

PULA IMVULA

GROWING FOOD • PEOPLE • PROSPERITY



UKUGCINWA KWEENKOZO EMANZINI – kuxabisekile kulimo

NGOMHLA WAMA-20 KUFEBRUWARI NGO-2020, ABAKWAGRIN SA, BESEBENZISANA NESEBE LENZULULWAZI NOSUNGULO (DSI), IARHENTE YOBUCHWEPHESHE NOSUNGULO KUNYE NESEBE LEZOLIMO, UKUBUYISWA KOMHLABA NOPHUHLISO LWAMAPHANDLE BATYELELE KWISITHILI SASE-ELUKWATINI, EMPUMALANGA, NGENJONGO YOKUFUMANA AMAVA NGEEMVELISO EZISUNGULWE LULUNTU NGOKUGCINA IINKOZO EMANZINI.

Ukugcinwa kweenkozo emanzini yinkubo yokulungisa umbona kumxube oyialkaline kulandeliswe ngokuwahlamba nokuwusila ube yintlama ebizwa

*Petr Fourie, Stefan
Links, UGq Marinda
Visser noGq Miekie
Human, kwiZiko
IemiGaqo-nkqubo
yoPhando ngeeNkozo.
Ngeenkukacha ezithe
vetshe bhalela apha
stefan@grainsa.co.za*



ngokuba yimasa ekwenziwa ngayo iimveliso ezahluka-hlukaneyo. Njenesisphumo soqequesho ngokugcinwa kweenkozo emanzini kwilali zeli lizwe laseMzantsi Afrika, ukuguqu-guqulwa kombona ube ziimveliso ezahluka-hlukaneyo kongeza ixabiso kubalimi bombona abarhweba kancinane.



AMAZWI AVELA...

kuLiana Stroebel

SI ZIBONA SESIPHAKATHI KWAMAXESHA ATSALA UMDLA NGENXA YAKO KONKE OKWENZEKA EHLABATHINI. KUBONAKALA NGATHI EKUGQIBELENI IHLABATHI LIYAKUBONA UKUBALULEKA OKUNGATHANDABUZEKIYO KWECANDELO LOLIMO KUNYE NENDIMA EPHAMBILI YABALIMI EBOMINI BABO BEMIHLA NGEMIHLA.

Lo bhubhane wehlabathi iCovid-19 ube nefuthe elikhulukazi kuqoqosho lwethu, nangona kunjalo, sifanele ukukubulela kakhulu ukuba (ngaphandle kokunyuka okulilishwa kweendleko zamalungiselelo), ngethamsanqa icandelo lokulinywa kweenkozo aliphazamisekanga njengezinye iimveliso okanye amashishini. Sifanele ukuzibala iiitskelelo zethu, sisebenze nzima ngokuthe chatha kunangaphambili kananjalo sikhumbule abangenathamsanqa njengathi.

Njengoko usazi, inyanga kaJulayi inengxakeko kuba abalimi bombona abaninzi baxakeke ngokuvuna nokuthengisa izityalo zabo, kanti abalimi beenkozo zasebusika kwiindawo ezipemantsi zelizwe bagqibile ukutyalu ezabo izityalo kwaye besaxakeke ngokutshabalala ukhula nezidalwa ezonakalisa izityalo. Xa siqhuba ngexesha lokulima ngoku, nokuba sikweliphi ibanga lokulima, kukho imiba esisoloko sidinga ukuyithathela ingqalelo ngawo onke amaxesha okuxakeka kwethu.

Eminye yemiba ebaluleke kakhulu (enganikwa ngqalelo ngamanye amakesha) ibandankanya ulawulo lwemali equkuqelayo, ukulondoloza izixhobo zethu zokusebenza kanti okona kubaluleke kakhulu, kukukhathalela abantu esisebenza nabo kwifama zethu. Yiba soloko ukhumbula ‘ukuphatha abasebenzi ngokungathi benza umahluko kananjalo bayo kuwenza’ – Jim Goodnight, CEO, SAS. ■

Ukugcinwa kweenkozo emanzini...

UKUBALULEKA KWABALIMI KUMAQELA OLUNTU

Abalimi abarhweba kancinane banendima ebalulekileyo kwisimo sentlalo-luqoqosho kuluntu Iwasemaphandleni aseMzantsi Afrika. Ngokunika amaqela oluntu endawo zabo ufikelelo kwinqesho nakubukho bokuya nokondleka okwaneleyo, aba balimi baziintsi ka zethemba kumaqela oluntu abo. lifama ezincinane zinegalelo elikhulu kakhu kumaqela oluntu Iwasemaphandleni kwaye zixhosa intengiso kwiindawo zazo zentengiso negezitayo ezikukutyu okusisigxina ukuze ezo ndawo zixhase amaqela oluntu amaninzi. Zinomsebenzi omkhulu ngaphezu kweefama ezinkulu ezirhwebayo kanti zikwanika ingqesho enkulu. Ngoko ke, ngokunusa abalimi abarhweba kancinane, kungahlangatyezwa imingeni emininzi yenthalo-luqoqosho ajongene nayo amaqela oluntu Iwasemaphandleni olungathathi ntweni.

INTSEBENZISWANO KARHULUMENTE-NOSHISHINO

I-DSI izifumanise ngo-2018 izinto eziluncedo ngokugcinwa kweenkozo emanzini emva kotyelelo IwaseMzantsi Africa liqela elalivela eMexico elibonise le nkqubo kwindibano yocwego eyayibanjelwe kwiBhunga IoPhando ngezoLimo. Umphathi wethuba langaphambili weNkqubo yoPhuhliso IwabaLimi yaseGrainSA, uJane McPherson, wayizama le nkqubo kwikhitshi lakhe, zaze zancomeka iziphumo.



Le nkqubo ifuna izixhobo ezincinane kakhulu zohlobo olulodwa okanye izithako ngoko ke kuneendleko ezingephi ukuyenza.



I-DSI neGrain SA zadibana imithombo yoncedo Iwazo ekwenzeni isindululo seprojekthi kanti ukususela ngoko zinikele ngezifundo ezingama-340 nangoqeqesho Iwabantu abangama-4 145. Izifundo ezongezelelwego zinikelw ngenjongo yokuxhosa uqequeso nokugcinwa kweenkozo emanzini kwaye ziquka izifundo ezingama-79 malunga nokondleka okusisiseko, nezincede abathathi-nxaxheba abali-1 246, kunya nezifundo ezingama-82 ngokulinywa kweembotyi ezomileyo, ezinikwe inani elipheleleyo labathathi-nxaxheba abali-1 195. Impumelelo yolu sungulo iboniswe iindwendwe kwiimveliso ezahluka-hlukaneyo ebezilungisiwe, ebeziquka isonka esibilisewyo, ipapa exhotiyisewyo, ikeyiki zepani, iyogathi namashwamshwam enziwe ngamandongomane. Ngokusebenzisa le projekthi, aba balimi babonisa izinto eziluncedo ezinikelwa kukuguqu-guqula iimveliso kulimo njengobukho bokuya nokondleka okwaneleyo ngokongeza ixabiso elifumaneka ekugcineni iinkozo emanzini.



The price of success is hard work, dedication to the job at hand, and the determination that whether we win or lose, we have applied the best of ourselves to the task at hand.

~ VINCE LOMBARDI





Ukugcinwa kweenkozo emanzini...



Uqegeesho ngokugcinwa kombona emanzini lunikele ngegonga kubalimi ukuze bafunde ngobuchwepheshe obutsha kwaye balungise izidlo zesiqhelo ngokusebenzia izakhono zobuchule babo abasandul' ukubufumanisa.

