



UmNyango wezokuLima
iSewula Afrika

i-AgriBEE

Isakhiwo sokupha abantu abanzima amandla womnotho abanzi

**kwezokulima
(Broad-Based Black Economic Empowerment
Framework for Agriculture)**

***Kukwamukela indlela yokutjhuguluka, ekhanyelako, ekghonakalako ukwenzeka
ezokuwethula isiqiniseko ingasi ibhudango letjhuguluko"***

Thabo Mbeki, 22 KuSeptemba 1994

UmNyango wezokuLima

Julayi 2004

UMLAYEZO KANGQONGQOTJHE UDIDIZA

Nakathula ikulumo yakhe ngobujamo besizwe ngoMeyi, uMongameli uMbeki wamemezela bona umNyango wezokuLima uzokukhupha umtlo omtlamo wesakhiwo se-AGRIBEE ukuthi kukhulunyisanwe ngawo ngoJulayi. Ngiyathaba namhlanje ukuthula lesisakhiwo ekungelinye lamagadango aqakathekileko afunekako ukwakha iSewula Afrika yethu enganabandiululo. Isakhiwo se-AGRIBEE lesi sikhambisana nomgomo wombuso okhona nesibethamthetho sokulungisa iminyaka edlulileko yebandlululo nemiphumela yayo. Kungelinye legadango endleleni esayithathako nabesihlath ulula iminqopho yomphakathi onganabandlululo kuMthethosisekelo wethu sazwisisa neembopho esiqalene nazo soke.

Isakhiwo se-AGRIBEE sihloma iminqopho emihlahlandlela yokupha abantu abanzima amandla womnotho abanzi kwezokulima ngendlela ezama ukwakha phezu kwelwazi letjhuguluko eminyakeni elitjhumi edlulileko. Sikhambelwe phambili kucabanga ngeemfundo zokupha amandla (*empowerment study*) ephakamiswe mNyango. Irherho leendlela ezidephileko zokubonisana ezidoswa phambili siqhema esihlahla indlela (*reference group*) nelwazi lokuthuthukisa nelokusebenzisa indlela yokwenza kube banzi emandleni wezokulima neqhingeni lomkhakha wezokulima.

Ukupha abantu abanzima amandla womnotho abanzi, kwezokulima njengakweminye imikhakha, kufuneka izwisiswe begodu isitjenziswe njengeesetjenziswa bekufike ekugcineni. Ngokuqala ukungalingani okusesekhona enarheni yethu le, okurage amatjhumi (decades) weminyaka, lezi ziiisetjenziswa zokulungisa ukungalingani lokhu.

Ihloso yomkhakha wezokulima kukuphumelelisa ibhudango lokudlulisa phambili isiqhema esikhethwe nguMongameli sokusebenza kwezokuLima ngoNovemba ka-2001 yomkhakha wokubambana nokuphumelela (*United and Prosperous Sector*). Ibhudango lethu, ekuvumelane kilo boke abadlala indima, linomnqopho omkhulu "Ukwenza amathuba wokuzibandakanya newokuhlanganyela emkhakheni wezokulima wentjhabatjhaba, ogcinileko begodu onenzuzo ukwenza ipilo yomuntu woke ibe lula" begodu usunduzwa minqopho emincani emithathu.

Ngokulandela ekusetjenzisweni kweqhinga lomkhakha sibone bona amaqhinga adepheleko afuneka bona asetjenziswe ukususa ukuhluka okugade kukhona bekufike umnyana ka-1 994. Kanti ngakelinye ihlangothi senza ibhoduluko elizokukhuthaza ukukhula, ukuphalisana nokwenza umkhakha wezokulima omncani nomkhulu ube ncono. Siye safanela bona siqale nobudisi bokusebenza ngenejthabatjhaba, ukungabonakali kokuzibandakanya kwabomma emkhakheni nobujamo obumbi nobungozi bokungalahiekiwa msebenzi okuqale amaplasa wokulima nabasebenzi. Sithethe esikubiza bona "yindlela yomkhiqizo" (*Commodity Approach*) efaka phakathi ukuhiolisisa ukuthintana mahlangothi woke kwabathintekako nakeminye imikhiqizo.

