

PULA IMVULA

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I-NIXTAMALISATION – ukungeza i-value ngokwe-agro-processing

NGOMHLAKA-20 FEBHUWARI 2020, I-GRAIN SA, NGOKUBAMBISANA NOMNYANGO WEZESAYENSI NOKUQAMBA KABUSA PHECELEZI INNOVATION I-(DSI), UBUCHWEPHESHE I-/INNOVATION AGENCY NOMNYANGO WEZOLIMO, IZINGUQUKO KWEZO-MHLABA NOKUTHUTHUKUSWA KWEZINDWO EZISEMAKHAYA BAVAKASHELE ISIFUNDA SASELUKWATINI, EMPUMALANGA, UKUYOFUNDA NGEMIKHQIZO EYENZIWE KABUSA EKHIQIZWA UMPHKATHI NGOKWE-NIXTAMALISATION.

I-Nixtamalisation yinquo yokulungisa ummbila oketshezini lwe-alkaline okulandelwa ukuwuwasha nokuwugaya ukhiqize inhlama ebizwa ngo-

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kuthi imasa okungenziwa ngayo imikhiqizp enhlobonhlobo. Ngenxa yoqequesho lwe-nixtamalisation emakholishi akuleli eNingizimu Afrika, ukuphrosesa ummbila ube yizinhlobonhlobo zomkhiqizo kungeza i-value yabalimi bommbila abancane phecelezi-smallholder.



IZWI LIKA...

Liana Stroebel

SI ZITHOLA SIPHAKATHI KWEZIKHATHI EZITHOKOZISAYO NGAKHO KONKE LOKHU OKWENZEKAYO EMHLABENI. KWANGATHI EKUGCNENI UMHLABA UKUBONA NGE-MPELA UKUBALULEKA KOMKHAKHA WE-ZOLIMO KANYE NEQHAZA ELIBALULEKILE ELIBANJWE ABALIMI EMPILWENI YABO YANSUKU ZONKE.

Ubhubhane Iwale-Covid-19 lube nomthelela omkhulu emnothweni wethu kodwa, siyabonga kakhulu (ngaphandle kweshwa lokwenyuka kwezindleko zama-*input*), ngenhlanhla umkhakha wokukhiqiza kokusahlamvu akuphazamisekanga kangako njengoba kwenzekile kwamanye amakhomodithi noma amabhizinisi. Kudingeka sizibale izibusiso zethu, sisebenze nakanzima kunakuqala futhi sicabange ngalabo abangabanga nenhlanhla njengathi.

Njengoba wazi, uJulayi yinyanga emataso njengoba abalimi abaningi bommbila bephansiphezulu bevuna futhi bemaketha nezilimo zabo ngaso leso sikhathi abalimi bokusahlamvu abalima ebusika abasezingxenyeni eziseningizimu yezwe sebeqedile ukutshala izilimo zabo futhi sebemataso nokulawula ukhula nezinambuzane. Njengoba siqhube ka nesizini, kungakhathalekile ukuthi yisiphi isigaba sokukhiqiza esikuso, kukhona izibonakalo okudingeka sizinake njalo kuyo yonke ishejuli yethu emataso.

Azinye zezibonakalo ezibaluleke kakhulu (okuthi ngezinye izikhathi zinganakeki) okufaka phakathi ukuphathwa kwe-*cashflow*, ukunakekela impahla yethu yokusebenza kanti okubaluleke ukwendlula konke, sinakekele abantu abasebenza nathi emapulazini ethu. Ukhumbule njalo 'ukuphatha abasebenzi kwangathi benza umehlu-ko futhi bazowenza' – u-Jim Goodnight, i-CEO, i-SAS. ■

I-Nixtamalisation...

UKUBALULEKA KWABALIMI EMIPHAKATHINI

Abalimi abancane ama-*Smallholder* anelikhulu iqhaza ku-*socio-economic status* yasezindaweni zasemakhaya eNingizimu Afrika. Ngokunikeza imiphakathi yezindawo zabo ezssemakhaya umsebenzi kanye nokuvikeleka kokudla nenyuthrishini, la balimini bayigugu lethembra emiphakahini yabo. Amapulazi amancane ahlinzeka imiphakathi emikhulu yasemakhaya futhi inikezelza ngezilimo zokudla okubalulekile ezimakethe zendawo ezondla imiphakathi eminingi. Kunomsebenzi omningi ukwedlula amapulazi amakhulu alimela ukungenisa inuzo futhi yiwona adala amathuba omsebenzi amanangi. Ngakho ke, ngokufukula abalimi abancane ama-smallholder, izinselelo eziningi ze-*socioeconomic* ezikhungethe imiphakathi yasemakhaya edla imbuya ngothi zingasombululeka.

UKUHLANGANA KWEZIMBONI ZIKAHULUMENI

I-DSI yabona umvuzo we-nixtamalisation ngo-2018 emva kokuvalashela eNingizimu Afrika kwethimba laseMexico elenza umbukiso walenzubo e-workshop eyayibanjelwe kwa-Agricultural Research Council. Owayeyimenena ye-Grain SA Farmer Development Programme, u-Jane McPherson, wayizama le nqubo ekhishini lakhe, wathola imiphumela emihle.



Le ngquba idinga ithuluzi elincane eliyisipesheli elincane kakhulu noma izithako futhi zishibhile ukuba wenze.



I-DSI ne-Grain SA badonsa izinsiza zabo bayilontsha le phrokethi futhi njengoba babenze izifundo ezingama-340, baqequesha abantu abalinganiselwa ku-4 145. Izifundo ezengeziwe zethulelwu ukuzosekela ukuqeleshoo lwe-nixtamalisation okubandakanya izifundo ezingu-79 zenyuthrishini eyisisekelo, okwahlomulisa abahlanganyela abayi-1 246, nezfundo ezingama-82 ngokukhiqizwa kukabhontshisi owomile, owethulwa kwababamba iqhaza abayi-1 195. Impumelelo yalo msuka kwabonakala ngemikhqizo enhlobonhlobo eyakhonjiswa izivakashi, okubalwa kuyo ujeqe/idombolo, i-fortified porridge, ama-pancakes, iyogathi nama-sneksi okwenziwe ngamantongomane. Kule phrokethi, la balimi bakhombisa imivuzo we-agro-processing ekunikeza ukuvikeleka kokudla nenyuthrishini ngokwe-value eyengezwa yi-nixtamalisation.



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





I-Nixtamalisation...



Uqequesho Iwe-nixtamalisation lunike abalimi iplatifomu lokufunda ngobuchwepheshe obusha nokulungisa ukudla kwesintu ngamakhono amasha asebewatholile.

IQHAZA LE-AGRO-PROCESSING EKUVIKELENI UKUDLA NENYUTHRISHINI

Yinto eseqhulwini kahulumeni ukuqinisekisa ukuthi abalimi abancane babamba iqhaza emathubeni e-agro-processing. I-Agro-processing inika i-value eyengeziwe emikhiqizweni oluhlaza. Ngale ndlela abalimi bayakwazi ukubanikeza i-value eyengeziwe abathengi futhi benze nenzuko engcono nokuqhube ka isikhathi ebhizinisini labo lokulima. Ngakho ke i-agro-processing iyakwazi ukubamba iqhaza ukuqedza izinselelo ze-socio-economic, ikhulise amathuba omsebenzi futhi ivikele ukudla nenyuthrishini. Abakhqizi abancane baseNingizimu Afrika, kodwa, ikakhulukazi beswele i-aksesi yokungena embonini ye-agro-processing, mhlambwe ngokuswela ingqalasizinda ukuqeqeshwa noma i-aksesi yemakethe.

