

PULA IMVULA

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UKUMELANA NEENGXAKIKAZI – hlala ethembeni ngamaxesha obunzima

XESHA LOKULIMA NGALINYE ELITSHA LIQALA NGE-MBEWU ENTSHA. LE MBEWU SIYITYALA EMHLABENI SINGENALWAZI LENTO ENOKWENZEKA EMVA KOKO. IMOZULU, IINDAWO ZENTENGISO, AMAXABISO, IINGU-QUKO KWEZOPOLITIKO; ZONKE EZI MEKO ZINOKUBA NOBUNGOZI KWAYE ZINGACINGELEKI KWANGAPHAMBILI. KODWA SIYAQHUBA NGOKUTYALA IMBEWU. SIKWENZELA NTONI OKU? THINA BALIMI SIKHUTHAZWA YINTONI UKUBA SIZIMISELE UKUJONGANA NEZI NGXAKIKAZI, LA MATHANDABUZO.

Sikwenzela ukondla iintsapho zethu, ilizwe lethu nokugcina uqoqo-sho kwezolimo luhila. Maninzi amashishini athembele kuthi balimi



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ekuveliseni iimveliso ezifuna ukusetyenzwa nabankuziguqulela kwe-zinye iimveliso ezigqibekileyo ezahluka-hlukeneyo. Ukuba siyayeka ukutyalu imbewu emhlabeni, oko kuya kuba nesiphumo esibi sentswelo. Kodwa singaqhuba njani ngokuhlala ethembeni xa konke kukholisa ukumelana nathi?



AMAZWI AVELA KU...

Jane McPherson

MASINGAZE SILIBALE UKUBA UMSEBENZI WOKUFAMA LISHISHINI KANTI UKUBA ISHISHINI LIFANELE UKUKUPHILA, KUFUNEKA LIFAKE IINZUZO. THINA NJENGA-BALIMI, SISEBENZISA UMHLABA UKUZE SIVELISE IZITYALO KUNYE NEMFUYO.

Eli xesha lidlulileyo lokulima izityalo zehlobo liphinde laba ngumneni omkhulu. Iimvula zifike emva kwexesha, kanti kwiindawo ezithile ifike emva kwexesha kakhulu kangangokuba khange kulinywe. Kwezinye iindawo, inile imvula, kodwa ibiyimvula ekhatsisha zizichotho nayimimoya etshabalalisa izityalo. I-inshorensi ingakuncedisa xa unga-kwazanga ukulima isityalo, kodwa xa kome kakhulu kude kungalimeki kwaphela, akukho inshorensi inokukunceda.

Ngelinye ixesha uMama Nondalo uthumela imiyalezo kwaye sifanele ukuzama ukuwuqonda umyalezo. Kaninzi, asifuni kuwuqonda umyalezo kuba sukuba ungengomyalezo esifuna ukuwuva. Asiqinise-kanga nciam ukuba ubushushu nembaleta ebezikhoo kutshanje zeneka ngenxa yokufudumala okukhoyo ehlabathini jikelele, oku wonke umntu ebesseloko ethetha ngako, okanye mhlawumbi xa ilithuba nje lembalela ebesseloko sinalo kwithuba leminya ngeleixa sibukele ukuba ingaba ixesha lokulima elinemozulu eshushu/ebaleleyo liza kuzinza na okanye belisatyelele kuphela kwithuba elifutshane.

Ndinexhala ngabalimi abakiindawo ezibalela ngakumbi njengeendawo zeli lizwe ezsentshona. Kwiminyaka eliqela, khange bafumane sivuno sihle, kanti oku akwenzeki ngenxa yokuba bengabalimi abasweleyo; kungenxa yokuba kusuke kwashushu kakhulu futhi kwabalela kakhulu kwizityalo ezilinyiweyo. Mhlawumbi lixesha lokulima ezinye izwangciso.

Abalimi abalungileyo baphinda balime izityalo kujikeleziso. Abalimi kwiindawo ezifumana imvula ebusika eNtshona Koloni baziincutshe ekwenzeni ucwangciselio lwemijikeleziso yezityalo zabo ukuze basebenzise imihlabo yabo ngeyona ndlela iluncedo kakhulu. Nokuba oku kwenzeka njani kodwa kubonakala ukuba kwiindawo ezifumana imvula ehlotyeni, sisuka sibe nocwangciselio olungafikelelio emgangathweni size sitshintshe umbona kuphela xa ixesha lokulima lingasivumeli ukuba sitylete umbona. Mhlawumbi oku kufanele ukutshintsha?

Kukho izityalo zokutshintsha eziliqela ezahluka-hlkileyo kune nezityalo zasemadlelweni ezikwazi ukumelana nembaleta phucukileyo kunombona, iimbotyi zesoya kune noojongilanga. Limbotyi ezomileyo zisisityalo esilungileyo, kune neerityisi zemidumba emide. Abalimi abaninzi banemfuyo, iinkomo, iigusha kune neebhokhwe, kanti nazo zinganika inzuko xa ziyyinxalenye yefama. Ngokulima izityalo zamadlelo zethuba lonyaka, sinciphisa iindleklo zethu zonyaka, kanti isityalo sihlala silungele ukwamkela nayiphi na imvula enokuna. Xa sisandisa futhi siphucula amadlelo ethu ("iintlobo zengca nemidumba"), siya kukwazi ukwandisa imveliso yemfuyo ukuze sifake imali ethe kraty. Asizi kufaka mali ethe kraty kuphela, kodwa siya kulondoloza umhlaba wethu ngendlela encomeka ngokuthe vetshe.

Masizinike ixesha kulo nyaka lokufunda ngezinye izityalo futhi sicingne ngendlela eyilayo malunga nokuthi yeyiphi eyona ndlela ibalaseleyo sinokuyisebenzisa esinokuyifumana. Yonwabela uchulumacho lvezinto ezintsha ezinokuvvela. ■

Ukumelana neengxakikazi...

Okokuqala, ndikholelwa ekuben i kubaluleke kwaphela ukujongana nosuku ngalunye senze kangangoko sina-ko kusuku ngalunye!

Yenza kangangoko unako ngexesha onalo kusu ngalunye. Yiba lichule lokwenza izicwangciso nokumisela imigqaliselo. Xa ungenazo iinjongo ogqalisele kuzo kusuku olulandelayo kuya kuba nzima nokuphakama ebhedini kusasa; ngakumbi xa uhambo lusuke lwaqatha. Umlimi ufanele ukuhlala enenkuthazo enganqumamiyo!

Yiba nethemba! Musa ukoyika ukulindela iziphumo ezinika ithemb. Xa eqhuba amaxesha obunzima, njengoko kuya kuba njalo! Qhuba ngokuhlala ethembeni nangokusebenza. Ubomi ngaphandle kwethemba bufana nokungabi namigqaliselo yosuku ukuze ukwazi ukuvuka.

Ngamanye amaxesha ungaziva ufunu ukuzifihla kuba imeko phandle ingakufanelanga ukubukwa. Kodwa khumbula ukuba imisebenzi yakho yokufama ayiphelelanga kwinto eyenzeka emasimini kuphela; ikwayinto eyenzeka ezincwadini zakho naseshedini yakho. Kusoloko kukho into efuna ingqalelo yakho ofanele ukuggalisela kuyo. Yakuba ifikile iminyaka emihle unakho ke ngoko ukonwabela amasimi akho kakhulu kangangoko kuba uya kuba ufumene uxolo ekuben yonke imisebenzi emincinane yeofisi neyaseshedini ilungiselelwae kwaye inocwangco.

