Uhlaka

UNYANGO WEZEMVELO NEZOKUVAKASHA

IGATSHA LEZOKUPHATHWA NOKUGCINWA KOLWANDLE NOGU LWALO

INQUBO YOKUNIKEZA NOKUPHATHAAMALUNGELO OKUDOBA NGOHWEBO EMSEBENZINI WOKUBAMBA IZINGWANE: 2005

LE NQUBO EYISIPHAKAMISO ESISALUNGISWA KUMELE IFUNDWE NENGQUBO EJWAYELEKILE EYISIPHAKAMISO MAYELANA NOKUNIKEZA NOKUPHATHA AMALUNGELO OKUDOBA KOHWEBO ISIKHATHI ESIDE: 2005 (available at www.mcm-deat.gov.za)

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1. Isingeniso

Lena yinqubo eyisiphakamiso esisalungiswa ngokunikeza nokuphatha amalungelo okudoba kohwebo emsebenzini wokubamba izingwane (squid) futhi enikezwe nguMnyango Wezindaba Zendawo Nokungcebeleka Isigaba Solwandle Nokuphatha Ugu ("Umnyango") ukuba uwonke wonke uveze umbono. Le nqubo kumele ifundwe neNqubo Ejwayelekile Eyisiphakamiso ekunikezeni nokuPhatha Amalungelo Okudoba Ngokuhwebo: 2005 ("the General Fisheries Policy"). Abantu abathandayo nabathintekayo bangathula umbono obhaliweyo eMnyangweni ngomhlaka 4 ku-April 2005. Imibono iyokwethulwa kanje.

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Inhloso yalenqubo ukuhlela imicabango eyosetshenziswa ekunikezeni isikhathi eside samalungelo okudoba izingwane (squid) ngokuhwebo. Iningi lale micabango ayiyintsha. Yasetshenziswa nguMnyango uma unikeza amalungelo ngokudlule. Le nqubo ibhala lemi bono, kepha inhlanganisa ezimbalwa izinguquko nokungezezela.

Amalungelo adlule athile ezinqubo zokunika ukuphatha ethulwe futhi yile nqubo eyisiphakamiso. Incwadi Yokuphatha Umsebenzi Wokubamba izingwane (squid) iyoqedelwa nabobonke abafanele abakulolu hlelo phakathi kuka 2006. Le ncwadi iyophawula ngokugcwele indlela yokuphatha nezinqubo zomsebenzi wokudoba.

UNdunankulu Wezindaba Zendawo Nokungcebeleka ufisa ukunikeza isigaba 18 amandla ukwaba amalungelo okudoba izingwane ngokuhambisana nesigaba 79 womThetho 18 ka 1998 Wezemvelo Eziphila Olwandle (Marine Living Resources Act 18 of 1998) ("the MLRA") ezokhulwini eziphezulu zoMnyango.

2. Ulwazi uluphatha impilo nesiphethu samandla

Umsebenzi wokubamba/ukudoba izingwane (squid) uqonda uhlobo okuthiwa i chokka squid (Lo ligo vulganis reynaudi), izingwane eziningi kakhulu ogwini lolwandle lwaseNingizimu ye-Afrika.

I Chokka squid itholakala phakathi kweNamibia entshonalanga neWild Coast empumalanga. Njengawo wonke ama-squid, aqeda yonke impilo yawo yokukhula eminyakeni emibili. Ukugcwala kokukhula kobulili kuphelela ngomnyaka munye ichanyuselwe. Ubude obugcwele ngu 46 amasentimitha (isilisa) bese kuba ngu 28 amasentimitha (isifazane). Ama-Chokka squid azalela inqwaba yamaqanda phakathi phansi kolwandle. Kuvamise ngaphakathi kosebe, kepha kwesinye isikhathi emanzini ajulile oSebeni lweAgulhas. Ukuzalela amaqanda kwenzeka umnyaka wonke, kepha kwande kakhulu ngezinyanga zasehlobo. Ama-Chokka squid aphila ngokudla izinkalankala nezinhlanzi.

