Umnyango wezokuLima
Ningizimu Afrika

AgriBEE
Ukufukulwa Kwabamnyama Kwezomnotho Okunesisekelo Esibanzi
Uhlaka lomsebenzi lwezoLimo

"Kungukwamkelwa kwenqubo ebonakalayo, enokuqagelwa, ebonakala isebenza, enokusunguleka ezoletha isiqiniseko nozinzo futhi engesiyo inqubo engezi noshintsho"

Thabo Mbeki, 22 Mandulo 1994

Umnyango wezoLimo

Ntulikazi 2004

UMYALEZO OPHUMA KUNGQONGQOSHE DIDIZA

Kwinkulumo yakhe yangoMeyi kulo nyaka ngenkathi ebhekise eSizweni, uMongameli Mbeki wezwakalisa ukuba Umnyango wezokuLima uzokhipha uhlaka lomsebenzi we-AGRIBEE okuwuhlaka lomsebenzi okuzakuxoxwa ngalo ngoJulayi. Ngiyajabula namhlanje ukuba ngilethe uhlaka lomsebenzi olungesinye sezitini ezibalulekileyo zokwakha ezifunekayo ukuze sizuze iNingizimu Afrika ekuyiyonayona, ongenakho ukucwasana ngokobuhlanga nangobulili.

Lolu hlaka lomsebenzi we-AGRIBEE luhambelana nomgomo okhona kahulumeni kanye nomthetho ukulungisa ukubandlululana ngokobuzwe kwekhulu leminyaka eyadlulayo nemiphumela yalokho. Lungelinye igxathu endledlaneni esayithathayo ngenkathi sicacisa izinhloso ezinhle ngokupheleleyo zoluntu olungenabandlululo ngokobuhlanga nangokobulili kuMthethosisekelo wethu saze saqondisisa nezibophezelo eziphezu kwethu.

Kuhlaka lomsebenzi we-Agri-BEE siseka imithetho yokufukulwa kwabamnyama kwezomnotho okunesisekelo esibanzi ngendlela efuna ukwakhela phezu kolwazi olutholiwe loguquko lweshumi lweminyaka eyedlule. Lolu hlaka lwaluholwa umcabango wocwaningo lokufukula olwalugunyazwe uMnyango, kwakukhona izinqubo eziningi zokubonisana ezaziholwa iqembu elikhulu okubhekiswa kulo kanye nolwazi olutholiwe lokuthuthukisa nokusungula ukuFinyelela okuBanzi kuNqubo yezoLimo kanti kamuva nje kuzindlela ezingamacebo eMkhakheni wezoLimo.

Ukufukulwa kwabaMnyama kwezoMnotho okunesiSekelo esiBanzi, kwezoLimo nakweminye imikhakha, kudingeka kuqondwe futhi kusetshenziswe njengendlela yokufinyelela kokuvunyelwane ngakho. Njengoba siwazi umlando wezwe lethu wokungabi nabo ubulungisa, owathuthukiswa waphoqwa amashumi eminyaka amaningi, le yindlela yokulungisa lezo zimo ezinjalo zokungalingani kwezinto.

Inhloso yomkhakha wezoLimo kungukuzuza inhlosombono okuvunyelwene ngayo Neqembu Elisebenzayo likaMongameli kwezoLimo ngoLwezi 2001- uMkhakha oBumbene noneNqubekela

Phambili.

Inhlosombono yethu eyamukelwa yibo bonke ababambiqhaza abaphambili, inenhloso enkulu yokwenza icebo “Ukwenza kube khona ufinyelelo olulinganayo nokuzimbandakanya emkhakheni wezolimo okwaziyo ukuncintisana namanye amazwe, elinenzuzo nelizinzile ezweni lonke, elinegalelo empilweni engcono kawonkewonke” elisekelwa yizinhloso ezintathu okuyizonazona.

Uma silandela ukwamukelwa kweCebo loMkhakha siphawule ukuba kufuneka kusungulwe izindlela ezingamacebo ezijulile ukuze kupheliswe ukwahlukaniswa ngokobuzwe obebulokhu bukhona emkhakheni wezolimo kuze kufike unyaka ka-1994, kodwa ngaso leso sikhath kube njalo kudalwe isimo esizokhuthaza ukukhula, nomoya wokuncintisana nokuqamba kanye nezinto ezidingekayo emkhakheni wezolimo ezingezokuqala nezilandela lezo. Kwadingeka ukuba sibheke abesifazane emkhakheni wezolimo nezimo ezimbi nezesabekayo zasemsebenzini ababhekene nazo abasebenzi bamapulazi ezolimo nebhizinisi. Sithathe into esiyibiza ngokuthi “yiNqubo yeMpahla yebhizinisi” ehlanganisa ukubuza okujule ngempela koxhumano olusemva naphambili kusamba esiphelele phakathi kwezimpahla zebhizinisi ezahlukahlukene.

