Uhlaka

UNYANGO WEZEMVELO NEZOKUVAKASHA

IGATSHA LEZOKUPHATHWA NOKUGCINWA KOLWANDLE NOGU LWALO

INQUBO-MGOMOYOKUNIKEZA NOKUPHATHWA KWAMALUNGELO KUBAHWEBI ABAVUNA BAHLOMULE EMKHAKHENI WEZIMILA ZASOLWANDLE: 2005

LE NQUBO MGOMO EHLONGOZWAYO KUMELE IFUNDWE NE NQUBO MGOMO EHLONGOZWAYO YOKUNIKEZWA NOKUPHATHWA KWAMALUNGELO OKUHWEBA NGOKUDOBA OKUNESIKHATHI ESENGEZIWE: 2005 (itholakala www.mcm-deat.gov.za)

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1. Isingeniso

Lena yinqubo-mgomo ehlongozwayo yokunikezwa nokuphatha kwamalungelo kubahwebi abavuna bahlomule embonini yezimila zolwandle. Le nqubo mgomo kumele ifundwe nenqubo mgomo ehlongozwayo yokuphathwa nokunikezwa kwamalungelo okuhweba ngokudoba okunesikhathi esengeziwe: *2005 ("the General Fisheries Policy").* Abathintekayo bangaletha imibono yabo ebhaliwe kumnyango ngaphambi kuka 4 April 2005. Imibono elethwa emva kwalolu suku iyoshaywa indiva. Imibono kumele iqondiswe lapha:

NgeFax: Quaphela: (021) 670-1782 Qaphela: The Deputy Director-General Fishery (Please specify which fishery) Policy Comments	**Nge Mail:** Qaphela: Mr Horst Kleinschmidt The Deputy Director-General The Department of Environmental Affairs and Tourism P.O Box 44963 Claremont 7735 Fishery (Please specify which fishery) Policy Comments	**Nge E-mail:** RVU@deloitte.co.za Quaphela: The Deputy Director-General Fishery (please specify which fishery) Policy Comments **Nge Hand** Quaphela: The Deputy Director-General The Rights Verification Unit 11 Landsdown Road Claremont Fishery (please specify which fishery) Policy Comments

Okuningi okulomthetho akukusha. Okuningi yilokhu osekuke kwasetsheziswa wumnyango kamuva ekunikweni kwamalungelo. Le nqubo-mgomo ithe ukwenezezela ishintso olungatheni nokunye okuthile.

Umnyango uzothuthukisa ngokwakha ibhuku elicacisa ngamalungelo emkhakheni wezokuphathwa kwezimila zasolwandle nabo bonke abanamalungelo kulo mkhakha enyakeni ka 2006.

UNgqongqoshe wezemvelo nezokuvakasha uhlose ukunikeza amandla ngokomthetho wesigaba 18, ukunikeza amandla ngezimila zasolwandle ngokomthetho u-*section 79 of the Marine Living Resources Act 18 of 1998 ("the MLRA")Minister of Environmental Affairs and Tourism*. Lamandla azonikwa isiphathini-mandla esikhulu somnyango.

2. Incazelo ngemboni

Emzansi afrikha ukuvunwa kwezimila zasolwandle kusho ukuvunwa kwezimila ekakhulukazi ezimbili ezibizwa ngokuthi yi-*Ecklonia maxima* ne *Laminaria pallida*. Lezi zimila ziyantintilizwa

emanzini apholile atholakala phakathi kwe-Cape Agulhas ne-Namibia. Ugu lwethi liyikhaya lezinye izimila zasolwandle ezimbandakanya i-*Gelidium* ne *Gracilaria.*

Lezi zimila ezikhafulwa wulwandle ze-*Ecklonia maxima* ne *Laminaria pallida,* selokhu zibuthwa kusukela ngo 1953 ngobuningi obuncike kubathengi bazo kodwa zaze zafika kumathani angu 5000(omisiwe) ngo 1977. Kusukela lapho, okungenani amathani angu- 1 312 omisiwe avunwe ngendlela engatheni phakathi kuka 1993 no 1995 lokhu okukhombisa umqhudelwano omkhulu phakathi kwamazwe omhlaba akhiqiza loluhlobo lwezimila ikakhulukazi elaseShayina.

