



Isigaba 5: ULAWULO LOVIMBA WOLUNTU

5.1. Izalathisi zonikezo lwenkonzo

Onke amaSebe alindeleke enze iiPlani zokuPhucula uNikezo Nkonzo (SDI). Lo mzobo ungezantsi ubonakalisa okuqulethwe yiPlani i SDI kwanenkqubela ekusebenziseni eziplani.

ULUDWE 5.1.1- Ezona Nkonzo zinikezwayo nemigangatho

Inkonzo ezingundoqo	Abona basebenzisi nkonzo	Abo banokulotywa	Umgangatho wenkonzo	Okufezekisiweyo kuthelekiswa nomgangatho
<p>Ulawulo lwegalelo lezeNdawo: Qinisekisa igalelo elidibeneyo lezendawo, uphuhliso lwezendawo olugcinakeleyo nokunyanzelisa umthetho ngoku:</p> <p>a) Cingela imithetho elawula izicelo ezifakwayo ngokwe EIA Nezithuthi ezingekho ndleleni (ORV).</p> <p>b) Phefumla ngeeNgxelo zeNkqubela kuLawulo lwezeNdawo (EMPRs), ukusetyenziswa kwezolimo ne (LUPO) kucwangciswa kwezicelo zokusetyenziswa komhlaba.</p>	<p>Ixhomekeke kumba ngamnye esiisebenza ngawo: Umceli (Abaphuhliso) Abacebisi; AmaSebe oRhulumente wePhondo laseNtshona Koloni; OoMasipala AmaSebe eSizwe; Uluntu ngeendawo zazo; Abanini mhlaba; Urhwebo namashishini; Imibutho engekho phantsi koRhulumente; kwakunye nabasebenzi; abalungisekileyo.</p>	<p>Umceli (Abaphuhliso); Abacebisi; AmaSebe oRhulumente wePhondo laseNtshona Koloni; OoMasipala AmaSebe eSizwe; Uluntu ngokweendawo zazo; Abanini mhlaba; Urhwebo namashishini; Amaziko angemgawo kaRhulumente; Nabasebenzi abalungisekileyo.</p>	<p>Izicelo ezifumanekileyo ze EIA eziyi 1575.</p> <ul style="list-style-type: none"> Xela okufumeneyo kwaye wazise ukuba kukho ukulibaziseka kwintsuku zokusebenza ezili 10. Ngokubhekiselele kwizicelo kuphendulwe ngokommiselo wamaxesha aqingqiweyo liSebe. Jonga uMthetho 4(3) izicelo eziya kwi DEAT ngeentsuku eziyi 15 zokusebenza. lintsuku eziyi 60 zokuphefumla ngokucetywayo. lintsuku eziyi 60 zokuphefumla EMPRs. Gcina uphucule isikhokelo, umgangatho nokucwangcisiweyo kanjalo uqinisekise kuyenziwa rhoqo. 	<p>Zafunyanwa izicelo ze EIA eziyi 982.</p> <ul style="list-style-type: none"> Ukusebenzisana okuyi 80%. Ukusebenzisana okuyi 80%. Ukusebenzisana okuyi 80%. Ukusebenzisana okuyi 80%. 100%.



ULUDWE 5.1.1- Ezona Nkonzo zinikezwayo nemigangatho - iyaqhubeka

linkonzo Ezingundoqo	Abona basebenzisi nkonzo	Abo banokulotywa	Umgangatho wenkonzo	Okufezekisiweyo kutheliswa nomgangatho
			<ul style="list-style-type: none"> Ukuhlolwa izicelo qho ngenyanga ezintandathu apho iSebe lilinde okuvela kumceli ngangenyanga ezingaphezu kweshumi elinambini ukucutha izicelo ezenza umsebenzi omileyo. Ukugcina irejista yezikhalazo kunikezo nkonzo. 	<ul style="list-style-type: none"> Uhlolo lwenziwa nomsebenzi omileyo usoloko upheliswa. Irejista igciniwe.
Ipolisi nokucetywayo kwindawo.	Xhomekeke kwinto/isiphumo ekusetyenzwa ngaso: Umceli (Abaphuhlisi); Abacebisi; AmaSebe kaRhulumente wePhondo eNtshona Koloni; Oomasipala; AmaSebe eSizwe; Uluntu ngendawo zazo; Abanini mhlaba Urhwebo namashishini; Imibutho engeyiyo kaRhulumente nabasebenzi abalungisekileyo.	Ocelayo (Abaphuhlisi; Abacebisi; AmaSebe kaRhulumente ePhondo laseNtshona Koloni; Oomasipala AmaSebe eSizwe; Uluntu kulo ndawo layo; Abanini mhlaba Urhwebo namashishini; Imibutho engeyiyo kaRhulumente Nabasebenzi abayimbumba.	<ul style="list-style-type: none"> Kuqulunqwe uluhlu lwepolisi yokusebenza nemfuno yezikhombisi lamiswa ngokubaluleka kwazo. Inkqubo yokwakha ulwazi olujonge ukufezekisa iimfuno ezithile leqela ekujoliswe kulo. Ukuba sexesheni elimisiweyo ngokwePlani Yokwenza Okugqityiweyo. 	<ul style="list-style-type: none"> Kuqulunqwe uluhlu lamiswa ngokubaluleka kwazo. Ukuphefumla nezicelo ezivela kwabase-magunyeni okuhlala zokuba kupwindwe uqeqesho lwamagosa ongezelekileyo, yasiwa iso, kwaye ukuphefumla kwaBacebisi kubonakalisa ukuthi iNkqubo yokwakha ulwazi yazifezekisa iimfuno zeqela ekujoliswe kulo. Zonke iintlanganiso ezifundisayo zabanjwa kulo nyaka mali.
Indawo kuRhulumente woPhondo lwaseNtshona Koloni eXhasa ngemali iPhulo lokuCoca.	Oomasipala, Imibutho eNgeyiyo kaRhulumente neMibutho eSekwe yiNkonzo.	Uwonke wonke Jikelele.	Ukuhlalela okungenamkhethe kweziphakamiso zeeprojekti nokunika inxaso yemali ngokungenamkhethe.	<ul style="list-style-type: none"> Inxaso yemali yanikwa oomasipala abayi 23 ukwenza iprojekti emayela nokulawula ilindle ukuze kuphucuke okubonakalayo kwendawo, kupheliswe nobuhlwempu ngokuvula amathuba emisebenzi.



ULUDWE 5.1.1 - Ezona Nkonzo zinikezwayo nemigangatho - iyaqhubeka.

Inkonzo ezibalulekileyo	Abona basebenzisi nkonzo	Abo banokulotywa	Umgangatho wenkonzo	Okufezekisiweyo kuthelakiswa nomgangatho
			<p>Ukukhuthaza uLawulo oluDibeneyo lokuNgcola neLindle.</p> <p>Ukukhawulezisa ukukhupha inxaso mali.</p> <p>Ukujonga okungqongqo umsebenzi wokwenziwa kweprojekti nokusetyenziswa kwemali zika wonke wonke ngoomasipala.</p>	<p>Iyonke inxaso mali koomasipala yaba yi R5,250 miliyoni.</p> <p>Ukujongwa okungqongqo kwenziwa.</p> <p>Kwaphefumlwa kumaxwebhu aliqela epolisi eyilwayo yePhondo neyeSizwe (umz. Umthetho oYilwayo oDibeneyo weSizwe wokuLawula iLindle noMthetho oYilwayo weSizwe oLawula iNdawo ilawule ukuPhucuka kweMpepho).</p>
UkuNika iNkonzo yokuCebisa uLawulo lokuNgcola neLindle.	URhulumente wePhondo waseNtshona KoloniProvincial (PGWC), DWAF, DEAT.	Uwonke wonke Jikelele.	<p>Ukunika inxaso yobugcisa ephucukileyo kakhulu kwiinkqubo, kuthethathethwano, kumaxwebhu afuna inxaso nesikhokelo ekulawuleni ngobugcisa ukungcola nelindle.</p> <p>Ukukhuthaza ulawulo oluyimbumba.</p>	<p>Kwanikwa ukuphefumla ngobugcisa kwizicelo eziyi 22 zePhondo neSizwe ze EIA.</p> <p>Kwahoywa kwasonjululwa izikhalazo ezininzi zikawonke wonke, imibuzo zobubuphathiswa, njalo njalo.</p>
Ukunyanzelisa esimele ukwenza ngokomthetho.	Uwonke wonke Jikelele.	Uwonke wonke Jikelele.	<p>Ukusa iso kwizikhalazo zika wonke wonke kwiiyure eziyi 24.</p> <p>Ukuzama ukusombulula zonke izikhalazo zika wonke wonke kwiveki ezimbini.</p> <p>Ukuqinisekisa ukufezekiswa ngokungaphezulu amalungelo eNdawo abantu.</p>	



ULUDWE 5.1.1- Ezona Nkonzo zinikezwayo nemigangatho - iyaqhubeka.