I-NIXTAMALISATION NJENGENDLELA YE-AGRO-PROCESSING

I-Nixtamalisation, yisibonelo se-agro-processing futhi inikeza imihlomo eminingi ukweddula okusanlavu okungaphrosesiwe. Umhlaba olula kakhulu, ikhulisa iprothereni ekhona namamakhronyuthriyenti aqukethwe, isinongo nephunga eliminandi kwenziwa ngcono, kwenza isitashi silungele ukugayeka kakhulu, futhi-mycoxins iyancipha.

Le ngquba idinga ithuluzi elincane eliyisipesheli elincane kakhulu noma izithako futhi zishibhile ukuba wenze. Kudinga kuphela i-cast iron noma ibhodwe le-stainless-steel (kunebhodwe le-aluminiyamu) ne-slaked lime (i-calcium hydroxide). Njengoba ingqalasizinda ingesonza isidindo esikhulu futhi nemakethe ivele iyivulekele imikhiqizo

yommbila, le phroekthi igxile ekuqeqesheni abalimi ngokuphrosesa ummbila ngokwe-nixtamalisation.

I-INNOVATION ENOBUNGWCWETI

Uqequesho Iwe-nixtamalisation yanikeza abalimi iplatifomu lokufunda ngobuchwepheshe obusha futhi bawenze uhambelane nezimo zabo. Izifundo ezinqala zokuqequesha, ama-manuwali namaresiphi enziwa ezi-fundeni eziningi lapho ummbila uwukudla okubalulekile khona.

Njengoba behlome ngolwazi oludingekayo, kwaba semahlombe abalimi ukusungula umkhiqizo oyifayineli. Izinhlobonhlobo nokwe-hluka kwemikhqizo eyenziwa kwaba umthombo owarfakela izivakashi ugqozi, njengoba la balimi bawathatha la makhono abo amasha abawatholile futhi bawafaka esintwini sasekhaya. Lokhu kodwa kwaba ukunambitha komsebenzi omkhulu owenziwa yilaba balimi ekufukeleni imiphakathi yabo.

UHAMBO OLUYA PHAMBILI

Ngokubona impumelelo yale phrogremu kule miphakathi, i-DSI ifuna uku-yikhulisa le phrogremu iye kweminye imiphakathi nezfundazwe eNingizimu Afrika. Okunye futhi, lo buchwepheshe obufanayo bungasetshenziswa kwezinje izinhlobo zokudla ezifana nobhontshisi lo ngokuvamile uphekwa isikhathi eside nodla ugesi omningi. Isifiso ukuthi la baholi bemiphakathi bafinylela esigabenzi lapho khona beyokwazi ukwenza imali ezofakwa yi-nixtamalisation ukwenza ngcono i-simo sabo sezomnotho phecelezi i-socioeconomic status baphinde benze ngcono impilo yemiphakathi yabo. ■

U-ABC wemikhuba YENOTHILEJI

NOTHILI YISISTIMU YETHILEJI YOKONGA ENENHLOSO YOKONGA INHLABATHI NOMSWAKAMA. LO MKHUBA USUBE YINDELEA EYEJWAYELEKILE ESETSHENZISWA ABALIMI, IKAKHULUKAZI EZINDAWENI EZINEMVULA ENINGI ENINGIZIMU AFRIKA.

Amathuba amanangi angazuzwa ngokusebenzisa izindlela zenothili ngokuvamile kphumelela emva kweminyaka eminingi kwensiwi, ngakho ke kufanele kwensiwi isikhathi eside uma kuqalwa. Futhi kuhkona 'imithetho' ebalulekile okufanele bagxile kuyo abalimi ukuze bathole imiphumela efanele. Okubalulekile ukuqhubeka isikhathi eside! Sifuna izizukulwana ezizayo ukuba zikwazi ukhiquiza ukudla njengoba senza futhi ukuze siphumelele kulokhu kusadingeuka ukuhi kue khona inhlabathi engaphezelu phecelezi *i-topsoil* okufanele isale ukuze batshale kuyo izilimo.

IFILOSOFI EYISISEKELO

Inhlosi yokwenza inothili ukunciphisa ukuphazamiseka *kwe-structure* senhlabathi. Esikhundleni sokuguqula inhlabathi ngenhlosi yokwakh umbhede wembewu, abalimi bagxile ekwakheni umkhakha yezimvithi noma izinsalela phezu kwenhlabathi abazotshala kuyo izilimo. Lomkha-ka wemethiriyeli ungasiza ekunciphiseni ukulahlekelwa inhlabathi engaphezelu phecelezi *i-topsoil* futhi bathole nokumunceka komswaka-ma kangcono ngokunciphisa *ama-run-off*.

Olunye usizo ngokuba nomkhakha owemboze inhlabathi epeh-zulu phecelezi *top layer* lokho kucindezela ukhula lungakhuli futhi kungenzeka ukuthi kue nokuhulu *kwe-microbial*. Konke okwalama fektha kungaba nomthelela esimweni senhlabathi isikhathi eside.

Ngokusobala inzuso ngenye yezinto ezinkulu okufanele ibhekwe kakhulu uma kuthathwa isanyathelo sokwenza inothili. Abalimi abanangi benza iphutha lokucabanga ukuthi inothili kuzoba yindlela elula yokonga izindlelo zokuhiqiza esheshayo. Omunye engacabanga ukuthi ukunciphisa ukuthila kunciphisa ukusethenziswa kogandaganda, lokho ke kusho ukonga okukhulu kudizili. Ngeshwa akunjalo, okungenani hhayi ngesikhathi esifushane. Ucwanningo luhombisa ukuthi esigaben'i 'sokwakha' umuntu engalindela isivuno esiphansi kunesejwayelekile njengoba usuke usebenzela ukuthola wonke lowo mkhakha obalulekile wezimvithi futhi ngaleso sikhathi *i-structure* senhlabathi sisuke sizakha sona. UKhumbule njalo ukuthi kudingeka isikhathi eside uma uqalisa ukusebenzisa indlela yenothili.

IMPAHLA

Ukuba nempahla efanele kubalulekile ukuze uqalise ukusebenzisa inothili. Kudingeka uba ne-*planter* efanele ukutshala ngaphansi kwe-zimo zenothili. Ngokuvamile lokhu kubandakanya *i-planter* enamandla okungena ishone ezimvithini ezsiekakheni ongapezelu nogqinsi. *I-drawbar hydraulic system* yiyo ephakanyiswayo kune-*planter* exhu-nuywe *ku-three-point*.

I-planter futhi kufanele ihlome *nge-ripper tine* *ne-cutting disc* engakwazi ukungena inqume izimvithi, amanye *ama-planter* nawo ayayisebenzisa *i-trash wheel* okuyi sondi eline engela encane 'esha-nela' isuse inkunkuma lenze ukuthi kue lula ukuthi *i-planting disc* ikwazi ukungene enhlabathini.

