

Ukuqonda ngezomnotho





Ukuqonda ngezomnotho

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we Trade Union Research Project

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ISBN:0-620-21229-2

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LilotsheIwe uSewu nguJillian Nicholson weTrade Union Research Project.

Izithombe zithwetshulwe nguJoanne Bloch, ngaphandle kwalezi ezilandelayo:
4, 12, 36, 38 okungezika Paul Weinberg.

Ukukhalela nomsebenzi wetafula: Lesley Lewis, Inkspots, Durban.

Ligaywe ngu Kohler, Carton and Print, Pinetown.

Lakhiwe eNingizimu Afrika.



Isingeniso

U-Sewu (omele 'Self Employed Women's Union') uthathe isinqumo sokubhala lelibhuku ngenhloso yokugcwalisa izikhala ezimbili. Okokuqala sikholwa ukuthi wonke umuntu uyakwazi ukuqonda ukuthi isimo sezomnotho sisebenza kanjani, yize noma engayitholanga imfundo yaseNyuvesi. Kodwa imibhalo eminingi ephathelene nezomnotho ibhalwe ngalendlela yokuthi kuye kube lukhuni ukuyifunda uma ungayitholanga imfundo yaseNyuvesi. Lelibhuku lenzelwe bonke labobantu abafuna ukufunda kabanzi ngesimo sezomnotho, kodwa abangakwazanga ukuthola noma yini ekwazi ukuchaza isimo sezomnotho ngolimi lwabantu olujwayelekile.

Okwesibili, iningi labantu ababhala ngezomnotho babonakala kuphela behlonipha umnotho ohlonishwa umthetho. Bonke labobantu abanamandla okusebenza abasebenza ngaphandle kwezomnotho ohlonishwa umthetho bavamise ukunganakwa, kube sengathithi abasiyona ingxenye yalesisimo sonkana. Lelibhuku libonakalisa izinhlangothi zozimbili zomnotho wakithi, ohlonishwayo nalowo ongahlonishwa, bese lihlonipha ngokuyimfanelo bonke labobasebenzi, ikakhulu abesifazane, ilaka labo kwezomnotho elivamise ukungashaywa mkhuba.

U-Sewu wethemba ukuthi lelibhukwana lizokwelekelela kakhulu ekwendlaleni ukuxoxisana nasekwenabiseni ulwazi mayelana nezomnotho kubantu abebengakaze babe yingxenye yezinkulumompikiswano kwezomnotho esikhathini esingaphambili. U-Sewu ubonga kakhulu umsebenzi owenziwe yi-Trade Union Research Project (Turp) wokuloba leli bhuku nokulungiselela ukushicilelwa kwalo.



Pat Horn
Self Employed Women's Union

Uyini umnotho?

Uminotho welizwe uhlanganisa imisebenzi eminingi eyehlukene.

Wonke umsebenzi owenziwayo ezweni uyingxenye yezomnotho walelolizwe. Umsebenzi udidiyele amasevisi (services) afana nokunakekela izingane, noma umsebenzi wasendlini, noma ukufundisa kanye nokukhiqiza izimpahla nokutshala ukudla.

Isimo somnotho futhi siphathelene nokuthi lezimpahla zakhiwa kanjani. Lokhu kubizwa ngokuthi umkhiqizo. Ngokunjalo isimo somnotho siphathelene nendlela umkhiqizo owenziwa ngayo. Ngesinye isikhathi kusetshenziswa imishini eminingi abantu babe bancane. Ezinye izinhlobo zemikhiqizo zisebenzisa abasebenzi ukwedlula imishini.

Ngaso sonke isikhathi kwezomnotho kuhlale kunabathengi nabadayisi bezimpahla namasevisi. Ukuze isimo sezomnotho sisebenze kahle, kufanele kubekhona abathengi abenele nabadayisi abenele. Abathengi kufanele babe nemali ukuze bakwazi ukukhokhela lokho abakudingayo kanti abadayisi kufanele bakhiqize izimpahla noma amasevisi afunwa abathengi. Ukuthenga nokudayisa izimpahla kubizwa

ngokuthi uhwebo (trade). Kuyoba nenkinga kwezomnotho uma bebaningi ngokweqile abadayisi, noma abathengi bengenayo imali eyenele, noma bengafuni ukuthenga izimpahla ezikhiqizwayo.

Yebo, ukuze abathengi babe nemali, kudingeka babe nemisebenzi. Ngakho-ke umsebenzi ubaluleke kakhulu kwezomnotho.

Ezinye izimpahla zidayiselwa abantu abahlala kwamanye amazwe, kanti ezinye zakhelwa abantu basekhaya. Abadayisi bezimpahla baye bathathe izinqumo zokuthi yibaphi abathengi okufanele babakhele impahla abazoyithenga. Ukuze bathathe lezinqumo, abadayisi kufanele babe nolwazi ngalabathengi, kanye nabanye abadayisi abakhiqiza izimpahla ezifana nezabo. Abadayisi bempahla efanayo bavamise ukubangisana.

Ngaphezu kwezimpahla namasevisi athengwayo nadayiswayo, uhulumeni ukhipha amasevisi athile esingawakhokheli ngqo, afana namaphoyisa, namasosha, nemigwaqo namalambu asemigwaqweni. Uhulumeni uye asebenzise imali ayiqoqa ngentela kubantu ukuze akhiphe lamasevisi.

Obani abayingxenyane yezomnotho na?

Nampa abanye abantu abayingxenyane yezomnotho wakithi.



UThembu usefunde ukufaka ugesi wezindlu. Uhlala KwaMashu kanti usebenza endaweni yangakubo lapho kwakhiwa khona izindlu ezintsha.



U-Amina usebenza embonini eyenza ukhuni (timber).



UZodwa usebenzela ekhaya eNdwedwe. Wakha ubuhlalu bese edayisa impahla yakhe ebhishi eThekwini.



UTholi uyitishelakazi eThekwini School.

Baningi abanye abantu esingalinganisa ngabo abayingxenywe yezomnotho. Noma kungabe uyazisebenza noma kungabe usebenzela umqashi, useyingxenywe yezomnotho. Uma uthenga, udayisa noma ushintshisana ngento, ungumuntu obambe iqhaza kwezomnotho. Abantu abakhokha intela noma iVAT (omele, 'Value Added Tax') okanye abaya emtholampilo noma abagibela itekisi nabo bayingxenywe yezomnotho.

Ngakhoke uyabona ukuthi ezomnotho ziphathelene nezimpilo zabantu, kodwa futhi, umnotho awunakuqhubeka ngaphandle kwabantu.

Bangaki abantu abahlala eNingizimu Afrika?

Njengoba isimo sezomnotho sisimama ngabantu, kuyasiza ukwazi ukuthi bangaki abantu abahlala ezweni, ukuthi bangaki abasebenzayo nokuthi bangaki abangasebenzi. Lesigaba sikhuluma ngabo bonke abantu baseNingizimu Afrika.

Babalelwa ezigidini ezingamashumi amane nambili (42 million) abantu abahlala eNingizimu Afrika. Cishe isigamu (half) sabo ngabantu besifazane, kuthi isigamu kube abesilisa. Isibalo sabantu bezwe bonkana sisibiza phecelezi, 'population'.

Singabehlukanisa abantu bezwe njengalabo abangasebenzi nalabo abasebenzayo.

Yibaphi abangasebenzi na?