Lomsebenzi wenze ukuthi sibone ukobana kusese kunengi ekufuze sikweneze ukuhlanganisa ukukhiqiza kwezokulima nemisebenzi eyenziwako ihlanganiswe nemikhakha efaka isandla, amarhwebo wokukhigize, iindingo zamakhastamu nokukhambelana nezebhoduluko. Sibonile godu ukobana njengoba iragelo phambili libonakala - nanyana libuthaka - etuthukweni yamaqhinga wokukhiqiza, azange sikhone ukutjhiya amagadango wetjhuguluko newokuqeda ibandlululo ukuthi arage. Eendaweni ezinengi ekufuze bazuze ekuqedeni ibandlululo njengamaplasini nekusebenzeni erhwebeni, bebangakazikeli ekUzibandakanyeni ekuhlathululeni imiphumela emifitjhani yanje, ephakathi nemide.

Lencwadi emtlamo wesakhiwo se-AGRIBEE, yenzelwe ukusiza boke abadlala indima nabalingani banje nebangomuso emkhakheni wezokulima ukuthi bakwazi ukuzibandakanya ekulumeni ezwakalako nemagadangweni anagakghona, esikhathini esifitjhazana, ukusula yoke imiphumela engakalungi yomlando wethu ohlukene kabili bese wenza imiphumela engasizaa ekwenzeni ipilo encono yomuntu woke. Ihlathulula amaphuzu aqakathekileko wokususa ukuzibandakanya okutjhgamileko nokungalani emkhakheni wezokulima okumphumela yomgomo ebeyiqale imibala yabantu nehlolelo lezinto eziqwakathekileko zepumelelelo kwezilimi. Isakhiwo se-AGRIBEE sisisekelo emegadangweni amanye wombuso wokuletha ituthuko, ukulingana nemisebenzi nokuqinisekisa ukuphathwa nokusetjenziswa kuhle kweenetjenziswa zeemvelo.

Sizazame ukuqinisekisa kobana isakhiwo sitlolwe lula ukusizaabalimi abamhlophe esele bathuthukile nabosorhwebo ebahiala beza kith bazosibuzaa bona bangasiza bunjani ekupheni abantu abanzima amandla kwezomnotho. Yenzelwe godu ukusiza labo bantu abanzima ekungenzeka bona balahlekeiwa lithemba lokobana bangakhe babandakanyeke emkhakheni wezokulima ekumphumela wokukhethululwa, ngesakhiwo esizwakalako ukuqalana namathuba amatjha avelako. Kuliithemba lethu kobana lesisakhiwo sizozeda ukuvaleleka kwamathuba nelwazi, ukhanyiser begodu usize ekusebenziseni imitlamo ekhona bese uhlahle indlela kwemitjha esilinde bona ivele. Ngemva kweenyanga ezimbalwa silindele bona lencwadi ithuthukise ukuthintana hlangana komNyango wezokuLima neeqhema ezithileko zabamhlophe nabanzima, abaregileko nabangakaregi abazibandakanyako nabasafuna ukuzibandakanya kwezokulima embophweni ezikhona, ukuqinisekisa bona ihlelo lethu letjhuguluko alikahlangahlangani, liyazwakala begodu lithathela ehloko ubudisi emkhakheni wezokulima. Endimeni yayo, umNyango wezokuLima uzokuthoma umthamo wokuzibandakanya, ukwazisa begozi uqale ukusebenza kwe-AGRIBEE. NgoNovemba umnyala lo, ngizokuthanda ukuqala imibono neemphakamiso esizitholileko bese sihlalise kuhle lemcwadi khona sizakwazi ukuyisa kuSigungu sesibethamthetho iyokwamukelwa ikhambisane neSahluko se-12 Umthetho ka 2003 olawula Ukupha Abantu Abanzima Amandla

Womnotho Obanzi.

Ngithanda ukuthatha lelithuba ngithokoze isiqhema somnyango, isiqhema esihlahia indlela nabo boke abasebenze ubusuku nemini ukweza bona sifika lapha ekupheni abantu abanzima amadla womnotho kilomkhakha.

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IBHUDANGO (VISION)

Ukuphumelelisa ukupha abantu abanzima amandla womnotho obanzi kusekelwa umkhakha obumbeneko onepumelelo wezokulima.

ISINGENISO

Yeleda bona:

- Kumgomo karhulumente ukwenza itjhuguluko elizwakalako emnothweni kwezokulima ukuphumelelisa umkhakha obumbeneko onepumelelo wezokulima osebenzisana nabanye abadlala indima.
- UMthethosisekelo weSewula Afrika nomthethomlingwa wawo ubopha inarha kobana ithuthukise ukulingana ngokwenza umthetho nezinye indlela ezenziweko ukuvikela nokuthuthukisa abantu, nanyana iinqhema zabantu egade badinywe amathuba ngokubandlululwa.
- Iglinga lezokuLima zeSewula Africa, ekuvunyelenwe nomkhakha wezokulima ngomhlaka 27 kuNovemba 2001, lineminqopho yalo ukuthuthukisa ukulingana nokuzibandakanya; ukuthuthukisa ukuphalisana kweentjhabatjhaba nenzuzo kanye nokuqiniseka ukobana iintlabagelo zisebenza kuhie.
- Ihlelo lakarhulumente lokubuyisela umhlaba kubanikazi linamahlelo amancani amathathu - Ukulilisa ngemali, Ukwaba ngobutjha, nokupha imvumo yokuhiala unomphela - limngopho wokutjhugulula indlela umhlaba ebe ubuswa ngayo la eSewula Afrika ngesikhathi sebandlululo ukwenza ubujamo bokukghona ukwenza bepioitiki, ukuhlalisana nokupha amandla womnotho ebantwini ebebadinywe amathuba ngaphambilini. Bekufike lesisikhathi ihlelo lokubuyisela umhlaba kubanikazi lokuthuthukisa zokulima lathonywa njengethulusi lokungena hianga elisekela zokuLima.
- Ibhudango nomthethosibopho (Code of Conduct) entweni ezikhambelana nomsebenzi kwezokulima wasayinwa ngurhulumente, iinyonyana zomsebenzi nehiangani i*Organised Agriculture*.
- Imithetho elandelako yenarha yenzelwe ukusiza etjhugulukweni kwezokuhlalisana nakwezomnotho:
 - Umthetho wokupha abantu abanzima amandla womnotho obanzi (ka2003);
 - Umthetho Wezokuphalisana (Nomboro 89 ka 1998 njengoba watjhugululwa mthetho wenomboro 35 ka 1999);
 - Umthetho wokuthuthukisa ukuphepha kwemvumo yokuhiala unomphela (Nomboro 62 ka1997);
 - Umthetho wokuqatjiswa ngokulingana (Nomboro 55 ka 1998);

- Umthetho wokuthuthukisa amakghono (Nomboro 97 ka1998);
- Umthetho Wokulilisa amalungelo womhlaba (Nomboro 22 ka1994)

Ukuvumela lokho:

- Kusukela nokuthoma ikhulu leminyaka (century) nangaphasi kweminyaka yebandlululo eyadlulako, umhlobo nobulili bezisetjenziselwa imvumo yokungena, ukusebenzisa nelungelo lokusebenzisa iinsetjenziswa eziphuma phambili zeSewula Afrika kwezokuLima.
- Ngaphandle kwayo yoke imizamo karhulumende wentando yenengi, umphakathi weSewula Afrika usahlukaneke kungalingani okukhulu ngokomhlobo nangobulili, ekusabalalisweni kokuthola amathuba, irego, imali, amakghono nomsebenzi;
- Ukuthayela kokuzibandakanya okuphuma phambili nokusebenza kuhle linengi lamaSewula Afrika kwezomnotho kungaba nomphumela omumbi ekuphepheni kwenarha nokuqina kwenarha ngomuso;
- Ngombana lokuthuthuka komlando womkhakha wezokulima, unendima ekufuze uyidlale ekutjhugulukweni mazombe kwezokuhlalisana nezomnotho lomphakathi weSewula Afrika begodu uragela phambili ukudlala indima emnothweni weSewula Afrika njengomnikeli kuphepha ekudleni, emsebenzini, ukuthuthuka kweendawo zemakhaya nepahla ephumako enarheni.
- Ukutjhuguluka msinya kwebhoduluko leentjhabatjhaba kufuna bona sitjheje ubutjha nokungafani (*innovation*), ukwazi ukuphalisana, ukuphatha ubungozi, ukuphatha ilwazi, koke lokhu ukudinga umkhakha wezokulima weSewula Afrika bona wenze umsebenzi obonakalako ekukhuliseni nekukhuliseni ipahla yabantu ngothembele ebantwini, ukuqatjha ngokulingana, ukuthuthukisa amakghono netjhuguluko eenhlanganweni.

Manje-ke:

Thina abakhethiweko, sithome lesisisakhiwo njengegadango lomkhakha wethu lokuhlalisa kude ukungalingani komlando wethu bese sinikele amandla kumaSewula Afrika ebegade badinywe amathuba ngaphambilini emkhakheni wezokulima. We the undersigned, develop this framework as our sector's deliberate attempt to redress the historical injustices and empower the historically disadvantaged South Africans in the Agricultural Sector. Sithatha I-AGRIBEE njengeqakatheke khulu ngokwemikhwa, zepolotiki, zokuhlalisana nezomnotho kungomuso lenarha.