Lo msebenzi wenze saqonda ukuba iningi lento efuna ukwenziwa ukuxhumanisa umkhiqizo wezolimo nemisetshenzana yokulungisa kanye nemikhakha enegalelo, ibhizinisi lokwenza impahla, nezinto anomdlandla ngazo ongumsebenzisi nemibandela eyeme kulokho okusizungezile. Siphinde saphawula ukuthi nanxa kube khona inqubekela phambili eyenziwayo, yize kungecothozayo - ekuthuthukisweni kuzindlela-maqhinga zempahla yohwebo asinakho ukulishiya inyathelo lenguquko nelokususa ukucwasana ngokobuhlanga. Kwizimo eziningi labo obekubhekwe ukuba kube yibona abazuzayo kwinqubo yokulwa nobuhlanga, njengabasebenzi basepulazini, babengangene shi ekuchazeni imiphumela edingekayo yesikhathi esimaphakathi neyesikhathi eside.

Lolu hlaka lomsebenzi luwuhlaka lwe-AgriBEE olubheke ukusiza labo abakhona njengami nabanye abasengabamba iqhaza nabalingani esikhathini esizayo emkhakheni wezolimo ukuba babe nezingxoxo ezakhayo kuboniswane nangenyathelo elinokuthathwa ngesikhashana nje esincane ukuze kucinywe imiphumela emibi yomlando wethu wemikhakha embaxambili ukuze kuzuzwe imiphumela ezoba negalelo enhlalweni ukuze wonke umuntu azuze impilo engcono. Icacisa ibonakalise izitini zokwakha ziphelise ubandakanyo olutshekile nokungalingani emkhakheni wezolimo ezazibangwa yizimo zemigomo yobandlululo nezinhlelo eziphambili zezolimo ezinempumelelo. Uhlaka lomsebenzi we-AGRIBEE luyayisekela eminye imizamo ephambili kahulumeni yokwenza ukuba kube khona ukukhula, ukulingana nokuqashwa nokuqinisekisa ukuphatha okusimeme nokusetshenziswa kwemithombo yemvelo.

Sizamile ukuthi uhlaka lomsebenzi lubhalwe lube lula, futhi lungabi nokuziphikisa ukuze sisize abaninipulazi abamhlophe abasimeme nabaninimabhizinisi abalokhu beza kithi becela ukuhlahlelwa indlela yokuthi bangalenza kanjani igalelo lokufukulwa kwabamnyama kwezomnotho. Luhlose nasekusizeni abahlali bethu abamnyama abaphelelwe ithemba lokuba bangaze babambe iqhaza emkhakheni wezolimo ngenxa yemiphumela yokwenziwa abezizwe ekhaya. Siyethemba ukuba lolu hlaka lomsebenzi luzoqeda ukuzenzisa kodwa luzokhuthaza lusize ekusheshiseni ekusungulweni kwemizamo ekhona futhi luhlahlele abasha kulo mzamo esinethemba lokuba uzoba khona.

Ezinyangeni ezimbalwa ezizayo silindele ukuba lo mbhalo ukhuthaze ukusebenzisana phakathi koMnyango wezoLimo namaqembu ngamaqembu abamnyama nabamhlophe, izicebi nabampofu, ababandakanyekayo kanye nabafisa ukubandakanyeka kwezolimo ekuzimiseleni okubandakanyiwe ngenhloso yokuqinisekisa ukuba inhloso yethu yenguquko ayinakuziphikisa, iphelele futhi ibonisa ukuba mbaxaningi komkhakha wezolimo. Kolwayo uhlangothi uMnyango wezoLimo uyakuseka ukuba kube khona abantu bokusebenza, bokwazisa nokwengamela

usungulo lwe-AGRIBEE. NgoLwezi kulo nyaka, ngizothanda ukubuyekeza ukuphawula namagalelo esiwatholile bese silungisa lo mbhalo lapho kudingeka khona ukuze umbhalo siwuse emKhandlwini kahulumeni/kuKhabhinethi ukuze ube nokwamukelwa ngokweSigaba 12 soMthetho ka-2003 wokufukulwa kwabamnyama kwezomnotho okunesisekelo esibanzi.

Ngithanda ukuthatha leli thuba ukuze ngibonge iqembu lomnyango, nalabo bantu abasebenze kanzima ukuqinisekisa ukuba siyafika kuleli zinga lenqubo yokusungula ukufukulwa kwabamnyama kwezomnotho kulo mkhakha.

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INHLOSO- MBONO

Ukuqhuba ukufukulwa kwabamnyama kwezomnotho okunesisekelo esibanzi ngenhloso yokuxhasa uMkhakha wezoLimo obumbene nonenqubekela phambili.