Labo abangasebenzi yibona abayingxenye enkulu yesizwe. Isizathu salokhu ukuthi abantu abafana nezingane, abafundi, nabantu abadala nabagulayo abenzi msebenzi wenzuzo. Abantu abenza umsebenzi ongaholeli, abafana nabesifazane abasingethe

amakhaya abo, abaphekayo bagade izingane nabo bayingxenye yalesibalo sabantu.

Umnotho wezwe umelwe ukunakekela bonke lababantu. Izingane zidinga izikole, abagulayo badinga izibhedlela nokunakekelwa, nabadala badinga izimpesheni nendawo yokuhlala lapho benganakekelwa khona.

Sonke, esikhathini simbe empilweni yethu, siyingxenye yalabantu abangasebenzi.

Abanye-ke abantu belizwe ngaphandle kwalaba, babizwa ngokuthi bangabantu bezwe abanawo amandla okusebenza phecelezi, 'economically active population'. Lokhu kusho ukuthi bazimisele futhi banawo amandla okusebenza nawokufaka isandla kwezomnotho. Babalelwa ezigidini eziyishumi nanhlanu (15 million) abantu baseNingizimu Afrika abanawo amandla okusebenza. Abaningi babo kunokwenzeka ukuthi abasebenzi. Ababalelwa kwabane kubantu abayishumi kulaba ngabantu besifazane.

Abantu abanamandla okusebenza

Abantu bezwe abanamandla okusebenza bangena ngaphansi kwemikhakha emithathu.

Labo abeswele imisebenzi

Kukhona labo abangelalutho olungenisa imali ngempela. Yilabo abantula imisebenzi kodwa bebeyifuna imisebenzi. Bahola upoyinandi, phecelezi, 'Unemployment Insurance Fund' (UIF) okanye baphila ngokondliwa abanye abantu.

Babalelwa ezigidini ezine (4 million) abantu abantula imisebenzi. Abayisigidi kubo bangabalimi abenzela isisu-nje. Baningi ke abesifazane abeswele imisebenzi kunabesilisa.

Labo abasebenza kwezomnotho ohlonishwa umthetho (formal economy)

Kukhona labo abasebenzela amaholo emisebenzini esiyibiza ngokuthi ezomnotho ohlonishwayo, phecelezi, 'formal economy'.

Babalelwa ezigidini eziyisishiyagalolunye (9 million) abantu abaqashwe kwezomnotho ohlonishwayo.

Imisebenzi engaphansi kwezomnotho ohlonishwayo izezindaweni ezifana namafemu, namapulazi, nezimayini, nasemizini yabanye abantu lapho kwenziwa khona umsebenzi wasendlini, okanye abafundisayo noma abangabahlengi nabahlengikazi. Abantu abasebenza kwezomnotho ohlonishwayo banezivumelwano zomsebenzi eziphilile futhi

benganyelwe yimithetho yabasebenzi. Uma amaholo abo engaphezulu kwenani elithile, bakhokhiswa intela.

Kuleminyaka engamashumi amathathu eyedlule kubekhona ukwehla okukhulu kwesibalo sabantu abamnyama abasebenza emisebenzini yezomnotho ohlonishwayo.

Labo abasebenza kwezomnotho ongahlonishwa umthetho (informal economy)

Lokhu kudidiyela amabhizinisi angenisa imali kodwa angabhalisiwe ngaphansi kukahulumeni. Abantu abasebenza kwezomnotho ongahlonishwa abayikhokhi intela. Amaningi kulamabhizinisi aphethwe yimindeni futhi iningi lawo liyimisebenzi emincane engayidingi imishini eminingi. Abantu abazisebenzayo (self-employed) bayingxenye yezomnotho ongahlonishwa umthetho.

Babalelwa ezigidini ezimbili (2 million) abantu abasebenza kwezomnotho ongahlonishwa.

Abantu abanengi banezikhathi abazichithayo bekulowo nalowo walemikhakha yabantu balelizwe abanamandla okusebenza. Bake baba ngabantu abangasebenzi, baqashwa bathola umholo kwezomnotho ohlonishwayo, futhi sebake bayithola imali ngomsebenzi kwezomnotho ongahlonishwa.

Izinhlobo ehlukene zamabhizinisi nezezinkampani

Manjena-ke njengoba sewazi ngesibalo sabantu bezwe, sizocubungula izinhlobo ehlukene zamabhizinisi akhona kwezomnotho. Anokuba kwezomnotho ongahlonishwa noma kohlonishwayo.

Amabhizinisi anokuba ngawomuntu oyedwa noma abe ngawabantu abaningi noma abe ngawenkampani. Ngamafuphi ake sikhulume ngawo.

Umhwebi ozimele ngayedwa



Umbhali wezimpawu—isibonelo somhwebi ozimele ngayedwa

Iningi labantu embonini engahlonishwa liyilokhu esikubiza ngokuzi abahwebi abazimele ngabodwa. Lokhu kusho ukuthi ibhizinisi labo lisingethwe umuntu oyedwa oziqoqela zonke izinzuzo abuye azikhokhele zonke izikweleti.

Amabhizinisi amancane kakhulu

Lawa amabhizinisi omuntu oyedwa kodwa imvamisa kubakhona umndeni owelekelelayo ekuqhutshweni kwebhizinisi, kubenabantu abangeqile kwababili abaqashiwe. Imvamisa awabhalisiwe futhi awanawo amaphomethi (permits) okusebenza noma amalayisense ebhizinisi.



Ibhizinisi lomndeni

Ubambiswano (Partnership)

Uma abantu ababili bebambisana ngokusingatha ibhizinisi lokho kubizwa ngokuthi phecelezi, 'partnership'. Uma ubambiswano luyibhizinisi elibhalisiwe kwezomnotho ohlonishwayo, kufanele lolobambiswano luhloniphe imithetho ethile. Abantu abevile emashumini amabili abavumelekile ukwakha ubambiswano. Bonke ababambisani kungumsebenzi wabo ukukhokha izikweleti futhi bayehlukaniselana ngezinzuzo.



Uphawu ngaphandle kwa mahhofisi obambiswano

Inkampani

Uma abantu abevile emashumini amabili befaka imali ekusunguleni ibhizinisi, lokho kubizwa ngokuthi yinkampani. Inkampani ifanele ukubhaliswa kuhulumeni futhi kufanele ibe nezitatimende eziphilile zezimali ezizocutshungulwa abantu, ababizwa ngokuthi ama-oditha (auditors), abangasebenzeli leyonkampani. Inkampani imelwe ukukhokha intela kuhulumeni. Izinzuzo zenkampani ziyehlukaniselwana phakathi kwabantu abafake imali ebhizinisini.

Lababantu babizwa ngokuthi ama-'shareholder'. Uma umuntu efake imali enkulu enkampanini, uthola izinzuzo ezinkulu. Izinzuzo ziyimali engaphezulu eyakhiwa yibhizinisi ngokudayisa uma sekukhokhwe izindleko zebhizinisi.

Kunezinhlalo ezehlukene zezinkampani. Ezinye zincane impela kanti ezinye zinkulu kakhulu. Ezinye ziqashe izinkulungwane zabasebenzi futhi zakha izinzuzo eziyizigidi zamaRandi. Ezinye zazo ziyizinkampani zaseNingizimu Afrika kanti ezinye ziyizinkampani zakwamanye amazwe eziqhuba ibhizinisi lapha eNingizimu Afrika.