Lezi zimila ezikhafulwa wulwandle zonyiswa elangeni, zigaywe bese ziyiswa kwamanye amazwe ukuze zikhishwe noma zimuncwe i-*alginate*. Alukho uhwebo olwenzeka la Emzansi ngenxa yokwesaba umqudelwano wamaze kwezohwebo. Ucwaningo lososanyensi Emzansi luthi i-*alginate* isinika amaphesenti angu 22 no 40. Okusha i- *kelp* yenziwa impuphu iyiswe eJaphani ukuyokwenza ukudla kofishi. I-*kelk* isineminyaka ivunwa kusukela ngo 1979 ngokungatheni ukwenza izivundisi zitshalo (Kelpak). Lesi sivundisi sine *cytokinins*,, esikhombisile ukusiza izitshalo. Ukwanda komkhiqizo we *abalone* ngabalimi sekwenze kube nesidingo esikhulu sokuvuna i-*kelp.*

Ukudayiseka ngezindondla kwe- *Gracilaria gracilis* kwenzeka e-Saldanha Bay, nokwe *Gracilariopsis* kwenzeke St Helena Bay.

Ukudayiseka ngezindondla kwe-*Gelidium* selokhu kwavunwa eMpumalanga Kapa kusukela ngo 1957. Sekwake kwazanywa nokukhipha okusajeli esimileni i *agar* empumalanga kusukela ngo 1978-1982 kodwa lokhu akwenzanga mthelela omuhle ngakwezezimali.. Izindlela ezisetsenziswa manje zinokunganaki nokudicilela phani emvelweni. Izinga lokusetshenziswa linganqandwa ngokuthi kwehliswe abantu abavunayo kuleso naleso sizinda, kube yinkampani eyodwa bese kugadwa umkhiqizo ngaleso sizinda. Okungaphezu kwalokho loluhlobo lwezimila kunzina ukuliqeda ngokulicosha-nje kuphela.

Indlela yokunakekela loluhlobo lwemboni ukuthi kugadwe inani lezinkampani nenani elivumelekile lokuvuna. Nomakunjalo, umgomo obalulekile ekuphatheni kwalezi zinhlelo ukuciphisa imizamo nenani lezinkampani ezisemthethweni esizindeni ngasinye lapho

kuvumeleke khona ukuvuna. Okubalulekile, indawo ngayinye ,kumele ivumele inkampani eyodwa esemthethweni. Kwezinye izindawo kubekwe imvimba-mgomo eyenqabela ukuthi kuvunwe inani elithize.

Izimila zasolwandle zivunwa ngokwendawo ngendawo. Unyango usuhlukanise ugu lwaseMzansi Afrikha izigabagaba (phakathi kwe Port Nolloth ne Port St Johns) izizinda zokuvuna ezingu 23.

Bancane kabi abanezimvume abavuna bese bethi ukuwuthuthukisa umkhiqizo wabo. Abaningi balabavuni bavunela ukudayisela abalimi abalima i-abalone. Okunye osekuthuthukisiwe okusetshenziselwa izimila zasolwandle ukundla okuthile okunempilo okudayisayo, isivundisi nemikhiqizo yezimonyo.

Lomkhakha uqashe abantu abangaphezu kuka 1 700 (313 abaqashwe ngokuqcwele nabangu 1 450 abayitoho). Kulo msebenzi ingamaphesenti angu 92 imisebenzi ephethwe yilabo bantu ababencishwe amathuba. Abasebenzi abaningi ngabantu besifazane.