INDIMA YOGUQU-GUULO KULIMO KUBUKHO BOKUTYA NOKONDEKA OKWANELEYO

Kubekwe phambili esizweni ukuba urhulumente aqinisekise ukuba abalimi abarhweba kancinane bathatha inxaxheba ngokuzinikela ngakumbi kwizindululo zokuguqu-guqlulwa kweemveliso kulimo. Ukuguqu-guqlula kweemveliso zolimo kongeza ixabiso kwimveliso engekasetenzwa. Ngale ndlela abalimi bayawkwazi ukunika abathengi ixabiso eliphuculweyo ukuze baphucule isakhono senzuso nozinzo kwishishini labo lokufama. Ukuguqu-guqlula iimveliso ngoko ke, kuyakwazi ukuba negalelo ekugxothweni kwemingeni emalunga nentlalo-luqoqosh, kwandisa ingqesho ngokunjalo kuphucule ubukho bokutya nokondleka okwaneleyo. Abalimi abarhweba kancinane baseMzantsi Afrika, nangona kunjalo, abakwazi ukufikelela ngokubanzi kushishino lokuguqu-guqlulwa kweemveliso zolimo, mhlawumbi ngenxa konqongophalo lweziseko zeibonelelo, uqegeesho okanye ufikelelo kwiindawo zentengiso.

UKUGCINWA KWEENKOZO EMANZINI NJENGOHLOBO LOKUGUQLU-GUQLULWA KWEEMVELISO KULIMO

Ukugcinwa kweenkozo emanzini ngumzekelo wokuguqu-guqlulwa kweemveliso kulimo kwaye kunikela ngemithombo yoncedo eliqela xa kuthele-kiswa neenkozo ezingagqu-guqlulwanga. Kulula ngakumbi ukuzisila, kwandisa isiquulatho seprotoheyini ekhoyo nesezondlo ezifuneka ngezixa ezincinane, isonge nevumba liyaphucuka, ngokunjalo isitatshi sicoleka lula, kananjalo kuncipha ii-mycotoxin.

Le nkqubo ifuna izixhobo ezincinane kakhulu zohlobo olulodwa okanye izithako ngoko ke kuneendleko ezingephi ukuyenza. Idinga imbiza yentsimbi okanye imbiza engahlalwa bala yentsimbi ekhazimlayo (kungabi yimbiza yealuminium) kune nekalika enamanzi aqabula unxano (*calcium*

hydroxide). Njengoko iziseko zezbonelelo zingesosidingo sikhulu kanti neendawo zentengiso zihlala zivulekile kwintengiso yeemveliso zombona, le projekthi ijoliswe ekuqequeseni abalimi ukuba baguqu-guqule umbona ngokugcina iinkozo emanzini.

USUNGULO OLUPHUCULWE KANGANGOKO

Uqegeesho ngokugcina iinkozo emanzini lunike iqonga kubalimi ukuba bafunde ubuchwepheshe obutsha ngokunjalo benze ukuba busebenziseke kwiimeko abakuzo. Kunikelwe izifundo zoqeqesho ezandisiwego, iincwadi zoqeqesho kune neendlela zolungiselelo kwizithili eziliqela apho umbona ukukutya okusisigxina khona.

Bakuba abalimi bexhotiyiswe ngolwazi oluyimfuneko, kuye kwaxhomekeka kubo ukuyila imveliso yasekuggibeleni. Ukwahluka-hluka nokufana kodwa kweemveliso ebezilungisiwe kube bubutyebi obuyinkuthazo kwiindwendwe, xa aba balimi bebehlanganisela izakhono zabo zobuchule abasandul' ukuzifumana njengesithethe seli lizwe. Oku bekulungcamlo nje kuphela lomsebenzi omkhulu owenziwa ngaba balimi ekuphuculeni amaqela oluntu lwabo.

UHAMBO OLUSINGISE PHAMBILI

Yakuba le nkqubo ibonakalise impumelelo kula maqela oluntu, iDSI ijonge ekukhuliseni le nkqubo ukuba ifikelele nakwamanyi amaqela oluntu ngokunjalo nakumaphondo aseMzantsi Afrika. Ngaphaya koko, kwalona olu chwepheshe lunokusetyenziswa kwezinye iintlobo zokutya ezifana neembotyi eziqhele ukuthatha ixesa elide ukuba zivuthwe xa ziphekwa ukuze zilungiselwe ukusetyenziselwa ukunika armandla angako wona. Umnqweno ngowokuba ezi nkokeli zoluntu zifikelele kwibanga apho zikwaziyo ukuyila ingeniso kwiimveliso ezifumaneka ngokugcina iinkozo emanzini ukuze kuphucuke isimo sabo sentlalo-luqoqosh ngokunjalo kuphucuke umgangatho wobomi bamaqela abo oluntu. ■

I-ABC ngemigaqo YOKUNGAHLAKULI

UKUNGAHLAKULI YINKQUBO YOKUPHETHULA UMHLABA NGOLONDOLOZO NGENJONGO YOLONDOLOZO LOMHLABA NOKUFUMA. LO MGAQO SOWUYINDLELA EXHAPHAKILEYO ESETYENZISWA NGABALIMI, NGAKUMBI KWIINDAWO EZINEEMVULA EZINKULU EMZANTSXI AFRIKA.

Izinto ezininzi eziluncedo ezinokuphunyezwa ngokusebenzisa imigaqo yokungahlakuli zikhola ukuzuke kuhela emva kweminyaka emini-nzi yokusebenzisa le migao, ngoko ke umntu ufanele ukujonga kude xa eqalisa ngayo. Ikwakhona 'nemithetho' esentloko abafanele ukujolisa kuyo abalimi ukule bafumane ezona zipumo zibalaseleyo. Isitshixo sisakhono solondolozo! Sifuna ukuba izizukulwana zexesha elizayo zikwazi ukulima ukutya njengoko nathi sisenza, kodwa ukule oko kwenzeke kusafuneka ukuba kubekho umhlaba ongaphezulu esiwushiyele zona ukule ziqhuba ngokulima nazo.

UCAMNGCO OLUSENTLOKO

Imigaqo yokungahlakuli ijoliswe ekuben ikuhazamiseka kokwakheka komhlaba kude kuncinane kangangoko kunokwenzeka. Kunokuba kuhethulwe umhlaba xa kusenziwa umandlalo wembewu, abalimi bajolisa ekwakhiwi komaleko wesigcina-kufuma esenziwe ngezinto ebeziphila phezu komhlaba apha kulinywa khona izityalo. Lo maleko wezi zinto usenokunceda ngokunciphisa ukulahlek komhlaba ongaphezulu nangokuzuza ukungenelela okuphucukileyo kokufuma ngokunciphisa umqukuqelo wamanzi.

Olunye uncedo ngokugqumeka komaleko wangaphezulu womhlaba kukuba ukukhula kohkula kuyacinezeleka kanti uphuhliso lwezidalwa ezininanana lunokwenzeka. Yonke le mibandela inakho ukunceda ngesakhu solondolozo lomhlaba.

Ngokuqinisekileyo inzudo yense ingqalelo enkulu xa kuqaliswa ngomgaqo wokungaphethuli umhlaba. Abalimi abaninzi benza impazamo yokusinga ukuba ukungawuphethuli umhlaba kuya kuba lulondolozo olulula nolukhawulezayo kwiindleko zokulima. Umntu unokusinga ukuba ukungawuphethuli kakhulu umhlaba kunciphisa ukusetyenziswa kwetrektrata, ngoko ke kuya kulondolozwa imali eninzi kwidizili. Ngelishwa, akunjalo, akwenzeki okungenani nakwithuba elifutshane. Uphando lubonise ukuba ngebakala 'lokawha' lomgaqo wokungahlakuli, umntu angalindela izivuno ezinganeno kancinane kunesiqhelo njengoko loo mntu sukuba esebebenzela ukuphumelela ekuben wonke umaleko obalulekileyo owensiwe ngezhkhondwana xa kusakhiwa umhlaba, ukwazi ukuzinzisa. Yiba soloko ukhumbula ukuba umgaqo wethuba elide uyadingeka xa kuphunyezwa iindlela zokungahlakuli.