Ubuningi be-Chokka squid kuyashintshashintsha kakhulu. Imiphumela yokuguquguquka ekudleni ezinye izilwane nokuthi adliwe ezinye nendawo yemvelo ahlala kuyo yenza abesengcupheni yempilo emfushane yawo ngomnyaka.

Okwamanje, ubuningi be chokka squid kusemazingeni aphansi, kepha ke ulwazi lubonisa ukuthi izinga lokuncipha kwawo kungalindeleka.

3. Uhlelo lokubamba izinhlanzi

I Chokka squid (ebuye ibizwe ngokuthi ingwane) ibisetshenziswa njengebheyithi yokubamba izinhlanzi ngabadolobi abaphatha izindobo iminyaka eminingi. Uhlobo nalo lukhona njengobanjwa emsebenzini wokudoba ngamanethi (demersal trawl fisheries). Eminyakeni yo 1960 nabo 1970 isizinda sika chokka squid sasihlaselwa imikhumbi yabezizwe. Ngalesi sikhathi, ama-squid ayabanjwa ikakhulu abadobi ngamanethi besuka e Far East. Ukwenza kwabezizwe kwapheliswa kamuva eminyakeni yo 1970 nasekuqaleni kwabo 1980 kulandela ukuphawulwa yi South Afrika i Exclusive Economic Zone (“EEZ”). Nokho, amasquid nama cephalopods kuhlangene isibalo sezinhlobo zama-squid nama-octopus, aqhubeka ukuthathwa

abadobi ngamanethi. Ama-chokka ngokubanjwa kwi-demersal fishery ayashintshashintsha phakathikuka 200 amathani no 600 amathani ngomnyaka.

Umsebenzi owenziwa ngokuthembeka ukudotshwa kwama-chokka ngokujikijelwa waqalwa ngo 1984. Okujikijelwayo kwenziwa ngezindobo zezandla kwenze ikakhulu umsebenzi onzima wokudoba. Ngo 1989 umsebenzi wokudoba ngokujikijela warejista inani eliphameme elalilibamba u 9 800 amathani. Inani elilingene elabanjwa lafinyelela phakathi kuka 6 000 no 6 500 amathani ngonyaka. I-squid ibandiswa olwandle, kuvamise u 10 kilogram ama-blokhi. Kuvamise ukwehliswa ezikhumulweni zemikhumbi phakathi kwasePlattenberg Bay ne Port Alfred futhi kuthunyelwe konke e Europe. Ngo 2002 iRand lase South Afrika laliphansi kakhulu kunezinye izinhlobo zezimali ezinkulu, intengo ye squid yenyuka cishe yaba ngu R50 ikilogram. Intengo elingene ye squid ngo 2004 yayingu R30 ikilogram.

Phakathi kuka 1986 no 1988 indlela yamalayisense yaqalwa kwenzelwa ukuncishiswa inani lemikhumbi elalisebenza ukudoba. Ukudoba okwamanje kuqhutshwa ngokuhambisana ne total applied effort ("TAE")-umzamo osetshenziswa wonke. Izikebhe zama-squid zihlukaniswe ngezigaba zezinqola futhi ubuningi bezisebenzi ezinqoleni ngahlobo lunye bunqunyiwe. Kusukela ngo 1988 ukudoba bekuvalwa kanye ngomnyaka amasonto amane kwenzela ukuzama ukuvika imiphumela "yomzamo wokungena isinyenyela". Ukwanda kokusebenza kwezikebhe nolwazi lokubamba kuthuthaze ubuchwepheshe ekudobeni.

Umsebenzi wokudoba ama-chokka squid kudala ithuba lomsebenzi cishe u 3 000 abantu, kuhlangene nabasebenzi abazinze emhlabathini.