UBUDLELWANE NONXIBELELWANO

Ifama iliqla elincinane loluntu elinobugocigoci bobudlelwane obukhoyo phakathi komlimi, usapho kune nabasebenzi basefama. Kubalulekile ukugcina ubume obukungqongileyo bokusebenza buzolile; ungenzeli wena kuphela, kodwa wenzele nabasebenzi bakho kune nosapho lwakho. Ukuba kuvela imeko exabanisayo okanye uxambulswano qiniseka ukuba ukhawuleza uysombulule kangangoko unakho ukwenzela iqela loluntu olukwifama yakho iphelele.

Njengenkokeli nentloko yeshishini lakho, udinga ukukuthakazelela ukumamela iinkxalabo zakhe nawuphi ubani ukuze ubenze bazine bexabisekile kwaye beyinxalenye yeqela elisebenza kune. Baphathe ngokufanayo futhi ube nenceba. Khumbula ukuba wonke umntu osebenza emsebenzini wakho unosapho nekhaya elilelakhe kanti konke oko kuza nezinto eziluxanduva.

Kukhumbule oku ukuze ukuthakazelele ukuvumela abasebenzi bakho ukuba baqwälasele izidingo zeentsapho zabo. Yiba soloko usebenzila ukwakha ubume boxolo obuningqongileyo apho kukho khona umthetho-siseko wokuhloniphana. Ukuba ungaphumelela kuloo mba, uya kubona ukwanda kwemveliso, njengoko abasebenzi bakho beya kuziva bexabiseke njengekhonko kwitsheyini yonxibelelwano. Yiba



We will naturally pursue our goals on the strength of our own resources, skills and enterprise. But, we know that we will be more successful when we do this in partnership with the world.

~ NARENDRA MODI



solo ko uhlawula ngendlela enobulungisa; nangamaxesha obunzima. Kwiminyaka emihle qiniseka ngokunikela ngamabhaso okuzinikela emsebenzini nawemfezeko. Umntwana wesikolo usoloko ese-benza ngokuzimisela okuthe kratya ukuze afumane ibhaso leziphumo ezihle. Ubume bokusebenza obungqongwe luvuyo buyakwazi ukwenza amaxesha obunzima abe lula noko ukuwalawula kanti indawo yokusebenza enobungozi nengathandekiyo isenokuba sisiqalo sodandatheko nentlekele.

USAPHO

Ikhaya losapho lwakho lisesizikithini seshishini lakho. Tyala ixesha kusapho lwakho. Yiba solo ko uzabalazela ukungafihli nto kwilungu ngalinye losapho lwakho ukuze ubasebenzise njengenkxaso yakho. Ekupheleni kosuku, basisizathu sokufaka kwakho imbewu emhlabeni ngokunjalo nesizwe sezinye iiintsapho.

Yiba nobubele nobunene. Musa ukukhuphela iinkxalabo zamashishini okufama kusapho lwakho njengoko nabo bengenalawulo kuyo yonke imibandela enganiki themba echaphazela izityalo zakho. Kwikhaya lakho qiniseka ukuba nithetha ngezihloko ezahluka-hlukileyo ningathethi ngefama kuphela. Zama ukuba nikhe nimane ukuphuma, nokuba lusuksu olunye. Ukuba ikhaya lakho yindawo yolonwabo nekhuselekileyo apha umoya oningqongileyo unika khona ukuphumla nokukhululeka, oko kunokuba nendima enkulu ekukugcineni unenkuthazo kwaye uzinikele kwishishini lakho.

ITHEMBA

Yiba nethemba! Musa ukoyika ukulindela iziphumo ezinika ithemba. Xa eqhuba amaxesha obunzima, njengoko kuya kuba njalo! Qhuba ngokuhlala ethembeni nangokusebenza. Ubomi ngaphandle kwe-themba bufana nokungabi namigqaliselo yosuku ukuze ukwazi ukuvuka. Izizukulwana ezinanzi zidlule phambi kwethu kanti isizukulwana ngasinye sigqithe emaxesheni anzima. Nakuthi kunganjalo, futhi kuya kuba njalo. Khalipha ube likroti! Tyala imbewu emhlabeni ube nethemba. Ukuba iyabuna; nalapho hlala ethembeni kuba liza kuphinda lifike ixesha elilandelayo lokulima ukuze uphinde uzame kwakhona. Langalingasikeleka ishishini lakho. ■

Ukuphucula ulawulo LWEMISEBENZI YEOFISI

NJENGOKO LISITSHO IGAMA, ULAWULO LWEMISEBENZI YEOFISI LUQUKA ULAWULO LWESHISHINI, NGAMANYE AMAZWI, UMSEBENZI WAMAPHEPHA. UMSEBENZI WAMAPHEPHA NGUMBA ABANGATHANDI UKUWUTHATHELA INGOALELO ABALIMI/ABANINI/ABALAWULI ABANINZI. BAKHETHA UKUSEBENZA NGEZIXHOBO.

Nangona kunjalo, ngumbandela obaluleke kakhulu umsebenzi weofisi nofuna ulawulo olufanelekileyo. Akukhathaliseki nokuba umnini/umlawuli uzenzela ngokwakhe okanye ufumana umgu onokumenzela wona – okubalulekileyo kukuba umntu amkele uxanduva lwakhe. Nangona kunjalo ekuggibeleni uxanduva luhlala lulolomnini/umlawuli. Isisidingo iofisi yasefama ukwenzela ulawulo oluncomekayo.

IINJONGO ZOLAWULO OLUNCOMEKAYO

LWEMISEBENZI YEOFISI

- Okona kuncinane kukulondoloza, kodwa okufanelekileyo kukuphucula iziphumo zemali nemeko yemali yeshishini.
- Ukuphucula umgangatho wocwangcisel, ulungiselelo, impumezo noqwalaselololawulo lwemisebenzi yeofisi.
- Ukuphucula inkqubo yokwenziwa kwezigqibo malunga nolawulo lwemisebenzi yeofisi – yintoni enokwenziwa ukuphucula umsebenzi wamaphepha.
- Ukwenzela ulungiselelo lweshishini nokufaka igalelo kumfuzisel weshishini.

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IOFISI YASEFAMA

Kubume banamhla obungqonge amashishini kubalulekile ukuba umnini/umlawuli abe neofisi efanelekileyo. Kubhetele iofisi ibe ligumbi elahlukanisiwego ukuze ibe liziko eliqokelelayo, eliqhubela phambili, elisebenzisa liphinde ligcine iinkcukacha zolawulo. Nangona kunjalo, kuxhomekeka kubukhulu befama, iofisi isenokuba kuyo nayiphi indawo efanelekileyo, umzekelo egumbini lokutyela okanye lokulala, njalo njalo.

Uhlobo Iweofisi yokufama

Kubaluleke kakhulu ukuseka iofisi kwindawo ethile ukuze ibe ligumbi lolawulo lwemisebenzi yeshishini. Okuphambili, iofisi mayifikeleleku ukusuka phandle, ibe nkulu ngokwaneleyo kwaye ibe nezixhobo ezidingeka emisebenzini yonxibelewano kунye nezinye izixhobo zokusebenza. Izixhobo zeofisi nezinto ezifanele ukufumaneka eofisini:

- Itafile/idesika
- Iztitulo
- likhabhinethi zeefayili
- Amathala eencwadi
- Isefu
- Ikhompyutha enebhokisi yeeimeyili neintanethi, kүnye nesishicileli



- Ifowuni/iselfowuni kunye nezibonelelo zokurekhoda imiyalezo yefeksi
- Izbonelelo zokufotokopa
- lirediyo ezindlela-mbini
- I-intakhom
- lifayili zembalelwano
- Imephu epheleleyo yefama
- Ibhodi yeziqhoboshelo
- Ikhalenda
- lifayili zamaxwebhu
- Izinto zokubhala eziyimfuneko

Isiqhelo semisebenzi yeofisi

Izixhobo zeofisi azinaxabiso kwaphela xa zingasetyenziswa ngendlela echanekileyo. Sibalulekile ke ngoko isiqhelo semisebenzi yeofisi esinolungiselelo olufanelekileyo.