Imali yokuqala kwabaqalayo kulelibhizinisi ingaqala ku R250 000 kuya ku R10 million. Ikakhulukazi, umsebenzi namaholo asukela ku R50 000 kuya ku R1 783 000 ngonyaka. Ezinye izinkampani kuleli bhizinisi zifaka imali yazo kwezocwaningo nokuthuthukisa. Le mali isukela ku R60 000 kuya ku R600 000 ngonyaka

3. Indlela yokunikezelwa kwamalungelo esikhashana esengeziwe

Phakathi kuka 2001 no 2003, umNyango wanikeza amalungelo okuvuna nokuhweba ngezimila zasolwandle ezinkampanini ezngu-13. Omunye umbandela ngokomthetho u- *section 81* we *MLRA* wakhishwa ngo-2003.

Ngo-1997, umkhakha wezokuhweba ngezimila zasolwandle wawuphethwe ngabamhlophe vo. Kunamhlanje, abayisithupha kwabayishumi nane abanamalungelo amabhizinisi abantu bamnyama. Amaphesenti angu-42.8 abahwebi abasemthethweni banyama. Kulaba abangu 14. abayisikhombisa (50%) osomabhizinisi abasafufusa nabaphakathi nendawo.

Kulezi zindawo ezingu 23 zokuhweba, izimila ezisezizindeni 2, 3, 20 no 22 azikaze zithintwe. Imephu yalezi zindawo ikhona iyingxenye ye **Annexure A.**

4. Izinhloso ngqangi ezimbadakanyayo

Izinhloso ngqangi zokunikeza amalungelo esikhathi eside sokuvuna kulomkhakha wezimila zolwandle yilawa:

- Ukuthuthukisa ushitsho kwababencishwe amathuba kulemboni;
- Ukukhuthaza ukutshalwa kwezimali okuzoletha inzuzo;
- Ukukhulisa inani labantu abazibadakanya kulomkhakha;
- Ukhukhuthaza labo esebe namalungelo okuvuna ukuthi basebenzisane nemiphakathi eyakhele lezo zindawo uma befaka isicelo samalungelo okuvuna izimila zolwandle.;
- Ukusiza ukuthi le mbhoni ihlale ikhona futhi yenza nemali nokwe-
- nza isiqiniseko sokuthi lemboni iyakwazi ukuzimela nokugcina imvelo.

5. Ubude belungelo

Uma kubhekwa –

- ushitso nezinguquko kulo mkhakhath;
- usidingo sokugcina izinga elihle lezomnotho elisaqhubeka kulomkhakha, no-
- kuthi izimila zethu zasolwandle zisagcinwe kahle ngokocwaningo lwethu olwethembekile.,

Umnyango uzokhipha amalungelo abahwebi esikhathi esiyiminyaka egevule kweyishumi (01 January 2006 to 31 December 2015). Wonke umuntu onelungelo uzohlolwa izikhathi ezahlukahlukene ngemigomo ethize ebekiwe ezokwaziwa (***Buka i- Paragraph 13 ngezansi***).

6. Abasafufusa

Nakuba indawo eningi isinabantu bayo, ezinye izindawo(njengezizinda 2, 3, 20 no 22) azisetshenziswa muntu. Okunye kulaba ababhaliswe ngokusemthethweni abazisebenzisi ngokwanele izindawo abanikwe zona. Futhi kulabo abanamalungelo abazivuneli ngokwabo. Izinguquko ezikhona kulomkhakha zingaphansi kwezinguquko ezenzeka embhonini yezokudoba ezithi azibe ngu 66%.

Ngalokhu osekubaliwe, uMnyango ukhuthaza izicelo ezivela kubantu abasafufusa.