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I-planter kufanele uba nama-sharp coulters angakwazi ukulima angene phansi ivule umsele enhlabathini lapho kuzofakwa khona imbewu bese kulandela ama-compaction wheels afike aqgibe umsele ovulekele. Enye impahla edingekayo ongayidinga *yi-spray rig* efanele. Njengoba ungeke usebenzise amakhemikhali okulawula ukhula nge-cultivator kudingeka uba nesiqiniseko ukuze ube nesiqiniseko sokuthi *i-boom spray* ibe sesimeni esihle ukuze izo-aplaya amakhemikhali okulawula ukhula.

Uma ucabanga ukuguqukela kunothili sistimu, kuyanconya kakhulu ukuba usebenzise impahla ewufanele umsebenzi. Umuntu kufanele akubheke lokhu njengokutshala kusistimu okungaba ne-thuba lekusasa.

ISIGABA SOKUQALA ONGAQALA KUSO

Kudingeka uba nendawo enhle ozoqala kuyo lapho uzukwakhela khona. Ungayiqali iphogremu yenothili insimu ewugwadule osekuphele iminyaka eminingi ingasetshenziswa. Kufanele uba nensimu esentshenziswa kahle engaqdishelene nengahaselwe ukhula lapho uzoqala ukwakhela khona. Lokhu kungakudinga ukuba wenze into eyodwa yokusebenza ngokwemvelo inhlabathi ngosuku lokuqala.

Emva kokulungisa inhlabathi yakho isilungisiwe futhi isilungele ukutshala sekufanele ucabange ngokuthi yisiphi isilimo ozositshala. Cabanga ngemethiriyeli ohlose ukuqala ukuyakha emhlabathini nalokho okuhle okuzokuba yisembozo esihle nenhlabathi. Ukwenza isibonelo, kungaba ngcono ukukhetha ummbila uma kuqhathaniswa nobhekilanga njengoba izinhlanga namahlamu *ane-structure* esingcono nevolumu ukwedlula ubhekilanga.

Emva kokuvuna isilimo sakho, kungaba yinto engcono ongai-khetha ukusabalalisa isembozo sezilimo ebusika ensimini esifana *ne-oats* noma ukolo. Lokhu kuzosiza ukunikeza umhlaba isembozo *ne-structure* kphinde kusize ekwakheni umkhakha wemethiriyeli yezimvithi *ku-topsoil* yakho. Uma sekungena isizini yokutshala elandelayo uzobe usunesekelo esihle ozosebenzela phezu kwaso. Qinisekisa ukuthi 'uyashisa' shesha ufafaze ngasekuqaleni kwsizini entsha ukuze uvikele ukhula lungandi kakhulu. Uma ionke ukhula selulawulekile ungatshala ezimvithini zangesizini edlule nezilimo ezi-yisembozo bese uqala inqubo yakho yokwakha.

INHLOSO

Khumbula ukuthi lolu uhlelo iwsikhathi eside oluyoqala ukuthela izithelo emva kweminyaka embalwa yokuqaliswa. Gcina isiphetho senhlosi engqondweni – isikhathi eside! Qhubeka nokusebenza ngokwakha leyo mikhakha nokwakha *i-structure* senhlabathi. Qhubeka nokufunda futhi ungesabi ukucela iseluleko kubalimi abanolwazi ngenothili. ■

Yini okufanele uyibheke KWIKHANOLA kusuka ngoJulayi

SIKHATHI SESIZINI YOKUTSHALA SESISEMNYANGO FUTHI SIYATHEMBA UKUTHI SIKWAZILE UKWENZA IZITANDI EZIVULEKE NGOKULINGANAYO NEZIFANAYO ZEKHANOLA. NGIYETHEMBA UKUTHI, LOKHU, YISISEKELO SOKULIMA ISILIMO SEKHANOLA NGEMPUMELELO.

Umhlaziyi ohamba phambili wase-Australia, u-Dr John Kirkegaard, ugcizelela ukubaluleka kokukhiqiza *i-biomass* eyanele (imethiriyeli yezimila) ukukhiqiza ama-*hybrid cultivars* anomphumela wesivuno esikhulu esinayo akwaziyo ukukhiqiza.

INAYITHROJINI (N) TOPDRESSING

Isinqumo senani le-N okufanele ufakwe senziwa amafektha ahlukene:

- Amandla esivuno/isilimo esithagethiwe senhlabathi.
- Inani le N eliphakanyisiwe kususwe inani elifakwayo ngesikhathi sokutshala.
- Imvula elindelekile ngesikhahi sokutshala kanye nemvula njengamanje. Ngokwejwayelekile mabili ama-*topdressing* aphakanyisiwe, abizwa nge-30 kuya ku-40 izinsuku *post emergence* yekhanola, ilandelwe eyesibili i-60 kuya ku-70 izinsuku *post emergence*. I-*topdressing* yesibili ingacishiswa noma yeqiwe ngasiekupheleni kwamasizini omise kakhulu.

Imithombo yamaNayithrojini equkethe isalfa (S) yiwo anconyelwe ukusaplimenta i-(S) equkethwe. I-reshiyo ka-7:1 N:S enconyiwe, ikakhulu kazi enhlabathini ezigeleza namanzi kakhulu noma enhlabathini equkethe i-carbon engaphansi kuka-1%.

AMA-APLIKHESHINI YE-TRACE ELEMENT

(Bheka kwimanuwali yenkambiso yokukhiqizwa kwekhanola).

Ama-aplikheshini *e-trace element* anconyiwe lapho aukuhlaziya kubonise izimpawu zokuntuleka noma izindawo ezinomlando wenkinga *ye-trace element*.

- I-*Foliar*-aplikheshini jikelele asebenza kakhulu ukwedlula ama-aplikheshini enhlabathi ukulungisa ukuntuleka *kwe-trace element*.
- Ukwentuleka kufanele kuhlonzwe ngokufanele (iqabunga lihlaziwe yi-laboratory eyaziwa).
- Kufanele izitshalo zikhule ngokukhululeka ukuze izifafazo *ze-trace element* zisebenze ngempumelelo.
- Ungakhena ukufafaza ngaphansi kwesimo esipholile, esomile lapho amathuba emvula engekho khona (isikhathi sokoma esiminimamu amahora amathathu).
- Fafaza ngamanzi anele ukuze uqinisekise ukuthi *i-folilage* imanzi ngokwanele.
- Ungawaxubi ama-*herbicides* nama-*trace elements* ethangini lokufafaza. Ngenxa yokuthi i-boron yenza umsebenzi obalulekile ekuvundiseni imbalu (ukuntuleka kwako kwenza kube nemidumba embalwa futhi umdu-mba ngamunye ube nezinhlamu ezimbalwa) I-aplikheshini ka-1 kg/ha kuya ku-1,5 kg/ha we-solubor njenge-*foliar spray* yikho okuncomekayo ngesikhathi sokweluleka kwestiqu. Ungayifafazi i-boron ngemva kokuqala kokuqhakaza kwezimbali zingawohloka.

UKUHLONZA NOKULAWULA IZINAMBUZANE EZIBALULEKILE

Ukubheka njalo kubalulekile ukuhlonda izinambuzane kusenesikhathi ukuze usize ngokwenza izinqumo ezinhle zokumenenja.