Imbalelwano

Imbalelwano ifanele ukuqwalaselwa yonke imihla ngokuyifayila kwenye yeefayili ezilandelayo zembalelwano:

- Ifayili yembalelwano **ENGENAYO** yokufayila okwethutyana ukuze iqwalaselwe emva kwexesha.
- Ifayili yembalelwano **EFANELE UKUQWALASELWA** kwangoko.
- Ifayili **YOKUFAYILA** ukwenzela ukugcina iifayili isigxina emva kokuba loo mbalelwano ifumene ingqalelo.

Kubalulekile ukugcina iikopi zayo yonke imbalelwano namaxwebhu aphumayo zize zifayilishwe ngendlela efanelekileyo.



Amaxwebhu angumthombo wenkcukacha

Amaxwebhu angumthombo weenkukacha zokusetyenziswa kwemali afanele ukuqhutyelwa phambili kwangoko ngokomgaqo osetyenziswayo, andule ukufayilishwa.

Ngokwemithetho yerhafu, la maxwebhu afanele ukugcinwa kwelona thuba lincinane leminyaka emihlanu.

Amaxwebhu aqulethe iinkcukacha kunye nezinye iinkcukacha zeshishini afanele ukufayilishwa kumaqela alandelayo ogcino ngokhuselo:

- Iztethimenti zeBhanki, ibhanki neziliphu zokufakwa kwemali
- li-invoyisi zokuthenga namaxwebhu othutho lwempahla
- li-invoyisi zentengiso namaxwebhu othutho lwempahla
- litsheki ezisetyenzisiwego neezijungqe zeetsheki ezisenewadini yazo
- lirekhodi zabasebenzi
- lirekhodi zoomatshini
- lirekhodi zokuna kwemvula
- Iztethimenti zemali
- Amaxwebhu obuqu bomntu
- liakhawunti zekhaya

Ukufayilisha

Ixesha elininlz lichithwa ngokukhangela amaxwebhu. Yiloo nto kubhetele ujongane nomsebenzi wokufayila, kanti ukufayilisHa kufanele:

- Kube lula kwaye kube lula nokukuphumeza
- Londoloza isithuba kwaye usisebenzise ngendlela encomekayo
- Yenza kube lula ukufumana nokufikelela emaxwebhini
- Yenza kube lula ukwandisa okanye ukunciphisa

Inkqubo yesalathiso ibalulekile ekuhleleni iifayili. Amaxwebhu afayilisheweo afanele ukuchongwa ngendlela eyenza kube lula ukufumana ngokunjalo kube lula nokuphindha afayilwe ngokuchanekileyo.

Ukwenza ucwangciselok nokane khoda iziganeko ezibalulekileyo

Ukwenza ucwangciselok nokane khoda iziganeko ezibalulekileyo kufanele ukwenzeza yonke imihla. Iba lunchedo ikhalenda exhonywe okanye eqhotyoshelwe ebhodini ukuze kuqatshelwe futhi kukhunjulwe imihla ebalulekileyo.

AMACEBISO OKUZIQHELANISA UKUZE KUPHUCULWE ULAWULO LWEMISEBENZI YEOFISI

- Seka iofisi kwindawo ethile ukuze ukwazi ukuqwalasela imisebenzi yeofisi ngendlela efanelekileyo.
- Kubhetele uyenze imisebenzi yeofisi yonke imihla, nokuba yensiwa ukutshona kwelanga, okanye okungenani ngeveki/ngenyanga nganye.
- Ukuba kukho imfuneko, yiya kwizifundo onokufumana kuzo izakhono zobuchule bokulawula iofisi.

IINNUZO ZOLAWULO OLUSEBENZAYO LWEMISEBENZI YEOFISI

- Ukuba iofisi ilawulwa kakuhle, inokuba ngumongo weshishini malunga nocwangciselok, ulungiselelo, impumezo kunye nolawulo lweshishini.
- Ulawulo olusebenzayo lwemisebenzi yeofisi lunokuba nendima ebalulekileyo kulondolozo okanye ngakumbi ekuphuculweni kweziphumo zemali nakwimeko yemali yeshishini.
- Ngokomthetho onke amaxwebhu aneenkukacha zemali mawafayilishwe futhi agcinwe – ngale ndlela umnini/umlawuli akanakuba senkathazweni.
- Ulawulo olusebenzayo luya kuphumeza ukwensiwa kwezigqibo malunga nolawulo lwemisebenzi yeofisi – kungenziwa ntoni ukuphucula umsebenzi wamaphepa?
- Malunga nemibuzo, kulula ukufumana amaxwebhu enkxaso.

OOJONGILANGA

namabanga okuphuhla

KUPHINDE KWALELINYE IXESHA LOKULIMA ELINGA-QHELEKANGA KWIMIMANDLA YEZITYALO ZEHLO-BO YELI LIZWE. IIMVULA EZIFIKE EMVA KWESESZA ZIBANGELE UKUBA ABALIMI ABANINZI BATYALE IZITYALO ZABO ZIKAJONGILANGA SEYIZA KUPHE-LA INYANGA KAJANYUWARI UKUYA KUTSHO EKUQALENI KUKAFEBRUWARI.

Nangona isityalo sikajongilanga sinenceba kuba sikhwazi ukunyamezelu ezo ziganeko zeqabaka engephi efika kwangoko, kweli xesha lokulima abalimi abaninzi baza kubamba umphefumlo bafane bathembe ukuba bayu kufuma-na ezona zivuno zinokufumaneka phambi kokuqalisu kwemozulu yengqe!

Ixesha elifunekayo liphelele lokukhula kwsityalo sikajongilanga ukuze sifikelele ekuvuthweni lixhomekeke ekwakhekeni kwenkqubo yofuzo na-kubume obungonge ukukhula kwakhe. Amaggabi kajongilanga **alandela ilanga**, xa siyikhumsha loo meko sithi '**phototropic**' kwaye kukholeleka ekubeni oko kwandisa ukusetyenziswa kokukhanya kwelanga kwinkqubo yamaggabi yokuzenzela ukutya '**photosynthesis**'.

Oojongilanga baziwa ngokuba **ziintyatyambo zocukaniso**. Nangona intloko enkulu yentyatyambo phezu kwsityalo ibonakala iyintyatyambo, enyanisweni ingamakhulu eentyatyambo ezincinane. Inxalenye **eliduna (stamen)** ngokunjalo **elikhomokazi (stigma)** zombini zikhona kwiintyatyambo ezisabusikhongozelo. Inxalelenye ekuthiwa sistamen inezinto ezingathu bubulembu kunye namalungu ekuthiwa **zii-anther (umqumbi wentyatymbo)** avelisa umgubo womungu. Inxenyenye ekuthiwa sistigma inoluthi ekuthiwa sistyle, olufurmana umungu luuvuvumele ukuba uhambe uhlle ukuya kwisiyilelo-maqanda, apho kukho imbewu engekachunyiswa, ekuthiwa, zii-ovule. Le nkqubo ekuthiwa lumvumvuzelo yenza ukuba ezi ntyatyambo zivelise imbewu.

Amaggabi eentyatyambo atyheli kwisangqa esingaphandle sentlo-ko kajongilanga, enyanisweni asingomaggabi eentyatyambo kodwa ilelo '**yintyatyambo engumtha**' **lintyatyambo ezingumtha** zisebenza ukutsalela izimvumvuzeli 'kwiintyatyambo ezisabusikhongozelo'. **Intyatyambo esabusikhongozelo** yileyo engamaquvi amancinan esizikithini sentlo-ko kajongilanga (**Isazobe 1**).