Inkonzo ezibalulekileyo	Abona basebenzisi nkonzo	Abo banokulotywa	Umgangatho wenkonzo	Okufezekisiweyo kuthelekiswa nomgangatho
			Ukukhuthaza ulawulo olu mbumba.	Kwancedwa oomasipala abaliqela ngokumayela nokwakha ulwazi ekuCebeni uLawulo oluDibeneyo lweLindle.
Ukunika iNkonzo eDibeneyo yokuLawula ukuNgcola neLindle (IPWM).	Uwonke wonke Jikelele.	Uwonke wonke Jikelele.	Ukukhankasa ukuCeba uLawulo olugqibeleleyo lweLindle nokuNgcola. Ukukhankasa uluvo loLawulo oluDibeneyo lokuNgcola neLindle. Ukuqinisekisa ukufezekiswa ngaphezulu amalungelo eNdawo abantu.	Kwasonjululwa iingxaki ezininzi zokulawula ukungcola nelindle kwacetyiswa amalungu amaninzi ka wonkewonke namashishini ngoluvo lwe IPWM.
UkuCebela Okuzayo.	Oomasipala ; Abacebisi; AbaPhuhlisi nowonke wonke.	Bonke abahlala eNtshona Koloni.	Ukusombulula uninzi lweengxaki ezitshisayo zokuceba.	80%.
Ukuvavanywa kwezicelo zophuhliso.	Oomasipala; Abacebisi; AbaPhuhlisi nowonke wonke.	Bonke abahlala eNtshona Koloni.	Ukuvavanya okungenamkhethe kwezicelo. Ixesha lokuphendula elingenamkhethe.	80%.
Ukuphuhlisa/ukugcina umthetho wokuceba.	Oomasipala; Abaphuhlisi nowonke wonke.	Bonke abahlala eNtshona Koloni.	Ukubeka okunye endaweni yesicwangciso nomthetho wophuhliso izingasebenziyo.	90%. Inkqubo ngoku isezandleni zabepolitiki.
Ukunika inkonzo kavimba wokulanda indawo nezithuba nezingenazithuba.	AmaSebe ePhondo, oomasipala, abacebisi, amaziko ngamanye amaxesha nowonke wonke.	Bonke abahlala eNtshona Koloni.	Ukubonelela ngeemfuno kavimba wokucwangcisa uphuhliso ogcinwe kwicomputha okanye ngokombane.	90%.



ULUDWE 5.1.1 - Ezona Nkonzo zinikezwayo nemigangatho - iyaqhubeka.

Iinkonzo ezibalulekileyo	na basebenzisi nkonzo	Abo banokulotywa	Umgangatho wenkonzo	Okufezekisiweyo kuthelekiswa nomgangatho
Ukukhuthaza nokuQala iiProjekti zasekuHlalani zokuLawula ooVimba beNdalo (CBNRM).	Uwonke wonke jikelele ingakumbi abantu abahlelelekileyo ngokwembali, nemibutho yezendawo engeyiyo kaRhulumente nemibutho esekwe ziinkonzo namanye amaqela.	Uwonke wonke jikelele, Ingakumbi abantu abahlelelekileyo ngokwembali nemibuthoyezendawo engeyiyo kaRhulumente, nemibutho esekwe ziinkonzo namanye amaqela (amaqela apha adibanisa iinkosi zomthonyama namagqira).	Iintlanganiso ezifundisayo zicebisa ngokwezifundo kubantu abachaphazelekayo nabavumayo beqaphela okuthethwe nokuhlupha abantu balo ndawo, ne NGOs nabantu ngokubanzi.	Iintlanganiso zokufundisa zengingqi eziyi 4 ezabanjelwa eKapa, eKnysna, eBeaufort West nase Clanwilliam kusenzelwa lo mimandla.
Ukuququzelela nokwakha iinkqubo nobuchule bokumisa ekwenzeni iNdibano kwiyaNtlukwano yokuPhilayo.	WCNCB, iZiko leSizwe leziTyalo (NBI), DEAT neNGOs.	WCNCB, NBI, DEAT neNGOs.	Linike igalelo eliphucukileyo kuphuhliso lwendlela yokwenza yePhondo.	Isebe leSizwe lichonge intshatsheli ukutyhala le nkqubo yokuphuhlisa iyaNtlukwano yezinto eziPhilayo eSizweni noKwenza ngokoBuchule bokumisa (NBSAP).
Ukuququzela nokwakha iinkqubo nobuchule bokumisa ekwenzeni iNdibano kwiyaNtlukwano yokuPhilayo.	WCNCB, iZiko leSizwe leziTyalo (NBI), DEAT neNGOs.	WCNCB, NBI, DEAT neNGOs.	Linike igalelo eliphucukileyo kuphuhliso lwendlela yokwenza yePhondo.	Isebe linamalungu akhoyo kwiqela elisebenzayo lesizwe eliququzelela uthethwano kuphuhliso lobuchule bokumisa esizweni. Icandelo lethu libe neentlanganiso ezicebisayo kunye neBhodi yoLondolozo lweNdalo eNtshona Koloni ukubonisana ngendlela yokwenza kwabakho isivumelwano sokuba masicothe ukuyenza le ndlela yethu ukuze uPhuhliso lweSizwe lubeke umgangatho. Lo mba uye kwakhona woxoxwa ne Dyunivesiti yase Kapa (UCT).



ULUDWE 5.1.2- Izigqibo zokucebisana nabasebenzisi nkonzo¹

Inkonzo ezibalulekileyo	Abona basebenzisi nkonzo	Abo banokulotywa	Okufezekisiweyo kuthelekiswa nomgangatho
<p>Izikhokelo, iincwadana, iipolisi, ukutshintshwa komthetho, ukwaxhiwa kolwazi, iSicwangciso eSenziwayo seNdawo, iNgxelo yeSimo seNdawo njalo njalo.</p> <p>Ixhomekeke kuhlobo lwendawo neziphumo.</p>	<p>Ixhomekeke kuhlobo lomsebenzi neziphumo.</p>	<p>Umceli (Abaphuhlisi); Abacebisi; AmaSebe ePhondo; laseNtshona Koloni; Oomasipala; AmaSebe eSizwe; Abantu balo; Abanini mhlaba; Abarhwebi namashishini; iiNGO's abasebenzi abayimbumba.</p>	<p>Kufezekiswe 100% :</p> <p>Zibe 3 iintlanganiso zokufundisa ngoKwakhwa ulwazi lomthetho wezendawo nocwangciso zisenzelwa amagosa kamasipala wokuhlala nowengingqi.</p> <p>Ibe 1 intlanganiso yokufunda ngokwakhwa ulwazi lomthetho wezendawo nocwangciso usenzelwa abacebisi.</p> <p>Ibe 1 intlanganiso yokufunda eyongezweyo efanayo isenzelwa ooSodolophu booMasipala nooceba.</p> <p>Zibe 2 iintlanganiso zokufunda zokuHlaziya i EIA zisenzelwa amagosa kamasipala wokuhlala nowengingqi.</p> <p>Ibe 1 intlanganiso yokufunda iSakha ulwazi isazisa iiNGOs/CBOs ngeSakhelo soMthetho nendlela engcono yokusebenza ye EIA , ngoko ke ibaqulathisa bakwazi ukuthatha inxaxheba kwezi nkqubo kwakhona ifutha ngokwakhayo izigqibo ezimayela nophuhliso ezinokuba negalelo kubantu bendawo.</p> <p>Ibe 1 intlanganiso yokufunda yophondo yeZivumelwano zokuLawula ngokuHambelanayo ezeNdawo zilungiswa liphondo kwakunye ne DEAT.</p> <p>Ibe 1 intlanganiso yokufunda yocwangciso nendawo isenzelwa abaphathi beBhodi yoLondolozo lweNdalo eNtshona Koloni.</p> <p>Kuqulunqwe amaxwebhu amaninzi olwazi nezazisi asiwa kubacebisi ngokuphathelele ekutolikeni nasekwenzeni i EIA nemithetho ye ORV².</p>