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Uma ziqala ukubonakala izinambuzane, bheka njalo ngezikhathi zonke ukuze ubone ukuthi isibalo siyakhuphuka noma sizinzile. Izilwane ezidla inyama nemunca igazi ikakhulukazi nesimo sezulu esivimbayo (ukubanda nesimo sezulu esimanzi) ngokwejwayelekile singasivimbela isibalo sezinambuzane singandi.

Ungacobanga ngama – aplikheshini okufafaze kuhela uma izinga lomthelela selifinyelele ku-*threshold* (bheka imanywali yokukhiqizwa kwekhanola.)

I-Aphids

I-Cabbage aphids ngabe iyisisekelo *se-aphid species* edla ikhanola. I-Aphids iyahamba isuka ezitshalweni eziyisiznda sazo (ukhula nakumavolontiya ekhanolo) eziseduze kwamasimu ekhanola. Uma inani eliphezulu lingahlaselwa umhlaba wekhanola zinganqwabelana ngesivirini ngaphansi kwezimo ezishisayo, nezomile. Ngenxa yalesi sizathu, kubalulekile ukuba izindawo ezisondele zigcineke zingenazo izitshalo eziluhlaza ezingaba yikhaya lezinambuzane.

Isimo sezulu esibandayo siyakubambezela ukwanda kwasibalo *se-aphid* zingancipha ngaphansi kwesimo sezulu esibandayo, nesimanzi. Ikhanola iyazwela kakhulu uma kunokuhlasela *kwe-aphid* ngesikhathi sesigaba sokuqala sokuhula. Ukgungcwala kakhulu kwezilwanyazana isikhathi eside ngesikhathi sokuhakaza kwezimbali kanye nasezigabenzi zokuqala zokuthela kwemidumba kungadala umonakalo omkhulu ezimbalini nakuyo imidumba. Kubaluleke kakhulu ukuvikela ikhanola *ku-aphids* ngaphansi kwengcindezi yomswakama.

Ukuhlala uqaphe njalo izigaba zokuhlasela *kwe-aphid* kubaluleke kakhulu. Ukudla *kwe-aphids* *i-flower*



buds esigabeni sokuqala kuzophazamisa ukukhula kwesilimo sekhnola. Ikhanola esivuthiwe iyakwazi ukubekezelela ukuhlasela kwe-*aphid*. Ngenkathi wenza isinqumo sokuthi ungaafafaza noma cha kubalulekile ukwazi ukuthi zinani lezitshalo ezihlaselekile kunenombolo yama-*aphids* ngesitshalo ngasinye. Kuningi okwahlukene okudla inyama nokumunca igazi okuwadlayo ama-aphid yilokho okwenza ukuthi kubaleke ukufafaza



kuphela ngenkathi kunesibalo esiphezulu se-aphid futhi uma sesifinyelele esigabeni se-*threshold* yokufafaza.

I-Diamond back moth (DBM)

Izimpawu zokuqala zokugcwala kwe-DBM yingesikhathi i-moths empungaokunsundu kanye ne-diamond emhlope enemithende ehlukene eyehlayo maphakathi nomhlane, lapho amaphiko esongekile, ibonakala ensimini yekhanola. Le sinambuza esithe gqwaggwa singatholakala ngasekuqaleni kwesigaba serosetha sekhanola kodwa ngokwejwayelekile siqala ukuhlasela amasimu kusukela esigabeni sokweluleka kwesi. Ikhanola ingakubekezelela ukwanda kwenani le-DBM ngaphandle kwanoma yikuphi ukulahlekelwa kwevuno esibalulekile nesikhathi sisessigabeni sokuhula kwezimila. Njengoba ukuvela kwezimbali kuqhube, ukukhula kwanani ezibungu (*larvae*) kudlulela ku-flower buds, ezimbalini nasemidumbeni.

I-moth yesifazane ingazalela amaqanda aphuzi ngokuphaphathekile angaphezulu kwe-100 empilweni yayo. Amaqanda achamsela emva kwezinsuku ezine kuya kweziyisithupha, nesigaba sokuqala se-larvae burrowing sibe yi-leaf tissue. Izigaba ezintathu ezilandelayo ze-larval edla i-leaf tissue. I-larvae ikhula ifinyelele ku-12 mm ubude. Uma ikhanola isingenia esugabeni sokuthela, lezi zibungu zingadala umonakalo omkhulu wokulahlekelwa yisivuno. Impilo yazo phecelezi lifecycle, kusukela emaqandeni kuye ku-moths, ingaba yifishane ngangezinsuku eziyi-14 ngaphansi kwezimo zeklayimethi efudumele, umphumela walokho kube ukubheduka kwenani elikhulu. Ngaphansi kwalezi zimo kuzoba nezizukulwane ezinkulu ezeqile nazo zonke izigaba ze-DBM izoba khona kusilimo nganoma yisiphi esinye isikhathi.

Amasampula e-larvae kufanele enziwe njalo. Uma ayi-10 noma ngapezulu ama-larvae awu-3 mm kuya ku-4 mm ngobude ebaliwe, hlala ngokuqapa njalo. Uma kwenzeka inani ligcina lizinile, qhubeka nokuqapa. Uma isibalo sifinyelela esigabeni se-*threshold* yomonakalo esigabeni esithile sokuthuthuka, qala ukufafaza.

I-Bollworms

Amaqanda e-Bollworm azalelwaa ngalinye ngaphezu kwamahlamvu. I-moths yesifazane endiza ebusuku ingazalela amaqanda angafinyelela ku-1 000 empilweni yayo esukela eziinsukwini ezinhlanu kuya kweziyisishiyagalmobili. La maqanda achamsela emva kwezinsuku ezinhlanu kuya kweziyisikhombisa. I-larva encane (ngaphansi kwe-1 mm) idla i-leaf tissue futhi izokwebuza izikhathi eziyisithupha esikhathathini esiyizinsuku eziyi-14 kuya kweziyi-18 futhi ikhula ibe yi-larva endala engaba u-3 cm ubude. Ukuzaelwa kwamaqanda ngokuvamile ukujondana nokuqala kokuhakaza kwezimbali zekhanola. Ukuqapa njalo i-bollworm moths ukuthi ikhona, ukubheka amaqanda e-bollworm abonakala kalulu ngamehlo noma ngokusebenzia i-bollworm pheromone traps kuzokusiza ekuboneni ukujala kokwanda kwe-bollworm.

Inani le-bollworm lingakhula masinyane, ikakhulukazi ngaphansi kwezimo ezihisayo ezomile nokwanda kwayo kakhulu kungadala umonakalo omkhulu wesilimo. Ikugcwala kakhulu kubukeka kusekela i-bollworm ngenxa yokuthi i-moths ithanda kakhulu i-aphid honeydew njengomthombo wokudla. Qala kuphela ukufafaza ngesikhathi i-bollworm isisesigabeni se-*threshold* ukusukela kwayisihlanu kuya kwayishumi nge-m².