Ubukhulu becalu ujongilanga udinga malunga neentsuku ezili-11 ukususa-ku-ekutyaleni ukuya ekuhlumeni; emva koko kubo ziintsuku ezingama-33 ukususela ekuhlumeni ukuya ekubunjweni 'kwentloko kajongilanga'. Kwi-ntsuku ezingama-27 emva koko kuvela ilungu lokuqala ekuthiwa **yi-anther**, kanti i-anther yokugqibela ibumbeka kwiinttsuku ezsibohozo emva koko. Kuya kuthatha ezinye iintsuku ezingama-30 ukususela kwixesha lokuvela kwe-anther yokugqibela ukuya ekuvuthweni. (I-anther yinxalenye kajongilanga evelisa umungu).

Kuluncedo kubalimi ukuqonda amabanga okukhula kwsityalo nezidi-nego zaso kumabanga ahluka-hlukileyo. Umhlanganisela ngamnye kwindawo yentengiso ubonisina inani leentsuku ezsileyo ukuya kwithuba lokuvuthwa. Kwixesha lamva lokulima elifana nelu, abalimi abaninzi bebeya kukhetha umhlanganisela wethuba elifutshane lokukhula.

ISIPHETHO

Ukuqonda amabanga ahluka-hlukileyo ophuhliso kubalulekile. Luxanduva lomlimi ukuhlola amasimi akhe kulo lonke ithuba lokukhula ukuqinisekisa ukuba isityalo ngasinye sinkwa ithuba lokuphuhla kangangoko sinakho ngokupheleleyo. Eminye imibandela efana nokungabikhoo kwemvula ayinakulawulwa kodwa ukongezwa kwezondlo emhlabeni kune nokulawulwa kwezinambuzane ezonakalisa izityalo kune nezifo yimibandela enokulawuleka. Sakuba isityalo sibuye umva ngenxa yayo nayiphi ingxaki, amaggabi aya kubuna phambi kwexesha, ukuze izivuno zichaphazeleke kakubi.



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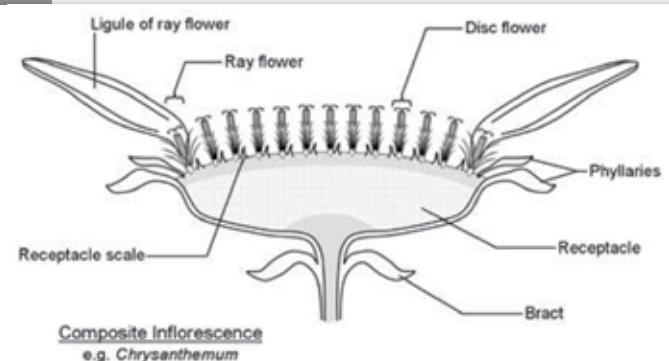
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https://cereals.ahdb.org.uk/media/184824/sf2_growth_stages.pdf

Sunflower production – A Concise Guide. Available online: https://www.kzndard.gov.za/images/Documents/RESOURCE_CENTRE/GUIDELINE_DOCUMENTS/PRODUCTION_GUIDELINES/Look-n-Do/Sunflower%20Production.pdf

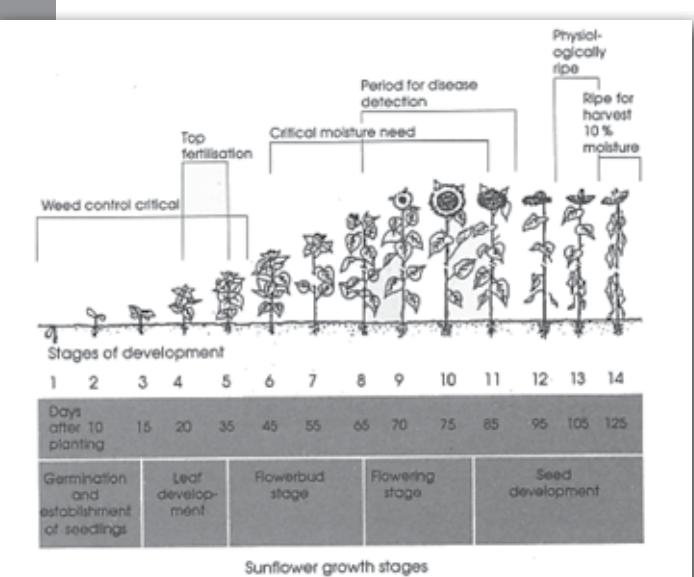
1

Intloko kajongilanga.



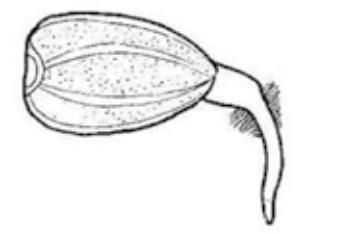
2

Amabanga ophuhliso kune nezidingo zezityalo ngethuba lebanga.



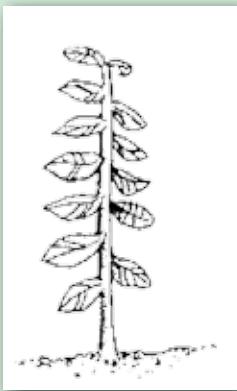
Umthombo weenkukacha: <http://cronodon.com/BioTech/asteraceae.html>

0 UKUNTSHULA



Ukuntshula kwembewu.

1 UKUHLUMA NGOPHINDAPHINDO (VE)



Izithole zihlumile. Amaceba okhozo ngamaggabi okuqala aveliswa zizityalo emva kokuhluma. **Amaceba okhozo** akabonwa njengamaggabi enene kuba enyanisweni ayinxalenyi yembewu okanye yesiqalelo sobomi besityalo. Ngoko ke, iVE sisigaba solukhula apho igqabi lokuqala ngaphaya kwamaceba okhozo kodwa linganeno kwe-4 cm.

2 AMABANGA OPHINDAPHINDO

I-V1, iV2, iV3 njalo njalo ukuya kwiggabi lokugqibela umzekelo iV12. Bala inani lamaggabi enene obude beesentimitha ezi-4. Kanti siyazibala neziva apho bekukhe kwakho igqabi khona – nokuba selibunile ngenxa yenqubo yokuguga **Ifoto 1**. **Ukuguga** ligama elisetyenziselwa ukuchaza inkqubo yokuba mandundu ngenxa yokuguga kwesityalo.



1

3 AMABANGA OLWANDO – UKUKHULA KWAMAQUVI EENTYATYAMBO

1. Iquvi lentyatyambo liyintloko encinane yentyatyambo esiphakathini samagqabi angumhombiso ofana neerosi kune namaggatyan asezantsi kweentyatyambo enza imilo esabufana neyenkenkwezi (**Ifoto 2a**).
2. Iquvi liyakhula libe ngasentla kangange 0,5 cm ukuya kwi 2 cm ngasentla kwelona gqabi likufutshane kwisikhondo (kungabalwa magqabi asemva kwequivi).
3. Iquvi elingekakhuli ngokupheleleyo likhula lityebe libe lide kangange 2 cm ngasentla kwelona gqabi likufutshane nelisekuggibeleni.
4. Intyatyambo ezidubuleyo ziqala zivuleke, ukuze imitha yentyatyambo ezincinane ezityheli ibonakale nangona isemthubi ngebala (**Ifoto 2b**).