4. Indlela yokunikeza amalungelo esikhathi esilingene

Ngo 2001, uMnyango wanikeza amalungelo angu 128 wamabhizinisi okudoba ama-squid, ngakhoke, kwagunyazwa ngaphezu kuka 2 400 abasebenzi badobe ama-squid ezikebheni ezingu 145. Amarekhodi okwaba akhombisa ukuthi:

- u 33 phesenti wabanamalungelo ngabansundu abanawo;
- u 61 phesenti wabasebenzi ngabansundu
- cishe bonke abanamalungelo ngabanamabhizinisi amancane nalingene ("SMEs").

Abasebenzi ba babelwa ezikebheni ezakhethwa ngabantu abaphumelela ngezicelo zabo. Inani labasebenzi abahlukaniselwe ngasinye isikebhe kwakuhambisana nobude bezikebhe.

5. Izinhloso zokuzuma okudlulele ukubamba izinhlanzi

Izinhloso zokuzuma okudlulele ekunikezeni amalungelo okudoba isikhathi eside kulokhu ukudoba zinje:-

- Kwandisa kabanzi uhlelo lwenguquko ngomsebenzi wokudoba;
- Ukuhlanganisa okuthiwa “amalungelo anqunyiwe” emsebenzini wokudoba;
- Ukuqiniseka abenzi bezicelo abahlala phakathi, noma indawo yebhizinisi labo elirejistiwe, yi Eastern Cape;
- Ukukhuthaza okunye ukugcina amafa ezikebheni, isakhiwe sentuthuko sendawo nemisebenzi, ikakhulu abantu ngokwendalo bebesemathubeni obuphofu;
- Ukunikeza amalungelo kubaceli abathembela kakhulu kuma-squid ngeholo labo;
- Ukuqiniseka ukabakhona njalo endaweni umsebenzi wokudoba.

6. Ithuba lamalungelo

Ukubheka-

- uhlelo lwenguquko yomsebenzi wokudoba; futhi
- ukushintshashintsha okunzulu kobuningi kwezinto

uMnyango uyonikeza amalungelo ohwebo isikhthi esiyiminyaka eyisishiyagalombili (01 January 2006 kuya ku 31 December 2013), kuya ngokuphinda kuhlolwe ngezikhathi ezijwayelekile kubhekene namazinga okusebenza okuvunyelwene ngazo (**bona IsiGaba 13 ngezansi)**.

7. Abangenayo abasha

Nanxa umsebenzi wokudoba ama-squid okwamanje wenziwa ngezinga eliphezulu futhi asikho isikhala sabanye futhi abangawenza; abenza izicelo zokungena abasha bayocatshangwa kwabo kuyosiza ekwenzeni inguquko emsebenzini wokudoba ama-squid.

8. Amazinga ezincomo

Izicelo ziyocwaningwa ngokuhambisana nohlelo “lwamazinga okuhlukanisa”. Abantu bezicelo abangenayo abasha nabenza izicelo abanamalungelo bayobesebehlolwa ngokuhlukanisana nohlelo lwesisindo “samazinga okulinganisa ukuqhathanisa”. Umvuzo wesibalo esihlukanisayo (a cut-off score) noma isikhundla siyotholakalake ukuze kukhethwe abenze izicelo baphumelela. Inani le TAE liyobeselinikezwa ngamunye umuntu owenze isicelo waphumelela ngokuhambisana nohlelo “lwamazinga obuningi (“quantum criteria”).

8.1 Amazinga okuhlukanisa

Ngaphandle kwamazinga achazwe Enqubeni Ejwayelekile (General Policy) mayelana nokufaka izicelo nokukhubazeka kwezinto, uMnyango uyosusa abantu abenze izicelo bahluleka ukuhlangabezana nezidingo ezilandelayo:

(a) Form of the applicant**: Izecelo ziyocatshangwa kuphela ngezinto ezihlanganiswe ndawonye ngokuhambisana nomThetho WezinKampani EziNcane 69 ka 1984 kanye futhi nomThetho WeziNkampani 71 ka 1973. Izicelo ezivela kubantu bemvelo (okusho abantu ngabodwa noma abanini mabhizinisi) nezethenjwa ngeke bavunywe.**