Okunye futhi okufanele abalimi bekhanolo bakucabange ukufafaza i-Sclerotinia, kufanele izimo zisifanele lesi sifo. Isikhathi esifanele soku-vuna naso sibalulekile ukuthatha izinqumo ukufanele zenziwe futhi kuzokhulunywa ngakho kwenye i-thikhili. ■



UKUHLOLA KABUSHA I-CULTIVAR yesizini ka-2020/2021

UMKHIQIZO WASEZINDAWENI EZOMILE ENINGIZIMU AFRIKA ZIKABHONTSHISI ISOYA NOBHEKILANGA IGAMANXELA KAKHULU NOMKHUBA WOKUBA KUTSHALWE UBHEKILANGA OMNINGI EZIFUNDENI EZISENTSHONALANGA NJENGOBA ISIZINI IQHUBEKA. NGIYETHEMBA UKUTHI MANJE UWUSUVUNILE NOBHO-NTSHISI ISOYA FUTHI UNGENZA UHLOLO NOKUQHATHANISA NESIVUNO OSTHOLILE EKUGCINENI.

Njengokwejwayelekile izilimo zakwezinye izindawo ezifundazweni kanye nezinye izifunda zokulima ezahlukene ezathola cishe imvula eningi eba-mbezele ukuvuna noma kungabanga khona imvula eyanele okunesomiso esincane ebelsinganciphisa isivuno ekugcineni. Konke lokhu kwenzeka ku-lokho okuzothathwa njengesizini yasehlobo enimvula yokukhiqiza.

Ukutshalwa kukabhontshisi isoya sekwedlule isikhathi kwezinye izindawo kwalandelwa ukukhula okuhle kwezimila okwadalwa ukuna kwezimvula ezinkulu. Lokhu kutshalwa kukabhontshisi isoya obekulindeleke ukuthi kube nesivuno esikhulu kodwa kwashoda amayuniti okushisa ngoMashi nango-Ephreli 2020 okwadalwa yizinsuku eziningi zokuguqbala kwezulu yilokho okwanciphisa isivuno ekugcineni.

Abanye batshala emva kwsikhathi, batshala ujikanelanga wesizini emfushane okungabe kwakuzoba nesivuno esiphakathi kuka-1,8 t/ha kuya ku-2 t/ha. Uma ngabe watshala ubhekilanga ngasekupheleni nasekuqaleni kwsizini ungasiqhathanisa isivuno futhi ubone ukuthi yisiphi isilimo esibe ne-gross margin enhle kakhulu. Lokhu kuzokuvumela ukuba wenze isinqumo esikhathini esizayo sokuba utshale noma ungtshali ubhontsisi

Ibhaliwe umlimi osathatha umhlaphansi



wakho isoya emva kwsikhashana, noma okungenani uguqukele kujikanelanga ngasekupheleni kwsizini.

Lokhu futhi kuya ngokuthi ngabe ipulazi lakho likusiphi isifunda kanye nohlobo *Iwe-cultivar* kasoya okhona nonconyelwe isifunda sakho. Ubhontshisi isoya nawo ungaba yinhlanganisela ebalulekile ekufuneni ikhomponenti ye-nayithrojini ohlelweni lwakho lomjikele-ziso wezilimo.

OKUFANELE UKUCABANGE MAYELANA NOKUKHETHA **I-CULTIVAR KABHONTSHISI ISOYA**

Inqubekela phambili yokusungula ama-cultivar kabhontshisi isoya nakho kubandakanya *i-genetically hybrids* ene-herbicide okunga-sebenza ndawonye kanye nezimpawu ezijwayelekile ze-agronomic ezinesilinganiso nezinga lesivuno esiphezulu. Ukwengeza kulokho yizinkampani eziningi ezidayisa ama-cultivar ahlekene. Kuningi ongakhetha kukho. Ngabe iyiphi *i-cultivar* engalungela isimo sakho?

Eyodwa yezinto ezibalulekile okufanele zibhekwe, ekuvume-la isikhathi esivulekile sokutshala, ukuphatha imbewu ngesandla noma ukuba ne-aksesi esheshayo ohlwini lwama-cultivar. Umlimi lapho ke angasebenzisa *i-cultivar* ehlukile uma engakwazi ukutshala ngesikhathi esifanele ngenxa yesomiso noma kube nemvula enkulu ngokweqile.

Ake ubheke amabalazwe ezifunda zendawo yokukhiqiza kubadayisi abehlukene bembewu bese uyabheka ukuthi ngabe usendaweni epholile, ethemparethi, efudumele noma esifundeni esishisayo. Bheka ukuthi ngabe i-cultivar esetshenzisiwe iwela ezifundeni ezibaliwe. Isivuno esizotholakala sizokhombisa ukuthi ngabe wakhetha kahle noma cha epulazini lakho kule sivuno salo nyaka. Ezindaweni ezithemparethi, isibonelo, ama-cultivar kabhontshisi isoya angaba phakathi kuka-56 ukuya ku-65 wezinsuku wezinsuku ezidingekeyo ku-50% wokuqhakaza izimbali ngokutshala maphakathi kukaNovemba kanye no-132 ukuya ku-143 wezinsuku zokuvuthwa kokuvuna.

KuThebula 1 le datha elandelayo ingatholakala ku-ARC's Soybean Cultivar Recommendations Research kuma-cultivar ahlukene kubadayisi bembewu abaningi. Yenziwa kuzo zonke izindawo zokukhiqiza eNingizimu Afrika.

Njengoba kubonakala izindawo ezipholie zingaba nesikhathi sokuvuna osekuvutiwe okwahlukena ngezinsuku ezingama-28. Uma usendaweni 'epholie' kungathatha imiminam mu ka-154 wezinsuku ukuvuthwa kwestilo. Uma utshalile, njengokwe-banchmark, ngomhla ka-15 Novemba

isilimo sizoba siku-50% wokuqhakaza ngeviki lokugcina likaFebhuwari kuqhubeleka emavikini amabili okuqala kaMashi noma ngaphezelu. Ukuvuna okuvuthiwe kuzoba ngawomhla ka-15 Juni. Ngakho ke, nomakanjani kufanele ukhethe i-cultivar elinganiselwa ezinsukwini eziyi-154 ukuya ekuvuthweni ukuze uzokwazi ukuba namayuniti okushisa anele ukwenza isi-vuno esizongenisa inzuso futhi ugwe me isithwathwa sokuqala.

Ku-zone 'eshisayo' kwensiwe izibalo ezifanayo neze-cultivar ehamba kancane etshalwe ngomhla ka-15 Novemba izokhombisa u-50% wezimbali eziqhakazile ngosuku olungasekupheleni kukaFebhuwari ngasekuqaleni kukaMashi nosuku lokuvuna lube cishe ngomhla ka-5 kuMeyi.

Noma ngabi iyiphi indawo lapho kungatshala khona isilimo sika-bhontshisi isoya kwensiwe isiphakamiso sokuthi kufanele ube namahlukuzwana akhethiwe embewu engatshala ezhkhathini ezhikleliwi zesikhathi sokutshala. Umakufanele utshale ngasekupheleni kwsikhathi, sebenzisa izinhlobo ezhkhona ezhisheshayo ukuvuthwa. Ngabe uthole isivuno esingakanani? Izivuno zetrayeli ezindaweni ezomile zokukhiqiza zingsasukela

ku-1,3 t/ha ukuya ku- 2,6 t/ha. Ngabe uthole isivuno esingakanani?