ISINGENISO

Makuqashelwe lokhu :

- Kuyinqubo-mgomo kahulumeni ukugqugquzelela ahambise uguquko olugcwele nolunesakhiwo emnothweni wezolimo ukuze kuzuzwe uMkhakha wezoLimo obumbene nonenqubekela phambili ngokubandakanyeka nabanye ababambiqhaza.
- UMthethosisekelo waseRiphabhlikhi yaseNingizimu Afrika noMthetho womQulu waMalungelo uphoqa izwe ukuba likhuthaze ukuzuzwa ngokulingana komthetho namanye amanyathelo aklanyelwe ukuvikela nokuphucula abantu, noma izinhlobo zabantu ebebekade benganakwa/becwaswa ngenxa yobandlululo olungalungile.
- Indlela yokwenza iqhinga/icebo kwezolimo zaseNingizimu Afrika esivunywe umkhakha wezolimo ngomhla ka-27 kuLwezi 2001 inezinhloso zokwenza izindlela zecebo lokukhuthaza ufinyelelo olulinganayo nokubamba iqhaza; ukuphucula ukuncintisana nezwe lonke nenzuzo nokuqinisekisa ukuphatha okusimeme kwemithombo.
- Uhlelo lukaHulumeni loLungiso loMhlaba nezinye izinhlelo/amaphrogramu amancanyana amathathu aphambili - ukubuyiselwa komhlaba, ukwabiwa kabusha komhlaba , nokuqashwa komhlaba. Lolu hlelo lunenhloso yokwenza icebo lokuguqula umthetho womhlaba waseNingizimu Afrika wobandlululo udale isimo sokuthuthukiswa kwezepolitiki, kwezokuhlalisana nezomnotho kulabo bantu ababevinjelwe amathuba. Kuze kube manje uhlelo Lungiso loMhlaba ngenhloso yokuthuthukiswa kwezolimo lwathuthukiswa njengento okuyiyonayona enjengomlamuli wokuxhasa ezoLimo.
- Inhloso-mbono neNdlela yeMithetho yokuziPhatha kubudlelwane basemsebenzini kwezolimo kwasayinwa ukulima okuHlanganisiwe, izinyunyana zabasebenzi nohulumeni.
- Le mithetho elandelayo yezwe yenzelwe ukuba isize kwinguquko yezokuhlalisana nezomnotho:
    - UMthetho Wokufukulwa Kwabamnyama Kwezomnotho Okunesisekelo Esibanzi (2003);
    - UMthetho wokuNcintisana (unombolo 89 ka-1998 olungiswe ngoMthetho unombolo 35 ka-1999);
    - UMthetho woKwandiswa koKuvikeleka kokuQashwa koMhlaba (unombolo 62 ka-1997);
    - UMthetho wokuLingana ekuqashweni (unombolo 55 ka-1998);
    - UMthetho wezokuthuthukiswa kwezamakhono (unombolo 97 kaku-1998);
    - UMthetho wokubuyiselwa kwamalungelo oMhlaba (unombolo 22 ka-

1994)

Kusamukelwa ukuthi:

- Kusukela ekujikeni kweminyaka eyikhulu ngaphansi kolawulo lobandlululo, ubuzwe nobulili yizinto ezazisetshenziswa ekulawuleni ufinyelelo, usebenziso nokuzuza kwimithombo yemikhiqizo yolimo yaseNingizimu Afrika;

- ♦ Nakuba isiyenziwe yonke imizamo nguhulumeni wentando yeningi, umphakathi waseNingizimu Afrika usashaywa ngolukhulu ubandlululo nokungalingani ngobulili kulezi zimo ezilandelayo - ekwabiweni nasekufinyeleleni kwamathuba, ubucebi, iholo, amakhono nokuqashwa emsebenzini;

- ♦ Ukungabibikho kokubamba iqhaza okubanzi nokusebenzayo kubantu abaningi baseNingizimu Afrika kwezomnotho kunemiphumela emibi ekuvikelekeni kukazwelonke nasekusimameni kwaleli zwe kwesikhathi esizayo.

- Umkhakha wezolimo, ngenxa yemlando wawo unendima ebalulekile okumele uyidlale kwinhlalo-jikelele yezokuhlalisana nezomnotho emphakathini waseNingizimu Afrika futhi kufuneka uqhubeke udlale indima ebonakalayo emnothweni waseNingizimu Afrika, wenze igalelo ekutheni kube khona ukudla, imisebenzi, ukuthuthukiswa kwasemaphandleni nezinto ezithunyelwa kwamanye amazwe.

- Ukutshintsha ngokushesha kwesimo ezweni jikelele kudinga ukuba kuqashelwe ukuqaliswa kwento entsha, ukuncintisana, ukuphatha kulawulwe ukuba sengcupheni yobungozi, ulawulo lolwazi, zonke lezi zinto zifuna umkhakha wezolimo waseNingizimu Afrika ukhuthale uthathe kuqala amanyathelo ekwandiseni umthombo wabantu okhona ngokuthuthukisa abantu ngokuba khona kokulingana kwezokuqashwa, ngokuthuthukiswa kwamakhono nokuguqulwa kwezikhungo.

Ngalokho-ke :

Thina esisayine lapha ngezansi, sithuthukisa le nqubo-sisekelo njengemizamo yethu yangamabomu njengomkhakha ukulungisa umlando wokuswelakala kobulungisa ukuze sifukule abantu baseNingizimu Afrika ebebenganakwa bevinjelwewe amathuba eMkhakheni wezoLimo. Samukela i-AgriBEE njengenyathelo elibalulekileyo lezepolitiki, lenhlalo nelomnotho kwikusasa elihlangene lezwe lethu.