(b) **Compliance**: Abenzi bezicelo, kuhlangene abaqondiso noma abaninimasheya abaphethe ebebekade beboshelwe icala ngokuhambisana ne MLRA (ngaphandle kwethuba lokukhokhela isigwebo) ngeke banikezwe ilungelo lokudoba ama-squid. Abenzi bezicelo, kuhlangene nabaqondisi noma abaninimasheya abaphethe, ebebekade benanoma yiliphi ilungelo lokudoba lakhanselwa noma lahoxiswa ngokuhambisana ne MLRA ngeke banikezwe

ilungelo lokudoba ama-squid. Ezinye izephulo zemithetho ya MLRA ziyokhinyabeza kabi izincomo zezicelo njengoba kuphawulwe ngezansi.

(c) **Paper quotas**: Ama-paper quotas njengoba echazwe eNqubeni Ejwayelekile ayoyekwa.

(d) **Ukungena esikebheni esifanele**: Abenzi bezicelo kuyomele bakhombise ilungelo lokungena esikebheni esifanele (***bona isigaba 9 ngezansi***)

(e) Non-utilisation: Abaphathi bamalungelo abahluleke ukusebenzisa amalungelo abo okudoba ama-squid ngohwebo lwesikhathi esilingene phakathi kuka 2002 no 2004 ngeke baphinde banikezwe ilungelo lokudoba ama-squid.

8.2 Amazinga okulinganisa ngokuqhathanisa

Nanxa amazinga alandelayo ayosetshenziswa ngokujwayelekile kubo bonkana abenzi bezicelo abaphethe amalungelo nabenzi bezicelo abangenayo abasha, ukwenza isisindo/ukukala okuyosetshenziswa esigabeni ngasinye kuyohluka.

(a) **Inguquko**

Okwamanje, u 33 phesenti kuphela wabaphathi bamalungelo emsebenzini wokudoba ungowabansundu; u 32 phesenti unganyelwe izimenenja ezinsundu.

Abenzi bezicelo bayohlolwa futhi banikezwe umvuzo wamanani ngalokhu-

- Amaphesenti abansundu nabesifazane ukumela ngobunini namazinga okuphatha phezulu;
- Noma ngabe abaqashwa ngabaninimasheya kumceli namazinga ezinzuzo zabo;
- Affirmative procurement;
- Ukumeleleka kwabansundu nabesifazane ezigabeni ezahlukene ngaphansi kwabaphathi abakhulu;
- Ukuhambisana ne Employment Equity Act 55 of 1988; futhi

- Corporate social investment.

(b) Ukugcina amafa ekudobeni

Mayelana nabenzi bezicelo abanamalungelo, uMnyango ngokusenqoka uyocabanga:

- Amafa ezikebheni ezifanele. Mayelana nalokhu, amafa ngohlelo lwamasheya ayocatshangwa. Abaceli abanamalungelo ngeke banikwe umvuzo ngokuphelelisa izivumelwano zokuthenga izivumelwano eziyizincwadi zemvume ezinikezwa uHulumeni noma izimvume zokubamba/ukudoba.

- Amafa ekwenziweni nezakhiwo zentuthuko ekuthengiseni. Mayelana nalokhu, uMnyango uyonikeza abenzi bezicelo abanamalungelo abafake amafa ekuhlelweni kwama-squid nokuqalisa izilokotho zentengiso.

Mayelana nabenzi bezicelo abaqalayo, uMnyango uyocabanga ukuthi yimaphi amafa enziwe ngendlela yezikebhe, ukwenza nesakhiwo sentuthuko yokuthengisa okungezezelayo, abenzi bezicelo abangenayo abasha kuyomele bakhombise ukuthi banolwazi, amakhono nokwazi ukubambisana emsebenzini wokudoba ama-squid.

(c) Ukwenza/Ukusebenza

Abenzi bezicelo abanamalungelo bayohlolwa ngokuba nolwazi lokwenza/lokuqhuba ukudoba kwabo ama-squid ngethuba lenkathi elingene (2002 kuya ku 2004).