1. UKUSEBENZISWSA KWAYO

I-AGRIBEE isebenza koke emkhakheni wezokulima (ukusuka esimini ukuya ebhorodweni lokudla), kufaka phakathi yoke imisebenzi yezomnotho ekhambelana nokunikela kweensetjeniswa zokulima, imisebenzi, ukulima, ukukhiqiza, ukusabalalisa, imisebenzi yokuthintana nokukhambelana engeza ubukhulu bemikhiqizo zezokulima.

2. IINHLATHULULO

Ukusebenzisa lomtlole yesakhiwo, naka amagama avelako:

Ukulima kutjho yoke imisebenzi yezomnotho ekhambelana nokukhiqizwa nokwenziwa kobulimi kusuka ekunikeleni kokutjala, ukutjala nokungeza ubukhulu bemikhiqizo.

AgriBEE sisakhiwo somkhakha sokupha abantu abanzima amandla womnotho obanzi esenzelwe ukusekela amaSewula Afrika anzima ukuthi bakwazi ukuzibandakanya ngokuzeleko emkhakheni wezokulima njengabomnini, abaphathi, izazi, abasebenzi nabasebenzisi abanekghono.

Umthetho ngewokupha abantu abanzima amandla womnotho obanzi, ka2004.

Abantu abanzima ligama elisetjenziswako elijamele Abantu beAfrika, amakhaladi,

namandiya.

Ukupha abantu abanzima amandla wonotho obanzi (amathuba nokuzibandakanya okulinganako)

kwezokulmi kutjho ukunikela amandla womnotho ebantwini abanzima kufaka phakathi abomma, abasebenzi, itja, abantu abarholopheleko nabantu abahlala eendaweni ezisemakhaya ngokusebenzisa amaqhinga avulekileko kodwana ahlanganisiweko wezokuhlalisana newezomnotho, okufaka phakathi, kodwana ayipheleli lapha:

- (a) Ukukhuphuka kwesibalo sabantu abanzima abaphetheko, ababanini, nabaraga amarhwebo nepahla yokukhiqiza;
- (b) Ukwenza kube lula ubunini nokuphatha amarhwebo nepahla yokukhiqiza ngamabhoduluko wabanziwa, abasebenzi, Facilitating ownership and management of enterprises and productive assets by black communities, workers, namarhwebo asizako namanye;
- (c) Ukukuthuthukisa kwamakghono wabasebenzi ebantwini abanzima;
- (d) Ukwenza ukuba nemihlobo yabantu elinganako emabizelweni wo ke wezokulima~ iingaba emsebenzini namaleveli esiqhemeni sokusebenza;
- (e) Ukuzenzela okukhethekileko;
- (f) Nokusisa emarhwebeni aphethwe nanyana wabantu abanzima.

Amarhwebo wokupha abantu abanzima amandla womnotho ziingaba zamarhwebo anabaleveli wakujanyelwa wokuzibandakanya,- ubunini, ukuphathwa nanyana ukuragwa maSewula Africa anzima, okuhlathulwiwe emthethweni.

- (a) "Irhwebo labanzima" ngileli umuntu nanyana abantu abanzima abanamaphesende ama50,1 (%) ukuya phezulu kilo nalapho banamadla amakhulu wokuphatha.
- (b) "Irhwebo lapha abantu abanzima banikelwe amandla wokuphatha" ngileli umuntu nanyana abantu abanzima abanamaphesende ama25,1 (%) ukuya phezulu kilo nalapho banamadla amakhulu wokuphatha.
- (c) "Irhwebo ekungelabomma abanzima" ngileli elinabomma abanzima abamaphesende ama-25,1 (%) nanyana ngaphezulu eekhundleni zokuphatha nanya ekulinganiswe kwabanzima.
- (d) "Irhwebo lomphakathi nanyana elibanzi" ngileli elinomnini wamashezi (*shareholder*) onikelwe amandla ojamele amalunga abanzi njengophakathi wendawo leyo nanyana lapho inzuzo kungeyesiqhema esithileko, isibonelo: abomma abanzima, abantu abarholopheleko, itja nabasebenzi. Amashezi aphathwa ngokulingana, ihlangana enganzuzo nanyana ngethrasti (*trust*).
- (e) "Irhwebo lokusebenzisana nanyana lokuhlanganyelwa" yihlangano ezijameleko yabantu abasebenza ngokuzinikela (*voluntarily*) ukuzeza iindingo zabo zomnotho, zokuhlalisana nezendlela yokuphila ngokwenza irhwebo abalihlanganyeleko abaliraga ngentanto yenengi.
- (f) Ubumnini butjho iinkareko zomnotho, ukuphatha namandla wokuphatha ipahla, ukwenza imigomo nokutjhingisa ikhamphani ehkhangothini elithileko.
- (g) Ukuphatha kutjho isigungu sabanqophisi, abaphathi abakhulu, abaphathi abaphakathi nabancani.