Kuyenzeka ukuba inkampani eyodwa ibe ngumnikazi wenye inkampani noma wezinye izinkampani. Izinkampani ezinkulu ezifana no-Anglo American ziphethe amakhulukhulu ezinye izinkampani ezincane. Zibizwa ngokuthi zingokhukhulelangoqo (conglomerates). ENingizimu Afrika izinkampani ezinkulu kakhulu zisingethe izinkampani ezincane eziningi ngalendlela yokuthi siye sithi izinkampani ezinkulu zilawula ingxenye enkulu yamabhizinisi ezwe.



Umfanekiso wenkampani

Ezinye izinkampani zinkulu ngalendlela yokuthi zingabanikazi bezinkampani zakwamanye amazwe omhlaba. Zibizwa ngokuthi ama-'multinationals' okusho ukuthi ziyizinkampani zamazwe ngamazwe.

Ezomnotho ongahlonishwa umthetho

ENingizimu Afrika, kunabahwebi abaningi kakhulu abazimele ngabodwana kanye namabhizinisi amancane ukwedlula amabhizinisi amakhulu. Uma kulinganiswa kuthiwa lababahwebi namabhizinisi amancane bafaka inani elikhulu impela lemali esambeni sonkana sazo zonke izimpahla namasevisi ezwe. Ngakhoke umnotho ongahlonishwa uneqhaza elibalulekile kwezomnotho waseNingizimu Afrika.

Kunezinhlobonhlobo zemisebenzi kwezomnotho ongahlonishwa. Izibonelo yilezi:



Ukulima izivande



Abadayisi bemithi



Umsebenzi owenziwa ekhaya ofana nokunakekela
izingane



Ukushayela amatekisi



Ukuqoqa amakhadibhodi



Ukudayisa – labo abathenga impahla bese nabo beyidayisa futhi ngamanani aphezulu. Esithombeni kudayiswa izicathulo emakethe.

Amanye amabhizinisi kwezomnotho ongahlonishwa ayabaqasha abantu abambalwa abaholele umholo. Singalinganisa ngomuntu one-Spaza Shop noma onejoyinti ukuthi angamqasha umuntu ozomelekelela ekudayiseni esitolo.

Imisebenzi eyicala efana nokudayisa ngomzimba nobugebengu nayo iyingxenye yezomnotho ongahlonishwa.

Abantu kwezomnotho ongahlonishwa bavamise ukuzifundisa amakhono abawadingayo emsebenzini wabo. Bakujwayele ukuzimela nokwethembela ezintweni zabo ukuze bahlangabezane nezidingo zabo.

Ukusebenza kwezomnotho ongahlonishwa umthetho

Ibhizinisi kwezomnotho ongahlonishwa lilawulwa yizimo eziguquguqukayo kwezomnotho wonkana. Nakhu esikucaphune kwabesifazane abazisebenzayo. Bonke sebeke babona izinguquko emisebenzini yabo. Kwabanye besifazane izimo zokusebenza ziye ngokuba ngcono kanti kwabanye ziye ngokuba zimbi. Izizathu zazinguquko zibalulekile.

“Igama lami nginguFezile. Eminyakeni eyishumi eyedlule ngadilizwa efemini yezingubo. Ngafuna omunye umsebenzi oholelayo kodwa angaze ngawuthola. Ngakhoke ngabona ukuthi mangibe umhwebi ozimele ngayedwa ngithunge ngidayise amaphinifo.

Ekugaleni kwaqhubeka kahle. Manje sekuya ngokuba nzima ukudayisa amaphinifo. Ngibona ukuthi sebebaniyi abesifazane abalahlekelwa yimisebenzi emafemini athungayo nawakha izindwangu. Abaningi babo benza lento engayenza, nabo sebezama ukuziphilisa ngokuthunga izingubo namaphinifo. Ukuze ngidayise ngimelwe ukwehlisa amanani entengo ngiwashaye phansi kunabanye, kanti lokho kwenza kube nzima ukukhava izindleko ukuze ngithole inzuzo.

Sengitholile ukuthi eKapa awamaningi kakhulu amaphinifo afana nalawa akhiwa yimina, ngakhoke kucishe kubelula ukuthola abathengi. Ngesinye isikhathi ngiye ngigibele ibhasi ngiye eKoloni ngiyodayisa impahla.”

Lendaba isitshela lukhulu ngabathengi nabadayisi namanani entengo. Isitshela ukuthi uma bebaningi abadayisi bezimpahla ezifanayo, abathengi bayakhetha. Abadayisi bamelwa ukwehlisa amanani, ngaleyondlela kuba nzima ukukhava izindleko okanye ukuthola kwabona abathengi. Abadayisi banokuphoqeka ukuhamba amabanga amade beyofuna abathengi. Futhi lendaba isitshela ukuthi uma abantu abaningi ababekade behola amaholo sebalahlekelwa yimisebenzi, bayanda abantu abazama ukuziphilisa ngokuzisebenza.





“Igama lami nginguNgenzeni. Nami ngadilizwa efemini yezingubo. Ngesikhathi ngishiya, mina nabangani bami ababili esadilizwe nabo sahlanganisa imadlana esasiyigcinile. Sathenga umshini owodwa ophilile saya kowufundela. Ngamakhono esasinawo, nomshini wethu ophilile, sabona ukuthi singazithunga izimpahla ezifana namatrack suit ngoba abathungi abaningi abazisebenzayo abakwazi ukuwakha.

Manje asisenabo lobobunzima bokuthola abathengi bezingubo zethu ngoba izingubo zethu zishibhile kunezasefemini kanti ikhwalithi yazo yinhle ngokufanayo, futhi ababani kangako abantu kwezomnotho ongahlonishwa abakha lama-‘track suit’. Manje sesikwazile ukuthenga eminye imishini emibili. Sesticabanga manje ukwakha izingubo zemishado ngoba ababani abantu abazakhayo.”

Lendaba isixoxela izinto ezithile ezibalulekile mayelana namakhono, nekhwalithi nokuthi kufanele kwakhiweni. Iyakhombisa ukuthi imishini emisha ingakha izinto ezithile kangcono futhi ngokushesha kunemishini emidala, kanti futhi abanikazi balemishini bayosizakala kunalabo abangenayo.

“Igama lami nginguSizakele. Ngithenga izithelo namaveji ngikudayise ngaphandle kwase-Durban Station. Ngangihlale ngihlangabezana nezinkinga eziningi ngizama ukuthola indawo ephephile yokudayisela, futhi kukaningana ngithelekelwa amaphoyisa ematafuleni ami engixosha. Ngake ngangena ejele ngokudayisela kwi-‘pavement’ ngingenayo iphomethi. Manje izinto sezingcono kakhulu futhi amaphoyisa awasangihluphi.

Yize noma ngikuthokozela lokhu, kodwa kukhona enye inkinga manje. Baningi ngokweqile abantu abafuna indawo kwi-‘pavement’ kanti futhi kuvamise ukuba sonke sidayise impahla efanayo, ngaleyondlela siyaphangelana. Ukuze ngiziphilise kufanele ngizame ukuthola indawo lapho bengekho khona abantu abadayisayo, ngale kwalokho ngizomelwa ukwehlisa amanani ami abe ngaphansi kwawabanye.”