OOMATSHINI

Ukuba noomatshini abachanekileyo kubalulekile kwimpumezo yokungahlakuli ephumelelayo. Kufuneka uba nesixhobo sokutyal esifanele ukutya phantsi kweemeko zokungahlakuli. Sikholisa ukuba sisixhobo esibangela uxinzelelo lokucinezela ngamandla ukule sigqobhoze umaleko ongaphezulu wezinto ebeziphila kune nezikhoko. Kukhethwa umxokomelwano wamanzi oyintsimbi yokufunxa ngaphezu kwesixhobo sokutyal esineendawo ezintathu ezihanganisiweyo.

Isixhobo sokutyal ngokunjalo masixhotyiswe ngamazinyo akrazulayo nangesixhobo esisikayo ukule kusikwe izinto ebeziphila, ezinye ixihobo sokutyal ziphinda zisebenzise ivili lenkunkuma elilivili lezinyo elinegophe

*UGavin Mathews, Ingcali kuLawulo
lokusingqongqileyo. Thumela
i-imeyili apha gavmat@gmail.com*



'nelitshayela' inkunkuma ukule kude lula ukuba iidiski ezityalayo zigqobhoze umhlaba.

Isixhobo sakho sokutyal kwakhono sifanele ukuba neentsimbi ezi-khokela ikhube ezbukhali ngokwaneleyo ezinokusika umsele emhlaben apha imbewu ilahlelw khona kulandele amavili okugangatha acudisa umngxuma ukule uvaleke. Enye inxenyebalulekileyo kamatshini oya kuyidinga sisixhobo sokuhlomela esilungileyo sokutshiza. Ngokuthathela ingqalelo yokuba uya kuba ungasebenzisi ndlela yesiqhelo yokutshabalalisa ukhula ngomatshini wokuhlakula, kuya kufuneka uqiniseke ukuba isitshizi esoluliwego sakho si-kwimeko encomeka kakhulu ukule kutshatalaliswe ukhula ngeekhemikhali.

Ukuba ucinge ukuqaliswa ngokusebenzisa inkqubo yokungahlakuli, kucetyiswa kakhulu ukuba usebenzise oomatshini abalungele umsebenzi. Umntu makakubone oku njengotyalomali kwinkqubo enokuba lunchedo kwixesha elizayo.

INDAWO YOKUQUALISA ESEKUQALEN

Udinga indawo efanelekileyo yokuqaliswa ofanele ukuqala kuyo ukwakha. Uze unaqalisi ngenqubo yokungahlakuli kwindawo engenanto yomhlaba nengazange yasetyenziswa kwiminyaka emini-nzi engaphambili. Wonke umntu unqwenela ukuba nentsimi esetyenziswe kakuhle engagangathekanga nengenakhula luninzi apha anokuqaliswa khona ukusebenza. Oku kungadinga ukuba konyaka wokuqala uwusebenze umhlaba ngokomgaqo wesiqhelo kakuhle.

Emva kokuba ulungile umhlaba wakho kwaye sowulungele ukutyalwa ufanele ucinge ngokuba sesiphi isityalo oza kusilima. Cinga ngezinto ebeziphila ofuna ukule uzakhele emhlaben nokuthi ezona zilungileyo uza kuzifumana phi ngezixa ezikhulu ukule zanele wonke umhlaba wakho kakuhle. Umzekelo, umbona ungasisityalo esinokukhethwa xa kutheleki-swa noojongilanga njengoko izinti namaggabi zakheke phucukileyo kwaye zinemithamo ephucukileyo kunoojongilanga.

Emva kokuvuna isityalo sakho, kungayinto elungileyo ukwandlala isityalo sokutshintsha sasebusika entsimini esifana neowuthsi kune nengqolowa. Oku kuya kunceda ngokunika umhlaba isiqqumathelo nesakhiwo ngokunjalo kuya kunceda ngokwakha umaleko ngezikhondwana phezu komhlaba wakho ongaphezulu. Xa kufika ixesha lokutyal elilandelayo uya kuba unesiseko esilungileyo osebenzela phezu kwaso. Qinisika ngokwenza umtshizo 'wokubhuqa' kwangoko kwakuqaliswa ixesha elitsha lokulima ukuthintela ukumila okubanzi kokhula. Lwakuba lutshatalaliswe lonke ukhula ungatyala phezu kwezikhondwana zexesha langaphambili ngokunjalo nesityalo sokutshintsha wandule ukulela ngenqubo yakho yokwakha.

UMGQUALISELO

Khumbula ukuba le yinkqubo yethuba elide eya kuqaliswa ukulawula izahlulelo kuhela emva kweminyaka embalwa yempumezo. Gcina umgqualiselo wasekuggibeleni engqondweni – ulondolozo! Yiba soloko usebenzela ukwakha ezo maleko ngokunjalo uphuhlise ukwakheka komhlaba wakho. Hlala ufunda futhi ungoiki ukucela icebiso kubalimi abanamava ngokungahlakuli. ■

Okufanele ukuqwalaselwa KWICANOLA ukususela ngoJulayi

XESHA LOKUTYALA LIDLULILE KWAYE SIYATHEMBA UKUBA SIKWAZILE UKUMISELA ISIZA SECANOLA ESI-NEZITHUBA EZILUNGELELENEYO NEZIFANAYO. OKU, SIYAKHOLELWA EKUBENI YINTSIKA EKULINYWENI KWE-SITYALO SECANOLA NGEMPUMELELO.

Umphandi oyinokokeli waseAustralia, ugq John Kirkegaard, ugxinisa ukubaluleka kokulima imfumba yokuphilayo (eyenziwe ngezityalo) ukuze kuveliswe iziphumo ezizezonza zifanelekileyo zemihlanganisela engumxube wesivuno esiphezulu esinayo ezandleni zethu nesikwaziyo ukuyilima.

UMALEKO ONGAPHEZULU WENITROGEN (N)

Isixa se-N esifanele ukugalelwa sixomekeke kwimibandela eyahluka-hlukaneyo:

- Isakhono sesivuno/umgqaliselo wesivuno sentsimi.
- Isixa se-N siphelele esicetyiswayo ekuthathwa kuso isixa esigale-lwa xa kutyalwa.
- Imvula elindelekileyo kwixesha lokukhulisa nemvula kude kube namhla. Ngokubanzi, kucetyiswa iimaleko ezingaphezelu ezibini, kwiintsuku ezingama-30 ukuya kwezingama- 40 emva kokuhluma kwecanola, kulaneliswe ngowesibini kwiintsuku ezingama-60 ukuya kwezingama-70 emva kokuhluma. Umaleko ongaphezulu wesibini usenokuncitshwa okanye uyekwe ngamaxesha okulima ome kakhulu ngasekupheleni kwexesha lokulima.

Imithombo yobutyebi benitrogen equlethe isulphur (S) iyacetyiswa ekuxhaseni isiqulatho se-S. Kucetyiswa ulwalamanu lwe-7:1 N:S, ngakumbi kwimihlabu ekhukuliseka kakhulu okanye imihlabu enesiqulatho secarbon esingaphantsi kwi 1%.

UKUFAKWA KWEZIQLATHO ZEIQALELO-ZONDLO ZEZIXA EZINCINANA

(Jonga incwadi yoqequesho ngemigaqo-siseko malunga nokulinywa kwecanola).

Kucetyiswa izixhaso zeziqalelo-zondlo zezixa ezincinanana aphi uhlalutyo lwalatha khona imiba yonqongophalo okanye kwiindawo ezinembali yengxaki yeziqalelo-zondlo ezincinanana.

- Ukugalela emaggabini ngokubanzi kuncomeka ngakumbi kunokugalela emhlabeni xa kulungiswa imiba yonqongophalo lweziqalelo-zondlo zezixa ezincinanana.
- Imiba yonqongophalo ifanele ukuchongwa ngokuchanekileyo (uhlalutyo lwamaggabi olwenziwa kwilabhoratri yodumo).
- Izityalo zifanele ukuba zikhula kakuhle ukuze izitshizi zisebenze kakuhle.
- Kukhethwa ukuba kutshizwe phantsi kweemeko ezipholileyo, ezomileyo aphi kungekho mvula iza kukhawuleza ine khona (libe lixesha leeyure ezintathu lokomisa obona buncinane).
- Tshiza ngamanzi aneleyo ukuqinisekisa ukufuma okwaneleyo kwamaggabi.
- Musa ukuxuba iziqalelo-zondlo neekhemikhali zokutshabalala ukhula kwitanki yeztishizi.