CASP (*Comprehensive Agriculture Support Programme*) itjho ihlelo lokusekela elizwisisekako lezokulima.

Irhwebo ligama elijamele ukuhlathulula ibhizinisi yezokulima kufakwa phakathi namaplasa neminye imisebenzi ekhambelanako esekela ukulima.

I-indastri ethuthukileko itjho laba abantu, iinqhema, iihlangano nanyana amakhamphani athonywa ngaphambi komnyaka ka1994 langade azele bogodu abuswa ngendlela

yabamhlophe begodu babantu abamhlophe.

Umhlaba wezokulima omuhle begodu ohlukileko

HDI (Historically Disadvantaged Individuals): [Abantu ebebadinywe amathuba ngaphambili] itjho nanyanya ngimuphi umuntu, isiqhema esithileko sabantu nanyanya umphakathi, abadinywa amathuba kubandlululwa ngaphambi koMthethosisekelo weSewula Afrika, ka1993 (Umthetho 200 ka 1993).

Ukulungisa kuhle izinto (Mainstreaming) kutjho ukuthatha abasebenzi abaselevelini ephasi yomsebenzi womnotho kwezokulima ubase emnothweni oqinileko ngokubavumela emnothweni ojayelekileko.

Umkhakha: Umphakathi wezokulima ekundleni yoke yerhwebo lezokulima.

Iqhinga Imkhakha: Liqhinga elicatjarigisisiweko leSewula Afrika kwezokulima elithonye ngokuhlanganelwa norhulumente weSewula Afrika, ihlangano ejamele zokulima eSewula Afrika (Agri SA) (kufaka hlangano ihlangano ejamele zokurhweba kwezokulima *I-Agribusiness Chamber*) neNAFU, elasayinwa ngomhlaka 27 kuNovemba 2001.

SOE (State-owned enterprise): Irhwebo ekungelakarhulumente.

Abadlala indima (Stakeholders): lisetjenziwa ukuhlathulula ababandakanyekako ekundleni ybke kwezokulima nalabo abazuzako nanyanya abazokuzaz kuAGRIBEE.

3. IMINQOPHO

Imingopho ye-AGRIBEE kuqeda ukubandlululana ngokomhlobo emkhakheni wezokulima ngokusebenzisa amagadango wokuthatha bantu abanzima beSewula Afrika ngokubalunganisa nomuntu wo ke ephasini loke kiwo wo ke amaleveli wemisebenzi namarhwebo yokulima ekundleni yoke yezokulima ngokwenzaz okulandelako:

- (a) Ukuthuthukisa amathuba nokuzibandakanya okulinganako kwabantu ebegade badinywe amathuba ngaphambilini ekundleni yoke yezokulima;
- (b) Ukungahlanganisi umhlobo womuntu nomhlaba, ubumnini bamarhwebo, ukuraga, amakghono wokusebenza nokuphathwa kwamarhwebo asele akhona namatjha wezokulima;
- (c) Ukuvulela wo ke amakghono wokurhweba namandla kuma-HDI;
- (d) Ukwenza kube lula amatjhuguluko wobujamo ngendlela ekusekelwa ngayo kwezokulima namagadango wetuthuko ukusizaa amaSewula Afrika anzima abomnini, abathoma, abazibandakanyako nalaabaraga amarhwebo wezokulima;
- (e) Ukuphakamisa indlela yokuphila nokubuyisa isithunzi kumaSewula Afrika anzima ngaphakathi komkhakha;
- (f) Ukunyusa indlela imiphakathi, abasebenzi, amarhwebo wokusebenzisana nanyanya wokuhlanganyelwa aphatha begodu araga ngayo amarhwebo wezokulima amatjha nanyanya ekadede akhona, ngokunyusa amathuba wemisebenzi yezomnotho, iinsetjenziwa nokubandula amakghono;
- (g) Ukunyusa indlela abomma abanzima, abantu abarholopheleko itja baphatha begodu baraga ngayo amarhwebo wezokulima amatjha nanyanya ekadede akhona, ngokunyusa amathuba wemisebenzi yezomnotho, iinsetjenziwa nokubandula amakghono;
- (h) Ukupha imiphakathi esendaweni ezisemakhaya amandla ukuba namathuba wokwenza imisebenzi yokulima yomnotho, umhlaba, iinsetjenziwa zokulima, ubumnini namakghono.