7. Indlela yokuhlunga

Izicelo ziyobukwa ngokwemigomo yendlela yokuhlunga. Abasafufusa nalabo abebenamalungelo ngaphambili bayohlukaniswa behlungwe ngokwesisindo uma kuqhathaniswa nabanye. Kuyobe sekubekwa amaphuzu namazinga ukuze kutholakale ophumelele

7.1 Indlela yokuvinjelwa

Ngaphandle kwemigomo ebekiwe nechazayo etholakala enqhubeni-mgomo yokufakwa kwezicelo, Unyango ngeke wamukele izicelo ezihluleka ukuhlangabezana nale migomo:

(a) **Ifomu lofaka isicelo:** Izicelo ziyokwamukelwa kuphela abasebenza ngaphansi komthetho wokuhweba i-*Close Corporations Act 69 of 1984 and the Companies Act 61 of 1973.* Izicelo ezivela kubantu (isibonelo umuntu ngayedwana noma umhwebi ohwebayedwana) ngeke babhekelelwe. Abanamalungelo ngesikhathi samanje kumele bazimbandakanye babe yinkampani noma i-*Close Corpporation.*

(b) **Ukuhambisana nomthetho:** Abafaka izicelo nasebenamalungelo nalabo abasafufusa okumbandakanya abaqondisi noma abanamasheya naseke batholakala benecala lokuthikameza umthetho i-MLRA (ngaphandle kokukhokhiswa inhlawulo) ngeke banikwe ilungelo lokuvuna izimila zolwandle.

Ukushayisana ne- MLRA kuyoba yisithiyo kumuntu ofaka isicelo sokuvuna izimila zolwandle.

(c) i-Paper quotas: i-Paper quotas, njengoba ichaziwe enqubeni mgomo, ngeke inakwe.

(d) Ukungasetsenziswa kwamalungelo: Labo abanamalungelo okuvuna abahluleka ukuwasebenzisa kusukela ngo 2002 kuya ku 2004 ngeke basanikezwa la malungelo futhi.

7.2 Indlela yokuvivinya izicelo

Nakuba le ndlela yokuvivinya izicelo izosetshenziswa kulabo asebenezimvumo nalabo abasafufusa abafaka izicelo, ukuhlunga okuzosetshenziswa ngezigaba kuzohlukana.

(a) Ushintsho nezinguquko zokunika amathuba kwababecindezelwe

Okwamanje amaphesenti angu- 42 abantu abanezimvume zokuhweba kule mboni ngabantu abamnyama. Amabhizinisi amancane naphakathi alabo abanezimvumo kwenza amaphesenti angu 50. Nakuba umnyango ulithokozela igxathu eselithathiwe kulomkhakha, umnango ungalijabulela ushitsho oluthexaxa..

Inhloso yomnyango ekunikeni kwezimvume ukuthi ukhuthaze izinga lokuletha ushintso kulomkhakha. Abanamalungelo okuvuna bayohlungwa ngalokhu-

- Amaphesenti abantu abanyama nabantu besifazane ezikhundleni zokuphatha eziphezulu;
- Noma abasebenzi banamasheya nobungako benzuzo yabo;
- Ukunikwa amathuba kulabo ababecindezelwe;
- Ukumeleka kwabantu abanyama nabesifazane ezigabeni ezahlukahlukene ngaphansi kwezikhundla ezinkulu;
- Ukuhambisana nomthetho i-*Employment Equity Act 55 of 1998*; no

- Kunikela kwenkampani ekuthuthukisesi imiphakathi eyakhele indawo.

(b) Ukutshalwa kwezimali kulo mkhakha

Labo abanamalungelo nalabo abasafufusa abafaka izicelo bayohlungwa ngeqaza lokutshala izimali embonini yezimila zolwandle.

Kulabo asebenamalungelo umNyango uyobheka:

- Ukutshalwa kwezimali ekwenzeni nasekudayiseni; noku-
- Tshalwa kwezimali ocwanigweni nokumaketha imikhiqizo eyenziwa ngezimila zasolwandle.

Abasafufusa kuyofanele bakhombise ukuthi bazosebenza kanjani nokuthi bazoyimaketha kanjani imikhiqizo yabo nokuthi futhi sebetshalile yini imali kwezocwaningo ngokuvunwa nokumakethwa kwezimila zolwandle.

(c) Ukuthinteka kwemvelo

Nokuba inani lokuvuna lingenamiphumela etheni kule mboni kuyofanele abafaka izicelo bakhombise ukuthi bayokuvimba kanjani ukuhlukumezeka kwezimila ezisemhlabeni owakhele leyo ndawo ngesikhathi sokuvuna. Ngaphezu kwalokho izimoto ezivumelekile ukusebenza ogwini lolwandle kufanele zihambisane nemigomo ebekwe nguNgqogqoshe wezemvelo nezokuvakasha.