Lendaba iyakhombisa ukuthi ukudayisa kungaphazanyiswa kanjani yimithetho eshaywa uhulumeni. Ngesikhathi uhulumeni esusa imithetho eyayilawula ezohwebo, lokho sikubiza, phecelezi, ‘deregulation’. Uma kungukuthi leyomithetho kwakungeyengcindezelo, kungabakuhle uma isuswa, kodwa isenokudala ezinye izinkinga ezintsha. I-‘deregulation’ inokwenza kubelula ukusungula ibhizinisi elincane, kodwa nalapho ingaholela ekubangisaneni nasemananini aphantsi entengo. Lokhu kuhle kithina uma singabathengi kodwa kunzima uma singabadayisi.

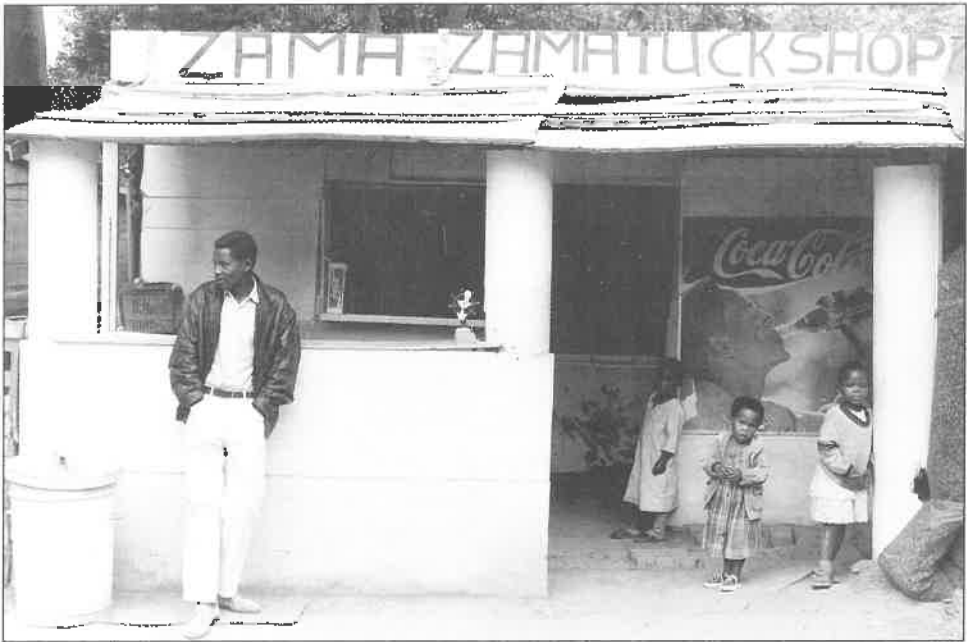




"Igama lami nginguNokwazi. Ngihlala eNdwedwe lapho ngifuye khona izinkukhu ezithi uma sezikhulile ngiyozidayisa emakethe ku-Warwick Avenue eThekwini. Ngibuye ngifulele izindlu zabantu esakhe nabo.

Ngibuye ngakhe ubuhlalu. Sengithole isitolo sabangcebeleki esizothenga ubuhlalu kimi. Nanxa ngibona ukuthi lesitolo sidayisa ubuhlalu ngemali ephezulu kakhulu kunemali engikhokhelwa yona ngabo, okungenani angingaze ngimelwe ukuhlala elangeni usuku lonke ngilinde abathengi, futhi ngiyakwazi ukuqhubeka neminye imisebenzi yami. Ngakhoke ngiyaye ngiye esitolo nobuhlalu bami kanye njalo emva kwezinyanga ezimbili. Ngesinye isikhathi ababi baningi abantu abavela phesheya abafuna ukuthenga ubuhlalu bese isitolo singathandi ukubuthatha, kodwa ngoJuly nangoDecember ngicishe ngidayise yonke into engiyakhayo. Manjena-ke njengoba sekunohulumeni omusha kulelizwe sebebaningi abangcebeleki kunakuqala."

Lendaba iyakhombisa ukuthi kuwusizo ukuba namakhono amaningi ehlukenene, ikakhulu uma wakha impahla edayiswa kangcono ngezikhathi ezithile zonyaka. Futhi iyakhombisa ukuthi izivakashi zakwamanye amazwe zinokuba abathengi ababalulekile uma uzinika izinto ezingakwazi ukuzithenga emazweni akubo. Futhi iyakhombisa ukuthi indlela ilizwe elibuswa ngayo ingaba nomthelela wokuthi abantu bayafisa yini ukuvakashela kulelizwe bafike basebenzise imali yabo kulelizwe. Enye into esiyifundayo kulendaba ukuthi ukudayisa izimpahla esitolo noma kumuntu ozodayisela umphakathi, kungakongela isikhathi esiningi futhi kukuphumuze kodwa kuyohlale kusho ukuthi ngeke uyithole imali enkulu njengoba usuke uzidayisela wena emphakathini. Ngakhoke ziningi izinto okufanele ukhethe kuzo uma ungumuntu ozisebenzayo.



“Igama lami nginguThoko. Nginge-Spaza Shop
 KwaDabeka. Kunezinto ezimbili ezidala kuhlale kuya
 ngokubanzima kimina ukuheha abantu ukuba beze esitolo
 sami ukuze kuvaleke izindleko zami ngakhe inzuzo.
 Okokuqala, kubekhona imidilizo eminingi ePhayindane,
 ngakho-ke bambalwa abantu abasebenzayo abanemali
 abazokuyisebenzisa. Abasathengi njengoba babenza esitolo
 sami, futhi enye into abayenzayo bacela ukuba
 ngibakweletele. Enye into ukuthi sekwakhiwe
 ubhazabhaza wesitolo KwaDabeka futhi amanani aso
 ngesinye isikhathi aphansi kunawami. Isuphamakethe
 ithenga ngamanani aphansi kumawoliseli.”

Lendaba isitshela izinto ezimbili. Uma bebaningi abantu abeswele imisebenzi, yincane imali ekhona yokuthenga futhi kubanzima kubadayisi. Futhi iyakhombisa ukuthi izitolo ezinkulu ngezinye izikhathi ziyakwazi ukudayisa izimpahla zazo ngamanani aphantsi. Lokhu kungenxa yokuthi zidayisa impahla eningi, ngakhoke ziyakwazi ukwenza inzuzo ephantsi empahleni ngayinye. Kodwa nokho, abantu abazisebenzayo abanazo izisebenzi abazikhokhela amaholo okanye intela yamabhilidi.

Uyabona lapha ukuthi kuwusizo ukwazi kabanzi ngesimo sezomnotho sonkana ukuze uqonde ukuthi kungani kwenzeka izinto ezithile ebhizinisini lakho. Futhi uzobona ukuthi ngokuqhuba ibhizinisi, umelwe ukwazi okuningi okuphathelene nokuthi ezomnotho zisebenza kanjani.

Ezinye izifundo esingahle sizifunde kulezindaba yilezi

Imdilizo kanye nokuntuleka kwemisebenzi kuyosho ukuthi abantu banemali encane, ngakhoke ngeke bakwazi ukuthenga zonke izinto ababengahle bazithenge ukuba babenemali abayiholayo. Abantu abanengi bayozama ukuziphilisa ngokuzisebenza futhi kuyobakhona **ukuphangelana** okukhulu phakathi

kwabantu abazisebenzayo. Sekukonke lokhu kuyoholela emananini aphantsi. Lokhu kuhle kubathengi kodwa kubi kubadayisi.

Ukuxegiswa (deregulation) kwemithetho kwenza kubelula kubantu ukuhweba ukuze baziphilise, kodwa kungahle futhi kube nomthelela wokuphangelana okukhulu.