Abenzi bezicelo abaqalayo bayohlolwa ngokunakekela ukuthi banayo indlela yokwenza, ukwazi namakhono okudoba ama-squid (izingwane).

(d) Ukuthembela kuma-squid

UMnyango uyothanda abenzi bezicelo abathembela ekudobeni ama-squid ngaphezu kuka 50 phesenti wesamba sabo semali yomnyaka. Abenzi bezicelo noma abaninimasheya abaphethe babo abazuza/abathola noma iyiphi inkokhelo eceleni kwemboni yokudoba bayojeziswa.

(e) Ukuthuthuka komnotho wendawo

UMnyango nakanjani uyonikeza amaphuzu abenza izicelo abakhetha ukwehlisa/ukwethula okwabo

Abakubambile ezikhumulweni ezincane zemikhumbi, njengalezo ezigudle ugu lweNingizimu yaseKapa nasesiFundeni seKapa eMpumalanga.

(f) Imisebenzi

Umsebenzi wokudoba izingwane (squid) ngumsebenzi omkhulu futhi oqasha cishe 2 400 abantu abangena olwandle. UMnyango uyozuzisa labo abenze izicelo banikeza izisebenzi zabo, noma abazimisela ukunikeza izisebenzi zabo ngalokhu:-

- Ukuqasha okugcwele
- Usizo Lokwelashwa nempesheni
- Noma yiziphi ezinye izinzuzo zomsebenzi; futhi
- Izimo zokusebenza eziphephile.

UMnyango uyobuye futhi ubheke ukwehluka kwamaholo phakathi kwezisebenzi ezihola kakhulu nezihola kancane.

(g) Ukungakhokhi intela yokudoba izinhlanzi

UMnyango udinga wonke umuntu onelungelo akhokhe intela ngowethuliwe ufishi obuhlosiwe/obufunwa. Isibalo esithile sabanamalungelo kuphakathi kokuthi asikhokhanga izintela zaso noma sabika inani eliphansi elalikubambile senzela, kokunye, sivike ukukhokha izintela. Abanini bamalungelo bokuqala bayojeziswa ngendlela okulinganisa ukuqhathanisa inzuzo yabo njengoba kuhlellwe ngezansi. Abanye ngeke babalwe. Nokho, uma umceli onje evumeleka ukuthola ilungelo, ngeke anikezwe imvume yokudoba aze akhokhe sonke isikweletu sezintela ezisasele (nenzalo) eMnyangweni.

(h) Ukuvumelana

Abanini bamalungelo, kuhlangene nabaqondisi babo noma abaninimasheya abaphethe

Abasaphenywa ngokwephula i MLRA, mhlawumbe icala lobugebengu noma ukuphatha, ngeke banikezwe ilungelo lokudoba izingwane (squid) kuze kuqedwe uphenyo.

Ukwephula imitheshwana ye MLRA, kuhlangene imithetho yayo, kwenziwa ngowenze isicelo, abaqondisi bayo noma ababheke amasheya ngeke banikezwe amaphuzu okunconywa.

8.3 Ukunikezwa amandla abadobi bezingwane (squid)

Umnyango uyodinga bonke abadobi abafisa ukusebenza ezikebheni zezingwane (squid) barejiste eMnyangweni wayo Wohlu Lwabasebenzi Bezingwane (Squid Crew List). Labo abenze izicelo baphumelela ukuthola ilungelo lokudoba izingwane bayodingeka bakhethe amalungu abasebenzi babo kulabo ababhalwe ohlelelweni Lohlu Lwabasebenzi Bezingwane.

8.4 Ukwama Imizamo

Enqubekweni yokunikeza amalungelo esikhathi esilingene, ukwabiwa kwabasebenzi ezikebheni kwakuhlelwa ngokuhambisana nendlela ehambisana nobude bezikebhe eziphawulwe ngabaphumelele abenze izicelo. Abantu abaphumelele babenikezwa zonke izikebhe eziphawuliwe. UMnyango ufuna ukubuyekeza le ndlela yokunikeza ngokuzama.