(d) Ukuthuthukisa umkhiqizo

UNyango uyonaka nokuthi abafaka izicelo bazokwenza kanjani ukuthi bathuthukise umkhiqizo wabo futhi bangagcini ngokudayisa umkhiqizo wabo unjengoba unjalo, kodwa benze eminye imikhiqizo ngawo la eMzansi noma kwamanye amazwe

Ukuthuthukiswa komkhiqizo kubukeka kunembangela eku-

- Khuliseni inani lemisebenzi eyenziwa yile mboni nokuthi
- Imboni yethu yezimila ayikho emgangathweni kulo mkhakha wokuthuthukisa umkhiqizo.

(e) Ukuthuthukisa umnotho wendawo

Kubukeka kunomfutho owanele ukuthi ukuvunwa kwalezi zimila kungenzeka ogwini lwethu Unyango uyokwenza isiqiniseko sokunikeza ngezizinda ezingu 23 ezindaweni zokuvuna.

(f) Imisebenzi

Umkhakha wezimila zasolwandle uqasha abantu abangu 1 450. La bantu bahola imali ethi ayibe ngu R38 500 ngonyaka. Iningi lala bantu baqashwe ngokuyitoho.

Nakuba umNyago ubona ukuthi lo msebenzi wokuvuna wenzeka ngamasizini athize, uNyango uyakhuthaza ukunikezwa kwabantu imisebenzi iphelele noma enezinga elikhulu lokubhekeleka kwabasebenzi ebasebenzini abasemazingeni aphansi. UNyango uyohlomulisa labo afaka izicelo uma nje bethembisa ukunika abasebenzi babo, ngalokhu –

- Umsebenzi ogcwele ongesilo itoho, noma isiqiniseko sokusebenza unyaka;
- I-*Medical aid* nempesheni;
- Nanoma ngabe yiluphi ihlobo lwenzuzo kubasebenzi; ne-
- Ndawo ephephile yokusebenza.

Umnyango uyonaka futhi umehluko ngamaholo phakathi kwabasebenzi abasezingeni eliphezulu nabaphansi.

(g) Ukungakhohkwa kwamalevi

UmNyango ulidele ukuthi abahwebi abasemthethweni bakhokhe amademeshe ngesivuno sabo. Abaningi babo abakaze bakhokhe abanye bayaye basho

amanani amancane abawavunile ukuvimbela ukuthi bakhokhe amademeshe okufanele bayikhokhe.

Laba bazopanishwa ngedlela ethize engezansi. Uma ofake isicelo saphumelela, imvume ngeke ikhishwe kuze kube kukhokhwa imali le engakhokhiwe (nenzalo) emNyangweni.

(h) Ukuthembela ezimileni zolwandle

UmNyango ukhetha abantu abathembela ekuvuneni izimileni zasolwandle ngamaphesenti angu 50 noma ngaphezulu emalini isiyonke abayizuza ngonyaka. Abafaka izicelo noma labo abanamasheya abathola imali kweminye imikhakha ngaphandle kwemboni yokudoba bayojeziswa ngamademeshe athize.

(i) Ukuthuthukisa umphakathi owakhele

UmNyango ubona ukuvuna izimila zolwandle kuyithuba lokuthuthukisa imiphakathi eyakhele ugu lolwandle ikakhulukazi leyo miphakathi engeke ikwazi ukuhlomula ekudobeni izinhlonhlobo zezinhlanzi zasolwandle. Ngalokho-ke umNyango uyovuna labo abafaka izicelo behlanganisa imiphakathi ukuze izuze nayo.

(j) Ukuhambisana nomthetho

Abanamalungelo, okumbandakanya abaqondiso noma labo abaphethe amasheya abasaphenywa ngokuphambana nomthetho i- MLRA ngeke banikezwe amagunya okuvuna kuze kube kuphuma isinqumo esingujuqu.