2a



2b

4 AMABANGA OLWANDO – UKUDUBULA, UMVUMUZELO NOKUVELA KWEMBEWU



3a
3b

1. Eli banga lisisiqalo sokudubula. Umtha weentyatyambo ezincinane uyatyhileka ukuze intamo okanye umphezelu woluthi wentyatyambo ugale ukuthambekela (**Ifoto 3a**).
2. Intloko yentyatyambo iyaphangalala zide iintyatyambo ezincinane zomtha zitwabuluke ngokupheleleyo ngokunjalo zize izangqa ezizezona zingaphandle zeentyatyambo ezincinane ezsabuzikhongozelo. (**Ifoto 3b**).
3. Izangqa ezithathu ezizezona zingaphandle zeentyatyambo ezincinane ngoku ziba zezobukhomokazi ngokupheleleyo kwakuba kuhlume istigmata esikhongozelayo. Izingxobo zee-anther zezangqa ezithathu ezilandelayo zeentyatyambo ezincinane ezsabuzikhongozelo.
4. Imveliso yembewu ngoku ifumaneka kwizangqa ezizezona zingaphandle zi-3 zeentyatyambo ezincinane ngelixa istigmata zibonakala kwizangqa ezilandelayo ezi-3 ezingenelela ngaphakathi. Imbewu ekhule yaphelela ingwevu obungekho nzulu kanti isavakala ithambile.
5. Ukdubula kweentyatyambo kupheile. Intyatyambo zokugqibela ezincinane ezsabuzikhongozelo zibonisa ukuphila kanti iintyatyambo zomtha ziyabu zithi shwaka. Imbewu ekwisangqa esisesona singaphandle sezinebala elintsundu obunzulu kanti nezikhumba zazo ziba lukhuni.

5 UKUVUTHWA KWEMBEWU

1. Intyatyambo zomtha zesityalo sikajongilanga ziyanyamalala, kodwa umva wezikhongozelo (intloko kajongilanga) iseluhlaza (**Ifoto 4a**).
2. Umva wentloko (isikhongozelo) uqala ujike ube tyheli obungekho nzulu, kodwa **amaggatyan asezantsi** abe eseluhlaza wona. (**Ngqatyan asezantsi** yila ndawo eluhlaza etsolo yeqqabi engqonga nekhusela isikhongozelo kune neentyatyambo zomtha emva.) Ukufuma kwembewu kuyetha kude kube yi 50% (**Ifoto 4b**).
3. Amaggatyan asezantsi ajika abe tyheli nantsundu. Kweli banga isityalo esingujongilanga sibonwa njengesifikele ekuvuthweni ngokomzimba waso. Isikhongozelo siqala some size isiqulatho sokufuma sibe nganeno nge 80% kanti ukuropa kwembewu kuba malunga ne 30% (**Ifoto 4c**).
4. Umva wesikhongozelo ngokuba usabubhasitile elintsundu, izicwili zesikhondo ziyoma. Ukuropa kwembewu kumalunga ne 15% (**Ifoto 4d**).



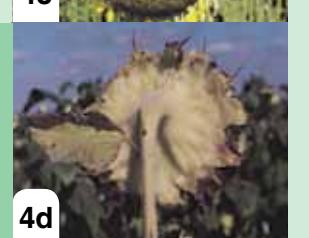
4a



4b



4c



4d



Gcina ubuso bakho bujonge ngaselangen ukuze ungakwazi ukubona isithunzi. Benza njalo oojongilanga.
– Helen Keller

Ulawulo Iweembotyi zesoya ngoEpreli nangoMeyi

ABALIMI BAFUMENE IZIQHELO ZOKUNA KWE-MVULA EZIGUQU-GUQUKA KAKHULU NEZI-NGAQHELEKANGA KWIXESHA LOKULIMA LANGO-2018/2019. INGUQUKO KWIMOZULU SEYINGUMBANDELA OMKHULU NGENENE KUYO YONKE INDAWO YEZITYALO EZILINYWA EMHLABENI OWO-MILEYO NOKUBA KUKHO IFUTHE LOKUNKCENKCESHA KWABALIMI. NKQU NEENGCALI ZOQIKELELO LWEEMEKO ZEMOZULU NEZEMOZULU BEZINGAQINISEKANGA NGE-NGQIKELELO ZAZO ZEZIQHELO EZILINDELEKILEYO ZOKUNA KWEMVULA.

Zikhona iindawo ezinokuba zikwazile ukulima ngexesha elifanelekileyo lokulima kwindawo ezilima emhlabeni owomileyo. Abanye abalimi bebenokukwazi ukulima inxenyen yesityalo ukuze baphinde baqalise ukutyalu emva kwezichotho ebezimana zifika. Baya kolula ukulinywa kweembotyi zesoya kwizigaba ngezigaba ngokuxhomekeka kwiziqhelo zokuna kwe-mvula ezifumaneka kwiphondo labo okanye kwisithili sokufama.

Abalimi abankcenkceshayo bafanele ukuba bakwazile ukulima ngelona xesha lifanelekileyo njengoko kwakucwangciselwe. Phantse zonke iindawo ekulinywayo kuzo zifumene amaqondo aphezelu kakhulu obushushu nangahelekanga kwaphela ngethuba lomjikelo wokulima.

Inkoliso yeembotyi zesoya ezilinywe kwelona xesha lifanelekileyo lokuzityala, phakathi kwasekuqaleni kuOkthobha ukuya ekupheleni kukaNovemba ngo-2018 ziya kuba sezilungele ukuvunwa phakathi kukaMatshi noEpreli ngo-2019.

UZIBONA ZINJANI IZIPHUMO ZAKHO?

Ngokuxhomekeka kumhla ongowona utyale ngawo, naxa ifama yakho ikwindawo epholileyo, ephakathi ngobushushu okanye efudumeleyo, umyinge weentsuku wayo yonke imihlanganisela unokuquka uluhlu Iwezinto exizabisekileyo nezingumlinganiselo wamabanga ahlukahlukeneyo okukhula kwsityalo ngokwendalo ngokunjalo nezivuno ngokokuboniswa kwi**Theybile 1**.

Isivuno esingumyinge weSizwe ngehektare kwixesha lokulima lango-2017/2018 sinokubalwa ukususela kwingsxelo yokugqibela yeKomiti

1 Amabanga okukhula ngokwendalo nezivuno.

Indawo elinywayo	lintsuku ukuya kwi 50% yokudubula kweenatyambo	lintsuku ukuya ekuvuthweni ngokwendalo	lintsuku ukususela ekutyaleni ukuya ekuvuneni	Umyinge wezivuno wayo yonke imihlanganisela evavanyiweyo i-kg ngehektare	Uluhlu Iwezivuno i-kg ngehektare
Kupholile	71	137	159	2 600	2 199 - 2 967
Kuphakathi	57	120	136	2 489	1 930 - 2 903
Kufudumele	48	122	138	2 465	1 819 - 2 998

Kucatshulwe kwizophumo zovavanyo Iwesizwe Iweembotyi zesoya zexesha lokulima lango- 2015 - 2016

Inqaku linikelwe ngumlimi othathe umhlala-phantsi



yeeNgqikelelo zeziTyalo (CEC) kwiiton eziyi-1,97 ngehektare, zaze zalungiswa ukuze zibe ziiton ezmialunga ne-2,00 ngehektare, ukususela kwisityalo siphelele seetoni ezisisigidi esi-1 550 800 kwiihektare ezingama-787,000.

Ezi ziphumo zibonisa ukuba ukusebenzisa iziphumo zezivuno zovavanyo Iwemihlanganisela njengesikhokelo sokukhetha imihlanganisela kwifama yakho kuluncedo kakhulu kodwa izivuno ezingumyinge woqobo eziyuniweyo ziwa nganeno kwizivuno ezinokufumaneka.

Ngeli xesha uya kuba sowubonile ukuba zeziphi izivuno zeembotyi zesoya ezivela kwimihlanganisela eyahluka-hlukeneyo esetyenziswe kwifama yakho. Uya kuzithelekisa nezo zabanye abalimi beembotyi zesoya kwisithili sakho uphinde uthlekise nezintlu zezivuno zovavanyo Iwemihlanganisela ebilinywe kufuphi kuwe, kwakhona uthlekise nomyinge wesizwe.