Njengoko iboron inendima ebalulekileyo ekuchumeni kweentyatyambo (unqongophalo lwayo luhkokelela kwimidumba embalwa nembewu ecuthekileyo ngomdumba ngamnye) kugalelwa ikilogram e-1 ngehektare ukuya kwi-1,5 kg ngehektare ye-solabor njengoko kucetyiswa ukutshizwa kwamaggabi ngethuba lokoluleka kwezikhondo ngobude. Musa ukutshiza nge-boron emva kokuba iintyatyambo ziqualisile ukudubula njengoko iintyatyambo zinokuwa.

*Libhalwe nguChris Cumming, iNgcali
yeProtein Research Foundation. Thumela
i-imyili apha cummingza1946@gmail.com*



UKUCHONGWA NOKUTSHATYA-LALISWA KWEZINAMBUZANE EZIPHAMBILI EZONAKALISAYO

Kubalulekile ukuhlola okwenziva rhoqo ukuze kuchongwe izinambuzane ezonakalisayo msinyane kangangoko kunkwenzenka ukuze oko kuncede ekwenzeni iziggibo ezhilungileyo zolawulo.

Zakuba izonakalisi zezityalo zifanyanisiwe, landela ngoqwalaselero rhoqo ngakumbi ukuze kufumaniseke ukuba ingaba amanani ayanda na okanye asaheli ndawonye. Amarhamncwa nezidleleli ngokunjalo neemeko zemozulu ezingafunekyo (ingqele, imozulu emanzni) kaninzi zinakho ukuthintela ukwanda kwamanani ezonakalisi zezityalo.

Ukfakwa kwestishizi kuggale kuphela lakuba iqondo elisisiseko losuleleko kufikelwelwe kulo (jonga incwadi yoqequesho ngokulinywa kwecanola).

lintwala

lintwala zekhaphetsu ziziintlobu eziphambili zeentwala eizonzola ngecanola. lintwala zisuka kwizityalo ezingabamkeli (ukhula necanola ezinikelayo) emasimini ecanola akufutshane. Akuba ephezelu amanani ahlasele intsimi yecanola ayakwazi ukuhlanganisela ngokukhawuleza okukhulu phantsi kweemeko ezinobushushu nezomileyo. Ngenxa yesi sizathu, kubalulekile ukugcina iindawo ezikufutshane emasimini zingenamaggabi aluhlaza anokuba ngabmkelo bezonakalisi ezizinambuzane.

Ingqele iyakubambezela ukwanda kwamanani eentwala ngokunjalo amanani ancipha ngakumbi xa kubanda, nakwimozulu enemvula. Icanola inobuntununtu obukhulu kuhlaselo lweentwala kumabanga asekualenzi okukhula. Uhlaseloo olunzulu nolutatha ixesa elide xa iintyatyambo zidubula nakumabanga okubumbeka kwemidumba asekualeni kungaba-



ngela umonakalo onobuzaza kwiintyatyambo nasekubumbekeni kwemidumba. Kubaluleke ngakumbi ukukhusela icanola ezintwaleni phantsi kweemeko zoxinzelelo lokufuma.

Kubalulekile ukuwalandela ngoqwalasel rhoqo amaqondo ohlase-lo lweentwala. lintwala ezizondla kumaquvi eentyatyambo kwibakala elisekuqaleni ziya kunqanda ukukhula kwesityalo secanola. Icanola evuthi-weyo ilunyamezel ngokuthe chatha uhlaselo lweentwala. Xa kusensiwa isiqqibo ngokuba kubalulekile na ukutshiza okanye akunjalo kuqwalaselwa inani lezityalo kunokuqwalasela amanani eentwala ngesityalo ngesityalo. Amarhamncwa kune nezidleleleli ezininzi ezahluka-hlukileyo zizondla ngeentwala ezixhaphakileyo ukuze oko kwenze kubaluleke ukutshiza



kuphela xa uhlaselo lweentwala lwendile kwaye lufikelele kwiqondo elisiseko sokutshiza.

Uvivingane olumnyama olusabudayimani (DBM)

limpaui zokuqala zohlaselo lweDBM ezibonakala entsimini yecanola luvingane oluncinane olungwevu-ntsundu nolunemigca ehla esizikithini somva onesimbo sedayimani emhlophe, xa esongiwe amaphiko, Izonakalisi zezityalo ezivela manqapha-nqapha zinokufumaneka kwangoko kwibanga lokubumbeka kweentyatyambo zecanola kodwa zikhola ukuqalis uku-hlasela amasimi ukususela kwibanga lokoluleka kwasikhondo. Icanola iya-kwazi ukunyamezel amanani andayo eDBM ngaphandle kweelahleko ezinkulu zezivuno xa zikwibanga lokukhula ngokuziphinda-phinda kwesityalo. Ngokuya kuqhube ukudubula kweentyatyambo, imibungwana eyandileyo ngamanani iya kumaquvi eentyatyambo, kwiintyatyambo nakwimidumba.

Uvivingane lwsikhomokazi luyakwazi ukubekela amaqanda amthubi obungekho nzulu angaphezu kwe-100 kubude bobomi balo. Amaqanda aqandusela emva kweentsuku ezine ukuya kwezintandathu, ize imibungwana yebanga lokuqala igqbhobe emagqabini. Amabanga amathathu alandelayo emibungwana azondla ngamaggabi. Imibungwana ikhula ide ifikelele kubude be-12 mm. Xa icanola ifikelela kwibanga lokuzandisa, le mibungwana ingabangela illahleko ezinobuzaza zezivuno. Umjikelo wobomi, ukususela emaqanden ukuva kuvivingane, usenokuba mfutshane kangeentsuku ezili-14 phantsi kweemeko zemozulu ezifudumeleyo, ukuze oko kubangele ugqabhuko lwamanani alo. Phantsi kwezi meko kuya kubaho ukungenelelana okubonakalayo kwezizuklwana kuwo onke amabanga eDBM aya kuba khona kwisityalo nakweliphi ixesa.

Ukuthathwa kweesampulu kufanele ukwenziwa rhoqo. Xa kubalwa imibungwana eli-10 okanye ngaphezulu enobude be-3 mm ukuya kwi-4 mm, yenza uhlolo rhoqo ngakumbi. Naxa amanani ebonakala ezinzile, qhuba ngokuhlol. Akuba amanani efikelele kwiqondo elisiseko somonakalo malunga nebanga elithile lophuhilo, qalisa ngokutshiza.

Imibungu esabungqukuva

Amaqanda ombungu osabungqukuva abekelwa nganye kumphezulu wamaggabi. Uvivingane lwsikhomokazi olubhabha ebusuku luyakwazi ukubekela amaqanda amanini kangange-1 000 kubude bobomi balo bee-ntsuku ezisibhoso. La maqanda aqandusela kwiintsuku ezintlanu ukuya kwezisixhenxe. Umbungwana omncinane (onganeno kwi-1 mm) uzondla ngamaggabi ize uhlubule kathandathu kwiintsuku eili-14 ukuya kwezili-18 ize ikhule ibe yimibungu emikhulu engange-3 cm ubude. Ukubekela amaqanda kukholisa ukudibana nokuqalis kwebanga lokudubula kweentyatyambo zecanola. Ukuhlola okwenziwa rhoqo bokukhangela uvivingane lombungu osabungqukuva, ukuhlolwa kwamaqanda ombungu osabungqukuva nabonakala lula emehlwani okanye ngokusebenzia izithiyiselo zemibungu esabungqukuva ziya kunceda ekuchongweni kokuqalis kohlaselo lwmibungu esabungqukuva.