¹Criteria yokucebisa ngokubekwa yi EIA neMithetho ye ORV, uMithetho oKhuthaza uLawulo oluNyanisekileyo nesikhokelo semiqathango emayilandelwe nguMongameli icaciswe kuxwebhu lwangaphakathi loMgaqo weNtlanganiso ikopi ye criteria ichaziweyo idityanise apha. **Ngokomthetho umceli/umcebisi nguye oyakuphendula ngezi ngecebiso.**

²Iqulethe kwakunye uxwebhu lolwazi nezazisi lamatyala abenzinkqubo yeEIA, iifomu zokwanza neenkqubo zeMithetho yeORV, isikhokelo soomasipala ngomthetho wendawo, uxwebhu lolwazi lokutolika nokwenza ngoMeyi 2002 iSihlomelo seMithetho yeEIA ngomhlaba ongekuziwayo.



ULUDWE 5.1.2- Izigqibo zokucebisana nabathengi - iyaqhubekeka - Ngokokwenza uVavanyo leGalelo leNdawo:

Inkonzo ezibalulekileyo	abna basebenzisi nkonzo	Abo banokulotywa	Okufezekisiweyo kuthlelekiwa nomgangatho
Ingcebiso phambi kokwenza UDONDOLO: Umceli makabe ufake uluhlu lwezenzo okanye alungise uluhlu lwezenzo esenzela intlanganiso . Akukho kutyelela indawo ngelithuba. Amagosa anokucebisa lwenziwe njani uluhlu lwezenzo kodwa bangalwenzi uluhlu lwezenzo.	Ixhomekeke kwindima nganye ekusetyenzwa ngayoUumenzi (Abaphuhlisi); Abacebisi; Isebe likaRhulumente wePhondo laseNtshona Koloni; Oomasipala Amasebe eSizwe.	Uumenzi (AbaPhuhlisi); Abacebisi; Isebe likaRhulumente wePhondo laseNtshona Koloni; Oomasipala; AmaSebe eSizwe.	Kunzima ukubeka esikalini kuba kufuneka kuhlolwe ngezandla zonke iifayile ngeendima ekusetyenzwe ngazo kunyaka wengxelo kuba kungasetyenziswanga uvimba umtsha ovela kwikhomputha.
Intlanganiso yobungakanani UDONDOLO: Ukwenziwa okusemagunyeni noluhlu lokwenza lufakiwe labhaliswa kumlawuli.	Ixhomekeke kwindima nganye ekusetyenzwe ngayo: Abacebisi AmaSebe kaRhulumente wePhondo laseNtshona Koloni Oomasipala AmaSebe eSizwe.	Abacebisi AmaSebe kaRhulumente wePhondo laseNtshona Koloni; Oomasipala namaSebe eSizwe.	Kunzima ukubeka esikalini kuba kufuneka kuhlolwe ngezandla zonke iifayile ngeendima ekusetyenzwe ngazo kunyaka wengxelo kuba kungasetyenziswanga uvimba omtsha ovela kwikhomputha.
Intlanganiso yabasemaGunyeni UDONDOLO: Kunye nabanye bakarhulumente abanika imvume/ilayisen okanye apho banendima yokuthetha ngokusemthethwenisi. Akukho bacebisi/mceli bazileyo.	Ixhomekeke kwindima nganye ekusetyenzwa ngayo: AmaSebe kaRhulumente wePhondo laseNtshona Koloni; Oomasipala namaSebe eSizwe.	AmaSebe kaRhulumente wePhondo lase Ntshona Koloni; Oomasipala namaSebe eSizwe.	Kunzima ukubeka esikalini kuba kufuneka kuhlolwe ngezandla zonke iifayile ngeendima ekusetyenzwe ngazo kunyaka wengxelo kuba kungasetyenziswanga uvimba omtsha ovela kwikhomputha.
Ukundwendwela indawo UDONDOLO: Amakhadi okufikelela kwiindawo. Ingxelo yokundwendwela indawo/ukuhlola indawo ngokwezigqibo kwefomu emayibhalwe. Iifoto. Igosa elizokucholachola malikhatshwe liGosa eLitshutshisa ngoMthetho (LEO), xa kukho ulwaphulo mthetho.	Ixhomekeke kwindima nganye ekusetyenzwa ngayo: Abacebisi; AmaSebe kaRhulumente wePhondo laseNtshona Koloni; Oomasipala namaSebe eSizwe.	Abacebisi; AnaSebe kaRhulumente wePhondo laseNtshona Koloni; Oomasipala namaSebe eSizwe.	Kunzima ukubeka esikalini kuba kufuneka kuhlolwe ngezandla zonke iifayile ngeendima ekusetyenzwe ngazo kunyaka wengxelo kuba kungasetyenziswanga uvimba omtsha ovela kwikhomputha.



ULUDWE 5.1.2- Izigqibo zokucebisana nabathengi¹ - iyaqhubekeka - Ngokokwenza uVavanyo leGalelo leNdawo:

Inkonzo ezibalulekileyo	Abona basebenzisi nkonzo	Abo banokulotywa	Okufezekisiweyo kuthelakiswa nomgangatho
<p>Intlangniso zikawonke wonke UDONDOLO: Kumabakala awodwa kwakhona kuphela xa igosa liye njengombukeli. Amagosa awavumelekanga aphenyule mibuzo nezimvo.</p>	<p>Ixhomekeke kwindima nganye ekusetyenzwa ngayo: Abacebisi; AmaSebe kaRhulumente wePhondo laseNtshona Koloni; Oomasipala; AmaSebe eSizwe; Abantu bendawo; Abanini mhlaba; Urhwebo namashishini; NGO's nabaSebenzi abayiMbumba.</p>	<p>Abacebisi; AmaSebe kaRhulumente wePhondo laseNtshona Koloni; Oomasipala; AmaSebe eSizwe; Abantu bendawo; Abanini Mhlaba; Urhwebo naMashishini; NGO's nabaSebenzi abayiMbumba.</p>	<p>Kunzima ukubeka esikalini kuba kufuneka kuhlolwe ngezandla zonke iifayile ngeendima ekusetyenzwe ngazo kunyaka wengxelo kuba kungasetyenziswa uvimba omtsha ovela kwikhomputha.</p>
<p>Njengoko kunjalo kwimithetho neepolisi eziliqela njengakuMgaqo Siseko, uMthetho weSizwe wokuLawula iNdawo, noxwebhu lepolisi eDibeneyo yokuLawula ukuNgcola neLindle.</p> <p>Bambelela kwimimiselo ka Batho Pele.</p>	<p>urhwebo, NGOs, CBOs, amanye amaSebe kaRhulumente.</p>	<p>UWonke wonke Jikelele.</p>	<p>Kuthathwe inxaxheba kwiinkqubo eziliqela zengcebiso ezilalwe ngamanye amaSebe kaRhulumente nabanye abanegunya (umz. ukuphuhlisa koMthetho oYilwayo weSizwe oDibeneyo woLawulo lweLindle noMthetho oYilwayo weSizwe wokuLawula ezeNdawo neNdaba yeSizwe eKhathalele iMpilo kuLawulo lweLindle).</p> <p>Kuqalwe iinkqubo zephondo zokucebisa kuMthetho oYilwayo wezeMpilo kuLawulo lweLindle uMthetho oYilwayo omtsha wokuLawula iXabiso leMpepho, noMthetho oYilwayo wesizwe oDibeneyo wokuLawula iLindle.</p>



ULUDWE 5.1.2- Izigqibo zokucebisana nabathengi - iyaqhubekeka.