Kuya kuba lixesha elchanekileyo lokuqwalasela ukuba zeziphi eziqhube kakuhle kwifama yakho ngenjongo yokukwazi ukuodola imihlanganisela echanekileyo yexesha lokulima lango-2019/2020. Ku-soloko kububulumko ukuba noluhlu Iwemihlanganisela efanelekileyo enokulinywa ngexesha lokulima ngokuvunyelwa ziziqhelo zokuna kwemvula eziqhu-quguqukayo ezinokufumaneka kwixesha elizayo.

IINGQALELO NGEMIHLANGANISELA NEMIDA YOKULIMA

lindawo ezilima iimbotyi zesoya eMzantsi Afrika zibonakala ngokuphakama kwefama okanye kwsithili ngaphaya komgangatho wolwandle. lindawo ezilinywayo ezipholileyo zingasempuma, kwaye zifanele ukuphakama ziphinde zibe nexesha lokulima elifutshane neentsuku zasehlotyen eziphakathi ngobushushu kanti imvula yona kufuneka ixaphake kakuhle nje.

Indawo elinywayo enamaqondo obushushu aphakathi ngokubanzi ikholisa ukuba nexesha lokulima elithande ukuba lide neemini ezifudumeleyo nemvula ephakathi. Enyanisweni, kufuneka imilinganiselo yobushushu ethe kraty ukwenzela ukukhula kunakwiindawo ezithande ukuphola. lindawo ezifudumeleyo zinexesha lokulima elithande ukuba lide, neemini eziphe kraty ukufudumala (imilinganiselo yobushushu

Sijonga iintengiso zembewu yeoyile

KWELI NQAKU SIQWALASELA OKWENZEKA KWIINTENGISO ZEMBEWU YEOYILE SIPHINDE SIGQALISELE NGAKUMBI KWIMBOTI ZESOYA MALUNGA NEENTENGISO KUNYE NEENTENGO.

IINTENGISO ZEEMBOTI ZESOYA EHLABATHINI

Inkangeleko yeemboti zesoya ehlabathini ngonyaka wentengiso ka-2018/2019, ibonakalisa kwangaphambili ukuba kuya kubakho ukwetha kwemveliso, kwentengiso emazweni angaphandle, intshiyekela nempahla egciniweyo yasekugqibeleni. Imveliso yehlabathi iqikelelw kwiiton zezigidi ezingama-361 xa kuthelekiswa nama-369 etoni zezigidi ezivela kwiingqikelolo zangaphambili, ubukhulu becalo ngenxa yesityalo esicuthekileyo eBrazil, eArgentina, eParaguay, eUruguay naseMzantsi Afrika.

limboti zesoya ezithengiswa ngaphandle jikelele zicutheka ngeetoni zezigidi ezi-1,7 ukuya kwiiton zezigidi ezili-154,4. Iintengiso zangaphandle ezicuthekileyo zaseBrazil, eUruguay neParaguay zithotywa ubukhulu becalo, ziintengiso zangaphandle ezinyukileyo zaseArgentina. Iintengo zasemazweni eBrazil naseArgentina. angaphandle jikelele nazo zehlile, ubukhulu becalo, ngeetoni zezigidi ezi-2 malunga neChina ngenxa yeentengo ezicuthekileyo. Impahla egciniweyo yokugqibela jikelele icingaleka ukuba inganeno ngenxa yeenguuko ezinxulumene nezityalo ngokunjalo namaxa okubuyevela kwempahla egciniweyo ngokwasembalini eBrazil naseArgentina.

INTENGISO YEMBEWU YEOYILE E-USA

Imveliso yembewu yeoyile yaseUSA ithotyiwe ngo-2018/2019, ngokweetoni zezigidi ezili-134 xa kuthelekiswa neetoni zezigidi ezili-135,5 kuqikelelo. Uqikelelo olwehlileyo lubangelwa yimbewu yeemboti zesoya enciphileyo, eyecanola, amandongomane neyomqhaphu.

Imveliso yaseUSA yeemboti zesoya iqikeleleka kwiiton zezigidi ezili-123, ukusuka kwiiton zezigidi ezili-123 kuqikelelo lwangaphambili, aphi kukho khona indawo evuniwego yeehektare ezingangezigid ezingama-35. Ukucudiswa kweemboti zesoya zaseUSA kucingeleke kwangaphambili ukwanda

ethe chatha) nemvula engephi ekufanele ngakumbi ukulima phantsi konkcnkcesho.

Umthetho osisiseko kukuba xa imilinganiso yobushushu ekhoyo inyukile, kubume obuthile obungqonge ukulima ngexesha lokukhula kwezityalo, ufanele ukutyalu emva kwexesha. Kwiindawo ezinobushushu obuphakathi nezipholileyo, isityalo masilinyelwe ukufumana ezona ziphumo zibalaslelo. (Khawujonge inqaku elibalaseleyo nelineenkukacha elithi: 'Zilinywa nini iimboti zesoya' elibhalwe nguNico Barnard, Ingcali yoPhando ngezo-Mhlabo, ePannar Seed, elalipapashwe kuNovemba ngo-2015 Pula Imvula malunga nengxoxo enzulu ngombandela ongasantla).



Kusoloko kububulumko ukuba noluлу
lwemihlanganisela efanelekileyo enokulinywa ngexesha
lokulima ngokuvunyelwa ziziqhelo zokuna kwemvula
eziguqu-guqukayo ezinokufumaneka kwixesha elizayo.



IINDIDI ZOKUKHULA

Ukukhetha udidi lokukhula kusekwe kwiyyure zobumnyama ezifuneka kulawulo lokukhula nasekuqaleni kwamabanga okudubula kweentyatymbo kwaye kwahluka ngomhlanganisela ngamnye okhethiweyo kwaye oko kuya kuba ngumba oqwalaselwayo xa kuxoxwa malunga nokufumaneka komhlanganisela olungleleyo ngokweemeko zefama yakho. Ngokubanzi

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kwazo ngeliax imveliso yomgubo wesoya ingaguukanga. Ukucutheka kweentengiso zangaphandle kulindelekile ngenxa yeentengiso ezhilileyo kunye nokwanda kokucudiswa, kanti nempahla egciniweyo yasekugqibeleni kucingeleta ukuba iya kuba nganeno kuqikelelo lwangaphambili.

INTENGISO YELI YEEMBOTI ZESOYA

limeko zembalela ziphazamise ithuba lokutyalwa kweemboti zesoya, zaze zakhokelela ekulinyweni kweehektare ezinganeno kunezo beziqikelelwe kuqala yiKomiti yeeNgqikelelo zeziTyalo (CEC) (ebeziihektare ezingama-851 800) xa kuthelekiswa neehektare ezingama-743 600.

Iintengiso epheleleyo yeemboti zesoya eMzantsi Afrika ilindeleke kwiiton zezigidi ezi-1,8 kwixesha lentengiso ka-2018/2019; kuquka impahla egciniweyo yokuvula (ngomhla woku-1 kuMatshi ngo-2018) yeetoni ezingama-330 535, ezinikelwey zorhwebo lwalapha zeetoni ezigidi ezi-1,5, iintengiso zangaphandle zeemboti zesoya zeetoni zezigidi ezi-6 700 ukwenzela uMzantsi Afrika nentshiyekela yeetoni ezili-11 000.