Amanani emibungu esabungqukuva anganda ngokukhawuleza, ngakumbi phantsi kweemeko ezinobushushu, ezomileyo nezohlaselo olunzulu anokubangela umonakalo obanzi kwisityalo. Uhlaselo olunzulu lweentwala lubonakala luvana nemibungu esabungqukuva kuba uvivingane lutsalwa yincindi yamaggabi xa kushushu ebangelwa ziintwala njengomthombo walo wokutya. Qalisa ukutshiza imibungu esabungqukuva kuphela xa iqondo elisiseko lemibungu emihlanu ukuya kwelishumi ngemitha esisikwere kufikelelw kuyo.

Inqalelo elandelayo ebalulekileyo kubalimi becanola kukutshiza iSclerotinia, xa iimeko zinokuvana nesifo. Ixesha elichanekileyo lokucukanisa umqolo wefula kune/okanye ukuvuna okungqalileyo nako ziziggibo ezibalulekileyo ezifanele ukwenziwa kuya kuxoxwa ngazo kwelinje lamanqaku alandelayo. ■



UVAVANYO OLUPHINDWAYO Iwemihlanganisela ngo-2020/2021

MIMANDLA EKWIINDAWO EZOMILEYO EMZANTSİ AFRIKA YOKULIMA IIMBOTYI ZESOYA NOOJONGILANGA ISUKA YONGANYELWE SISIQHELO SOKULIMA OOJONGILANGA ABATHE KRATYA KWIZITHILI EZISENTSHONA NGOKUYA LIQHUBELA PHAMBILI IXESHA LOKULIMA. MASITHEMBE UKUBA NGOKU SOWUVUNE OOJONGILANGA BAKHO KUNYE NEEMBOTYI ZESOYA FUTHI UNAKHO UKWENZA UHLOLO NOTHELEKISO LWEZIVUNO ZASEKUGQIBELENI.

Ngokwesiqhelo izityalo ezindaweni ezithile kumaphondo nakwizithili ezahluka-hlukileyo zokufama bezinemvula eninzi kakhulu ephazamise ukuvuna okanye kube yimvula ibisuka inganeli kubekho imbalaleyanaya enciphisa izivuno ekuggibeleni. Konke oku kwenzeka apho bekufanele ukuba licesha lokulima elinemvula yasehlotyeni.

Ukulima iimbotyi zesoya emva kwexesha kwezinye iindawo kulandeliswe ngokukhula okubalaseleyo ngokuziphinda-phinda kwsityalo okukhuthazwe ziimvula ezinkulu. Ezi ndawo zinesakho-no esiphezelu zezivuno zeembotyi zesoya ezilinyiweyo, nangona kunjalo, zilahlekelwe ngamaqondo obushushu kwinyanga kaMatshi nangoEpreli 2020 kwaze oko kwakhuthazwa naziintsuku zokusibekela ezinini ezisuke zanciphisa isivuno sasekugqibeleni.

Abanye abalime oojongilanga bexesha elifutshane emva kwexesha bavune phakathi kwe-1,8 yeeton i ezi-2 ngehektare. Ukuba ulime oojongilanga phambi nasemva kwexesha unakho ukuthelekisa izivuno ukuze ubone ukuba sesiphi isityalo esifumene owona mda ubalaseleyo wesivuno. Oku kuya kukuvumela ukuba wenze isiggibo negekamva malunga nokuba ungazilima emva kwexesha kancinane na iimbotyi

E kwadilwe ke morolatiro



zesoya zakho, okanye uguqukele koojongilanga xa lisiya ekupheleni ixesha lokulima.

Oku, ubukhulu becalo, buxhomekeke ekubeni ifama yakho ikwesiphi isithili sokulima nasekukhethweni kwemihlanganisela yeembotyi zesoya ekhoyo necetyiswa kwisithili sakho. limbotyi zesoya zisenokuba yinxenye ebalulekileyo yokunyusa isiquatho senitrogen kwiscwangcisel sakho sojikeleziso Iwezityalo.

IINGQALELO MALUNGA NOKUKHETHWA KWEMIHLANGANISELA YEEMBOTYI ZESOYA

Inkqubela malunga nophuhliso ekuyilweni kwemihlanganisela yee-mbotyi zesoya nayo iquka imihlanganisela elunga-lungiswe inkqubo yofuzo nelungele iikhemikhali ezithile zokutshabalalisa ukhula kune neempawu zesiqhelo zomhlaba ezibekwe emigangathweni ekumaqondo aphezelu esakhono sesivuno. Ngaphezu koko, kukho amaqumruh aliqela athengisa imihlanganisela eyahluka-hlukileyo. Kuninzi ekukhetwa kuko. Ngowuphi umhlanganisela onokufanela iimeko okuzo?

Enye yeengqalelo ezibaluleke kakhulu ekuvumeleni isithuba soku-tyala esiguqu-guquwayo, kukuba ube nembevu kufutshane okanye ufilelelo olukhawulezayo kuluhlu olubanzi Iwemihlanganisela. Umlimi ke ngoko unokusebenzisa imihlanganisela eyahluka-hlukileyo ukuba akawazi kutyala ngexesha elifanelekileyo ngenxa yembalela okanye yemvula egqithisileyo.

Jonga iimephu zengqinqi zendawo elinywayo kubathengisi bembewu abahluka-hlukeneoyo ukuze ubone ukuba ingaba usenginqini epholileyo noko okanye ephantse ukuba shushu, efudumeleyo okanye eshushu na. Fumanisa ukuba umhlanganisela osetyenziswayo uphantsi kwenye yeengiqqi ezalathiweyo na. Isivuno esifumanekayo siya kwalatha ukuba ingaba ifama yakho ikhethelwe kakuhle na ukwenzela isivuno salo nyaka. Kwiindawo ezingeshushwanga kakhulu, umzekelo, imihlanganisela yeembotyi zesoya ingasuka kwiintsuku ezingama-56 ukuya kwezingama-65 kwiintsuku ezifuneka ekudubuleni kweentyatyambo kangangama-50% malunga nokutyla okusesiphakathini kwangoNovemba neentsuku ezili-132 ukuya kwezili-143 zokuvuthwa okulungele ukuvuna.

KwiTheyibhile 1 iinkcukacha ezilandelayo zingajongwa kwiziPhumo zeeNgcebiso kuPhando lweARC ngemiHlanganisela eyahluka-hlukileyo engama-35 kubathengisi abaninzi bembewu. Lwaqhutywa kuzo zonke iindawo ebeziyilimile eMzantsi Afrika.

Njengoko kubonakala iindawo ezipholileyo zingafumana ukuvuthwa okulungele ukuvuna okwahluka ngeentsuku ezingama-28. Ukuba usedaweni 'epholileyo' kungathatha iintsuku ezili-154 obona buncinane ukufika ekuvuthweni okulungele ukuvuna. Ukuba ulime, okwesiqhelo,

ngomhla we-15 kuNovemba isityalo siya kudubula iintyat�ambo kangangama-50% kwiveki yokugqibela kuFebruwari ukuya kwiiveki ezimbini zokuqala kuMatshi okanye ngaphezu koko. Ukvuthwa okulungele ukuvuna kuya kufumaneka malunga nomhla we-15 kuJuni. Ngoko ke, unqwenela ukukhetha umhlanganisela okwiintsuku ezili-154 ukuya ekuvuthweni ukuze ufumane imilinganiselo yobushushu eyaneleyo ukuze kufumanekisivuno esilungele urhwebo nokuthintela iqabaka efika kwangoko.

Kwizowuni 'efudumeleyo' kwasona isibalo sowona mhlanganisela uthatha ixesa elide olinywe ngomhla we-15 kuNovemba siya kubonisa umhla wokudubula kweentyatyambo kangangama-50% ekupheleni kukaFebruwari ukuya ekuqaleni kukaMatshi ukuze umhla wokuvuna ube malunga nomhla wesi-5 kuMeyi.