1. UBUNGAKO/UBUBANZI BOKUSEBENZA

I-AgriBEE isebenza kulo lonke inani lochungechunge emkhakheni wezolimo laseNingizimu Afrika (ukusuka ensimini kuye esitsheni sokudlela) kubandakanya yonke imisetshenzana yezomnotho ehambisana namalungiselelo amagalelo ezolimo. izinsizakalo, ukwabiwa, nemisetshenzana esizayo eyongeza inani kwimikhiqizo yezolimo.

2. UKUCHAZWA KWAMAGAMA

Ngokwezinhloso zale nqubo-sisekelo salo mbhalo, kusebenza lawa magama alandelayo:

Ezolimo sibhekisa kuyo yonke imisetshenzana yomnotho encikene nokukhiqizwa nokuqhutshwa kwezolimo ukusukela kulungiselelo lwamagalelo ezepulazi, ukuphatha ipulazi nokwengezwa kwenani.

AgriBEE wuhlaka lomsebenzi womkhakha wokufukula abamnyama kwezomnotho olunesisekelo esibanzi oluhlose ukuxhasa abantu abamnyama baseNingizimu Afrika ukuba babambe iqhaza ngamandla kumkhakha kwezolimo njengabanini, abaphathi, abaqashwa abanamakhono nabasebenzisi.

UMthetho nguMthetho wokufukula abamnyama kwezomnotho esinesisekelo esibanzi, 2004.

Abantu abamnyama kubhekiswa kubantu abamnyama, abebala namaNdiya.

Ukufukulwa kwabamnyama kwezomnotho okunesiseko esibanzi (ufinyelelo olulinganayo nokubamba iqhaza) kwezolimo kusho ukufukulwa kwezomnotho kwabo bonke abantu abamnyama kubandakanywa abesifazane, abasebenzi, intsha, abantu abakhubazekile nabantu abahlala emaphandleni ngezindlela ezingamacebo ezehluke ngokungefani kwezenhlalo noma kwezomnotho ezinhlobonhlobo kodwa ezihlangeneyo, ezimbandakanya kodwa ezingaphelelanga kulokhu:

(a) Ukwandisa inani labantu abamnyama okuyibona abalawulayo, abangabanini nabalawula amabhizinisi asaqalayo nama-sethi emikhiqizo;

(b) Ukugqugquzelela ubumnini nolawulo lwamabhizinisi amancane nama-asethi emikhiqizo yemiphakathi yabamnyama, abasebenzi, izinhlangano namabhizinisi asaqalayo ahlangene.

(c) Imithombo yabantu nokuthuthukiswa kwamakhono abantu abamnyama;

(d) Ukuzuza ukumelwa okulinganayo kwimisebenzi yonke yezolimo, kwizinhlobo zokusebenza/zomsebenzi nakumazinga endaweni yokusebenzela:

(e) Ukuthengwa kwempahla kahulumeni okukhethwayo; futhi

(f) Ukutshala imali emabhizinisini asaqalayo angawabantu abamnyama noma aphethwe yibona.

Amabhizinisi asaqalayo e-BEE Izinhlobo zamabhizinisi ezichazwe kulo Mthetho ezinezinga lokubamba iqhaza kubumnini, ulawulo noma ukuphathwa ngabantu abamnyama baseNingizimu Afrika.

(a) “Ibhizinisi elisaqalayo elimnyama” yilelo u-50,1% engawomntu omnyama/ abantu abamnyama futhi lapho kukhona khona ukuphatha/ukulawula okuqinile.

(b) “Ibhizinisi elisaqalayo elifukulelwe abamnyama” yilelo lapho u-25,1% walo okungenani engawabantu abamnyama futhi lapho kukhona khona ukuphatha/ulawulo okuqinileyo.

(c) “Ibhizinisi elisaqalayo elingelowesifazane omyama” yilelo lapho u-25.1% emele abesifazane abamnyama kwingxenye yokulingana nokuphatha/nokulawula phakathi kwabamnyama

(d” Ibhizinisi elisaqalayo lomphathi noma elinesisekelo esibanzi” linomnini-sabelo wokufukulwa omele isisekelo esibanzi samalungu njengomphakathi wendawo noma lapho izinzuzo zixhasa iqembu elihlosiwe, isibonelo, abesifazane abamnyama abakhubazekile, intsha nabasebenzi.

(e) “Ukuhlanganyela noma ibhizinisi elisaqalayo elihlangene” yinhlangano ezimele yabantu abazithandele ngokwabo ukuba bahlangane bahlangabezane nezidingo zabo zomnotho, ezokuhlalisana namasiko ngokuba benze Ibhizinisi labo elihlangene noma elilawulwa ngentando yeningi.

(f) Ubumnini bubhekisa kumdlandla kwezomnotho, igunya lokulawula ama-asethi, ukumisa inqubo-mgomo nendlela elandelwa yimisebenzi yenkampani.

(g) Ukuphatha/ukulawula kubhekisa kubaphathi abalawulayo, ulawulo oluphezulu, ulawulo oluphakathi nolawulo olusezansi.

CASP kuqondiswe Uhlelo Oluphelele Loxhaso Lwezolimo

Ibhizinisi elisaqalayo igama elisetshenziswa ukuchaza ibhizinisi lezolimo futhi libandakanya namabhizinisi nezinye izinkonzo ezincikene nazo ezixhasa ezolimo.