Amakhono abalulekile ukuze uphumelele emshikashikeni wokuphangelana kwezomnotho ongahlonishwa. Kuwusizo kakhulu ukungabi nekhono elilodwa kuphela kodwa ube namakhono abangenawo abantu abaningi.

Uma **kunokuntuleka** kwezimpahla bayokuba baningi abathengi, kuthi amanani akhuphuke. Ngakhoke uma abadayisi befuna amanani amahle kungaba nesidingo sokuba badayise izimpahla zabo ezindaweni lapho zintuleka khona. Futhi bangahle bacabange ukwakha izimpahla ezingakhiwa abanye abadayisi.

Kubalulekile **ukuyazi indawo yokudayisa** impahla yakho. Kufuneka wakhe izinto ezifunwa abantu. Kuyobakhona izikhathi zonyaka lapho izimpahla ezithile zidayiseka kangcono ukwedlula ezinye izikhathi. Kuyobakhona izimpahla ezithile ezifuna ukuthengwa yizivakashi kodwa ezingabagculisi abantu bendawo.

Ukuqala ibhizinisi **niyidlanzi** labesifazane kungakulethela inzuzo kunokusebenza ungawedwana.

Ukuncomeka nokungancomeki kokusebenza kwezomnotho ongahlonishwa umthetho

Uma ungahlangana nedlanzi elikhulu labantu, bonke okungabezomnotho ongahlonishwa, bese ubabuza ukuthi bayathanda yini ukuqhubeka kwezomnotho ongahlonishwa noma mhlawumbe bakhetha ukusebenza kwezomnotho embonini ehlonishwayo, ungathola izimpendulo eziningi ezehlukene.

Labo abakhetha umsebenzi kwezomnotho ohlonishwayo bangakhipha izizathu ezifana nalezi:-

“Okungenani ngingabe ngazi ukuthi ngizofika nomholo ekhaya ekupheleni kwenyanga, futhi ngingabe ngazi ukuthi lowomholo uzobe uyimalini.”

“Sobabili, sinomqashi wami, singabe sifaka imali esikhwameni sikapoyinandi (UIF) ukuze ngibe notho engingaphila ngalo uma ngiphelelwa umsebenzi.”

“Uma sengiphelewa amandla okusebenza mhlawumbe ngingathola impesheni.”

“Ngingabe nginomthetho wokungivikela kumqashi ongenabo ubulungiswa.”

“Ngingahola uma ngigula, okanye ngiselivini noma ngisamile emsebenzini ngiyoteta.”

Kodwa kukhona labo abangathi bona bakhetha ukusebenza kwezomnotho ongahlonishwa.

Bangaphawula kanje:-

“Kulomsebenzi ngiwubasi msalofu. Akukho muntu ongelusayo uma ngishiywe yisikhathi noma ngifuna ukuhamba ngiyobonana notisha wesikole sezingane zami.”

“Ngiyazinqumela amahora okusebenza kanye nokuthi ngifuna ilivu engakanani. Angikhathazeki ngokuthi uma ngiphuthike emsebenzini izinsuku ezimbalwa ngizolahlekelwa umsebenzi uma sengibuya.”

“Njengoba ngingakhokhi ntela namali ebanjelwa impesheni, ngihola kakhulu kunemali engingayihola embonini yezomnotho ohlonishwayo. Ngibona ukuthi kungumsebenzi kahulumeni ukunginika impesheni uma sengigugile.”

“Zonke izinzuzo engizitholayo zingena phakathi ekhukhwini lami.”

Ezomnotho ohlonishwayo

Manje sizohlaziya ezomnotho ohlonishwa Mumthetho. Ekuqaleni ungahle ucabange ukuthi awunalwazi oludingayo mayelana nalokhu, kodwa kubaluleke kakhulu. Into eyenzekayo kwezomnotho ohlonishwayo iba nomthelela emsebenzini wakho kwezomnotho ongahlonishwa futhi ingaziguqula izinqumo zakho mayelana nenhlobo yebhizinisi olisungulayo okanye uqeqesho okhetha ukuluthola.

Ezomnotho ohlonishwayo zingehlukaniswa ngamaqoqo noma ngezimboni eziningi ezehlukene, kuye ngokuthi yinhloboni yebhizinisi noma yomsebenzi ongena kuleloqoqo. Nazi izilinganiso zezinye izimboni ezisemqoka kwezomnotho ohlonishwayo.

Ezolimo

Lena yimboni ebalulekile kwezomnotho. Ididiyele yonke imisebenzi ephathelene nezolimo nemfuyo, ukudoba nezamahlathi. Iphakela izwe ngokudla kanti futhi idayisela amanye amazwe ukudla.

Nanxa ingeyesine phezulu ekuqasheni abantu abaningi ezweni, isibalo sabantu abasebenza kuyo besilokhu sehla kuleminyaka eyishumi eyedlule. Lokhu kungenxa yokuthi imishini yephuca abantu imisebenzi, kanye nesomiso.



Ukulima umoba kuyingxenye yemboni yezolimo
kwezomnotho.

Abantu bemboni engahlonishwa abathenga badayise izithelo namaveji baxhumene ngqo nemboni ehlonishwayo yezolimo. Uma kunesomiso nokuntuleka kwamaveji, amanani ayakhuphuka, lokhu bese kwehlisa inzuzo yabadayisi basemigwaqweni.

Izimayini

INingizimu Afrika ingelinye lamazwe asemqoka anezimayini emhlabeni jikelele. Ikakhulu icebile ngegolide, ne-'manganese' ne-'chromium'. Lokhu kubizwa ngokuthi ama-'minerals'. Kusetshenziswa wumhlaba wonke jikelele ekwakheni eminye imikhiqizo yezomnotho.

ENingizimu Afrika, ukubaluleka kwemboni yezimayini kuya ngokufadabala futhi izinkulungwane zabasebenzi basezimayini sezilahlekelwe yimisebenzi kuleminyaka eyishumi eyedlule. Esinye sezizathu zalokho ukuthi inani legolide lilokhu lishona phansi ngokuhamba kweminyaka.

Amadoda amaningi ayekade esebenza ezimayini ethumela amaholo awo emindenini manje asephelelwe yimisebenzi. Lokhu kusho ukuthi abesifazane emakhaya sebemelwe ukufuna imisebenzi. Iseminingi eminye imisebenzi yasezimayini engahle iphele.



Umvukuzi osebenza emayini yegolide

Ezokwakha

Lena ngenye yezimboni zomnotho ohlonishwayo okufanele ukuthi iyadlondlobala ngenxa yokwanda kwezindlu ezibiza kancane okulindeleke ukuba zakhiwe, kanti futhi kuya ngokubalula ukuthola imali ebolekisayo yokwakha izindlu.

Abantu bemboni engahlonishwa bangakusebenzisa ukudlondlobala komeselandi ngezindlela eziningi. Kuzoba nesidingo esidlondlobalayo sokwakha ama- 'blocks' nesokuthola abantu abakhayo, abafulelayo, abafaka ugesi ezindlini, abenza i- 'plumbing' nabapendayo. Ngaphezu kwalokho, njengoba banda

abantu abafakelwa ugesi, sizokwanda isidingo sabantu bakagesi abazokhanda izinto zikagesi.



Ukwakhiwa kwemigwaqo kuyingxenye yemboni yezokwakha.