Nokuba isityalo sakho seembotyi zesoya silinywe kweyiphi indawo, kucetyiswa ukuba ube nesicu sembwu esinokutyalwa kuluhlu lwamathuba afanelekileyo okutyla. Ukuba ufanele ukutyla emva kwexesha, sebenzisa olona hlobo lukhoyo luvuthwa msinyane. Izivuno zeemvavanyo zeendawo ezomileyo zingsaka kwiitoni ezi-1,3 ngehektare ukuya kwiitoni ezi-2,6 ngehektare. Ufumene izivuno ezinjani?

Omnye umbandela ngowokuba ingaba ufumene iziphumo eziphukileyo okanye ezimandundu ngemihlanganisela ekhula ngohlobo oluthile ngokulindelekileyo okanye ngokungalindelekanga. Imihlanganisela ekhula ngendlela elindelekileyo iyeka ukukhula ukuya phezulu ngethutha lokudubula kweentyatyambo kanti ekhula ngendlela engalindelekanga iqhuba ngokukhula nangethoba lokudubula kweentyatyambo.

Kubonakala ngathi inkoliso yemihlanganisela ekhula emhlabeni owomileyo nethengiswayo iluhlobo ekhula ngendlela engalindelekanga naxa kucetyiswa ukuba iintlobo ezikhula ngendlela elindelekileyo zifanele ukuba kwindawo enkenkce-shelwayo. Amathuba okumilisela kwembewu yeembotyi zesoya aphenjelewa ubukhulu becal, bubude bokukhanya kwemini kanti lo mbandela ufanele ukuthathelwa ingqalelo xa ukhetha umhlanganisela. Ngokubanzi, nakuphi ukutyalwa kweembotyi zesoya emhlabeni owomileyo sowudlulile umhla wama-20 kuNovemba kudinga uqwaliaselo ngononophelo!

ISIPETHO

Xa ulime umhlanganisela ngempumelelo kwifama yakho, thelekisa izivuno zakho zesiqhelo nesimbo sokukhula neenkukacha ezingasentla uez ulime imihlanganisela eyahluka-hlukeneoyo kwiimvavanyo ngonyaka ngamnye njengothelkiso. Kuqaphele ukuba 'ungafane wenze', ulime umhlanganisela wexesa elide lokukhula selhambe kakhulu ixesa. ■

1 Iziphumo zeeNgcebiso kuPhando lweARC ngemiHlanganisela yeeMbotty zeSoya.

| Isalathiso semozulu yendawo elinyiwego | Ululu lweentsuku ukufikelela ekudubuleni kweentyatyambo kangangama-50% | Ululu lweentsuku ukuya ekuvuthweni okulungele ukuvuna |
|--|--|---|
| Efudumeleyo | 37 - 56 | 119 - 133 |
| Engafudumelanga kakhulu | 48 - 65 | 145 - 158 |
| Epholileyo | 62 - 85 | 154 - 172 |



Ukutofwa kweembotyi zesoya.

Uqoqosho-jikelele nefama yakho

MHLAWUMBI ELI GAMA ALIQHELEKANGA KWABANYE BENU. NANGONA KUNJALO, LIYINTO ECHAPHAZELA ISHISHINI LAKHO LOKUFAMA NAXA UNGENALAWULO LUNGAKO KULO. NGOKO KE MASIQALE NGOKUCHAZA LONA.

Uqoqosho lufundonzulu ngokwenziwa nokusetyenzisa kwempahla neenkonzo ngokunjalo nenkxaso yemali kwaye lwahlulwe ngokwamasebe amabini asentloko, uqoqosho lwendawo noqoqosho-jikelele. Uqoqosho lwendawo luncinane ngoko ke uqoqosho lwendawo lufunda ngendlela abantu abathile namashishini asebenza ngayo kwiimeko ezithile. Uqoqosho-jikelele luthetha ububanzi okanye ubukhulu ngoko ke lufunda indlela uqoqosho luphelele lwelizwe lusebenza ngayo. Ngamazwi alula kakhulu uqoqosho lumalunga nemali ngoko ke uqoqosho-jikelele lumalunga nemali yelizwe.

Namhla amashishini okufama asebenza kubume obuxananazileyo, obuguqu-guquka ngokukhawuleza, obunemithetho esebezena ngokuxanaza nobuchatshazelwa lihlabathi elisingqongileyo. Imbalwa kakhulu imibandela abanokuyilawula abalimi bethu, kwaye oku kuwenza nzima umsebenzi wokufama. Okusentloko ngemiba yoqoqosho-jikelele enefuthe kwinkqubo yoqoqosho neyemali kumashishini okufama liqondo lamaxabiso aphezulu okuthenga, iqondo lenzala, ukukhula kwenene kweMveliso yeLizwe iPhelele (*GDP*), iqondo lengqesho neqondo lotshintshiselwano lwamazwe. Lipateni zomba ngamnye zifanele ukuqondwa futhi zilandewe.

Urhulumente unoxyanduva lokuyilawula le miba yoqoqosho-jikelele ngokwezigqibo zemigaqo-nkqubo kanti urhulumente usebenzisa amaziko ahluka-hlukaneyo ukulawula le mibandela. IBhanki yoLondolozo yaseMzantsi Afrika lelona ziko laziwa banzi malunga noku.

IMIBA ECHAPHAZELA ISHISHINI LAKHO

Ngoku masixoxe ngokufutshane ngendlela umba ngamnye uchaphazela ngayo uqoqosho nezipumo zemali zeshishini lakho.

Unyuso-maxabiso

Unyuso-maxabiso ligama elisetyenzisa kuqoqosho elibhekiselele ekunusweni kwamaxabiso empahla neenkonzo ngokubanzi phakathi kwelizwe. Namhla amaxabiso eemveliso ezinini aphinda-phindwe kabini kulawo ayesetyenzisa kwiminyaka engama-20 edlulileyo. Amaxabiso anyuka xa impahla neenkonzo zifune ka kakhulu kuba abantu benemali ethe chatha abanokuyichitha. Isiphumo esingqalileyo sonyuso-maxabiso sichazwa njengocudiso kumaxabiso okuthenga kwaye abalimi bayakwazi oko. Ukuze usinde kwesi siphumo sonyuso-maxabiso ufanele ukwenza konke okusemandleni akho ukwandisa ingeniso yefama yakho ngonyaka ngamnye, logama uhlawula amaxabiso abekiwego okuthenga.

Inzala

Xa uboleka imali kwiziko elisesikweni uhlawula inzala. Isixa senzala esihlawulwayo sibekwa yiBhanki yoLondolozo yaseMzantsi Afrika. Ngamazwi alula, amaqondo aphezulu enzala akhokelela kwiindleko eziphezelu zokuthenga. Iqondo lenzala likwasetyenziselwa ukulawula unyuso-maxabiso. Umgaqo-nkqubo weBhanki yoLondolozo ngoku kukugcina iqondo lonyuso-maxabiso phakathi kwe 3% ukuya kwi 6%. Xa linyuka iqondo lonyuso-maxabiso iqondo lenzala liya kunyuswa ukuze abantu banyanjeleke ukuboleka imali encinane abanokuyichtha ukuze ukunya kwamaxabiso kulawuleke.



Marius Greyling, UmbhalikwiPula Imvula Thumela i-imeyili apha marius@mcgacc.co.za

Ukukhula

Njengoko kubalulekile ukukhulisa ishishini lakho, kubalulekile ukuba ilizwe likhule. Xa likhula ilizwe imali iba khona ukuze abantu bathenge impahla neenkonzo kakhulu. Xa kusanda ukwenziwa kwempahla neenkonzo ukuze kuhlangatyezwe intengo ephezulu, kudaleke imisebenzi, kwande abantu abaphangelayo. Kwelinje icala abasebenzi bafumana imivuzo enokuchi-thwa kwimpahla nakwiinkonzo. Ukuze iBhanki yoLondolozo incede ngokukhula kwelizwe iyakwazi ukuthoba iqondo lenzala, ngoko ke, yenze kube lula noko ukuba amashishini aboleke imali ukuze akhule.