Enye ifektha ukuthi ngabe uthole imiphumela engcono noma emibi kakhulu ngokuzimisela noma ngokunganaki kwemikhutshana nokuhula kwama-cultivar. Bheka ama-cultivar angakhuli aye phezulu noma ngesikhathi sokuqhakaza futhi aphokophelayo aqhubeke akhule noma nangesikathi sokuqhakaza.

Kungathi onke ama-cultivar endawo eyomile adayiswayo ewuhlobo olungapekele ngenkathi kuphakanyiswa ukuthi izinhlobo ezhiklelelalo zingasetshenziswa lapho kuniselwa khona. Imbewu kabhontshisi isoya izikhathi zokusetha zinomthelela omkhulu wobude bokukhanya kwe-langa futhi le fektha kufanele ibalwe uma ukhetha i-cultivar. Ngokwejwalyekile, noma yimuphi ubhontshi isoya otshalwe ngale kuka-20 Novemba kudingeka ubhekisiswe ngokucophelela!

ISIPHETHO

Uma ulime i-cultivar ngempumelelo epulazini lakho uma kuqhathaniswa ne-benchmark yesivuno sakho kanye nemikhuba yokulima ngolwazi olungenhla nokutshala ama-cultivar ahlukene kumatrayeli unyaka ngamunye njengokuqhathanisa. Qaphela, 'ungathathi ishansi', bese utshala i-cultivar yesizini ende isikhathi sesihambe kakhulu. ■

1 I-ARC Soybean Cultivar Recommendations Research Results.

Indawo yokukhiqiza neklayimethi yakhona	Uhlu Iwezinsuku ukuya ku-50% wokuqhakaza	Uhlu Iwezinsuku zokuvuthwa kwesivuno
Ukushisa	37 - 56	119 - 133
Okuphakathi nendawo	48 - 65	145 - 158
Ukupholile	62 - 85	154 - 172



Ubhontshisi isoya.

I-Macroeconomics nepulazi lakho

LELI MHLAWUMBE KUNGABA ITEMU ELINGAJWAYELE-KILE KWABANYE BENU. KODWA, KUYINTO E-AFEKTHA IBHIZINISI LEPULAZI LAKHO ONGAKWAZI UKUKULAWULA WENA. NGAKHOKE AKE SIQALE NGOKULICHAZA LELI TEMU.

i-Economics yisifundo sokukhiqiza nokuthengwa kwempahla namasevisi kanye nokusaplaywa kwemali futhi ihlukaniswe ngamagatsha amabili amakhulu, *i-microeconomics* ne-*macroeconomics*. Igama elithi *Micro* lisho into encane ngalokho ke *i-microeconomics* ukufunda ngokuthi abantu ngabodwa namabhizini basebenza kanjani ngaphansi kwezimo ezithile. *U-Macro* usho into enku lu noma ebanzi futhi *i-macroeconomics* yisifundo esibheka ukuthi ngabe usebenza kanjani umnotho ezweni lonke. Ngokwemiqomo elula umnotho ukhulumu ngemali futhi ngakho ke *i-macroeconomics* yona ibhekene nemali asezweni.

Namuhla ibhizini lokulima lisebenza ngaphansi kwenhlalo yendawo ephithene, egquuka ngesivinini, engahlelekile neyasemhlabeni wonke. Zimbalwa kakhulu izinto abalimi bethu abangakwazi ukuzilawula, nakho lokhu kwenza ukulima kuphithane. Izibonakalo eziwukhiye *ze-macroeconomic* ezinomthelela emnothweni nasekusebenzeni kwezimali zebhizini lokulima ukwehla kwamandla emali phecelezi *i-inflation rate*, inzalo yemali, ukukhula qho kwe-Gross Domestic Product (*i-GDP*), izinga lokuqashwa kanye nokuqhathanisa irandi nezimali zakwamanye amazwe phecelezi *i-foreign exchange rate*. Izimo zalokhu ngakunye zidinga ukuqondisiswa futhi zilandelwe.

Umsebenzi kahulumeni okulawula zonke lezi zibonakalo *ze-macroeconomics* ngezinqumo zenqubomgomu futhi uhulumeni usebenzisa izikhungo ezaahlukene ukulawula lezi zibonakalo. IBhange Ngodla laseNingizimu Afrika phecelezi *i-South African Reserve Bank* yiso isikhungo esaziwayo.

IZIBONAKALO EZI-AFEKTHA IBHIZINISI LAKHO

Okulandelayo asioxo kafushane ngokuthi lezi zibonakalo ngasinye ziya-afektha kanjani *i-microeconomic* kanye nemiphumela yesimo sezimali zebhizini lokuhulu.

Ukwehla kwamandla emali (*Inflation*)

I-inflation yitemu lezomnotho elichaza ngokwenyuka kwamanani entengo yezimpahla namasevisi ezweni. Namuhla amanani entengo yezimpahla asephindwe kabilis kunaseminyakeni engama-20 edlule. Amanani entengo ayakhula uma kunedimandi enku lu yezimpahla namasevisi ngoba abantu basuke benemali eningi yokuthenga. Umphumela oqonde ngqo wokwehla kwamandla emali yilokhu okubizwa *nge-cost price squeeze* abalimi bayakwazi lokho. Ukugwema umphumela wokwehla kwamandla emali kufanele wenze isiqiniseko sokuthi uyayikhulisa imali engenayo epulazini lokho ngonyaka. ngaleso sikhathi ube uqaphe izindleko.

Inzalo

Uma uboleka imali ezikhungweni ezsenthethweni ubhadala inzalo. Inani lenzalo okufanele ibhadalwe linqunywa yiBhange Ngodla laseNingizimu Afrika (*i-South African Reserve Bank*). Ukusho nje kalula, inzalo ephezelu idala ukwenyuka kwezindleko. Inzalo nayo isetshenziselwa ukulawula ukwehla kwamandla emali. Inqubomgomu yeBhange Ngodla njengamanje ukucina ukwehla kwamandla emali kube phakathi kuka-3% ukuye ku-6%. Uma izinga lokwehla kwamndla emali lenyuka izinga lenzalo lizokwenyusa ukuze kuphoqwe abantu ukuba beboleke imali encane abazoyisebenza ukuze kunciphiswe ukukhuphuka kwamanani.

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Ukukhula

Njengoba kubalulekile ukukhulisa ibhizini lokho, ngokunjalo kubalulekile ukuba nezwe likhule. Uma izwe likhula kuba nemali eningi bese kuthi idimandi yezimpahla namasevisi kwenyuke. Uma kuhkiqizwa izimpahla namasevisi ukuze kuhlangabewane nedimandi ephezelu, kudaleka imisebenzi, futhi kuqashwe abantu abaningi. Ngalokho abasebenzi bathola iholo abaphinde balisebenzise ukuthenga impahla namasevisi. Ibhangane Ngodla lisiza ukukhulisa izwe ngokunciphisa inzalo, lokho kwenza kuge lula ukuba osombhizini beboleke imali yokulikhulisa ibhizini.

Ingqalasizinda

Uhulumeni naye unomsebenzi wokugcina nokwenza ngcono ingqalasizinda yezwe ukweseka amabhizini ukuze akhule bese kuthi ngalokho ke izwe likhule. Ukuze uhulumeni enze lokhu udinga imali. Le mali itholakala ngentela nokweboleka imali. Uma kwehliswa intela amabhizini ayazuza futhi angakwazi ukukhula, nakho lokho kuholela ekuthuthukeni kwezwe.