Ukuphula umthetho okungatheni we- MLRA yilowo ofaka isicelo, okumbandakanya abaqondiso noma labo abaphethe amasheya, kuyoba nembangela esicelweni.

Abanamalungelo nabasebenzisa izimoto ogwini ngaphandle kwemvume ngeke baze banikezwe ilungelo lokuvuna.

8. Izizinda ezinamalungelo nokunikwa kwazo

Lezi zizinda zingu 23 okwamanje. UmNyango uzozinciphisa zibe ngu 22 kuhlanganiswe isizinda 11 nesizinda 12 sibe yisizinda esisodwa.

UmNyango uzoqhubeka nomgomo wawo wokunika ilingelo ngalinye lokuvuna uhlobo oluthize ngesizinda ethize. Kumanje, indawo ngayinye isetshenziswa wumuntu oyedwa qwa. Isizinda sika 11 kuphela lapho kusebenza khona ababili abanezimvume zokuhweba, bona basebenza ngezinhlobo ezingafani zezimila zolwandle. UmNyango ukhuthaza abafaki-zicelo(kakhulukazi labo abasafufusa) ukuthi bangafaki izicelo nje kuphela zalolu hlobo lwezimila olulodwa abafuna ukulivuna kodwa babheke nezinye.

Kanjalo nomNyango uzonika ilungelo elilodwa ngohlobo oluthile nangesizinda. Ngalokho umNyango uhlose ukunika izinkampani eziningi ithuba lokuhlomula abavuna izinhlobo ezingafani ngendawo iyinye. Le ndlela ihlose ukwakha amathuba emisebenzi nobuciko ekusebenziseni nokuthuthukisa umkhiqizo wezimila zolwandle.

9. Ukusebenza okumbandakanyo uwonke wonke

Abanamalungelo kulomkhakha wezimila abavimbelekile ukuba namalungelo ku *Cluster A* no *Cluster B* kwezokudoba izinhlanzi. Futhi abanamalungelo kulemboni (kubandakanya abanamasheya nezikhulu ezinkulu) ngeke bavunyelwe ukuba namalungelo okudoba kulomkhakha wezimila ku-*Cluster C* no *Cluster D* kwezokudoba izinhlanzi.

10. Ukufaka isicelo namademeshe akhokhwayo

Ukufaka isicelo kuyobhekelelwa ngalokhu:

- Ukubiza kokufaka isicelo, nokuxhumanisa nokulungiselela, ukusivivinya isicelo, nakho konke. Kulokhu-ke izindleko zesikhathi esengeziwe ziyosetshenziswa njengomhlahlandlela;
- Nenani lentengo yezimila zolwandle izinikiwe ngesikhathi esilingana nobude balelo lungelo.

Amademeshe akhokhwa ngonyaka ayokhokhwa kusukela ngo 01 January 2006 ayobe eseyabuyekezwa ngokubambisana nabathintekayo.

11. Izindlela Zokongamela

Izindlela zokongamela zikhombisa inqubo yomNyango emva kokunika izimvume kule boni

11.1 Iqhaza emvelweni kwezokuphathwa kokudoba

Lo mkhakha uzophathwa ngokuhambisana nedlela yokuphathwa kwemvelo kwezokudoba (*ecosystem approach to fisheries -EAF*) Lena indlela evulelekile ebheka nokuthi ukudoba nezinye izinto ezenzeka ogwini lolwandle zinomthelela othize olwandle. Le nqubo-mgomo ayizami ukusho into ethize nge EAF emkhakheni wezimila zolwandle. I- EAF izocaciswa ngokuthe xaxa ebhukwaneni elizokwaziwa ngokuthi yi-*Seaweed Sector Management Manual*. Umzansi Afrikha usazimisele ngokuthi kuthi kushaya u-2010 kube sekusebenza I- EAF kwezokuhweba ngofishi, kumbandakanya izimila zolwandle.