Okokuqala, uMnyango uyonikeza abasebenzi ngokuhambisana ngobuningi babasebenzi abagunyazwe yi South African Maritime Association (“SAMSA”) –Inhlangano YasoLwandle eSouth Afrika. Umnyango uyogcina isibalo esicishe sie u 30 izikebhe ukunikeza abenze izicelo abaguqukile noma abakhethe ukungena ezikebheni zezingwane (squid). UMnyango uyonikeza sinye isikebhe kumuntu ngamunye ophumelele. Isamba/isibalo sezikebhe ezigciniwe

ziyonikezwa labo abenze izicelo bazuza ngokudlulele ngamazinga enguquko futhi abacele ngaphezu kwesisodwa isikebhe.

9. Izikebhe ezifanele/ezikahle

Isikebhe esifanele emsebenzini wokudoba yisikebhe esi-

- Nobude obunqunyiwe be SAMSA encane obucishe bubengamamitha ayisishiyagalombili. Izikebhe ezincanyana zingacatshangelwa ngezinga lazo lokusebenza ekudobeni ama-squid.
- Nendlela yokuqaphela kwesikebhe ukusebenza; futhi
- Sifakwe izinto zokudoba ama-squid zisebenzisa indlela yokujikijela.

Izikebhe ziyohoxiswa uma ubude bandiswe ngendlela okungeyona ngumnini welungelo ngokuzama ukwandisa inani labasebenzi.

10. Multi-sector involvement

Abanini bamalungelo omsebenzi wokudoba (kuhlangene nabaninimasheya abaphethe namalungu ethimu yabaphathimsebenzi abakhulu yabo) ngeke bashiywe ngaphandle ekunikezweni amalungelo okudoba ngohwebo ku Cluster A no Cluster B ukudoba. Abanini bamalungelo ama-squid, nokho, ngeke bavunyelwe ukuphatha amalungelo okudoba kohwebo ku Cluster C no Cluster D ukudoba.

11. Imali nezintela zezicelo

Imali yesicelo somsebenzi wokudoba ama-squid iyohlelwa ngokubheka lokhu:

- Izindleko zokwenziwa ukunikeza amalungelo onke, kuhlangene ukubonisana, ukwenza amarisidi, ukuncoma izicelo, ukuqinisa, izikhalo ezidluliswayo nokubuyekeza. Mayelana nalokhu izindleko zitholakele ngenkathi kwenziwa ngethuba lesikhathi esilingene ziyosetshenziswa njengenkombe; futhi

- Inani lenhlanzi elinikezwa ngenkathi yelungelo.

Izintela zomnyaka ezikhokhwa kusukela ngo 01 January 2006 ziyobuyekezwa, emva kokubonisana namaqembu athintekayo nathandayo.

12. Izigaba zokuphatha

Izigaba zokuphatha okubhungwe ngazo ngezansi zibonisa inani lezinhloso zokuphatha ukunikeza ilungelo lesikhundla esimqoka soMnyango ngomsebenzi wokudoba.

12.1 Indlela yokucatshangelwa kwezemvelo ngokuphathwa kwezezinhlanzi

Lo msebenzi wokudoba uyophathwa ngokuhambisana nendlela yokucatshangelwa kwezemvelo ngokuphathwa kwezezinhlanzi ngokudoba ("EAF"). Indlela yokucatshangelwa kwezemvelo ngokuphathwa kwezezinhlanzi ngokudoba iyinqubo ebumbene nehlangene enaka ukuthi ukudoba nemisebenzi eyenzelwa emhlabathini ehambisana nayo inomthelela ngokubanzi endaweni yasolwandle. Le ngxenye yenquboyomsebenzi wokudoba ama-squid ayizami ukwenza isitatimende senqubo nge EAF ekudobeni ama-squid. I EAF ekudobeni ama-squid iyocaciswa kabanzi Encwadini Yokuphatha Ukudotshwa Kwama-squid. INingizimu Afrika (South Africa) ihlezi izimisele ngosuku olungu 2010 ukusebenzisa i EAF emsebenzini wokudoba ngohwebo.