Amasevisi

Nansi eminye yemisebenzi etholakalayo embonini yamaSevisi (services):

- ◆ ukusonga impahla kumasuphamakethe;
- ◆ ubuhlengikazi nobuhlengi esibhedlela;
- ◆ ukupheka i-‘fish and chips’ kwa-‘Fast Food’ ePhayindane;
- ◆ ukusebenza ebhange njengo-‘teller’;
- ◆ ukushayela ibhasi.

Njengoba ubona, imboni yamaSevisi ididiyele inqwaba yemisebenzi ehlukehlukene kwezomnotho. Yonke lemboni isiza ngenhlobo ethile yesevisi kubantu.

Imboni yesevisi ifakwe ngaphansi kweqoqo lohwebo lwamawoliseli nezitolo, amahhotela namathilomu, amaposi, amabhange, izibhedlela nezokungcebeleka. Eminye yalemisebenzi isingethwe uhulumeni kanti eminye isingethwe osomabhizinisi abazimele.

Lapha sicubungula emibili kulemisebenzi, ikakhulu – izitolo nezokungcebeleka.

Uhwebo lwezitolo

Abahwebi bezitolo badayisela umphakathi impahla, abayithenge kwezinye izinkampani ezaziwa ngokuthi amawolisela. Uhwebo lwezitolo ludlondlobala

ngokushesha kanti futhi abanikazi bezitolo baqhuba kahle. Osozitolo abaningi bakha izitolo ezintsha futhi benabela ezindaweni lapho maphambilini zazingekho kahle izitolo. Izigidi ngezigidi zamaRandi ezisetshenziswayo kulokhu. Futhi mkhulu umqhudlwano okhona phakathi kwezitolo ezehlukene.

Lokhu kunomthelela ngezindlela ezehlukene kubantu abazisebenzayo. Kuvamise ukuba amanani ehle uma kunezitolo eziningi endaweni, zonke ziphangelana. Lokhu kuyezwana neningi labathengi. Kodwa abantu abanama-Spaza Shop noma abadayisa izimpahla emigwaqweni bazibona ziyinkinga lezitolo ezintsha namanani azo aphantsi. Nabo bazomelwa ukwehlisa amanani abo okanye bafudukele ezindaweni ezingenawo amasuphamakethe amakhulu.



Indawo yokukhokha esitolo

Ezokungcebeleka (Tourism)

Kunezivakashi ezevile esigidini eNingizimu Afrika njalo ngonyaka. Lezivakashi sizibiza ngokuthi ama-‘tourists’.

Imboni yezokungcebeleka ididiyele wonke amahhotela nemingcebeleko elungiselelwe abangcebeleki. Yingakhonje iyingxenye yezomnotho ohlonishwa umthetho.

Kodwa imboni yezokungcebeleka eNingizimu Afrika ikhula ngamandla, kunjalo-nje kukhona ithemba elikhulu lokuthi kuzobakhona amasevisi enzelwa abangcebeleki. Ngaphezu kokudayisa izinto zendabuko yabantu base-Afrika ezifana nobuhlalu nobhasikidi, abavakashi abaningi bafisa ukuvakashela emalokishini, okanye ukuhlala emalokishini. Badinga abahlengi, otolika nezindawo zokuhlala, badle.



Abantu bemboni engahlonishwa bayasizakala ngokukhula kwemboni yezokungcebeleka.

Amafemu akhiqizayo

Umkhiqizo uyimboni enkulu nebaluleke kunazo zonke kwezomnotho waseNingizimu Afrika. Uphethe imali enkulu kunazo zonke izimboni futhi uqashe abantu abaningi kunazo zonke ezinye izimboni. Lena yimboni lapho umkhiqizo omningi wakhiwa khona. Lapha singalinganisa ngokuthi i-‘material’ yokukhiqiza, efana novolo noma insimbi, iguqulwa khona ibe yimikhiqizo efana namajezi noma amapayipi ensimbi.

Lemboni seyihlangabezane nobunzima obuningi. Sekuphele imisebenzi eminingi kuleminyaka eyishumi eyedlule. Maphambilini amazwe amaningi ayengahwebelani neNingizimu Afrika ngenxa kahulumeni wobandlululo. Kodwa manje asemaningi amazwe ahwebelana neNingizimu Afrika. Lokhu kusho ukuthi sekukhulu ukuqhudelana. Ezinye izimpahla ziyangena kulelizwe ezibiza kancane kunezimpahla ezakhiwa kuleli. Imvamisa ikhwalithi yezimpahla ezivela ngaphandle ingcono. Lokhu kuyinto enhle kubathengi kodwa kuyinkinga kubakhiqizi bakulezimboni futhi sekudale imidilizo eminingi, ikakhulukazi kubantu besifazane.

Izimboni ezikhinyabezeka kakhulu kunazo zonke ngalendlela yilezo eziqashe abasebenzi abaningi, kodwa ezisebenzisa imishini embalwa. Lezimboni zibizwa phecelezi, ‘labour intensive industries’. Futhi ziqashe abesifazane abaningi kunabesilisa.

Izimbongi ezehlukene embonini yemikhiqizo

Nalu uhlu lwemikhiqizo esemqoka ekhiqizwa embonini yemikhiqizo:-

iziphuzo



izithako (chemicals)

izingubo

imishini kagesi nezimpahla ezifana nama-TV

namaVideo

ukudla



izicathulo

ifenisha

ingilazi

insimbi nokusansimbi okufana

nemishini namathuluzi

insimbi

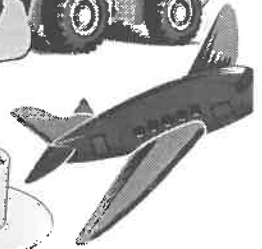
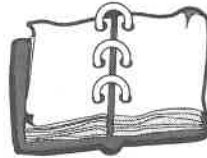
imikhiqizo embiwa phansi

izimoto namaphathi

iphepha

ipulasitiki

izitsha ezifayo



ukugaywa kwamaphepha nokushicilelwa kwamabhuku

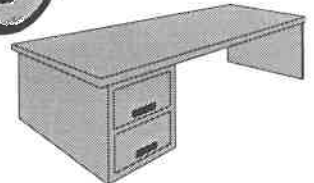
injoloba (rubber)

inxoza (textile)

ugwayi

amathuluzi ezinto zokuthutha

imikhiqizo yokhuni



Ezinye zezimboni embonini yomkhiqizo kuzihambela kahle kanti futhi ziyadlondlobala ziba nkulu, nalezo ezintengayo okungahambi kahle kuzo. Ezinye zezimboni eziqhube kahle muva-nje ezipulasitiki, ukudla, iphepha, izithako nezefenisha. Lezinkampani zithuthuka ngesivinini kunezinye. Ngelishwa-ke izimboni zepulasitiki nezezithako (chemicals), zisebenza ngenqwaba yemishini ekwakheni imikhiqizo yazo, hhayi abasebenzi abaningi. Zibizwa ngokuthi, phecelezi, 'capital intensive industries'.

Ezinye zezimboni ezingazitholanga kahle izinzuzo muva-nje, ezezicathulo, izingubo, textiles, imishini kagesi, izimoto namaphathi ezimoto kanye nengilazi.

Lezi yizimboni ezikhungethwe ukuphangelana okukhulu okuqhamuka emazweni angaphandle.

Izimboni zezingubo nezenxoxa

Lezimboni zombili yizo ezithinta kakhulu abantu abazisebenzayo.