Ukweswela umsebenzi

Sesike sakulumha ngokwesweleka komsebenzi futhi njengamanje izinga lokweswela umsebenzi liphezelu eNingizimu Afrika, ngenxa yokuthi izwe alithuthuki. Umphumela wezinga eliphezelu lokungasebenzi sibona kwanda ukweba emapulazini ethu, kudaleka ukwehla kwemali engenayo bese kwenyuka izindleko zokunqanda ukweba.

Amandla emali yakuleli uma iqhathaniswa neyakwamanye amazwe (*Foreign exchange rate*)

Esinye isibonakalo okufanele usiqaphelwe ukuqhathanisva kwemali yakuleli neyamanye amazwe phecelezi *i-foreign exchange rate* – kithina, inani lemali yakwelinye izwe ebhadalwa ngamarandi. Intengo yerandi udumile iphakathi kwerandi/dola ngenxa yokuthi uhwebo olwenziwa namazwe angaphandle lwenziwa ngamadola. Imikhiqizo ethunyelwa kwamanye amazwe izuza kakhulu uma irandi liphezelwa amandla uma liqhathanisva nezimali zakwamanye amazwe. Uma uthumela kwamanye amazwe bese ukhokhelwa ngamadola, idola kufanele lishintshwe libe amarandi. Ngerandi eliphezelwa amandla asithi u-R18,00 idola ngalinye olitholayo u-R18,00 ngedola ngalinye olishintshayo. Ngokunjalo, ama-*input* asepulazini athengwa emazweni angaphandle abiza kakhulu, irandi kufanele lishintshelwe emadoleni.

ISIPHETHO

Zonke le zibonakalo okuxoxwe ngazo zihlobene futhi uhulumeni kufanele adlale umthetho wokulinganisa ukumenenja izibonakalo ukuze ahlonulise izwe. Isimo samanje eNingizimu Afrika ukuthi isimo kulezi zibonakalo sibi futhi sidala ingcindezi yezezimali emabhizinisini okulima.

Ukumenenja nokuqhuma impahla yakho eyipulazi kufanele uziqaphele lezi zimo zezibonakalo ezichaziwe. Ngakho ke, zinike amandla ngolwazi. Ukwenza isibonela, ngokufunda *i-Pula Imvula*, Iphephabhu leSA Grain, *i-Landbouweekblad* kanye ne-Farmer's Weekly usulutholile ulwazi olufanele lokuphatha ibhizini lokho kangcono ngokuhlanganisa izimo nohlelo lwakho lwebhizini. ■

Yenza into efanele – phatha abasebenzi bakho ngokunakekela nangenhlionipho

KUNINGI OSEKUKHULUNYIWE EZINDABENI MAYELANA NESIMO SABASEBENZI BASEMAPULAZINI ASENINGIZIMU AFRIKA. ISITHOMBE ESIPENDIWE JIKELELE SIBI FUTHI ABALIMI BABOSHWA NGABHANDE LINYE NJENGEQEMBU ELIPHATHA KABI ABASEBENZI BABO.

Ngeshwa kuncane kakhulu ukugxila emsebenzini omuhle mhlawumbe owenziwayo umkhakha wezolimo ngokudala amathuba abalulekile omsebenzi ezindaweni ezisemakhaya, noma ngobubele bokunikela kwabalimi ngesihle emiphakathini abayakhele endaweni.

Isimo esibi sivela ngaphansi kwezimo lapho ngempela abasebenzi basemapulazini bephathwa kabi, noma lapho inqubo nomthetho ungalandelwanga ngokufanele. Kungumsebenzi wabo bonke abalimi ukuba basebenzela ukusiguqula lesimo esibi. Lokhu kungenzeka kuphela uma sisebenza ngobuqotho nangokwethembeka, ngokwenza kahle kwalabo abasebenza nathi ukwenza imisebenzi yethu yokulima ibe yilokhu eyikhona. Asikho isidingo sokuthi umangale ukuthi ngabe iyiphi inqubo efanele kungenxa ye-Sectoral Determination 13 ikhonela ukulawula izimo ezyisekelo zokuqashwa nokuholela abasebenzi basemapulazini eNingizimu Afrika.

UBANI UMSEBENZI WASEPULAZINI?

Umsebenzi wasepulazini kushiwo wonke umuntu obandakanyekayo emisebenzini yokulima kuphinde kubandakanywe bonke abasebenzi jikelele, onogada bangasese (ngaphandle uma beqashwe yimboni yonogada yangasese futhi inconyewe ibhizinisisi lakho,) nabo bonke abasebenzi basezindlini abasebenza emapulazini okuhlalwa kuwo.

IZIKONTILAKA ZOKUQASHWA

Kungcona ukuthi njalo ube nenkontilaka ebhalwe phansi nabasebenzi basemapulazini. Empeleni, kulezi zinsuku abamele uMnyango wezaBasebenzi bazocela ukuyibona uma bezohlola ipulazi. Inkontilaki kufanele iqukathe ulwazi mayelana neholo kanye neminingwane yonke kanjalo nemigomo yokuqashwa. Inkontilaka kufanele ikucacise ukuthi ngabe uqashwe ngokugcweli (isib. alukho usuku lokugcina olubhaliwe) noma inkontilaka eyetoho (isib. isikhathi esinqunyiwe sokuqashwa komsebenzi isib. abasebenza ngokwamaisizini).



Kuhlale njalo kuyisikhathi esifanele sokwenza into efanele – nakekela abasebenzi bakho nabo bazowunakekela umsebenzi wasepulazini lakho.



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Imihlahlandlela

Ngabe yimiphi imininingwane okufanele ifakwe? Nayi imihlahlandlela embalwa kuphela:

- Amagama aphelele
- Umazisi – gcina ikhophi efayelini
- Uzokwenziwa kupa umsebenzi – indawo okusetshenzwa kuyo
- Amahora okusebenza
- Umsebenzi owenziwa ebusuku – lokhu ngokuvamile kuyisidingo samapulazi ngesikhathi sesizini yokusebenza
- Isikhathi esengeziwe – okulindelekile/iholo
- Iwejizi – ngabe bazokhokhelwa nini, ngabe bazohola malini
- Umhlabakhefu – izinsuku ezingakhi
- Ngabe ikhona imali ezodonswa eholweni lakho – kucacise lokhu
- Ukuphela komsebenzini – cacisa izimo isib. izizathu ne/noma izimo

IMIGOMO YOKUQASHWA NEHOLO

LABASEBENZI BASEMAPULAZINI

Ngokwemigomo yoMnyango weZokusebenza yokuQashwa Umthetho No. 75 ka-1997, bonke abalimi basemapulazini kufanele bakhokhelwe ngokwemigomo ebekiwe yamaholo. Abalimi kufanele bazijwayele bona imithetho efanele.