4. IIMBOPHO

Boke abadlala indima bazinikelka emgomeni wesakhiwo seAGRIBEE begodu bazibopha ukusebenza ukwenza ibhoduluko lokupha ama-HDI ngokwethula okulandelako:-

UMHLABA WEZOKULIMA OMUHLE BEGODU OHLUKILEKO

Umhlaba wezokulima omuhle begodu ohlukileko sisetjenziswa esiqakathekileko begodu esingatholakali lula eSewula Afrika. Abadlala indima bazokusebenzisana ukuqinisekisa bona ama-HDI bathola, baqatjha nanyana basebenzisa umhlaba wezokulima omuhle begodu ohlukileko.

I-indastru ethuthukileko izibopha uk(u):

- Faka isandla ekufezakaliseni umnqopho wenarha wokuqinisekisa bona umhla wezokulima omaphesendee ama-30 [30%] ngewamasewula Afrika anzima ngomnyaka ka 2014;
- Faka isandla ekwenzeni bona umhlaba wezokulima wabo omuhle begodu ohlukileko omaphesende ama-20 [20%] amaSewula Afrika anzima akghona ukuwuqatjha ngomnyaka ka2014;
- Wenza umhlaba wezokulima omuhle begodu ohlukileko **15%** ukuthi ungathengwa nananya ugatjhisyeve ngomnyaka ka2010;
- Sekela amagadango wokubetha umthetho newokutbuthukisa enzelwe ukuphephisa amalungelo wokuhlala esiqetjhini somhlaba eendaweni zoke;
- Wenza umhlaba wezokulima wabo omaphesende all-10 [10%] bona unganikelwa basebenzi beplasi ukufuya nanya ukutjala kiwo.

Urhulumende uzibopha uk(u):

- Faka isandla emahlelweni akhona wokunyusa amathuba nokubawa komhla wezokulima maSewula Afrika;
- Wenza imizazmo ebonakalako yokufuna umhlaba olungileko ovela emakethe onga satjalaliswa ngobutjha;
- Sebenzisa unhiaba wezokulima owabuyiselwa kurhulumende ngebanga labalimi abawabuyisele ngokuthanda kurhulumende ukuwa sabalalisa ngobutjha;
- Thuthukisa ituthuko yendiela yokuqatjhiwa komhlaba ekhula ngamandla;
- Thuthukisa ukuphatha okulungilako nokusetjenziswa kweensetjenziswa zemvelo.

Abaninimhlaba abanzima nabawusebenzisako bazibopha uk(u):

- Qinisekisa ukusebenzisa ngefanelo umhlaba wezokulima omuhle begodu ohlukileko.

UKUTHUTHKISWA KWABANTU ABASEBENZAKO

Amatjhuguluko amsinya ebhodulukweni leentjhabatjhaba afuna bona Abadlala indima bayasebenzisana ukuqinisekisa bona kuqalwa ukukhulisa abasebenzi abakhona ngokubabandulela ukubasebenzisa , ukuqatjha ngokulingana, ukuthuthkisa amakghono nokutjhugulula iinhlango. Ukuthengiselana kundingo zokulima kusekela ukukhiqiza namaleveli aphezulu wokurhweba, ukuzibopha kwesikhathi eside, iinsetjenziswa namakghono. Ukulima eSewula Afrika kunezinga eliphasi labantu abanamakghono nababanduliweko elingakajami endaweni eyodwa. Lokhu kubonakala ngendlela abantu abaneziqo kwezokulima bangakghoni ukutheola imisebenzi ngayo. Ukungakafundi nakho kuyabonakala emphakathini wezokulima.

Umkhakha uzibopha uk(u):

- Phungula ngaphesende ama-75 (75%) izinga lokungakafundi emphakathini wokulima ngomnyaka ka2008;

- Wenza bona woke umuntu ufundile emphakathini wokulima ngomnyaka ka2010;
- Qinisekisa bona boke abasebenzi ezingeni eliphakathi neliphakamileko bomkhakha bakwazi ukusebenzisa ifundo nokubala ngonyaka ka2010;
- Thoma amahielo wokubandula wamasebenzi bamaplasi nebamahwebo emakghonweni alungileko wokusebenzaa newophatha ngomnyaka ka2005.
- Sebenzisana ekuqinisekiseni bona insetjenziswa ziyasetjenziswa zomkhakha wokufunda (Sector Education) neenhiangana zokubandula [PAETA, Food and Beverage Sector neSETASA] ukufeza iminqopho ebekwe ngehla;
- Ukuthoma ihlangano yokuqatjha abantu abatjha abanelwazi amahielo wokuhlahla indlela, eqale abantu abaneziqo abanzima aba-5000 abangasebenziko nanyana abasebenza imisebenzi engabafaneliko emnyakeni emihlanu ezako eemabizelweni woke ukuthoma ngomnyaka weemali ka2005, amahielo wokudosa phambili azakusiza yi-SETA anyana ezinye iinhlango.