Inkonzo ezibalulekileyo	Abona basebenzisi nkonzo	Abo banokulotywa	Okufezekisiweyo kuthlelekiwa nomgangatho
Njengoko kubekwa yimithetho eliqela njengakuMgaqo Siseko, uMthetho wokuSetyenziswa koMhlaba, ka 1985 (uMthetho 15 ka 1985), njalo njalo.	Oomasipala; Abaphuhlisi nowonke wonke.	Bonke abahlala eNtshona Koloni.	Wonke umthetho ngokwengcebiso mawuthotyelwe ngqongqo.
Ukuthengiswa koMsebenzi wokuLawula uLwazi ngokuvana apha phakathi, ngeekomiti ezidibanisa amasebe, ngokuthetha, nangokwenza iintetho ngaphandle.	AmaSebe ePhondo, oomasipala, abacebisi, amaziko, nowonke wonke	Bonke abahlala eNtshona Koloni.	Ukuzibandakanya maxa onke kwenza unikezo lweengcebiso ezingaphezulu ngokugciniweyo/ulwazi.
Njengoko kuxelwa yimithetho neepolisi eziliqela njengoMgaqo Siseko, uMthetho weSizwe wokuLawula iNdawo ka1998. Bambelela kwimimiselo ye Batho Pele.	Urhwebo, NGOs, CBOs, namanye amasebe karhulumente.	Uwonke wonke Jikelele.	Kwathathwa inxaxheba kwiinkqubo eziliqela zengcebiso ezaqalwa zaqulunqwa liSebe leMicimbi yeNdawo noKhenketho namanye amaSebe kaRhulumente nabanye abanamagunya abafana neSixeko iKapa Kwaqaliswa iinkqubo zengcebiso zephondo zesikhokelo se CBNRM.



ULUDWE 5.1.3- Indlela yokufumaneka konikezo zinkonzo

Indlela yokuFumana	Okufezekisiweyo
<p>Abongamele uLawulo lweNdalo akuphendule inkqubo yokuthatha inxaxheba kukawonke wonke ngokwezicelo ezingenileyo ngokwe EIA okanye iMithetho ye ORV. Ngokomthetho umceli/ocebisayo nguye onoxanduva lwengcebiso (kanjalo ukufumaneka) kulo mba.</p>	<p>Le imigaqo, uluhlu lokwenza nezinye izinto ezilandelayo ezenziwe liSebe lokuLawula iNdawo ziyafumaneka kwi web site:</p> <ul style="list-style-type: none"> ● Iplani yoKwenza yezeNdawo; ● Imibuzo yokubhena/appel vraelys; ● Imigaqo yeziCelo zeEIA yezakhelo zothethwano; ● Imigaqo yokuphuhlisa iintaba, iinduli nakwimiwonyo; ● Imigaqo yePlani yokuFunda uBungakanani ngokweMithetho ye EIA; ● Imigaqo yokuThatha inxaxheba kaWonke wonke ngokweMithetho ye EIA ; ● Ifomu yesicelo noLuhlu lokwenza yeEIA; ● Imigaqo yokuLindelwe yiEIA. <p>Le migaqo ingentla neminye imigaqo, Amaxwebhu oLwazi nezazisi najalo njalo athunyelwa ngqo kabacebisi ngokoluhlu lwembalelwano kuMlawuli olungabantu nemibutho engaphezu kwe 350. Oku kuqulethe amaxwebhu oLwazi nezazisi zamatyala abo bacelayo ngokweMithetho yeEIA, iifomu zezicelo neenkqubo zeMithetho ye ORV, imigaqo yoomasipala yemithetho yendawo, uxwebhu loLwazi lokutolika nokwenzaiziXokomezelelo zika Meyi 2002 kwiMithetho yeEIA malunga nomhlaba ongekenzwa nto neMigaqo yabaCebisi kokuLindelwe yiEIA.</p>
<p>Uwonke wonke uyafikeleleka kubasebenzi bonke ngokusebenzisa iimfonomfono, iifeksi, oonomyayi, e-mail nokundwendwela ii ofisi.</p>	<p>Sifumene uthehthethwano oluninzi kumacandelo kawonke wonke jikelele lo nto ibonisa ukuba indlelayethu yokwenza iyasebenza.</p>
<p>Abasebenzi batyelela yonke imimandla kwiphondo laseNtshona Koloni benika amacebo nokusombulula iingxaki ngokwenza njalo bakhankasa ubongameli nesebe baqhagamshelane nawo onke amalungu kawonke wonke abawajongileyo.</p>	
<p>Sibhiyozela okuninzi okukwikhalenda yezeNdawo okunjenge World Environmental Day, Usuku lweArbour , Usuku lweOzone , njl njl. Sizama ukuthumela imiyalezo eliqela yemiba yolawulo lokungcola nelindle ngezi mini zemigcobo ikwikhalenda.</p>	<p>Sibe nempumelelo ukubhiyozela emininzi imihla yemibhiyozo yendawo ekwikhalenda kwaye ngokwenza oko sigqithise imiyalezo yethu yokulawula ukungcola nelindle kumawakawaka abantu. Sibe negalelo kwakhona kwimibhiyozo eyenziwe yeminye imibutho (umz.lveki yaManzi kaZwelonke eyayibhiyozelwa liSebe liMicimbi yaManzi naMahlathi).</p>



ULUDWE 5.1.3- Indlela yokufumaneka konikezo zinkonzo - iyaqhubekeka.

Indlela yokuFumana	Okufezekisiweyo
<p>Ukusebenzisa usasazo oluninzi. Sisebenzisa usasazo lwamaphepha ukubiza izicelo zeeprojekti ezizakuxhaswa yiWECCO qho ngonyaka. Senze i Video/CD njengenzuzo yokuba lilungu lemibutho enciphisa ilindle le Video/CD izakusiwa koomasipala nakumashishini. Qho ngonyaka sizoba senze izinto ezintsha zokukhankasa ezinje nge zikipa, iikepusi, iibhenasi, iiposters njalo njalo. Zisiwe kuwonke wonke jikelele.</p>	<p>Kwenziwa ivideo ebonisa umvuzo wokuzibandakanya neMibutho yokuNciphisa iLindle. Le video iza kusiwa kubo bonke oomasipala namashishini.</p> <p>Kwanziwa ivideo ebonisa okunukwenziwa kukungcola empilweni.</p>
<p>Isebe alisebenzi ngqo nowonke wonke kwiinkonzo ezininzi. Oomasipala basebenzisa iipolisi zeSebe. Ii ofisi zoomasipala ziyafikeleleka kuwonke wonke. Isebe kwakhona lisasaza uvimba/ulwazi ngencwadi zazisi, website, izazisi, usasazo lombane njalo njalo.</p>	<p>inkonzo novimba/ulwazi leSebe ziyafumaneka banzi.</p>
<p>Uwonke wonke jikelele uyakwazi ukufumana abasebenzi ngeemfono mfono, iifeksi, oonomyayi,e-mail nangokutyelela ii ofisi.</p>	<p>Sithethile kakuhle nangempumelelo nowonke wonke jikelele nabanye abangabethu abanjenge Sixeko seKapa, WCNCB, DEAT, njalo njalo.</p>
<p>Abasebenzi bethu bathe gqolo ukufundisa uwonke wonke ngemfuneko yolondolozo olugcinakeleyo lwezinto eziphilayo ngokwahlukana kwazo kwimibhiyozo ekwikhalenda enjengo Suku lweNdawo kuZwelonke ne Arbour Day yeSizwe.</p>	<p>Siyenzile ngokuyi mpumelelo imibhiyozo eliqela yendawo ekwikhalenda kwaye ngokwenza oko sathumela umyalezo wophuhliso olugcinakeleyo nokulondolozo oovimba bendalo.</p>