Intengo yaseMzantsi Afrika iphelele, kuquka iimboti zesoya zalapha nezithengiswa ngaphandle ilindeleke kwiiton zezigidi ezi-1,3; kuquka itoni ezingama-25 000 esetyenziswa ngabantu, itoni ezingama-210 000, itoni zezigidi esi-1 ezicudiswayo (ioyile nekeyiki yeoyile) kanti intsaleda yolungele-lwaniso, izixa ezithathwa ngabalimi zize zinikelwe kubasebenzisi basekugqibeleni, imbewu, njalo njalo. Iintengiso zamazwe angaphandle zinokufikelela kwiiton ezingama-33 000 ngo-2018/2019. Impahla egciniweyo yasekugqibeleni ngomhla wama-28 kuFebruari ngo-2019 ilindeleke kwiiton ezingama-500 000. ■

udidi lokukhula olusisi-4,5 ukuya kwisi-6,5 ziindidi ezisetyenziswa kwiindawo ezipholileyo ukuze isi-5 ukuya kwisi-7 zibe kwiindawo eziphakathi ngobushushu ukuya kwezfudumeleyo. Ukuba akuyiqhelang le miba, khawubuze umthengisi wakho wembewu okanye umcebisi xa ufunu ulwazi olutha vetshe malunga nalo mba wokukhethwa kwemihlanganisela echanekileyo efanele iimeko ophila kuzo.

EMINYE IMIBANDELA YOLAWULO

Ukukhethwa kwemihlanganisela bekukhanyiswe ngasentla njengomnye wemibandela ephambili enegalelo ekwandiweni kwezivuno. Eminye imibandela efanele ukuhlalutywa nzulu ukuze kufumanek impumelelo sisakhono nobubanzi bokuvela kwamaqhuhuva, ukuchuma komhlaba nokufakwa kwezichumiso, ngokunjalo nokutshatalisawa kokhula.

Ingaba ulime kuselithuba waze wazuza amanani ezityalo ngokwesicwangciso nangokokuhluma kwazo? Ukuba iziphumo zentsimi nganye bezibhaliwe futhi nezityalo zihlolwe ngocoselelo uya kuyazi imibandela ebibaluleke kakhulu nebifanele ukulawulwa phucukileyo okanye ukuphunyeza ngendlela encomekayo noko.

Okona kubaluleke kakhulu: Ingaba uvune imbewu esemgangathweni kwaye usithengise kakuhle isityalo sakho ukuze ufumane elona xabiso liphezulu linokufumaneka?

ISIPHETHO

Sebenzisa iziphumo zexesha lokulima ebelinzima ukuze ube nesicwangciso esibalaseleyo sexesha elizayo. ■

DALA IMPANGELO EYANELISAYO

ABANINI/ABALAWULI BAMASHISHINI ABANINZI BASOLOKO BEGXININISA NGENZONDELELO UKUBA ABASEBENZI BABO NGUMTHOMBO WOBUTYEBI OBALULEKE KAKHULU. OKU KUKHOKELELA EMBUZWENI OTHI – KUTHENI ABANTU BEBONWA NJENGOMTHOMBO WOBUTYEBI, NJENGOMHLABA, AMANZI, IZAKHIWO, OOMATSHINI, NJALO NJALO?

Ngokuqinisekileyo, abasebenzi babaluleke kakhulu kunemithombo yobutyebi nje kuphela. Abaqeshwa kufuneka basebenzise yonke imithombo yobutyebi ephathekayo phantsi kokhokelo lomlawuli ngendlela ebangela ukuba ishishini lifake inuzo kwaye libe nozinzo. Abaqeshwa abonwabileyo, nabanenkuthazo bakholisa ukuba ngabaqeshwa abanegalelo kwinzozo nakuzinzo lweshishini.

Xa siqwelasela lo mba, luxanduva olukhulu lomphathi ukukhokela abasebenzi bakhe ngendlela eyenza ukuba baneliseke futhi bakhuthazeke. Abasebenzi abanjalo bakholisa ukusebenza ngokuzimisela bazabalazele ukvenza umsebenzi wabo ngenkuthalo kangangoko banokwenza. Kuluncedo kakhulu ukuvuqwalasela lo mba ngenxa yeendleko ezisoloko zinyuka zokuvvelisa imveliso. Kaloku iindleko eziphezulu zinakho ukusichaphazela kakubi isakhono seshishini sokwenza inuzo.

Unxibelelwano kwindawo yempangelo lubaluleke kakhulu kumaqrhu kuba lwandisa ukwenziva komsebenzi kakuhlenangokufanelekileyo.

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apha mariusg@mrgacc.co.za**



2



1

Ifoto 1 - 2: Asinakusebenza sodwa ngoko ke kubalulekile ukuba sibe nenkathalo kwabasincdisayo.

Abaphathi ke ngoko baqwalasela nale eminye imibandela ukuze baseke iqela labasebenzi elanelisekileyo, elikhuthazekileyo neliqeqeshekileyo. Ngoko ke, kufuneka kulandelwe izikhokelo ezithile.

INDAWO YOKUPHANGELA YOVUYO, NEPHILILEYO

Umba ekunokuqalwa kuwo ngokubanzi ukuqinisekisa inkangeleko yezimvo efanelekileyo phakathi kwabasebenzi kukudala indawo yempangelo

eyanelisayo nenenkqubela. Indawo yokuphangela eyanelisayo iya kuba yindawo yempangelo apha umqeshwa akwaziyo ukonwaba okanye ukwaneliseka kuyo apha aziva enokhuselo nokhuseleko kuyo.

Oku ndiza kukwenza njani? Dala indawo yempangelo ekhuseleki-leyo ngokuphumeza imithetho ecacileyo nezikhokelo malunga nenda-wo yempangelo nangokusebenza ukuqinisekisa ukuba luncitshiswa kangangoko ungquzulwano nokungaqaondani. Kufuneka uyisebenzise le mithetho nezi zikhokelo ngokufanayo kubo bonke abantu. Imithetho,



umzekelo, iya kuba malunga neeyure zokusebenza, ikhefu, imivuzo, ukutshaya, ukuxhatshazwa ngokwesondo kwindawo yempangelo, ukuba phantsi kweempembelelo zento ethile, ukulondoloza kwe-mpilo kwindawo yempangelo kunye nokhuselo, njalo njalo. Umqeshi ke ngoko makaphinde alandele iinkqubo ezichanekileyo malunga nayo yonke imibandela emalunga nabasebenzi, ngakumbi ukugxothwa, ukudendwa, ululeko, izikhalaizo, kunye noluleko ngokubanzi.

Ukuthobela uwiso-mthetho malunga nabasebenzi ngumngcipheko omkhulu kwishishini malunga nabo bonke abaqueshi ngenxa yee-pembelelo zeenkangeleko-zimvo zabasebenzi. EMzantsi Afrika ubume obungqonge abasebenzi buqwalaselelw kufutshane ngemithetho ewi-siweyo ebanzi abafanele ukuyithobela abaqueshi. Inte enika ithembu ngokuthobela yonke imithetho ewisiweyo kunye nemithetho ngokujalo nemimiselo, kukuba oko kunceda ngokudala indawo yempangelo enokhuselo apha wonke umntu akwazi ngokucacileyo konke okulindeleke kuye. Indawo yempangelo enokhuselo isekwa xa uMthetho oMiselweyo ngeMpilo kwiNdawo yeMpangelo noKhuselo kunamathe-lwe kuyo ngokobucukubhede bawo. Ukuba uyasilela ekuthobeleni yonke imithetho ewisiweyo nokusebenzia yonke imithetho nemimiselo, qiniseka ngokuba nabasebenzi abanganelisekanga.