Amanye amaphuzu okufanele aqhakambiswe yilawa:

- Umsebenzi wasepulazini ngeke asebenze isikhathi esingamahora angaphezulu kuka-45 ngeviki.
- Abasebenzi basepulazini kufanele basebenze amahora ayi-9 ngosuku izinsuku eziyi-5 noma ngaphansi ngeviki, kodwa izinsuku eziyi-8 ngosuku uma esebezenza izinsuku ezingaphezulu kwe-5 ngeviki.
- Noma yimuphi umsebenzi ovenziwa ngaphezulu kokubekiwe ngokwesiyumelwano futhi nokufanele kubalwe njengeskathi esengeziwe.

- Isikhathi esengeziwe sikhokhelwa ngereythi ka-1,5 izikhathi zabasebenzi besikhathi esijwayelekile. Okune ongakwenza ukuthi umsebenzi ungamnika isikhathi sokuphuma phecelezi off njengeskhezelo.
- Umsebenzi wasebusuku usho umsebenzi ovenziwa emva kuka-20h00 nangaphambi kuka-4h00. Isinxephezelo sala mahora u-10% weholo elijwayelekile lezinsuku zonke.
- Uma umsebenzi esebezenza ngaphansi kwamahora angaphansi kuka-45 wamahora ngeviki bese kuthi iholo libalwa ngokwereythi yama-awa anqunyiwe.
- Ngaphansi kwezimo lapho abasebenzi basepulazini kufanele benze umsebenzi wasepulazini ngama-Sonto nangaMaholide phecelezi-Public Holidays lapho ke umsebenzi wasepulazi kufanele athole iholo eliphindwe kabilo phecelezi i-double wages.

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IPULA IMVULA IYATHOLAKALA FUTHI NANGALEZI ZILIMI EZLANDELAYO:

IsiZulu, IsiNgi, IsiTswana, IsiSuthu, nesiXhosa.

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

Yenza into efanele...

Ukuvinjelwa ukusebenza kwezingane

Akekho oneminyaka engaphansi kwe-15 okudingeka asebene noma ovunyelwe ukusebenza. Wonke umzali kulindelele ukuba aqinisekise ukuba ingane engaphansi kwe-minyaka eyi-15 isesikoleni iyafunda. Ekekho umuntu okufanele aqashe ingane eneminyaka engaphansi kweminyaka eyi-15 ukuzosebenza imisebenzi yezolimo. Izingane ezingaphezulu kweminyaka eyi-15 kodwa ezingaphansi kweminyaka eyi-18 azikwazi ukusebenza amahora angaphezulu kwangama-35 ngeviki futhi akufanele zisebenze ngamakhemikhali. Umqashi kufanele agcine irekhodi le gama, usuku lokuzalwa nekheli lomsebenzi ongaphansi kweminyaka eyi-18 oqashwe yibo iminyaka emithathu.

I-National minimum wage rate

I-National minimum wage rate entsha yabasebenzi basemapulazini ikhule ngo-3,8% futhi iqale ukusebenza ngoMashi 2020:

- Ngokwemigomo ye-determination entsha yabasebenzi basemapulazini kufanele baholelw i-minimum wage ka-R18,68 ngehora.
- Lokhu kusho ukuthi u: R840,60 ngokwamahora angama-45 ngeviki no-R3 362,40 ngenyanga.

Izimo zekhefu kufanele zifakwe enkontilakini yokuqashwa

- **Ikhefu yonyaka** – Okungenani amasono amathathu akhokhelwa ngokugcwele isikhathi esiyizinyanga eziyishumi nambili uqashiwe.
- **Ikhefu lokugula** – umjikelezo wekhefu lokugula yisikhathi esiyizinyanga ezingama-36. Esikhathini esiyizinyanga zokuqala zokusebenza, umsebenzi wasepulazini unikwa usuku oludwa olukhokhelwayo lwelef ujalo ezinsukwini ezingama-26 azisebenzile. Njaloo ngomjikelezo wekhefu lokugula, umsebenzi wasepulazini kufanele anikwe inani lekhefu ekhokhelwayo elingana nesibalo sezinsuku umsebenzi wasepulazini azisebenzayo ngokwejawelekile ngesikhathi esingaba amasono ayisithupha.

- **Ikhefu lokunakekela umndeni** – lokhu kuqondiswe kumsebenzi wasepulazini uma esesebenzele umqashi wakhe izinyanga ezine. Izinsuku ezintathu zekhefu ekhokhelwayo ujalo ezinyangenzi eziyishumi nambili zokusebenza uma kuzalwa ingane yomsebenzi wasePulazini, uma ingane igula noma uma kushone umlingani wakhe, umzali ugogo wakhe, ingane, umzukulu noma

izelamani. Le likhefu aliqokelelwa liyaphela uma kuphela unyaka welivu.

- **Imethenithi lifu** – umsebenzi wasepulazini kufanele anikezwe izinyanga ezine ezigcweli. Ikhefu lingaqlala noma yinini kusukele emavikini amane ngaphambi kosuku lokubeletha olulindelekile. Umaqashi akufanele amkhokhele umsebenzi wasepulazini ngesikhathi engekho emsebenzini ngenxa yokukhulewa – noma bobabili kufanele bavumelane ngemali okufanele bahokhelane yona njengeholo, ngaphansi kwemibandela yokukthi athole umhlomulo okhokhelwa abakumethenithi esikhwameni sabasebenzi *i-Unemployment Insurance Fund*. Umsebenzi wasepulazini ngeke asebenze emasontweni ayisithupha emva kokubeletha ngaphandle uma udkotela noma umbelethisi eqinisekisa ukuthi isekulungele ukusebenza.

Ukuphela komsebenzi

Uma sisayina isivumelwano sokuqashwa nomsebenzi omusha ngokuvamile awucabangi ngokuphela komsebenzi, kodwa lokhu akudingi ukuba wenze ingxene yesivumelwano sakho nomsebenzi omusha.

Ingaqedwa kanjani umsebenzi? Kujwayelekile ukulindela ukuba umsebenzi afake inothisi yokuphetha ubudlelwane bomsebenzi. Imihlahlandlela uma umsebenzi esebeenze izinyanga ezingaphansi kwezisyithupha lapho kufanele ufaka inothisi yeviki elilodwa, uma esesebenze izinyanga ezingaphezulu kweziyisithupha iskhathi se-nothisi okufanele akunike sona yinyanga eyodwa. Uma umqashi efisa ukunqamula inkontileka, lapho kufanele uneike inothisi ebhalwe phansi aphinde amchazele ngo-mlomo ngolimi aluqondisisayo.

ISIPHETHO

Awulakhi ibhizinisi wakha abantu – bese kuthi labo bantu bakhe ibhizinhithi! U-Richard Branson ungsomabhizinhisi uphumelele kakhulu emikhakheni eminingi. Ukholelwu ekutheni ukhiye webhzinisi ulele endleleni ophatha ngayo abasebenzi bakho: ‘Ama-klayenti awahambi phambili. Abasebenzi bahamba phambili. Uma ubanakekela abasebenzi bakho, nabo bazowanakekela amaklayenti.’ Nalokho kuyiqiniso emhlabeni wezokulima. Uma abasebenzi bakho bezizwa behloniphekile futhi be-balulekile, nabo ngokunjalo imishini namathuluzi abasebenza ngayo, izilwane nemisebenzi yokulima abandakenyeka kuyo bazoyiphatha ngokunakekela nangenhlonipho. ■