ULUDWE 5.1.4- Indlela yokufumaneka konikezo zinkonzo

Intlobo zesixhobo zolwazi	Okufezekisiweyo
Imigaqo namaxwebhu olwazi.	Imigaqo eyi 6 namaxwebhu asi 7 olwazi.
IPlani yokwenza ezeNdawo.	Yapapashwa kwiGazethi yePhondo yabekwa nakwi website.
IlRejista yokwenzekileyo yafunyenwa ngokwemithetho ye EIA.	Okongameleyo kugcine irejista esoloko ilungiswa qho.
Isebe libamba iintlanganiso ezifundisayo nabanye abanini.	
Ssoloko siqhagamshelene nowonke wonke jikelele.	Akukho zikhalazo zikawonke wonke ezifunyenwe malunga nonikezo nkonzo.
Sibe nempumelelo amaxwebhu, iipolisi imigaqo njalo njalo emininzi ngolawulo lokungcola nelindle kuwonke wonke kuPhondo lweNtshona Koloni (umz uMthetho oYilwayo wePhondo oLawula iLindle ngokuseMpilweni.).	Asikafumani zikhalazo malunga nobunjani bamaxwebhu esiwenzileyo zawasasaza.
Sibenempumelelo yokwenza iiseminars, iiseshoni ezicebisayo neentlanganiso ezifundisayo eziliqela noomasipala nowonke wonke (umz. lintlanganiso zokufundisa ekwenzeni uMthetho wePhondo oYilwayo wokuLawula iLindle ngeMpilo nasekwenzeni uMthetho oYilwayo weSizwe ekuLawuleni ubuNjani beMpepho yeNdawo).	Asifumenanga zikhalazo kubunjani beeseminars, iintlanganiso zokufundisa neeseshoni esibenazo.
Zonke iipolisi ezicebela ikamva nezenzo zophuhliso ziphumela kwiinkqubo zokusebenzisa uwonke wonke kakhulu. Ezi nkqubo zokusebenzisa uwonkewonke zisoloko zizisa ulwazi lweenkonzo.	Zimbalwa izikhalazo esizifumeneyo zeenkonzo zeSebe esizifumanayo.
Ukoneka novimba/ulwazi lombane lunikwa ngeSixokelelwano solwazi.	Iileta ,iie-mail ezivuyisanayo zisoloko sizifumana. Zimbalwa izikhalazo esizifumanayo.
Sisoloko siqhagamshelene nowonkewonke jikelele.	Iingxelo zabacebisayo zigqitywe ngaphandle kokulibazisa kwaye yonke into ibiselubala sabandakanya namalungu kawonke wonke ekujongeni imiba efuna bona kangokuba sabamemela kwiNtloko yeSebe. Iingxelo zenziwe zanokufunyanwa ngabantu.



ULUDWE 5.1.4 - Indlela yokufumaneka konikezo zinkonzo - iyaqhubekeka.

Intlobo zesixhobo zolwazi	Okufezekisiweyo
Sisasaze ngempumelelo iqela lamaxwebhu, iipolisi, imigaqo njalo njalo ngokuphilileyo okwahlukeneyo kubantu bethu abakufaneleyo oku.	
Sibe nempumelelo yokubamba iqela lee seminars, iiseshoni ezicebisayo neentlanganiso ezifundisayo noomasipala nowonke wonke jikelele.	Sizifumene izikhalazo ngobunjani beeseminars, iintlanganiso ezifundisayo, neeseshoni ezicebisayo neentlanganiso.

ULUDWE 5.1.5 - Indlela yezikhalazo

Ukukhambisa kwezikhalazo	Okufezekisiweyo
Izikhalazo/imibuzo kuMphathiswa: Ukungeniswa kwengxelo yemo/inkqubela kuMphathiswa (ixhomekeke kubunjani besikhalazo/bombuzo) nempendulo eyilwayo.	Zonke izikhalazo/imibuzo efunyenweyo yaphendulwa.
Qho bambelela kwimimiselo ye Batho Pele xa usebenza nabantu abaxhasayo naxa usebenza nezikhalazo zikawonke wonke.	
Izikhalazo zifunyanwa kwinkalo ezininzi zosasazo (lwemfonomfono, olubhaliweyo, olomlomo njalo njalo). Siyaziphendula izikhalazo phakathi kweeyure eziyi 24. Sizama ukusombulula zonke izikhalazo zikawonke wonke kwiveki ezimbini sizifumene.	Sizihoyile sazisombulula ezininzi izikhalazo zikawonke wonke kwaye kude kube ngoku akukho okubi esikufumeneyo kubakhalazi ngokwexesha esiphendule ngalo nokukhuthala ukubanceda.
Onke amahlelo kwiSebe azisiwe ngeendlela ezininzi ezinjenge zazisi newebite. Abantu bamele bazi ukuba bakhalaze kubani ukuba bafuna oko. Bambelela qho kwimimiselo ye Batho Pele xa usebenza nabakuxhasayo naxa usebenza ngezikhalazo zikawonke. Izikhalazo sizifumene kwabanamagunya nakubantu (ngemfonomfono nangomlomo njalo njalo). Sizamile ukuzisombulula izikhalazo ezifike ngemfonomfono nomntu ngamnye .	Ziimbalwa izikhalazo ezufunyanwayo. Sizihoyile zonke izikhalazo kodwa abantu bathe gqolo bekhalezela unikezo nkonzo oluphucukileyo kwiprojekti ezifana neLali yeSikolo soMoluko eDriftsands.



5.2 Inkcitho

Uhlahlo lwabiwo- mali lwamasebe ngokwemigaqo nkqubo echazwe cacileyo. Ezi zintlu zingezantsi zishwankathela isigqibo senkcitho ehloliweyo ngo mqaqo-nkqubo (uluhlu 5.2.1) kunye by salary bands (Uluhlu 5.2.2). Ingakumbi ibonelela ngengcaciso yemali echithwe kwindleko zabasebenzi kumgaqo nkqubo ngamnye okanye imivuzo ehleliweyo .

ULUHLU 5.2.1 - Indleko zabasebenzi costs ngoko mqaqo-nkqubo, 2003 04

Umgaqo-nkqubo	Tlyonke inkcitho (R'000)	Inkcitho yabasebenzi (R'000)	Inkcitho yokulolonga abasebenzi (R'000)	Ingcali nenkonzo zethutyana (R'000)	Indleko zabasebenzi ngokwesiqingatha senkcitho iyonke	Umyinga wendleko zabasebenzi ngoko msebenzi ngamnye (R'000)
I-ofisi yolawulo	15 612	9 010	156	1 611	58	99
Ezolondolozo lwendalo	85 953	10 477	392	2 937	12	113
Ucwangciso lo phuhliso	19 057	10 685	121	1 566	56	153
Iyonke	120 622	30 172	669	6 114	25	119

ULUHLU 5.2.2 – Indleko zabasebenzi salary bands, 2003/04

Imivuzo icacisiwe	Inkcitho Yabasebenzi (R'000)	% sendleko zabasebenzi sisonke	Umyinga wendleko zabasebenzi ngoko msebenzi ngamnye (R'000)
Ubuchule kwinqanaba eliphantsi(Inqanaba 1-2)	152	1	19
Kwaanobuchule (Amanqanaba 3-5)	2 533	8	46
Imveliso yabasebenzi abanabuchule obukwinqanaba eliphezulu (Amanqanaba 6-8)	10 773	36	98
Uhlolo lomsebenzi olukwinqanaba eliphezulu (Amanqanaba 9-12)	12 088	40	173
Ulawulo lomsebenzi olukwinqaba eliphezulu (Amanqanaba 13-16)	4 626	15	421
IYonke	30 172	100	119



Olu luhlu lulandelayo lubonelela ngesishwankathelo ngokubhekisele kwinkqubo nganye (Uluhlu 5.2.3) and salary bands (Uluhlu 5.2.4), yenkcitho mali ethe yenziwa ngenxa yemivuzo, ixesha elongezelelweyo lomsebenzi, isibonelelo kubaninimizi kunye noncedo ngemali yokuhlangabezana nezempilo. Kwimo nganye, uluhlu lubonelela ngengcaciso yesiqingatha ekhulwini yo hlahlo lwabiwo mali lwabasebenzi olwastyenziselwa ezi zinto.