UNXIBELELWANO

Okulandelayo, unxibelelwano luthathole ingqalelo. Nxibelelana ngokucacileyo futhi kaninzi nabasebenzi bakho ukuze udale ubume bokuse-benza obungqongwe kukukhuthaza ukwenziwa komsebenzi ngendlela efanelekileyo. Yiba soloko uzifuna izimvo zabasebenzi futhi uzibhale zonke iziganeko zokufuna kwakho izimvo kubo. Unxibelelwano olu-ncomekayo kwindawo yempangelo luqinisekisa ukuphunyezw kwa-zo zonke iinjongo zequmrhu. Unxibelelwano kwindawo yempangelo lubaluleke kakhulu kumaqrhu kuba Iwandisa ukwenziwa komsebenzi kakuhlenangokufanelekileyo.

Amacebiso ngonxibelelwano olusebenzayo

Caca kwaye ungqale, baconde abasebenzi bakho, futhi sebenzia imijelo-eyahluka-hlukileyo, amazwi akho makakhathwe zizenzo ezhambelana nawo, nxibelelana rhoqo nabo, cela ingxelo futhi usebenze ngengxelo evela kubo, musa ukukubaxa ukunxibelelana, nqanda iziphazamiso ezinokwaphu-la unxibelelwano ezifana nengxolo kanti kubaluleke kakhulu ukumamela, ukuyimamela ngenene into ethethwa ngomnye umntu.

Xa unxibelelana kakuhle nabaqeshwa bakho wakha ubudlelwane obulungileyo nabo, kanti xa usenza njalo, uphucula umoya wentse-benziswano, impumezo yomsebenzi ngabaqeshwa, ukuthembeka kwabaqeshwa kunciphisa neempazamo.

Isimbo solawulo osisebenzisayo siya kuchaphazela nobume obungqonge indawo yempangelo ngendlela engafunekyo okanye efunekayo. Ukuze ube nefuthe lobume obungqonge indawo yempangelo ngendlela efanelekileyo ufanele ukukhokela abasebenzi bakho uthathe indawo ephambili futhi unganyanzelisi izoyikiso. Xa usenza njalo uyinduna akuyonkokeli. Inkokeli yenene inenzondelelo, inesakhono sokusebenza nzima, izibalula ngokuziphatha ngesidima, inovakalelo malunga nobudlelwane babantu, ibonisa ukuluthwala uxanduva, iyazithembu kwaye inxibelelana iphinde imamele ngendlela efanelekileyo.

Kukwabalulekile ukuqwalasela izixhobo zokusebenza, izixhobo zokukhanda, oomatshini, izibonelelo, njalo njalo nezinye ezidingeka emsebenzini zilungisiwe. Kubalulekile ukuba umsebenzi wenziwe ngokusebenzia izinto ezelucedo ezifanelekileyo ukuqinisekisa ukwe-nzeka kwavo kakuhle futhi ngexesha elifanelekileyo. Ngaphaya koko, zonke izinto ezelucedo zifanele ukuba kwimeko elungileyo yokusetye-nziswa futhi ziphathe ngolondolozo ukuze ziwenze kakuhle umse-benzi futhi ugqitywe ngexesha elifanelekileyo. Akukho nto ikhathaza ngaphezu kokuzama ukwenza umsebenzi othile kodwa zibe zingekho izixhobo ezichanekileyo zokwenza umsebenzi.

Ingaba ufunu abasebenzi abanelisekileyo, abonwabileyo, abane-nkqubela – dala indawo yempangelo ekhuseleki-leyo, enokhuselo nenenkqubela. ■

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IPULA IMVULA IFUMANEKA NGEELWIMI EZILANDELAYO:

isiXhosa,
IsiNgesi, IsiBhulu, iSeTswana,
iSesotho, iSesotho sa Leboa nesi IsiZulu.

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Amathemba ngentengiso yombona ehlabathini

UMNTU ANGALINDELA
NTONI KWINTENGISO NE-
NTENGO KWIMIMANDLA
YENTENGISO YEHLABA-
THI NEYALAPHA KUNYA-
KA KA-2018/2019 WENTENGISO? ELI
NOAKU LICHAZA BANZI NGEMIBA
YAMATHEMBA.

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Ukulinywa kombona ehlabathini kucingeleka kwangaphambili njengokuza kuba phezulu ngenxa yokwandiswa kwemveliso nokusetyenziswa kwayo kanti urhwebo luthande ukuncipha. IArgentina, iChina neUkraine ngamazwe andise imveliso kangangokuba kude kwabonakala ukuncipha malunga noMzantsi Afrika neMexico.

Ukwanda kwemveliso yaseArgentina kusekwe ubukhulu becalo kwindawo elindeleko ukuba yande ngenxa yokuxaphaka kwemvula namaqondo obushushu afanelekileyo kwinya-nga kaDisemba nekaJanyuwari, ukuze kunyuke amathemba ngezivuno ezihle. IChina neUkraine ziphezulu xa kicingwa ngeengqokelo-manani zikutshanje zaseburhulumenteni.

Urhwebo Iwehlabathi luka-2018/2019 luquka ukuthengiswa kombona okwandileyo emazweni angaphandle malunga neArgentina neUkraine, ngelixa kusanda iintengo kwamanye amazwe malunga noMzantsi Afrika kunge neChile, kodwa zibe ziphantsi malunga neVenezuela. Umbona ogciniwego wokugqibela ehlabathini uphezulu, ubukhulu becalo ubonisca ukwanda malunga neArgentina kunge neChina.

UMMANDLA WENTENGISO WOMBONA KWELI

lingqikelelo zemveliso yombona eMzantsi Afrika zihlaziyelwe ezantsi ngenxa yobushushu

nembalela kwinyanga kajanyuwari, ngakumbi kwiindawo ezsentshona eziwilimayo, apha amathemba ezivuno ezihle ehla khona. Kunyaka wentengiso ka-2018/2019 intengiso yombona iphelele ijoliswe kwiitoni zezigidi ezili-16,5, equka impahla egciniwego yokuqalisa yeeton zezigidi ezi-3,6 (njengakumhla woku-1 kuMeyi ngo-2018), impahla yorhwebo lwalapha ziiton zezigidi ezi-12,3, umbona ophelleleyo othengwa ngaphandle weetoni ezili-150 000 kunge nothutho olwenziwa kwangoko Iweetoni ezimalunga nama-260 000.

Intengo iphelele, kuquka imveliso ethengiswa ngaphandle kulindeleko ukuba ibe ziiton zezigidi ezi-12,9; ngokunalo nentengo yalapha iphelele iya kuba ziiton zezigidi ezili-10,7, ukuze ibe ziiton zezigidi ezi-5,1 ezsityenziswa ngabantu kunge neetoni zezigidi ezi-5,3 ezsisondo sezilwanyana kunge naleyo isetyenziswa kumashishini ukuze eyintshiyekela ibe yeyomgrayo, baze abalimi bayikhuphele ecaleni njalo njalo.

Umbona osemgangathweni oza kuthengiswa emazweni angaphandle uqikelela kwiitoni ezingama-208 000 zeemveliso ezsityenziwego kunge neetoni ezingama-200 000 zombona opheleleyo. Impahla egciniwego ekujongwe ukuba kuza kugqityelwa ngayo ngomhla wama-30 kuEpreli ngo-2019, iqikelela kwiitoni zezigidi eziyi-3,5. ■

1 Intengiso nentengo yombona ehlabathini.

	2017/2018	2018/2019	
	Uqikelelo (iiton zezigidi)	6 Dis 2018 (iiton zezigidi)	7 Dis 2019 (iiton zezigidi)
Imveliso	1 094,2	1 068,4	1 080,5
Intengiso	1 394,2	1 379,5	1 393,3
Ukusetyenziswa	1 071,4	1 107,9	1 114,0
Urhwebo	152,7	157,2	158,9
Impahla egciniwego yokugqibela	312,8	267,5	274,7

Umthombo weenkukacha: AMIS