Uhwebo olusimeme lubhekisa kulabo bantu, amaqembu izinhlangano noma izinkampani ezazilokhu zikhona ngaphambi kuka-1994 futhi eziphethwe/ezilawulwa ikakhulukazi ngabamhlophe futhi bengabanini.

Umhlaba wezolimo ongafani nemiye/owodwa futhi obonisa izimpawu zokulungela ukulima

HDI: [Abantu ebebecwaswa bevinjelwe amathuba] kubhekiswa kunoma yimuphi umuntu, uhlobo lwabantu noma imiphakathi eyavinjwa amathuba ngenxa yokucwaswa okungalungile ngaphambi koMthethosisekelo weRiphabhlikhi yeNingizimu Afrika , 1993 (uMthetho 200 ka-1993).

Ukuhamba ngomugqa kusho inqubo lapho abasebenzi babekwa ngamazinga athile basuswe kumazinga aphansi kwimisetshenzana yomnotho kwezolimo bayiswe kuzinga elingcono lezomnotho ukuze laba basebenzi bahlanganiswe futhi bamukelwe ezingeni eliphezulu lomnotho.

Imkhakha : Umphakathi wezomnotho kulo lonke uchungechunge lwenani lamabhizinisi ezolimo.

Icebo Lomkhakha : Yindlela yokwenza iqhinga noma icebo lezolimo laseNingizimu Afrika esithuthukiswe ngokuhlanganyela nguHulumeni waseRiphabhlikhi yaseNingizimu Afrika, Agri SA (kubandakanywa ne-Agribusiness Chamber) neNAFU eyasayinwa ngomhla ka-27 kuLwezi 2001.

SOE: Ibhizinisi elingelombuso/elingelikahulumeni.

Ababambi-qhaza Yigama elisetshenziswa kabanzi ukuchaza ababambi qhaza kuchungechunge lenani lezolimo kanye nabazuzi bosizo abakhona nababonisa ukufaneleka ukungazuza ku-AgriBEE.

3. IZINHLOSO

Izinhloso ze-AgriBEE ukunciphisa ubandlululo ngokobuzwe emkhakheni wezolimo ngokuba kusungulwe imizamo efaka abantu abamnyama baseNingizimu Afrika kuwo wonke amazinga emisetshenzana namabhizinisi ezolimo ngokochungechunge lonke lwenani lezolimo ngokwenza lokhu:

(a) Ukukhuthaza ufinyelelo olulinganayo nokubamba iqhaza kwalabo ababecwaswa bevinjelwe amathuba kuchungechunge lonke lenani lezolimo;

(b) Ukuphelisa ubandlululo kubumnini bomhlaba namabhizinisi, kulawulo, kwimisebenzi efuna amakhono nakulawulo lwamabhizinisi ezolimo akhona namasha;

(c) Ukuvula amakhono aphelele ebhizinisi emkhakheni kulabo ababecwaswa bevinjelwe amathuba;

(d) Ukugqugquzela utshintsho kusakhiwo kuzinhlelo zoxhaso kwezolimo nemizamo yokuthuthukisa ukusiza abantu abamnyama baseNingizimu Afrika ekutheni babe ngabanini, ekusekeni, ekubambeni iqhaza nasekuqhubeni amabhizinisi ezolimo;

(e) Ukuphakamisa nokubuyisela isithunzi ngokwasemphakathini wabantu abamnyama baseNingizimu Afrika phakathi komkhakha;

(f) Ukwandiswa indaba yokuthi imiphakathi, abasebenzi, izinhlangano zibe ngabanini nabalawuli namanye amabhizinisi ahlangene namanye amabhizinisi amasha ezolimo, ukwandisa ufinyelelo lwabo kumisetshenzana yomnotho, kuzingqalasizinda nokuqeqeshwa kumakhono;

(g) Ukwandisa indaba yokuthi abesifazane abamnyama, abantu abakhubazekile nentsha babe ngabanini nabalawuli bamabhizinisi ezolimo akhona namasha ukwandisa ufinyelelo lwabo kumisetshenzana yomnotho, kuzingqalasizinda nokuqeqeshwa kumakhono;

(h) Ukuthuthukisa imiphakathi yasemaphandleni ukuba ifinyelele kumisetshenzana yezolimo, yomnotho, umhlaba, kuzingqalasizinda nakuqeqeshwa kumakhono.

4. UKUZINIKELA

Bonke ababambi qhaza kumithethosisekelo yenqubo-sisekelo ye–AGRIBEE futhi bazimisele ukusebenza badale isimo esivumayo sokuthuthukisa labo ababecwaswa bevinjelwe amathuba ngokuba kwenziwe lokhu okulandelayo:

UMHLABA WEZOLIMO ONGAFANI NEMINYE FUTHI OBONISA IZIMPAWU ZOKULUNGELA UKULIMA

Umhlaba owodwa futhi obonisa izimpawu zokulungela ukulima ubalulekile kodwa ngumthombo onciphile nonomkhawulo eNingizimu Afrika. Ababambiqhaza bazosebenza bonke ukuqinisekisa ukuba labo ababecwaswa bevinjelwe amathuba bangabanini bayakwazi ukuqashisa futhi noma bawusebenzise umhlaba wokulima owodwa futhi obonisa izimpawu zokulungela ukulima.

