama- ***[60%]*** okumelwa kwabantu abamnyama kulawulo oluphakathi lweshishini ngalinye ngowama-2008;
- Ukuzuza ngokuqhubela phambili ama- ***[70%]*** okumelwa kwabantu abamnyama kulawulo olusezantsi lweshishini ngalinye ngowama-2008;
- Ukuzuza ngokuqhubela phambili i- ***[10%]*** lokumelwa kwabafazi abamnyama kulawulo lwabaphetheyo kwishishini ngalinye ngowama-2006;
- Ukuzuza ngokuqhubela phambili ama- ***[25%]*** okumelwa kwabafazi abamnyama kulawulo oluphezulu lweshishini ngalinye ngowama-2008;
- Ukuzuza ngokuqhubela phambili ama- ***[30%]*** okumelwa kwabafazi abamnyama kulawulo oluphakathi lweshishini ngalinye ngowama-2008;
- Ukuzuza ngokuqhubela phambili ama- ***[45%]*** okumelwa kwabafazi abamnyama kulawulo olusezantsi phezulu lweshishini ngalinye ngowama-2008.

Oku kujoliswe ekuzuzeni umfanekiso wokumelwa kwabantu kulawulo kuwo onke amashishini ngowama-2014 okuya kuthi ngaxeshanye kuqinise kwaye komeleze iziphumo ze-AGRIBEE.

4.4 UBUMNINI BESHISHINI NOLINGANO

Esona sitshixo kuphuhliso olunesiseko esibanzi lwabamnyama kwezoqoqosho kwezolimo kukuba ngumnini wee-asethi namashishini phakathi kwicandelo. Ngokwembali ubumnini kwezolimo bebutolikwa njengobuxhomekeke ekubeni ube ngumnini womhlaba. Le nkqubo-sikhokelo ye-AGRIBEE yenza umahluko phakathi kokuba ngumnini womhlaba nokuba ngumnini weshishini.

Abanebango kwicandelo baya kusebenzela uphuhliso nosungulo lwemizekelo yobumnini beshishini bexhasa i-AGRIBEE.

Urhwebo oluzinzileyo luthembisa oku: -

- Ukuqinisekisa ama-***[35%]*** ukuba ngabanini kwabantu abamnyama bamashishini akhoyo namatsha ngowama- 2008;
- Ukuqinisekisa ukuba apho kwenziwe amalinge otyalo-mali kwilizwekazi laseAfrika i-***[10%]*** yenxalenye yotyalo-mali lwaseMzansi Afrika inikwa abantu abamnyama baseMzantsi Afrika;
- Ukungena kumalungiselelo eendibaniselwano ukuqinisekisa ukuba ama-**[30 %]** amathuba emalike ethumela kwamanye amazwe angena kumashishini angawabantu abamnyama ngowama-2007;
- Ukuqinisekisa ukuba i- ***[10%]*** lobumnini lifunyanwa ngumsebenzi wasefama kwinqanaba lamashishini asefama ngowama-2008.

4.5 UKUTHENGWA KWEMPAHLA KARHULUMENTE NEZIVUMELWANO

Ukuphumelela kokuzinikezela kwinkqubo-sikhokelo ye-AGRIBEE kuchatshazelwa kukuthengwa kwempahla karhulumente nemo yesivumelwano yamacandelo othengiso, awokhenketho awokwaba nawokusebenzisa. Ukuhlala kugcinwe lo moya wolu xwebhu lwale nkqubo-sikhokelo onke amashishini kwicandelo athembisa oku:

Ukusungula izicwangciso-qhinga zokuthengwa kwempahla karhulumente okujoliswe kuko nemigaqo-nkqubo yokuqonda iBEE. Oko kujoliswe kuko iya kuba ngama-[**50 %]** exabiso lilonke lokuthengwa kwempahla karhulumente kwiinkampani zeBEE ngowama-2010 nama**-[70%]** ngowama-2014;

Ukunika ingxelo ngonyaka ngokuchithwe kuthengo lwempahla karhulumente lweBEE;

Ukuqhubela phambili kunikwe apho kunokwenzeka abantu abamnyama baseMzantsi Afrika nee-SME zengingqi ama**-[50%]** iwonga lokubonelela kuqukwa ukubonelela ngeenkonzo nempahla ithuba leminyaka emihlanu.