ULUHLU 5.2.3 - Imivuzo, Ixesha elongezelelweyo lomsebenzi, Imbonelelo yaba ninimzi kunye noncedo ngemali yokuhlangabezana nempilo yabasebenzi ngokwenkqubo ka 2003/04

Umgaqo-nkqubo	Imivuzo		Ixesha elongezelelweyo lomsebenzi		Isibonelelo kuba ninimzi		Uncedo ngemali	
	Isixa-mali (R'000)	Imivuzo ngokwe % sendleko zabasebenzi	Isixa-mali (R'000)	Imivuzo ngokwe % sendleko zabasebenzi	Isixa-mali (R'000)	iHOA nge % Yencitho yabasebezi	Isixa-mali (R'000)	Imivuzo ngokwe % sendleko zabasebenzi
I-ofisi yolawulo	6 063	67	194	2	160	2	320	4
Abezolondolozo lwendalo	7 593	72	33	0	152	1	405	4
Ucwangciso lophuhliso	7 345	69	0	0	249	2	542	5
Iyonke	21 001	70	227	1	561	2	1 267	4



iFoto: Dennis Laidler



ULUHLU 5.2.4 – Imivuzo, Ixesha elongezelelweyo lomsebenzi, Imbonelelo yaba ninimzi kunye noncedo ngemali yokuhlangabezana nempilo yabasebenzi ngokwenkqubo ka 2003/04

Imivuzo icacisiwe	Imivuzo		Ixesha elongezelelweyo lomsebenzi		Isibonelelo kuba ninimzi		Uncedo ngemali yokuhlangabezana nempilo yabasebenzi	
	Isixa-mali (R'000)	Imivuzo ngokwe % sendleko zabasebenzi	Isixa-mali (R'000)	Ixesha elongezelelweyo ngokwe % sendleko zabasebenzi	Isixa-mali (R'000)	HOA as a % of personnel cost	Isixa-mali (R'000)	Uncedo lokuhlangabezana nempilo ngokwe % sendleko zabasebenzi
Ubuchule akwinqanaba eliphantsi (Amanqanaba 1-2)	116	76	6	4	13	9	0	0
Kwabanobuchule (Amanqanaba 3-5)	1 866	74	25	1	50	2	187	7
Imveliso yabantu abanobuchule akwinqanaba eliphezulu (Amanqanaba 6-8)	7 690	71	114	1	271	3	487	5
Uhlolo lomsebenzi olukwinqanaba eliphezulu (Amanqanaba 9-12)	8 631	71	82	1	227	2	571	5
Ulawulo lomsebenzi olukwinqanaba eliphezulu (Amanqanaba 13-16)	2 698	58	0	0	0	0	22	0
Iyonke	21 001	70	227	1	561	2	1 267	4



5.3 Umsebenzi nezithuba zengqesho

Uluhlu olulandelayo lushwankathela inani lezithuba zomsebenzi ezikhoyo, inani labasebenzi, umlinganiselo wezithuba zengqesho kunye nokuba ngaba kukho abasebenzi abongezelelweyo. Olu lwazi luthiwa thaca ngokubhekisele kwizinto ezintathu ezibalulekileyo nezahlukeneyo:- umgaqo-nkqubo (Uluhlu 5.3.1), imivuzo ehleliweyo (Uluhlu 5.3.2) kunye neentlobo zemisebenzi ezibalulekileyo (Uluhlu 5.3.3). Amasebe aye alathe izithuba ezibalulekileyo ezifuna ukubekwa phantsi kweliso elibukhali. Uluhlu 5.3.3 lubonelela ngolwazi olubhekisele kumsebenzi lowo nakwizithuba malunga nemisebenzi eyiyeyona ibalulekileyo kwisebe.

Umyinga wezithuba zengqesho ubonisa isiqingatha ekhulwini sezithuba ezingenabantu.

ULUHLU 5.3.1 - Inqesho nezithuba zengqesho ngoko mgaqo-nkqubo womhla we-31 Matshi 2004

Umgqo-nkqubo	Inani lezithuba zengqesho	Inani lezithuba zomsebenzi ezinabantu bazo	Umyinga wezithuba zomsebenzi ngokwe %	Inani lezithuba zomsebenzi ezinabantu bazo ngokongezelele ekubunjweni kwalo msebenzi
I-ofisi yolawulo	68	58	15	14
Abezolondolozo lwendalo	102	60	41	5
Ucwangciso lophuhliso	110	58	47	5
Iyonke	280	176	37	24

ULUHLU 5.3.2 Inqesho nezithuba zengqesho ngokubhekisele kwi mivuzo ehleliwe, zika 31 Matshi 2004

Salary band	Inani lezithuba zomsebenzi	Inani lezithuba zomsebenzi ezinabantu bazo	Umyinga wezithuba zomsebenzi ngokwe %	Inani lezithuba zomsebenzi ezinabantu bazo ngokongezelele ekubunjweni kwalo msebenzi
Abanobuchule akwiqondo elisezantsi (Amanqanaba 1-2)	3	3	0	0
Kwabanobuchule (Amanqanaba 3-5)	47	36	23	15
Imveliso yabantu abanobuchule (Amanqanaba 6-8)	119	74	38	6
Uhlolo lomsebenzi olukwinqanaba eliphezulu (Amanqanaba 9-12)	101	54	47	2
Ulawulo lomsebenzi olukwinqanaba eliphezulu (Amanqanaba 13-16)	10	9	10	1
Iyonke	280	176	37	24



ULUHLU 5.3.3 - Inqesho nezithuba zengqesho ngokubhekisele kwimisebenzi eyeyona ibalulekileyo, ku 31 Matshi 2004

Imisebenzi eyeyona ibalulekileyo	Inani lezithuba zomsebenzi	Inani lezithuba zomsebenzi ezinabantu bazo	Umyinga wezithuba zomsebenzi ngokwe %	Inani lezithuba zomsebenzi ezinabantu bazo ngokongezelele ekubunjweni kwalo msebenzi
Abezolondolozo lwendalo	71	35	51	0
Umqulunqi wedolophu nenqila	37	15	59	0
Ubugcisa kwezoshishino	9	7	22	0
Iyonke	117	57	51	0



iFoto: Dennis Laidler



5.4. Uvavanyo Lomsebenzi

Imithetho yeenkonzo zoluntu ka 1999 yaveza uhlelo lomsebenzi njengendlela yokuqinisekisa ukuba imisebenzi elinganayo ihlawulelwa ngokulinganayo. Abasemagunyeni bangahlela okanye bahlele ngokuphinda-phinda nawuphi umsebenzi kumasebe abo, oko bekwenza ngokubhekisele kumgaqo-nkqubo ogunyaziswe elizweni jikelele. Ngokubhekisele kwimigaqo-nkqubo, zonke izithuba zomsebenzi ezikwinqanaba lomvuzo 9 nangaphezulu, kunyanzelekile ukuba zihlelwe phambi kokuba zizaliswe. Oku kwazalisekiswa sisigqibo esathatyathwa nguMphathiswa weeNkozo zikaWonke-wonke noLawulo, ukuba zonke izithuba zeSMS mazihlelwe phambi komhla we 31 Disemba 2002.

Olu luhlu lulandelayo (Uluhlu 5.4.1) lushwankathela inani lezithuba zomsebenzi ezaye zahlelwa kunyaka omiyo. Uluhlu lukwabonelela ngohlalutyo lwamanani malunga nenani lezithuba zengqesho ezathi zonyuselwa izinga okanye zathotyelwa izinga lazo.

ULUHLU 5.4.1 – Uhlelo lomsebenzi ukusuka kumhla woku- 1 Epreli 2003 ukuya kumhla wa 31 Matshi 2004

Imivuzo ehleliweyo	Inani lezithuba	Inani lezithuba zomsebenzi esezihleliwe	% of posts evaluated by salary bands	Izithuba zomsebenzi ezinyuswe kwizinga lazo		Inani lezithuba zomsebenzi ezithotywe kwizinga lazo	
				Number	% of posts evaluated	Number	% of posts evaluated
Ubuchule akwiqondo elisezantsi (Amaqanaba 1-2)	3	2	67	0	0	0	0
Ukuba nobuchule (Amaqanaba 3-5)	47	12	26	1	8	10	83
Imveliso yabasebenzi abanamava akwiqondo eliphezulu (Amaqanaba 6-8)	119	51	43	0	0	0	0
Uhlolo lomsebenzi olukwiqondo eliphezulu (Amaqanaba 9-12)	101	81	80	3	4	0	0
Ulawulo lwenkonzo zomsebenzi olukwiqondo eliphezulu Band A	6	4	67	0	0	0	0
Senior Management Service Band B	3	2	67	0	0	0	0
Senior Management Service Band C	1	0	0	0	0	0	0
Senior Management Service Band D	0	0	0	0	0	0	0
Iyonke	280	152	54	4	2	10	7



Olu luhlu lulandelayo lubonelela ngesishwankathelo lenani labasebenzi abo bathe bonyuselwa izinga lemivuzo yabo ngenxa yokunyuswa kwezinga lezithuba zomsebenzi wabo. Inani labasebenzi lisenokwahluka kwini lezithuba zomsebenzi ezinyuselwe izinga, nanjengoko ingengabo bonke abasebenzi abathi bafakwe kwizithuba ezitsha kwaye ezinye zezithuba zomsebenzi ezinyuselwe izinga sisenokungabi nabantu.