Uhwebo olusimeme luthembisa ukwenza lokhu:-

- Ukuba negalelo ekuqondeni inhloso yezwe yokuqinisekisa ukuba u-**[30%]** womhlaba wokulima ungowabantu abamnyama baseNingizimu Afrika ngonyaka ka-2014.
- Ukuba negalelo kokunye okuhlosiwe ukwenza kutholakale u-**[20%]** womhlaba wokulima okhona owodwa futhi kubonisa ukukulungela ukulima ukuthi uqashiselwe abantu abamnyama baseNingizimu Afrika ngonyaka ka-2014;
- Ukwenza kutholakale u-**[15%]** womhlaba okhona owodwa futhi obonisa ukukulungela ukulima ukuba usetshenziswe futhi uqashiswe ngonyaka ka-2010;
- Ukuxhasa imizamo yomthetho nokuthuthuka okwenzelwe ukuvikela amalungelo esikhathi soqasho kumhlaba wokulima kuzo zonke izindawo;
- Ukwenza kutholakale u-***[10%]*** womhlaba wokulima womuntu kubasebenzi basepulazini nemisetshenzana yokukhiqiza iztshalo.

Uhulumeni uthembisa ukwenza lokhu :-

- Ukuba negalelo ngezinqubo ezikhona ukuba andise ufinyelelo nokutholwa komhlaba ngabantu abamnyama baseNingizimu Afrika;
- Ukuhamba phambili ukuthola umhlaba wokulima ofanelekile okhona emaketheni ukuba wabiwe kabusha;
- Ukusebenzisa umhlaba wokulima obuyela kuhulumeni othathwe kubaninipulazi ukuba wabiwe kabusha;
- Ukukhuthaza ukuthuthukiswa kohlelo olukhulayo, noluphilile lokuqashisa umhlaba ;
- Ukukhuthaza ulawulo olusimeme nokusetshenziswa kwemithombo yendalo

Abanikazi nabasebenzisi bomhlaba abamnyama baseNingizimu Afrika bathembisa ukwenza lokhu :-

- Ukuqinisekisa ukusetshenziswa okunemikhiqizo nokusimeme komhlaba owodwa nobonisa ukukulungela ukulima.

UKUTHUTHUKISWA KWEMITHOMBO YABANTU

Izinguquko ezisheshayo kusimo sezwe jikelele zifuna ababambi-qhaza basebenzisane ukuqinisekisa ukuba kunikezwe ukunakwa okukhulu kumthombo wemali owandayo nokhona ngokuba kutshalwe ebantwini, ukulingana ekuqashweni, ukuthuthukiswa kwamakhono noguquko ezikhungweni ezahlukahlukene. Uhwebo kwezokulima lufuna imikhiqizo esimeme namazinga aphezulu ebhizinisi, ukuzinikela kwesikhathi eside, imithombo yobucebi nenamakhono. Ukulima eNingizimu Afrika kubathola kancane abasebenzi abanamakhono nabaqeqeshiwe, lokhu okuyinto engahambelani nezidingo. Leyo nto ivezwa yinani eliphezulu labathole iziqu zemfundo ephakeme kwezokulima kodwa abangatholi misebenzi. Baningi abantu abatholakala bengafundanga phakathi kwemiphakathi yezokulima.

Umkhakha uthembisa lokhu:-

- Ukuphungula ngo-75% inani labantu abangafundanga emapulazini ngonyaka ka-2008;

- Ukuphelisa ngokuphelele into yokungafundi phakathi kwabantu abasebenza emapulazini ngonyaka ka-2010;
- Ukuqinisekisa ukuthi bonke abasebenzi abasezingeni eliphakathi neliphezulu emkhakheni wezolimo bayakwazi ukufunda nokubala ngendlela eyiyo ngonyaka ka-2010;
- Ukuseka izinqubo zoqeqesho lwamakhono nezokuphatha phakathi kwabasebenzi basepulazini nabamabhizinisi ngoNtulikazi 2005.
- Ukusebenzisana ukuqinisekisa ukusetshenziswa ngokuphelele kwemithombo efanelekile yoMkhakha wezeMfundo naMagunya oQeqesho [PAETA, umkhakha wokudla neziphuzo neSETASA] ukuze kuzuzwe lezi zinhloso ezingenhla;
- Ukuseka inqubo ebanzi yabaqeqeshelwe umsebenzi nabo bangabeluleki ehloswe kubantu abamnyama abangu-5 000 abaneziqu zemfundo ephakeme abangaqashiwe nabaqashwe kumazinga aphansi kuminyaka engu-5 elandelayo kuzo zonke izinhlobo ukuqala ngonyaka-mali wonyaka ka-2005, izinqubo zokweluleka ziyakufakazelwa zikhishwe yiSETA efanele noma elinye igunya elivunyiweyo**.**
- **Uhwebo olusimeme luthembisa ukwenza lokhu:-**
- Ukuthuthukisa ngoNtulikazi 2005 uhlelo lokweluleka ngokusebenzisa ochwepheshe abanolwazi abalutholile abakhona nosomabhizinisi njengezinye zezindlela zokudlulisa amakhono kubantu abamnyama abasanda kungena ebhizinisini;