- Izivumelwano ziya kusekwa kwiintlawulo zokukhawuleza (zenyanga) zomsebenzi owenziwe ziinkampani ezimnyama ukwenzela ukuba umsebenzi uhambe kakuhle kwaye kugcinwe neziphumo ezisemgangathweni ngo-Okhthobha 2005.

4.6 IINKONZO ZENKXASO ZEZOLIMO

Iinkonzo zenkxaso ezinjengokufikelela kwezemali, kumaseko, kwimixokelelwano yolwazi ziintsika zamalinge ophuhliso azinzileyo. Abanebango bayayamkela into yokuba imingeni yenguqu yokoyisa imbali yobubini isekhona kwicandelo lezolimo.

Urhwebo oluzinzileyo luzimisele ukwenza oku :-

- Ukusebenzisa icandelo lezemali ngenjongo yokuqinisekisa ukuba ngeTshatha yezeMali amathuba oPhuhliso lwabamnyama kwezoqoqosho kwicandelo lezolimo ayaqondwa;
- Ukuqinisekisa ufikelelo olunentsingiselo nosetyenziso lwamaseko, ii-asethi neenkonzo zenkxaso ezifunyenweyo kumashishini abamnyama ngenxa yemigaqo-nkqubo yocalulo olwadlulayo ngowama-2007;
- Ukusebenzisa ngokupheleleyo imithetho-siseko ekhoyo ye-BEE namathuba afumanekayo okunika iinkonzo zenkxaso zokuqonda i-AGRIBEE.

Urhulumente uthembisa ukwenza oku:-

- Ukuqinisekisa ukudala imekobume evumayo ukuxhasa ezolimo;

- Ukuqhuba nokusungula iNkqubo epheleleyo yenkxaso yezolimo

Abantu abamnyama kwicandelo bathembisa ukwenza oku:-

- Ukuhamba phambili bathathe inxaxheba kwiinkqubo ezichaza isidingo seenkonzo zenkxaso yolimo nomakwenziwe xa kuphunyezwa izithembiso.

5. UKUBEKA ESWENI, UKUPHONONONGA NOKUNIKA INGXELO

Ukubeka esweni i-BEE enesiseko esibanzi neengqokelela zemithetho yokusebenza kakuhle kumiselwa nguMthetho wama-2003 woPhuhliso olunesiseko esibanzi lwabamnyama kwezoqoqosho.

Iziko ngalinye kwicandelo lithembisa ukubeka elubala futhi linike nengxelo [kwingxelo yonyaka] inkqubela eyenziweyo malunga nokuzinikezela. Ingxelo yokuqala yonyaka iya kuba yeyonyaka-mali wama-2005.

- Indawo ezibalulekileyo emakunikwe ingxelo ngazo ziquka oku kulandelayo: - ipesenti yokunikwa kwabo bebefudula bevinjwe amathuba umhlaba owodwa nobonisa ukululungela ulimo, ukulungiswa kweenkqubo zophuhliso lomthombo woluntu; ulingano kwingqesho nokumelwa kwabantu; uthengiso lwempahla karhulumente ngokwe-BEE; amalinge eenkonzo zolimo zenkxaso.
- Isikokhadi esiya kuphuhliswa njengenxalenye yenkqubo-sikhokelo ye-AGRIBEE.

ABASAYINAYO

[Uluhlu olupheleleyo luza kugqityezelwa kwakuphela inkqubo yokubonisana.]