Amazwe amaningi emhlabeni wonke jikelele akhiqiza izingubo nenxoxa ngenani eliphansi kunendlela ezikhiqizwa ngayo eNingizimu Afrika. Kuze kube muva-nje lamazwe abengazidayisi izimpahla zawo lapha eNingizimu Afrika ngoba uhulumeni ubezifakele intela eyayenza lezimpahla zibize kunezingubo zaseNingizimu Afrika. Manje uhulumeni useyayisusa

lentela, ngakhoke izingubo nezindwangu ezivela kwamanye amazwe afana nelase-India neChina sezidayiswa eNingizimu Afrika. Zidle ngokubiza kancane kunezingubo nezindwangu zaseNingizimu Afrika, ngakhoke abathengi baqoma ukuthenga zona. Lokhu kusho ukuthi izimboni zasekhaya ziyakhinyabezeka. Izinkampani eziningi ziyavalwa, zidiliza abasebenzi.

Abasebenzi abaningi abadilizwayo kulezinkampani bangabantu besifazane abaye bathathe isinqumo sokuziphilisa ngokuthunga. Manje sebebaningi ngokweqile abantu abazisebenzayo abenza lokhu, futhi bonke bayaphangelana. Ukuze udayise impahla, amanani kufanele abe phansi kakhulu, kodwa kuya ngokuba nzima ukuthola inzuzo.



Imboni yasekhaya yenxosa – iklinywa ukuphangisana okuvela kwamanye amazwe.

Ngubani othatha izinqumo zokuthi ezomnotho ziphathwa kanjani?

Izinqumo ezinomthelela kwezomnotho zithathwa Insuku zonke abantu ngabodwana. Ngesikhathi uthatha isinqumo sokuthi yinhloboni yomsebenzi ozowusungula, noma sokuthi uzoyidayisela kuphi impahla yakho, noma sokuthi yini ozokuyithenga, usuke uthatha izinqumo zezomnotho. Abantu abazisebenzayo belekelela ngendlela eyisimangaliso kwezomnotho wezwe.

Ezinye izinqumo ezinomthelela kubantu abaningi nakwezomnotho wonkana, zithathwa uhulumeni, nayizinkampani ezizimele, nayizinhlangano zosomabhizinisi, nayizinyonyana kanye namafederation ezinyonyana.

Uhulumeni

Uhulumeni ushaya imithetho ephathelene nokuphathwa kwezomnotho. Singalinganisa ngokuthi uhulumeni ushaya imithetho yentela okufanele ikhokhwe yizinkampani nangabantu bodwana.

Uhulumeni uthatha isinqumo sokuthi ingakanani intela ye-VAT ezokhokhelwa izimpahla. Uhulumeni angasithatha isinqumo sokufaka enye intela ngaphezulu ezimpahleni zakwamanye amazwe ezingena eNingizimu Afrika, okanye sokuzikhipha izintela ezimpahleni zakwamanye amazwe ukuze akhuthaze ukuhwebelana namazwe angaphandle. Njengamanje lokukukhishwa kwentela ezimpahleni zangaphandle yikhona okwenzekayo. Ngalokho ke seziningi izimpaphla esezivela emazweni angaphandle zibangisana nezimpahla zasekhaya zehlisa namanani azo. Uhulumeni futhi uyasithatha isinqumo sokuthi uyawathatha yini amabhizinisi athile afana nokufakwa kukagesi (njengo-Eskom) namanzi, okanye avumele lamabhizinisi ukuba asingathwe yizinkampani ezizimele.

Izinkampani

Izinkampani ezizimele nazo zithatha izinqumo ezinkulu kwezomnotho. Njengoba nawe uzithathela isinqumo sokuthi uzokwakha yiphi impahla ozoyidayisa nokuthi uzobiza malini ngayo, nabaqondisi nezimenenja nabo bathatha lezoinqumo ezinkampanini zabo. Uma inkampani kungayihambeli kahle, banokuthatha isinqumo sokuthi yini edinga ukwenziwa ukuze zibe ngcono izinzuzo zabo. Banokuguqula inhlobo yezimpahla abazikhiqizayo, okanye bashintshe indlela abakhiqiza ngayo impahla.

Baye bathathe isinqumo mayelana namanani entengo. Ngesinye isikhathi lezinqumo ziholela ekuqashweni kwabasebenzi abaningi kanti kwesinye isikhathi kuholela emidilizweni. Ngesinye isikhathi lezinqumo ziholela ekubeni kukhiqizwe izimpahla ezizothengwa abathengi bakwamanye amazwe.

Ohulumeni noma izinkampani zakwamanye amazwe

Ngezinye izikhathi ohulumeni noma izinkampani zakwamanye amazwe zithatha izinqumo eziba nomthelela kwezomnotho waseNingizimu Afrika. Singalinganisa ngokuthi ngezikhathi zobandlulo ohulumeni abaningi bakwamanye amazwe bathatha isinqumo sokungathengi noma sokungadayisi lutho eNingizimu Afrika. Manje, njengoba iNingizimu Afrika seyishintshile, labohulumeni sebethathe isinqumo sokuhwebelana neNingizimu Afrika.

Izinyonyana

Izinyonyana zihlale zilwela amaholo angcono amalunga azo kanye nezimo zokusebenza ezingcono. Amandla kanye nomfutho wengcindezelo ezingawufaka kuhulumeni noma kubaqashi, kungaba nomthelela kwezomnotho wezwe.

Nazi izibonelo ezintathu zalezinqumo ezithe kamuva-nje zaba nomthelela kwezomnotho wezwe:

Ezika Hulumeni

Liyakhuphuka inani lika pethiloli

Uhulumeni muva-nje uthathe isinqumo sokukhuphula inani likapethilomu. Lokhu kunomthelela kwezomnotho ngezindlela zonke ezehlukene. Amabhizinisi asebenzisa ezokuthutha uma ehambisa izimpahla zawo kulo lonke izwe azokhokha imali enkulu ngokuthutha. Futhi angahle akhuphule inani lezimpahla zawo enzela ukukhava izindleko zokukhuphuka kwezokuthutha. Lokhu kuzoba nomthelela kubathengi asebezokhokhela izimpahla imali enkulu.

Kubasebenzi, lokhu kuvamise ukusho ukuthi imali yokugibela amabhasi izokhuphuka, okusho ukuthi bakhokhe imali enkulu ngokugibela, bese iyancipha imali abazofika nayo emakhaya.

Ezezinkampani

Kusetshenziswe u R60 million ngemishini emisha namathuluzi

Eminyakeni eyishumi eyedlule inkampani yakwa Frame Textiles yayinabasebenzi ababalelwa ku-40 000 ezimbonini zayo eziKwaZulu Natal nase Mpuma Koloni.

Lefemu yathatha isinqumo sokuhlela kabusha amafekhtri ayo, kodwa ngawo-1996 seyinabasebenzi abangu-6 000 kuphela. Kodwa lefemu yakha izinzuzo ezingcono. U-Frame uhlela ukusebenzisa u R60 million athenge imishini emisha namathuluzi ngo-1996. Lemishini izothatha isikhundla sabanye balenkampani.

U-Pepsi inkampani yangaphandle kwezwe esithathe isinqumo sokwakha amafemu eNingizimu Afrika. Lesisinqumo sizobanomthelela omuhle kwezomnotho ngoba sizotshala imali kulelizwe futhi nabantu bazothola imisebenzi.