Uhulumeni uthembisa lokhu:-

- Ukukhuthaza ezolimo njengomsebenzi umuntu awuqeqeshelwe futhi ngonyaka ka-2005 uzokwenza ubuyekezo lokuba bafuneka kangakanani abantu emkhakheni wezolimo;
- Ukuhola nokuxhumanisa uhlelo oluhlosiwe luhlanganiswe nabasemagunyeni kwezemfundo , izinhlangano zabaninipulazi kanye nomkhakha wezolimo zizobuyekeza amakharikhulamu akhona emfundo noqeqesho ngenhloso yokuphucula amakhono ezebhizinisi nezokuphathwa kwalabo bantu abamnyama abasanda kungena emkhakheni ngonyaka ka-2006.
- Ukuqinisekisa ukufakwa kwenani elibonakalayo labantu abamnyama abaphuma emkhakheni njengabantu abangumnyombo ophambili nabanobuhlakani kumisebenzi kaHulumeni yaphesheya yohwebo, kusizo lobuchwepheshe, ekuvakasheni okuphathelene nezemfundo nakumathuba okuqeqeshwa.

4.3 UKULINGANA KWEZOKUQASHWA

Ukuhambisana nokugcina uMthetho wokulingana kwezokuqashwa noMthetho wokuthuthukiswa kwamakhono, wonke amabhizinisi asaqalayo emkhakheni athembisa lokhu:

- Ukuzuza ngokuqhubela phambili u-***[30%]*** wokumelwa kwabantu abamnyama ekuphatheni kwabaphethe ebhizinisini ngalinye ngonyaka ka-2006 ;
- Ukuzuza ngokuqhubela phambili u-***[50%]*** wokumelwa kwabantu abamnyama ekuphatheni okuphezulu kwebhizinisi ngalinye ngonyaka ka-2008;
- Ukuzuza ngokuqhubela phambili u- ***[60%]*** wokumelwa kwabantu abamnyama ekuphatheni okuphakathi kwebhizinisi ngalinye ngonyaka ka-2008;
- Ukuzuza ngokuqhubela phambili u- ***[70%]*** wokumelwa kwabantu abamnyama ekuphatheni oluphansi lwebhizinisi ngalinye ngonyaka ka-2008;
- Ukuzuza ngokuqhubela phambili u- ***[10%]*** wokumelwa kwabesifazane abamnyama ekuphatheni lwabaphethe ebhizinisini ngalinye ngonyaka

ka-2006;

- Ukuzuza ngokuqhubela phambili u-***[25%]*** wokumelwa kwabesifazane abamnyama ekuphatheni okuphezulu ebhizinisini ngalinye ngonyaka ka-2008;
- Ukuzuza ngokuqhubela phambili u-***[30%]*** wokumelwa kwabesifazane abamnyama kulawulo oluphakathi ebhizinisini ngalinye ngonyaka ka-2008;
- Ukuzuza ngokuqhubela phambili u-***[45%]*** wokumelwa kwabesifazane abamnyama kulawulo oluphansi ebhizinisini ngalinye ngonyaka ka-2008.

Lokhu kuhloswe ekuzuzeni umfanekiso wokumelwa kwabantu kulawulo kuwo wonke amabhizinisi ngonyaka ka-2014 okuzothi ngesinye isikhathi kuqinise futhi kunikeze amandla imiphumela ye-AGRIBEE.

4.4 UBUMNINI BEBHIZINISI NOKULINGANA

Ukhiye okuyiwona wokufukulwa kwabamnyama kwezomnotho okunesisekelo esibanzi kwezolimo ukuba ngumnini wama-asethi namabhizinisi phakathi komkhakha. Ngokomlando ubumnini kwezolimo bebuhunyushwa njengobuncike ekutheni ube ngumnini-mhlaba. Le nqubo eyisisekelo ye-AGRIBEE yenza umahluko phakathi kokuba ngumnini womhlaba nokuba ngumnini webhizinisi. Ababambi-qhaza emkhakheni bazosebenzela ukuthuthukiswa nokusungulwa lwezibonelo zobumnini bebhizinisi bexhasa i-AGRIBEE.

Uhwebo olusimeme luthembisa lokhu: -

- Ukuqinisekisa u-***[35%]*** wokuba ngabanini kwabantu abamnyama bamabhizinisi akhona namasha ngonyaka ka-2008;
- Ukuqinisekisa ukuthi lapho kwenziwe khona imizamo yotshalo-mali kwizwekazi lase-Afrika u-***[10%]*** wengxenye yotshalo-mali lwaseNingizimu Afrika lunikwa abantu abamnyama baseNingizimu Afrika;
- Ukungena kumalungiselelo okubambisana/okuhlanganyela ukuqinisekisa ukuba u-**[30%]** wamathuba wemakethe ethumela kwamanye amazwe angena kumabhizinisi angawabantu abamnyama ngonyaka ka-2007;
- Ukuqinisekisa ukuba u- ***[10%]*** liba umnini womsebenzi wasepulazini kuzinga lamabhizinisi asepulazini ngonyaka ka-2008.