ULUHLU 5.4.2 – Incukacha zabasebenzi abanemivuzo enyuselwe izinga ngenxa yokonyuswa kwezinga lezithuba zabo ukusuka ngomhla we-1 Epreli 2003 ukuya ku-31 Matshi 2004

Amalungelo abantu	Umntu omnyama	Amandiya	Abantu bebala	Abantu abamhlophe	Iyonke
Abasetyhini	0	0	3	1	4
Amadoda	0	0	0	0	0
Iyonke	0	0	3	1	4
Abasebenzi abanokukhubazeka	0	0	0	0	0

Olu luhlu lulandelayo (Uluhlu 5.4.3) lushwankathela inani lemiba apho amanqanaba emivuzo athe agqithisa kwiqondo elivezwe luhlelo lomsebenzi. Izizathu zokutenxa zibonelelwe kwimeko nganye.

ULUHLU 5.4.3 – Abasebenzi abamivuzo egqithisileyo kwinqanaba elifunyaniswe luhlelo lomsebenzi kumhla we-1 Epreli 2003 ukuya ku-31 Matshi 2004 (Ngokubhekisele kwiPSR 1.V.C.3)

Uhlobo lomsebenzi	Inani labasebenzi	Inqanaba lokuhlolwa	Inqanaba lomvuzo	Isizathu sokuphambuka
Umsebenzi okwinqanaba eliphezulu kumsebenzi we-ofisi	bebonke		6	UNYUSELO NGOKUBHEKISELE
Umabhalana kwi-ofisi yezimali	2	komsebenzi	6	KWIXESHA LENGQESHO YOMNTU
Umabhalana kwi ofisi yolawulo	3	5	6	
Umabhalana okwinqanaba eliphezulu kwi-ofisi yezimali	2	5	6	
Umabhalana okwinqanaba eliphezulu kubhaliso lwezinto	1	5	5	
Umabhalana okwinqanaba eliphezulu kubhaliso lwezinto	1	4	6	
Iyonke	1	4		
	10	4		
Inani labasebenzi abamivuzo egqithisileyo kwinqanaba elifunyaniswe luhlelo lomsebenzi kunyaka we-2003/04				10
Isiqingatha ekhulwini somsebenzi uwonke				4



Uluhlu 5.4.4 lushwankathela abaxhamli boku kungentla ngokubhekisele kuhlanga, isini kwanokukhubazeka.

ULUHLU 5.4.4 – linkcukacha zabasebenzi abamivuzo igqithisileyo kwiqondo elifunyaniswe luhlelo lomzebenzi ngomhla we, 1Epreli 2003 ukuya 31 ku Matshi 2004 (ngokubhekisele kwi PSR 1.V.C.3)

Abaxhamli	Umntu omnyama	Amandiya	Abantu bebala	Abantu abamhlophe	Iyonke
Abasetyhini	0	0	1	2	4
Amadoda	0	0	3	3	6
Iyonke	0	0	4	5	10
Abasebenzi abanokukhubazeka	0	0	0	0	

[Ukuba khange kubekho izimo zoquko lwentlawulo olugqithisileyo kwiqondo olufunyaniswe luhlelo lomsebenzi, sebenzisa olu luhlu lulandelayo njengoluhlu 5.4.3]

Inani labasebenzi abamivuzo egqithisileyo kwinqanaba elifunyaniswe luhlelo lomsebenzi kunyaka we-2003/04	10
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Ifoto: Ngu Century City



5.5. Utshintsho lwengqesho

Eli candelo lubonelela ngolwazi olubhekisele kutshintsho lwengqesho kunyaka-mali.

Umyinge omalunga nabasebenzi abayeka ukusebenza lubonelela ngesimo sezinto kwincukacha zengqesho zeseba. Olu luhlu lulandelayo lubonelela ngesishwankathelo somyinge wokuyekwa komsebenzi ngokoquko lwemivuzo. (Uluhlu 5.5.1) kwanangokubhekisele kwimisebenzi ebelulekileyo (Uluhlu 5.5.2). (Le "misebenzi ibalulekileyo" kufanele ifane naleyo idweliswe kuluhlu 5.3.3)

ULUHLU 5.5.1 – Imyinge yokuyekwa komsebenzi ngokoquko lwemivuzo kwisithuba esisuka kumhla we-1 Epreli 2003 ukuya ku 31 Matshi 2004

Uquko Lwemivuzo	Inani labasebenzi ngokoquko ukusuka kumhla we-	Ukutyunjwa nokuthunyelwa kwabasebenzi kwamanye amasebe	Ukunqunyanyiswa nokuthunyelwa kwabasebenzi kwelinye isebe	Isantya sokuyekwa komsebenzi ngokwe %
Abanobuchule akwiqondo elisezantsi (iqanaba 1-2)	1 Epreli 2003	0	4	57
Abanobuchule (Amanqanaba 3-5)	7	10	13	39
Imveliso yabasebenzi abanamava akwiqondo eliphezulu (Amanqanaba 6-8)	33	23	28	33
Uhlolo lomsebenzi olukwiqondo eliphezulu (Amanqanaba 9-12)	84	7	15	24
Uquko Lwenkonzo Yolawulo Oluphezulu A	63	1	2	33
Uquko Lwenkonzo Yolawulo Oluphezulu B	6	0	0	0
Uquko Lwenkonzo Yolawulo Oluphezulu C	3	0	0	0
Uquko Lwenkonzo Yolawulo Oluphezulu D	1	0	0	0
Iyonke	0	41	62	31



TULUHLU 5.5.2 - Isantya Sokuyekwa komsebenzi ngonyaka ngokubhekisele kwizithuba zomsebenzi ezibalulekileyo kwizithuba esisuka kumhla we-1 Epreli 2003 ukuya ku-31 Matshi 2004

Uhlobo lomsebenzi:	Inani labasebenzi ngokohlobo lomsebenzi ukusuka kumhla we-1 Epreli 2003	Ukuzaliswa kwezithuba zomsebenzi nokutshintshelwa kwabasebenzi kwisebe	Ukuyekwa komsebenzi notshintsho lwabasebenzi betshintshela kumanye amasebe	Isantya sokuyekwa komsebenzi ngokwe %
Abezolondolozo lwendalo	30	15	10	33
Abaqulunqi bedolophu nenqila	18	0	3	17
Ucwangciso lophuhliso	7	0	0	0
Iyonke	55	15	13	24

Uluhlu 5.5.3 Uhlola ezona zizathu zokuba kutheni abasebenzi beshiye isebe.

ULUHLU 5.5.3 - Ezona zizathu zokuba kutheni abasebenzi besiye isebe.

Uhlobo lonqunyaniso	Inani	Iyonke ngokwe %
Ukufa	0	0
Ukuyeka ukusebenza	9	5
Ukuphelelwa kwexesha lesivumelwano	47	24
Ukugxothwa emsebenzini – utshintsho lwenkqubo yokusebenza	0	0
Ukugxothwa emsebenzini -ukungaziphathi kakuhle emsebenzini	1	1
Ukugxothwa emsebenzini- – ngenxa yenkonzo ekumgangatho ophantsi	0	0
Ukunqunyaniswa ngenxa yokungabi nampilo	0	0
Umhlalaphantsi	0	0
Ukuthunyelwa kumanye amasebe enkonzo zikawonke-wonke	50	25
Ezinye	2	1
Iyonke	109	55



ULUHLU 5.5.4 – Unyuselo ngokubhekiselele kwizithuba zomsebenzi ezibalulekileyo.