EzeziNyunyana

Izinyonyane ziphonsela amabhange inselelo

Iqhaza lezinyonyana kwezomnotho ukuthuthukisa nokuvikela amalungelo abasebenzi, nokucindezela osomabhizinisi nohulumeni uma amalungelo abasebenzi esengozini. Izinyonyana zikwenza lokhu ngezindlela eziningi ezifana nezingxoxo zokukhushulwa kwamaholo nokwenza ngcono izinzuzo (benefits). Zibuye zivikele amalungu azo ngezinye izindlela. Ngo-1996 uCosatu wathatha isinqumo sokuphonsa inselelo kulawomabhange ayekade ekhuphula amazinga enzalo ezokhokhwa uma kubolekwa imali (interest rates). Ukukhushulwa kwamazinga enzalo kwakuba nomthelela omubi kubantu abaningi abakhokha imali abayiboleka ebhange. Amabhange awehlisa amazinga enzalo ngenxa yalokho.

Izinguquko kwezomnotho waseNingizimu Afrika

Isimo sezomnotho sakhinyabezeka ngaphansi kukahulumeni wobandlululo. Abantu abaningi baphelelwa yimisebenzi, amanani ezimpahla akhuphuka, kanti ikhwalithi yazo yayivamise ukungabi yinhle kakhulu. Amazwe ayengafuni ukuthenga izimpahla zaseNingizimu Afrika. Isibalo sabantu bezwe sakhula kodwa izwe labe likhiqiza into encane futhi beyingcosana abantu abasebenzayo. Kwakufana nomndeni okhulayo kodwa onabantu abambalwa abahola imali, umndeni oncishelwa umngenandlini.

Wonke umuntu wayevuma ukuthi isimo sezomnotho sasihamba kabi kakhulu futhi sasidinga inguquko. Manje uhulumeni omusha uyazama ukwenza ngcono isimo sezomnotho nokusenza sithuthuke ngamandla kunakuqala ukuze kutholakale imisebenzi kulabo abangasebenzi, kutholakale nezidingongqangi ezingabizi ngokweqile. Lomsebenzi wokuguqula ezomnotho ngesinye isikhathi ubizwa ngokuthi ukuhlela ezomnotho kabusha, phecelezi, 'restructuring'. Lokho kusho ukuthi ezinye izimboni ziyoba namandla, ziqashe abantu abaningi, ezinye zintenge ziqashe abantu abambalwa.

Isimo sezomnotho sikhula ngamandla ngempela kunakuqala, ezinsukwini zobandlululo. Kodwa asikhuli ngokwenele ukuba abantu abangasebenzi bathole imisebenzi. Ezinye izingxenye kwezomnotho eziya ngokuba ngcono yilezo ezisebenzisa imishini esikhundleni sabantu. Lokhu kuhle mayelana nezinzuzo, kodwa kubi mayelana nabasebenzi.

Izinguquko kwezomnotho ziyoba namthelela muni kubantu abazisebenzayo?

Ezinye zazinguquko sezibaluliwe, kodwa sisazicubungula futhi uma sesiphetha lelibhuku.

1. Kunokubangisana okukhulu kwezomnotho ohlonishwa umthetho. Lokhu kusho ukuthi:
 - ◆ Inani lentengo nekhwalithi yezimpahla zakwamanye amazwe ezikulelizwe ngesinye isikhathi kuba ngcono kunezimpahla zasekhaya.
 - ◆ Amanani kufanele ehle kulezozimpahla lapho kunombango onamandla khona.
 - ◆ Ezinye zalezozimpahla zakwamanye amazwe nazo ziyobangisana nabahwebi bemboni

engahlonishwa umthetho. Isilinganiso ukuthi, obhasikidi botshani nomata abavela e-Taiwan badayiswa ezitolo eziningi ezinkulu nakumasuphamakethe futhi lezimpahla zibangisana nezinye izinhlobo zemikhiqizo yalapha ekhaya eyakhiwa ngotshani.

- ◆ Abadayisi basemigwaqweni bayozithola sebangisana nenqwaba yabantu bakwamanye amazwe. Singalinganisa ngokuthi abantu abaningi base-Taiwan sebeqalile ukumisa amatafuyana okudayisa izimpahla zabo kuma-‘pavement’ nasezimakethe zasemigwaqweni. Baningi futhi abantu abavela kwamanye amazwe ase-Afrika angomakhelwane abakulombango embonini engahlonishwa.

2. Muningi umbango kwezomnotho ongahlonishwa. Ukuntuleka kwemisebenzi kusezingeni eliphezulu kanti abantu baphelelwa yimisebenzi, ikakhulu ezimbonini zezimayini, zezindwangu nezezingubo. Ngakhoke abantu abaningi bazozama ukuziphilisa ngemboni engahlonishwa umthetho, futhi kuzokwanda ukuphangelana. Lokhu kusho ukuthi:

- ◆ Ukuhweba kuzobanzima kulezozindawo lapho ukuphangelana kunamandla khona kanti amanani entengo ayoba phansi, ngakhoke izinzuzo zibe phansi.

- ◆ Abantu abazisebenzayo bayomelwa ukufunda amakhono amasha ukuze bakwazi ukudayisa izimpahla noma amasevisi angandile.
3. Umngcebeleko uyadlondlobala eNingizimu Afrika. Lokhu kunikeza abantu abazisebenzayo amathuba amaningi, ikakhulukazi mayelana nezivakashi zakwamanye amazwe.
 4. Uhulumeni omusha uyayisusa imithetho eminingi emidala eyayivimbela abantu abazisebenzayo ukuba badayise ngokukhululeka. Lokhu kusho ukuthi maningi amathuba nokuzikhethela ukuthi ungazidayisa kuphi izimpahla namasevisi akho, nokuthi yiziphi izimpahla namasevisi ongawadayisa.
 5. Uhulumeni omusha wethembise ukuthi uzobasiza abantu bemboni engahlonishwa ngemali ebolekisayo, ngoqeqesho, ngentuthuko yezempilo neyezindlu. Nabamabhizinisi emboni ehlonishwayo nabo bayakhuthazwa ukuba basebenzise abasebenzi (abazisebenzayo) bemboni engahlonishwa uma ikhona indlela.

Lezi izinguquko ezibalulekile kubo bonke abasebenzi bakuleli. Ezinye zizokwenza ukuziphilisa kube lukhuni, kanti ezinye zizoba lekelela abasebenzi ikakhulukazi labo abazisebenzayo.

“Sikholwa ukuthi wonke umuntu uyakwazi ukuqonda ukuthi isimo sezomnotho sisebenza kanjani . . .”

“Lelibhuku lenzelwe bonke labobantu abafuna ukufunda kabanzi ngesimo sezomnotho, kodwa abangakwazanga ukuthola noma yini ekwazi ukuchaza isimo sezomnotho ngolimi lwabantu olujwayelekile.”

“(Lelibhuku) liblonipha ngokuyimfanelo bonke labobasebenzi, ikakhulu abesifazane, ilaka labo kwezomnotho elivamise ukungashaywa mkhuba.”

Pat Horn, Self Employed Women's Union

Ukuqonda ngezomnotho kunikeza ulwazi oluyingqala mayelana nabantu bezwe neqhaza lalabo abasebenza emnothweni ohlonishwayo nalowo ongahlonishwa. Kuchaza kafushane nje ukuthi izingqumo ezibalulekile zithatheka kanjani nanokuthi zibanomthelela onjani kubantu abakhele izwe.

Lencwadi inongwe ngemifanekiso yezithombe kanti futhi iyatholakala ngesiNgesi.