4.5 UKUTHENGWA KWEMPAHLA KAHULUMENI NEZIVUMELWANO

Ukuphumelela kokuzinikezela kusisekelo senqubo ye-AGRIBEE kunomthelela wokuthengwa kwempahla kahulumeni nesimo sesivumelwano somkhakha wezokuthengisa, wezokuvakasha nezokwaba. Ukuhlala kugcinwe lo moya walo mbhalo wale nqubo-sisekelo wonke amabhizinisi emkhakheni athembisa lokhu:

Ukusungula izindlela zecebo zokuthengwa kwempahla kahulumeni ehlosiwe nezinhloso-mgomo zokuqonda i-BEE. Lokhu okuhlosiwe kuzokuba u-[**50 %]** wenani lilonke lokuthengwa kwempahla kahulumeni kuzinkampani ze-BEE ngonyaka ka-2010 no**-[70%]** ngonyaka ka-2014;

Ukunikeza umbiko njalo ngonyaka kuko konke kwe-BEE okuchithwe ekuthengweni kwempahla kahulumeni;

Ukuqhubela phambili kunikwe, uma kunokwenzeka, abantu abamnyama baseNingizimu Afrika ne-SME yendawo u**-[50%]** wezinga lobonelela ngokunikezwa kwempahla isikhathi esiyiminyaka emihlanu.

- Izivumelwano zizosekwa ezinkokhelweni ezikhokhwe ngokushesha (zenyanga) zomsebenzi owenziwe izinkampani ezimnyama ukwenzela ukuthi umsebenzi uhambe kahle futhi

kugcinwe nemiphumela esezingeni ngoMfumfu 2005.

4.6 IZINSIZAKALO/IZINKONZO ZOXHASO KWEZOKULIMA

Izinsizakalo zoxhaso ezinjengokukwazi ukufinyelela ezimalini, kuzingqalazizinda, nakuzinhlelo zolwazi kungumnyombo wemizamo esimeme yokuthuthukisa. Ababambiqhaza bayalamukela iphuzu lokuthi izinselelo zoguquko yokwehlula umlando wobumbaxambili zisekhona emkhakheni wezolimo.

Uhwebo olusimeme luzimisele ukwenza lokhu :-

- Ukusebenzisa uMkhakha wezeziMali ngenhloso yokuqinisekisa ukuthi ngokusebenzisa Ishatha/incwadi yemvume kahulumeni enikeza amandla amathuba okuthuthukiswa kwabamnyama kwezomnotho emkhakheni wezolimo ayaqondwa;
- Ukuqinisekisa ufinyelelo nokusetshenziswa kwezingqalazizinda, ama-asethi nezinsizakalo zoxhaso ezitholwe kumabhizinisi abamnyama ngenxa yenqubo-mgomo yobandlululo olwadlula ngonyaka ka-2007;
- Ukusebenzisa ngokuphelele imigomo ekhona ye-BEE namathuba atholakalayo okunika izinkonzo zokuxhaswa zokuphumelelisa i-AGRIBEE.

Uhulumeni uthembisa ukwenza lokhu:-

- Ukuqinisekisa ukudala isimo esivumayo ukuxhasa ezolimo;
- Ukuqhuba nokusungula inqubo ephelele yoxhaso lwezokulima

Abantu abamnyama emkhakheni bathembisa ukwenza lokhu:-

- Ukuhamba phambili babambe iqhaza kuzinqubo ezichaza isidingo sezinkonzo zoxhaso lwezokulima futhi kwenziwe umgomo olandela lokhu uma kudilivwa/ kukhishwa izethembiso.

5. UKUBEKA IHLO, UKUHLOLA NOKUNIKEZA UMBIKO

Ukuhlolwa kwe-BEE enesisekelo esibanzi kanye nezindlela zemithetho yokusebenza ngendlela enhle kumiswe nguMthetho ka-2003 wokufukulwa kwabanyama kwezomnotho okunesisekelo esibanzi.

- Isikhungo ngasinye emkhakheni sithembisa ukubeka obala futhi sinikeze nombiko [embikweni waso wonyaka] ukuthuthuka okwenziwe mayelana nokuzinikela emsebenzini. Umbiko onjalo wokuqala wonyaka uzokuba ngowonyaka-mali ka-2005.
- Izindawo ezithile okufanele kunikezwe umbiko ngazo zizombandakanya lokhu okulandelayo: - % wokunikwa kwalabo ababebandlululwa bevinjelwe amathuba; banikezwe umhlaba owodwa nobonisa ukukulungela ukulima, ukulungiswa kwezinhlelo zokuthuthukiswa kwemithombo yabantu; ukulingana kwezokuqashwa nobekuhlosiwe ngokumelwa kwabantu kuzuzwe; ukuthengiswa kwempahla kahulumeni ngokwe-BEE; kwenziwe imizamo yezinsizakalo zolimo zokuxhaswa.
- Ikhadi lamaphuzu (scorecard) lizothuthukiswa njengento eyingxenye yohlaka lomsebenzi we-AGRIBEE.

ABASAYINAYO

[Uhlu oluphelele luzoqedelwa ekupheleni kwenqubo yokubonisana.]