Iziseko zezibonelelo

Norhulumente unoxyanduva lokugcina nokuphucula iziseko zezibonelelo zelizwe ukuze zixhase amashishini ukuba akhule ngoko ke kakhule ilizwe. Ukuze akwenze oku urhulumente udinga imali. Imali ifunyanwa kwiirhafu nangokuyiboleka. Xa iirhafu zithotyiwe amashishini ayaxhamla ukuze akwazi ukukhula, kuphinde oko kukhokelele ekukhuleni kwelizwe.

Intswelo-ngqesho

Besesithethile ngentswelo-ngqesho kanti ngoku iqondo lentswelo-ngqesho liphezelu eMzantsi Afrika, kuba enyanisweni akukho kukhula elizweni. Isiphumo esingqalileyo sentswelo-ngqesho ephezulu kukwanda kobusela obenzeka kwiifama zethu, nobubangela ingeniso ephantsi kunye neendleko eziphezelu zokunqanda ubusela.

Iqondo lotshintshiselwano phakathi kwamazwe

Omnye umba ofanele ukuqatshewa liqondo lotshintshiselwano phakathi kwamazwe – malunga nathi, ixabiso lemali lelinye ilizwe lihlawulwa ngo-kwerandi. Elona qondo laziwa kakhulu lotshintshiselwano liqondo lerandi/nedola kuba luninzi urhwebo olwenziwa ehlabathini ngeedola. Iimveliso ezithengiswa ngaphandle zizuza kakhulu xa ixabiso lerandi liphantsi ngokuyithelekisa nezinye iintlobo zemali ezinamandla amakhulu. Xa uthengisa ngaphandle uze uhlawulwe ngeedola, iidola zifanele zitshintshwe zibe ziirandi. Ngenxa yerandi ebuthathaka, masithi mhlawumbi eye-R18,00 ngedola enye umntu ufumana i-R18,00 ngedola nganye ekutshintshiselwana ngayo. Kwelinje icala, iimveliso zefama ezithengwe ngaphandle ziba nexabiso eliphezelu kakhulu, kaloku iirandi zitshintshiswa ngeedola.

ISIPHETHO

Yonke imiba ekuxoxwe ngayo inxulumene kakhulu kanti urhulumente ufanele ukuba nendima yesenzo sokulungelelanisa kulawulo lwale miba ukuze ilizwe licedakale. Imeko yangoku eMzantsi Afrika ibonisa okunganiki themba malunga nale miba kananjalo nezipumo zocinezeleko kwezemali yamashishini okufama.

Ukulawula nokuqhube ifama yakho kakuhle, ufanele ukuyazi le mikhwa yemiba ekhankanyiweyo. Ngoko ke, zixhobise ngeenkcukacha. Umzekelo, ngokufunda i-Pula Imvula, the SA Grain magazine, i-Landbouweekblad ne-Farmer's Weekly unakho ukufumana iinkcukacha ezbialulekileyo ukuze uphucule ulawulo lweshishini lakho ngokuhlanganisa iziqhelo kucwangciseloo lweshishini lakho. ■

Yenza okulungileyo

– phatha abasebenzi kakuhle nangentlonelo

KUNINZI OSEKUTHETHWE EZINDABENI NGENGXAKI ABANAYO ABASEBENZI BASEFAMA EMZANTSXI AFRIKA. NGOKUBANZI UMFANEKISO OZOTYWAYO MBI KAKHULU FUTHI ABALIMI BAPEYINTWA NGE-BRASHI ENYE NJENGEQELA ELIBAPHATHA KAKUBI ABASEBENZI BALO.

Ngelishwa luncinane kakhulu ugqaliselo emsebenzini omhle owenziwayo mhlawumbi indlela icandelo lolimo elidala ngayo ingqesho exabisekileyo kwindawo ezisemaphandleni, okanye malunga nendlela abalimi abanagalelo elibanzi ngayo kumaqela oluntu lweendawo zabo.

Ingoma embi ekhwazwayo enyanisweni ivela kwiziganeko aphi imapho yabasebenzi basefama ibigxekeka ngenene, okanye aphi iinkqubo nowiso-mthetho bezingalandelwanga ngokuchanekileyo. Luxanduva lomlimi ngamnye ukuba asebenzele ekuguqulen le mbonakalo imbi kangaka. Oku kuya kuphunyeza kuphela xa thina njengembumba sisebenza ngesidima nangentembeko, senze okulungileyo kwabo sisebenza nabo ukuze umsebenzi wethu wokufama ubi yinto ofanele ukuba yiyo. Akukho mfuneko yokuthandabuza ukuba zeziphi iinkqubo ezelungileyo kuba ukhona umthetho woBambiswano IwamaCandelo 13 (*Sectoral Determination 13*) olawula iimeko ezisisiseko sengqesho nokuvuzwa kwabasebenzi beefama eMzantsi Afrika.

NGUBANI UMSEBENZI WASEFAMA?

Umsebenzi wasefama ubhekiselele kuye wonke umntu obandakanyeka emsebenzini wokufama ngokunjalo uquka bonke abasebenzi ngokubanzi, abalindi babucala bokhuseleko (ngaphandle kokuba baqeshwe lushishino lokhuseleko labucala kwaze kubolekiswa ngabo kwishishini lakho,) kunye nabo bonke abasebenzi bamakhaya (basekhitsini) abasebenza kwimizi yasefama.

IKHONTRAKTHI ZENGQESHO

Kusoloko kuyinto ephucukileyo ukuba kubekho ikhontrakthi ebhaliwego phakathi kwakho nabasebenzi basefama. Enyanisweni, kuyanda kule mihla ukuba abameli beSebe lezabaSebenzi bacele ukuzibona xa beqhuba uhlobo lweefama. Ikhontrakthi zifanele ukuquka iinkcukacha malunga nomvuzo nazo zonke iinkcukacha zobuqu bomphangeli ngokunjalo nemimiselo yengqesho. Ikhontrakthi ngokunjalo ifanele ukuxela ukuba ingaba yikhontrakthi yengqesho esisigxina na (oko kukuthi, akubikho mhla wokuphele-lwa kwayo) okanye ingaba yikhontrakthi yethuba eliqingqiweyo na (oko kukuthi kukho ithuba lexesha elithile lengqesho yomphangeli, umzekelo abasebenzi bamaxesha athile).



Kusoloko kulixesa elilungileyo lokwenza okulungileyo – baphathe kakuhle abasebenzi bakho ukuze bawuphathe kakuhle umsebenzi wakho wokufama.



Jenny Mathews, umbhalu
kwiPula Imvula. Thumela i-imyili
apha jennymathews@grainsa.co.za

Izhokelo

Zepiphi iinkcukacha ezifanele ukuqukwa? Apha kukho izikhokelo ezimbalwa kuphela:

- Amagama apheleleyo
- Incwadana yeld – gcina ikopi yayo efayilini
- Uza kwenziwa phi umsebenzi – indawo yokusebenzela
- Iiyure zokusebenza
- Umsebenzi wasebusuku – kaninzi oku kuyimfuneko kwiifama ngamthuba okuxakeka okukhulu
- Ixesha elongezelelweyo lokusebenza – izinto ozilindeleyo/umvuzo
- Iintlalwulo – intlawulo iza kukhutshwa nini, umvuzo uya kuba yintoni
- Ikhefu – ziintsuku ezingaphi
- Ingaba kuya kubakho naziphi iimali ezixhuzulwa emvuzweni – zixe
- Ukunqunyanyiswa kwengqesho – xile loo miqathango, umzekelo izizathu kunye(okanye iimeko

IMIMISELO YENGQESHO NOMVUZO

WABASEBENZI BEEFAMA

Ngokomthetho oMiselweyo weSebe lezabaSebenzi weNombolo yama-75 yowe-1997 weeMeko ezisisiSeko seNgqesho, bonke abasebenzi beefama mabahlawulwe obona buncinane ngokwemilinganiselo yonyaka eyiyona iphantsi yemivuzo exeliwego. Abalimi bafanele ukuziqhelanisa nowiso-mthetho olufanelekileyo.