I-ndastri ethuthukileko izibopha uk(u):-

- Ukuthoma ngoJulayi ngonyaka ka2005 ihlelo lokuhlahla indlela ngokusebenzisa abosolwazi nabosorhwebo esele bathethe umhlala phasi njengeny yeendlela yokudlulisela amakghono ebantwini abanzima abangenako. Amahielo anjalo azokuba neendlela zokutibandakanya, begodu neyokuhlola bonaasebenza kuhle;

Urhulumende uzibopha uk(u):

- Thuthukisa zokulima njengebizelo begodu ngomnyaka ka2005 uzokuqala ukuhlogeka kokuthlogomela kwabasebenzi kumkhakha wezokulima;
- Dosa phambili nokuthintanisa amahielo aheliweko ngokusebenzisana neenhiangano zefundo, iinhlango zokulima nekharukhulamu yokubandula ukuvuselela amakghono wokusebenza, ukuphatha, newokurhweba wabantu abanzima abasangenako;
- Qinisekisa ukubandakanya inani elibonakalako labantu abanzima ababuya emkhakheni njengekaba yabalingani bakarhulumende emnqopheni wokurhwebelana, ukusi emsebenzini, amavakatjho wokufunda namathuba wokubandula.

4.3 UKUQATJHA NGOKULINGANA

Ukwenzaa bons umthetho wokuqatjha ngokulingana newokuthuthukisa amakghono amahwebo woke ukufuze:

- Ukwenza bona kunabantu abanzima abamaphesende ama-30 (**30%**] esigungwini (executive)esiphetheko ngomnyaka ka2006;
- Ukwenza bona kunabantu abanzima abamaphesende ama-50 [**50%**] kwabaphakamileko abaphetheko ngomnyaka *WON*;
- Ukwenza bona kunabantu abanzima abamaphesende ama-60 (**60%**] kwabaphakathi abaphetheko ngomnyaka *WON*;
- Ukwenza bona kunabantu abanzima abamaphesende ama-70 (**70%**] kwabaphasi abaphetheko ngomnyaka *WON*;
- Ukwenza bona kunabomma abanzima abamaphesende ama-10 [**10%**] esigungwini (executive)esiphetheko ngomnyaka *WON*;
- Ukwenza bona kunabomma abanzima abamaphesende ama-25 [**25%**] kwabaphakamileko abaphetheko ngomnyaka *WON*;
- Ukwenza bona kunabomma abanzima abamaphesende ama-30 (**30%**] kwabaphakathi abaphetheko ngomnyaka *WON*;
- Ukwenza bona kunabomma abanzima abamaphesende ama-45 (**45%**]

kwabaphasi abaphetheko ngomnyaka ka2008;
Leminqopho yenzelwe ukuthi nokuphatha okulinganako okunemihlobo yoke yabantu kiwo woke amarhwebo ngomnyaka ka2014 okuzokuphumelelisa nokuqinisa imiphumela yeAGRIBEE.

4.4 UBUMNINI BERHWEBO NOKULINGANA

Iphuzu eliqakathekileko lokupha abantu abanzima amandla womnotho abanzi kwezokulima bumnini bepahla namarhwebo ngaphakathi komkhaka. Phambilini, ubumnini kwezokulima bebuzwiswa bukhambelana nokuba nomhlaba. Isakhiwo se-AGRIBEE senza umehluko hlangana nobumnini bomhlaba neberhwebo. Abadlala indima kilomkhakha bazakusebenzisana ukuthuthukisa nokuthoma ukuhiukana kwamamodeli wbumnini bamarhwebo ukusekela i-AGRIBEE.

I-ndastri ethuthukileko izibopha uk(u):-

- Qinisekisa ukobana amarhwebo amaphesende ama-35 [35%] kakhona nakamatjha ngewabantu abanzima ngomnyaka ka2008;
- Qinisekisa kobana emisesweni enziwa enarhakazini yeAfrika amaphesende ali-10 wesiaephu samasiso weSewula Afrika ehluhaniselwa amaSewula Afrika anzima;
- Ngena emagadngweni ahlanganyelweko nokusebenzisana ukuqiniseka bonyana amaphesende ama-30 [30%] wamathuba wemakethe ethumela imikhiqizo ngaphandle iya emarhwebeni wabantu abanzima ngomnyaka ka2007;
- Qinisekisa kobana amaphesende ali-10 [10%] emarhwebeni asemplasini ngewabasebenzi bamaplasini abanzima emnyakeni ka2008.