11.2 Ukuhlanganiswa kwababambe iqhaza

Ekunikweni kwamalungelo eminyaka eyishumi yokuhweba kule mboni, umNyango uzokwenza kube lula ukuhlanganisa abanamalungelo kulo mkhakha. Abanamalungelo bangawahlanganisa amabhizinisi abo.

- Lapho abanelungelo bengaphansi kwabantu ababodwa abanamasheya, amahhovisi nabaphathi ababodwa; noma
- Uma amabhizinisi amancane ekhetha ukuhlanganiswa

Ukuhlangasiswa kuncike endleleni umNyango ophatha ngayo udaba lokungamelwa wumuntu oyedwa umsebenzi (***buka isigaba 11.4 ngezansi***).

11.3 Ukusetsenziswa kwezimoto ogwini lolwandle

Izinkampani eziningi ezinamalungelo okuvuna sezafaka izicelo zokusebenzisa izimoto zazo selokhu kwavinjelwa ukusebenziswa kwezimoto emabhishi akuleli ngo 2002. Ngo

2004 uGqogqoshe wachibiyela umthetho ophatha ukusetshenziswa kwezimoto ogwini lolwandle. (vakashela www.mcm-deat.gov.za ukuthola okuthe xaxa).

Abavuni bezimila kumele bafake izicela ku-Deputy Director-General of Marine and Coastal Management uma befuna ukusebenzisa izimoto ezidingekayo ekuvunweni kwezimila zolwandle. UmNyango ukhuthaza ukuqashwa kwabavuni abaningi ngaphezu kokusebenziswa kwezimoto.

Amafomu okufaka izicelo zokusebenziswa kwezimoto ogwini lolwandle ayotholakala namafomu okufaka isicelo sokuhweba ngezimila zolwandle. La mafomu futhi ayatholakala lapha www.mcm-deat.gov.za.

11.4 Ukongamela umsebenzi yingampani eyodwa

Nakuba umNyango ukukhuthaza ukuhlanganiswa kwabanamalungelo kulemboni, kodwa umNyango uyaphikisana nokongamelwa yinkampani eyodwa okulimaza amabhizinisi amancane asafufusa.

Okwamanje UmNyango ngeke ukwazi ukusho ukuthi zingaki izizinda ezingasetshenziswa yinkampani ngayinye, kodwa umNyango uzogada ukuthi kungabe ukhona yini osebenza ngendlela enciphisa ukuqhudelana.

12. Ukukala izinga lokusebenza

UmNyango uzoba nezindlela eziningi zokukala izinga lokusebenza ngesikhathi inkampani isenelungelo. Kunesifiso sokuthi ukukala izinga lomsebenzi kuyokwenzeka emva kweminyaka emibili emva kwalokho njalo emva kweminyaka emithathu.

Nakuba umNyango usazohlanganisa indlela okuzohlungwa ngayo ukukala izinga lomsebenzi emva kokuthi sekunikezwe amalungelo okuhweba kwaxhunyanwa nabo bonke abathintekayo, lo mgomo uzosetshenziswa:

- Unguquko ekunikweni kwamalungelo kubantu ababecindezelwe;
- Ukutshalwa kwezimali ekuthithukiseni umkhiqizo;

- Ukusebenzisa izimila ngendlela elondolozayo noku
- Hambisana nemithetho .

13. Ihlo lokhozi nokulandelela

Umnyango uzokwandisa izinhlelo zawo zehlo lokhozi ukumbandakanya abazobhekela ukuthi umthetho uyalandelwa. Futhi umNyango uzothuthukisa kancane kancane ibanga lezizinda elizogadwa. Abanamalayisensi kuyofanele bathwale izindleko zalokhu

14. Imibandela yamaphemithi

Imibandela yamaphemithi kulo mkhakha iyokhishwa njalo. Imibandela yamaphemithi yalonyaka ka 2005 ngalomkhakha iku **Annexure A**. Abathintekayo bayacelakala ukuthi bafake imibono yabo ngale mibandela yamaphemithi.