Amanqaku akufaneleyo ukukhanyiswa ngala:

- Umsebenzi wasefama makangasebenzi ngaphezu kweeyure ezingama-45 ngeveki.
- Abasebenzi basefama bafanele ukusebenza iiyure ezili-9 ezona zininzi ngosuku kwiintsku ezi-5 okanye nangaphantsi koko ngeveki, kodwa iiyure zibe si-8 ngosuku xa eseberza ngaphezu kweentsku ezi-5 ngeveki.
- Nawuphi umsebenzi owenziwayo ngaphaya kwale mida wenziwa ngokwesivumelwano kwaye ufanele ukabalwa njengexesa elongezele-lweyo lokusebenza.
- Ixesha elongezelelweyo lokusebenza lihlawulwa ngokomlinganiselo ophinda-phindwe ka-1,5 wentlawulo yesiqhelo yomsebenzi. Okunye okunokwenziwa kukuba umsebenzi anikwe ithuba lokungezi emsebenzini njengembuyekezo.
- Umsebenzi wasebusuku ubhekiselele emsebenzini owenziwa emva kwentsimbi yesibhozo ebusuku ngo-20h00 ukuya kweyesine ekuseni ngo-04h00. Imbuyekezo yezi yure yi 10% yomvuzo wesiqhelo wemihla ngemihla.
- Ukuba umsebenzi useberza ithuba elinganeno kwiiyure ezingama-45 ngeveki, umvuzo ubalwa ngokomlinganiselo omiselweyo weyure nganye.
- Kwiimeko aphi abasebenzi beefama bafanele ukwenza imisebenzi yesiqhelo yasefama khona ngeeCawa nangeeHolide zoLuntu, umsebenzi wasefama ufanele ukunikwa iintlawulo eziphindwa kabini.

Iqela labahleli

GRAIN SA: PRETORIA

PO Box 74087
Lynnwood Ridge
0040
■ 08600 47246
■ www.grainsa.co.za

UKUMISELWA KWABAHLELI

Liana Stroebel

■ 084 264 1422 ■ e-Ofisini: 012 943 8252
liana@grainsa.co.za

UMAHLULELANE KUPAPASHO

INFOWORKS

Johan Smit ■ Ingrid Bailey ■ Marisa Fourie

■ 018 468 2716 ■ johan@infoworks.biz



INkubo yeGrain SA yoPhuhliso IwabaLimi

ABAQUQUELELI BOPHUHLISO

Johan Kriel
Free State (Ladybrand)
■ 079 497 4294 ■ johank@grainsa.co.za
■ e-Ofisini: 012 943 8283

Jerry Mthombothi

Mpumalanga (Nelspruit)
■ 084 604 0549 ■ jerry@grainsa.co.za
■ e-Ofisini: 012 943 8289 ■ Smangaliso Zimbili

Jurie Mentz

Mpumalanga/KwaZulu-Natal (Louwsburg)
■ 082 354 5749 ■ jurie@grainsa.co.za
■ e-Ofisini: 012 943 8218

Graeme Engelbrecht

KwaZulu-Natal (Dundee)
■ 082 650 9315 ■ graeme@grainsa.co.za
■ e-Ofisini: 012 943 8287 ■ Nkosinathi Mazibuko

Luke Collier

EMPuma-Koloni (Kokstad)
■ 083 730 9408 ■ luke@grainsa.co.za
■ e-Ofisini: 012 943 8280 ■ Luthando Diko

Liana Stroebel

ENTshona-Koloni (Paarl)
■ 084 264 1422 ■ liana@grainsa.co.za
■ e-Ofisini: 012 943 8252 ■ Hailey Ehrenreich

Du Toit van der Westhuizen

North West (Lichtenburg)
■ 082 877 6749 ■ dutoit@grainsa.co.za
■ e-Ofisini: 012 943 8290 ■ Lebo Mogatlanyane

Cwayita Mpotyi

Mthatha
■ 078 187 2752 ■ umthatha@grainsa.co.za
■ e-Ofisini: 012 943 8277

IPULA IMVULA IFUMANEKA NGEELWIMI EZILANDELAYO:

isiXhosa, IsiNgesi, iSeTswana, iSesotho nesi IsiZulu.

Articles written by independent writers are the views of the writers and not that of Grain SA.

Yenza okulungileyo...

Ukuchaswa kokusetyenzisa kwabantwana njengabasebenzi

Akukho mntu ongaphantsi kwiminyaka eli-15 ekufuneka okanye ovunyelwa ukuphangela. Wonke umzali ulindeleke ukuqjinisekisa ukuba umntwana ongaphantsi kwiminyaka eli-15 uya esikolweni. Akukho mntu ufanele ukuesha umntwana ongaphantsi kwiminyaka eli-15 kwimisebenzi yokufama. Abantwana abadala kwiminyaka eli-15 kodwa abangaphantsi kwiminyaka eli-18 abanakusetyenziswa ngaphezu kweeyure ezingama-35 ngeveki kwaye abanakusebenza ngeekhemikhali. Umqeshi makagcine ingxelo yegama, umhla wokuzalwa neadresi yomsebenzi ngamnye wasefama phantsi kweminyaka eli-18 oqeshwe nguye kwiminyaka emithathu.

liphelelwa lixesha ekupheleni komjikelo wekhefu lonyaka.

- **Ikhefu lokufumana usana** – umsebenzi wasefama unemfanelo yekhefu lokufumana usana leenyanga ezilandelelanayo ezine phambi komhlha olindelekleleyo wokuzalwa kosana. Umqeshi akanyanzelekanga ukuhawula umsebenzi wasefama kwithuba lokungabikho kwakhe emsebenzini ngenxa yokukhulelwa kwakhe – okanye la maqela anokuvumelana ngesixa esiya kuhalwulwa njengomvuzo, ukuba unakho ukubanga imali yoncedo lokufumana usana kwNgxowa yelnhorensi yabangaPhangeliyo. Umsebenzi wasefama akasayi kusebenza kwiiveki ezintandathu emva kokufumana usana ngaphandle kokuba ugqirha okanye umbelekisi unikele ngesiqinisekiso sokuba usemandleni okuba angasebenza.

Ukunqunyanisawa kwengqesho

Xa sisayina imvumelwano yengqesho nomsebenzi omtsha kaninzi eyona ngcinga ifika mva engqondweni kukunqunyanisawa kwengqesho, kodwa oku kufanele ukuba yinxalenye yemvumelwano yakho yokuqala nomsebenzi omtsha.

Ingqesho inganqunyanisawa njani? Yinto eqhelekileyo ukulindela ukuba umsebenzi enze isaziso sokuphelisa ubudlelwane bengqesho. Izikhokelo zithi xa umsebenzi esebeenze kwithuba leenyanga ezintandathu ufanele ukunikela ngesaziso sethuba leveki enye, kodwa xa eqeshwe kwithuba elingaphezu kweenyanga ezintandathu makenze isaziso sethuba leenyanga enye. Ukuba umqeshi unqwenela ukunqumamisa ikhonttrakthi, ufanele ukunikela ngesaziso esibhaliveyo futhi asichaze nangomlomo ngolwimi alwaziyo umsebenzi.

ISIPHETHO

Awakhi shishini wakha abantu – baze ke abo bantu bona bakhe ishishini! URichard Branson ubesoloko engusomashishini osungula okutsha nonempumelelo ebalaselleyo kumacandelo amaninzi. Ukholelwae kubeni isitshixo sempumelelo kwishishini sikwindlela umntu aphatha ngayo abasebenzi bakhe: ‘Asingobaxumi abaphambili. Ngabasebenzi abaphambili. Ukuba ubanika inkathalo abasebenzi bakho, baya kubakhathalela abaxumi bakho.’ Oku kuvayinyaniso kubume obungqonge ukufama. Ukuba abasebenzi bakho baziva behlonelwa futhi bexatysiwe, nabo baya kubaphatha ngenkathalo nangentlonelo oomatshini nezixhobo abasebenza ngazo, okanye izilwanyana nemisebenzi yokufama ababandakanyeka kuyo.