4.5 ISIBOPHO SOKWENZA NAMAGONTRAGA

Ipumelelo yeembopha esakhiweni se-AGRIBEE lesi isunduzwa yindlela isibopha sokwenza negontraga yemikhakha yokurhweba, ukuvakatjha, ukusabalalisa naokusebenzisa umkhiqizo. Ngokuzazma ukukhambisana nomoya womtlole wesakhiwo woke amarhwebo kilomkhakha azibopha uk(u):

- Ukusebenzisa amaqhinga weembopha zokwenza nemigomo ukuphumelelisa i-BEE (ukupha abantu abanzi amandla womnotho). Kuqale amaphesende ama-50 [50%] kubungako weembopha zoke zamakhamphani we-BEE bese kube ma-70 [70%] ngo-2014.
- Thula umbiko ngomnyaka ngemali estjenzisiweko kumbopha zokwenza;
- Ukupha, lakukhonakala khona, AmaSewula Afrika anzima nama-SME wala amaphesende ama-50 [50%] wezinto ezifunekako kufaka hlangana ukupha kwemisebenzi nezito iminyaka emihlanu;
- Iimvumelwano zamagotruga azokunzinziswa ekubhadalweni (ngenyanga) emsebenzini owenziwe yikhamphani ukwenza izinto zikhambé kuhle nokuphathwa kwemiphumela ekupheleni kwak-Okthoba ka2005.

4.6 IMISEBENZI ESEKELAKO KWEZOKULIMA

Imisebenzi esekelako efana nokusebenziswa zeemali, iinsetjenziswa, irherho lokubeka ilwazi, ngiyo eqakathekileko egadngweni lokupha amandla. Abadlala indima bayavuma ukobana imiraro yetjhuguluko yokulungisa umlando ngokuhlukana isese khona emkhakheni wezokulima.

I-ndastri ethuthukileko izibopha uk(u):

- Ukubandakana umkhakha wezeemali ukuqinisekisa kobana ngokusebenzisa iimbopha zemali amathuba we-BEE ayafezeka;

- Qinisekisa bona amathuba azwakalako nokusebenzisa iinsetjenziswa, ipahia nesilinganiso semisebenzi esekelako ezikibo ngebanga lemigomo karhulumende webandlulo emarhwebeni wabantu abanzima kilomkhakha ngomnyaka ka2007;
- Sebenzisa ngokuzwisisa imigomo ye-BEE namathuba akhona ukuph imisebenzi ukufezaz i-AGRIBEE.

Urhulumende uzibopha uk(u) Government undertakes to:

- Qinisekisa ukwenziwa kwebhoduluko lokwenzakalisa ukusekela zokulima;
- Ragela phambili ngokusebenzisa amahlelo azwakalako wokusekela kwezokulimer (*Comprehensive Agricultural Support Programme*).

Abantu banzima emkhakheni bazibopha uk(u):

- Ukuzibandakanya okubonakalalo eendleleni zokwenza ezihlathulula isidingo zemisebenzi esekelako kwezokulima nangendlela imisebenzi leyo ihlelwe ukwethulwa ngayo.

5. UKUTJHEJA, UKUHLOLA NOKURIPOTA

Ukutjheja ukupha abantu abanzima amandla womnotho abanzi nemthetho yokusebenza kuhle isekeiwe emthethweni wokupha abantu abanzima amandla womnotho abanzi ka2003.

- Ihlango ngayine kilomkhakha izibopha ukuveza nokuripota [ngaphakathi kweripoto yabo yomnyana], iragelo phambili kumbopho zabo. Iripoto enjalo yokuthoma izokuba ngeyomnyaka weemali ka2005.
- Indawo ezinye zokuripota kufuze zifake hlangana lokhu okulandelako:- amaphesende wokunikela umhlaba wezokulima omuhle begodu ohlukileko kuma-HDI; Amahlelo wokuthuthukisa abasebenzi abekwe kuhle; Ukuqatjha ngokulingana nokujanyelwa kwemihlobo yabantu kufezekile; imali esetjenzisiweko yeembopho zokwenza ze-BEE; amagadango wemisebenzi esekelako kwezomnotho;
- Ikarada lokurekhoda lizokwenzigwa njengenqenye yesakhiweo se-AGRIBEE.

ABAZIBANDAKANYILEKO

[Irherho elizwisisekako lisazokwenziwa ekupheleni kokukhulumisana]