12.2 Ukuhlanganiswa nababambise ngomsebenzi

Emva kokunikeza amalungelo okudoba ngohwebo iminyaka eyisishiyagalombili kuloku kudoba, uMnyango uyokhuthaza ukuhlanganisa ndawonye inani labanini bamalungelo abakhuthele ekudobeni, ikakhulu lapho;

- Abanini bamalungelo basebenzisana nabaninimasheya abafanayo; amahhovisi noma ithimu yabaphathimsebenzi; noma
- Lapho abanini bamalungelo abancanyana bakhetha ukuhlanganise ukusebenza kwamabhizinisi abo ukuze bandies ngaphezulu uhlelo lwenguquko kulo msebenzi wokudoba.

Ukuhlanganisa abanini bamalungelo kuyinto, nokho, ebhekene nendlela yoMnyango mayelana nokuzigombela kwesakho (monopolies) (***bona isigaba 12.4 ngenzansi***). Ngokungezezelayo, ukuhlangana ngeke kusukelwe nguMnyango uma kungase kunciphise uhlelo lwenguquko emsebenzini wokudoba.

12.3 Izikebhe nomzamo wokudoba

Okwamanje kukhona izikebhe zama-squid ezingu 163 kulo msebenzi wokudoba. Noma ngabe amazinga emizamo yezikebhe okwamanje iphakeme, uma I TAE ibuyekezwa ngokunciphisa, inani lezikebhe lingase lincishiswe. UMnyango, nokho, uyoqale uzame ukunciphisa umzamo walo msebenzi wokudoba ngokuthi, kwezinye izinto, unciphise ukusetshenziswa kwezibani, kuvalwe izindawo mayelana nokudoba bese kwandiswa/kululwa isizini evaliwe.

12.4 *Ukuzibambela umsebenzi*

Phezu kokuthi uMnyango uyokhuthaza ukuhlanganisa kwabanini bamalungelo kulo msebenzi wokudoba, uMnyango awuhambisani nokuzibambela umsebenzi ongenza ukuthi abanini bamalungelo abancanyana basebenze ngokukhinyabezeka.

13. Ukulinganisa ukusebenza

UMnyango uyokwenza inani lokufundisa ukulinganisa ukusebenza ngendlela ngethuba lesikhathi samalungelo okudoba ngohwebo. Kucatshangwa ukuthi ukufundisa ukulinganisa ukusebenza kokuqala kuyokwenziwa emva komnyaka, bese kuthi emva kwalokho kanye eminyakeni emithathu.

Nanxa uMnyango uyoqedela ukwenza izimo zokunquma eziqondile okuyolinganiswa ngazo abanini bamalungelo emva kokunikeza amalungelo okudoba ngohwebo, futhi emva kokubonisana nabanini bamalungelo, ezilandelayo ezinqumo zokulinganisa ukusebenza okuhlobene okubanzi zingasetshenziswa:

- inguquko
- amafa ngezikebhe nezimpahla

- ukwenza kokubamba ama-squid
- ukuvumelana nemithetho nemitheshwana esetshenziswayo.

14. Umholi wohlelo

Uhlelo lomhloli woMnyango lwamanje luyokwandiswa kuhlanganise ukuhlola okuvumelekayo. Ngokungezezelayo, uMnyango uyokwandisa ngokuqhubekayo indima yomhloli yalokhu ukudoba. Abanini bamalungelo bayodingeka ukukhokha izindleko zohlelo lomhloli.

15. Izimo zemvume

Izimo zemvume zalokhu ukudoba ziyokhishwa kanye ngomnyaka. Izimo zemvume eziqondene nalokhu uludoba zesizini ka 2005 zixhunyiwe **njengeSijobelelo A.** Amaqembu athandayo nathintekayo amenywa ukuba aphawule ngalezi zimo zemvume.