Uhlobo lomsebenzi:	Abasebenzi ukusuka kumhla we-1 Epreli 2003	Unyuselo lwemivuzo ukuya kwinqanaba eliphezulu	Unyuselo lwenqanaba lwemivuzo ngokwe % sabasebenzi ngokohlobo lomsebenzi	Unyuselo ukuya kwelinye inqanaba lomvuzo	Unyuselo lwenqanaba lomvuzo ngokwe % sabasebenzi ngokohlobo lomsebenzi
Abezolondolozo lwendalo	30	12	40	13	43
Abaqulunqi bedolophu nenqila	18	0	0	12	67
Ucwangciso lophuhliso	7	1	14	6	86
Iyonke	55	13	24	31	56

ULUHLU 5.5.5 – Unyuselo ngokoquko lwemivuzo

Uquko lwemivuzo	Abasebenzi ukusuka kumhla we-1 Epreli 2003	Ukunyuswa kwemivuzo ukuya kwinqanaba eliphezulu	Unyuselo loquko lwemivuzo ngokwe % sabasebenzi ngokwenqanaba lomvuzo	Unyuselo ukuya kwelinye inqanaba lomvuzo	Unyuselo lwenqanaba lwemivuzo ngokwe % sabasebenzi ngokoquko lwemivuzo
Abanobuchule akwiqondo elisezantsi (Amanqanaba 1-2)	7	0	0	3	43
Abanobuchule (Amanqanaba 3-5)	33	2	6	16	48
Imveliso yabasebenzi abanobuchule akwiqondo eliphezulu (Amanqanaba 6-8)	84	6	7	49	58
Uhlolo labanobuchule abakwiqondo eliphezulu (Amanqanaba 9-12)	63	17	27	27	43
Ulawulo olukwiqondo eliphezulu (Amanqanaba 13-16)	10	0	0	0	0
Iyonke	197	25	13	95	48



5.6 Inggesho ngokulinganayo

Uluhlu kwelicandelo lujolise kucwangciso olwalathwe yinkqubo ye Ngqesho ngokulinganayo ka , 55 of 1998.

ULUHLU 5.6.1 Lilonke inani labasebenzi(kudityaiswe nabasebenzi abanokukhubazeka) ngokwesigaba ngasinye esilandelayo sohlobo lomsebenzi ukusuka kumhla we- 31 Matshi 2004

Izigaba zohlobo lomsebenzi (SASCO)	Amadoda				Abasetyhini				Iyonke
	Umntu omnyama	Abantu bebala	Amandiya	Abantu abamhlophe	Umntu omnyama	Abantu bebala	Amandiya	Abantu abamhlophe	
Abaqulunqi bomthetho, abasebenzi abakumanqanaba aphezulu kwakunye nabalawuli	0	4	0	5	1	0	0	0	10
lingcali	3	9	2	14	4	19	2	13	66
lingcali zobugcisa kwakunye nezinye iingcali ezibandakanyekayo	0	0	0	0	0	0	0	0	0
Omabhalane	1	6	0	1	5	22	1	12	48
Abasebenzi beenkonzo nentengiso	0	2	0	0	0	0	0	1	3
Abasebenzi abanamava kwezolimo nakwezokuloba intlanzi	0	0	0	0	0	0	0	0	0
Abasebenzi bezokuchwela kwanemisebenzi ebandakanyekayo	0	0	0	0	0	0	0	0	0
Abasebenzisi bomatshini nabo bakwindawo ekudityaniswa kuyo	0	1	0	0	0	0	0	0	1
Iintlobo zemisebenzi ezikwinqanaba elisezantsi	2	7	0	17	2	10	1	9	48
Iyonke	6	29	2	37	12	51	4	35	176
Abasebenzi abanokukhubazeka	0	0	0	0	0	0	0	0	0

* Abaqeshwe ngokwesivumelwano sethutyana bayabandakanyeka

ULUHLU 5.6.2 Lilonke inani labasebenzi (kukukwa nabasebenzi abakhubazekileyo) kulo ngalunye uquko olulandelayo lohlobo lomsebenzi ngokomhla we-31 Matshi 2004

Uquko lohlobo lwemisebenzi	Amadoda				Abasetyhini				Iyonke
	Umntu omnyama	Abantu bebala	Amandiya	Abantu abamhlophe	Umntu omnyama	Abantu bebala	Amandiya	Abantu abamhlophe	
Abalawuli abakwizikhundla ezizezona ziphezulu	0	0	0	1	0	0	0	0	1
Abalawuli abakwizikhundla eziphezulu	0	3	0	4	1	0	0	0	8
lingcali ezigqibeleleyo nezizamava, kwanabalawuli abaphuzulu	1	11	2	20	1	10	1	9	55
Abasebenzi abanamava kwezobugcisa baphinde, abalawuli abasezantsi, abajongene kwabasebenzi, amadoda apheleleyo kwakunye neengqwayi-ngqwayi	5	9	0	12	6	23	2	22	79
Abanamava angagqibelelanga nokukwazi ukuthatha izigqibo ngokwembono yomntu lowo	0	4	0	0	4	18	1	3	30
Abasebenzi abangenawo amava bengenamagunya okwenza isigqibo esigqibeleleyo	0	2	0	0	0	0	0	1	3
Iyonke	6	29	2	37	12	51	4	35	176



ULUHLU 5.6.3 - Abantu abaqashiweyo ukususela kumhla we-1 Epreli 2003 ukuya ku-31 Matshi 2004

Uqoko lohlobo lwemisebenzi	Amadoda				Abasetyhini				Iyonke
	Umntu omnyama	Abantu bebala	Amandiya	Abantu abamhlophe	Umntu omnyama	Abantu bebala	Amandiya	Abantu abamhlophe	
Abalawuli abakwizikhundla ezizezona ziphezulu	0	0	0	0	0	0	0	0	0
Abalawuli abakwizikhundla eziphezulu	0	1	0	0	0	0	0	0	1
lingcali ezigqibeleleyo nezinamava, kwanabalawuli abaphuzulu	2	4	0	0	0	1	0	0	7
Abasebenzi abanamava kwezobugcisa baphinde, abalawuli abasezantsi, abajongene kwabasebenzi, amadoda aphepheyo kwakunye neengqwayi-ngqwayi	2	2	1	2	3	7	2	4	23
Abanamava angagqibelelanga nokukwazi ukuthatha izigqibo ngokwembono yomntu lowo	0	1	0	0	4	5	0	0	10
Abasebenzi abangenawo amava bengenamagunya okwenza isigqibo esigqibeleleyo	0	0	0	0	0	0	0	0	0
Iyonke	4	8	1	2	7	13	2	4	41
Abasebenzi abakhubazekileyo	0	0	0	0	0	0	0	0	0

ULUHLU 5.6.4 - Abantu abaqashiweyo ukususela kumhla we-1 Epreli 2003 ukuya ku-31 Matshi 2004

Uqoko lohlobo lwemisebenzi	Amadoda				Abasetyhini				Iyonke
	Umntu omnyama	Abantu bebala	Amandiya	Abantu abamhlophe	Umntu omnyama	Abantu bebala	Amandiya	Abantu abamhlophe	
Abalawuli abakwizikhundla ezizezona ziphezulu	0	0	0	0	0	0	0	0	0
Abalawuli abakwizikhundla eziphezulu	0	0	0	0	0	0	0	0	0
lingcali ezigqibeleleyo nezinamava, kwanabalawuli abaphuzulu	2	5	1	3	0	3	0	3	17
Abasebenzi abanamava kwezobugcisa baphinde, abalawuli abasezantsi, abajongene kwabasebenzi, amadoda aphepheyo kwakunye neengqwayi-ngqwayi	1	2	0	1	1	1	0	0	6
Abanamava angagqibelelanga nokukwazi ukuthatha izigqibo ngokwembono yomntu lowo	0	0	0	0	0	2	0	0	2
Abasebenzi abangenawo amava bengenamagunya okwenza isigqibo esigqibeleleyo	0	0	0	0	0	0	0	0	0
Iyonke	3	7	1	4	1	6	0	3	25
Abasebenzi abakhubazekileyo	0	0	0	0	0	0	0	0	0



ULUHLU 5.6.5 - Ukuyekwa komsebenzi ukusuka kumhla we-1 Epreli 2003 ukuya kowe-31 Matshi 2004

Uquko lohlobo lwemisebenzi	Amadoda				Abasetyhini				Iyonke
	Umntu omnyama	Abantu bebala	Amandiya	Abantu abamhlophe	Umntu omnyama	Abantu bebala	Amandiya	Abantu abamhlophe	
Abalawuli abakwizikhundla ezizezona ziphezulu	0	0	0	0	0	0	0	0	0
Abalawuli abakwizikhundla eziphezulu	0	1	0	0	0	0	0	1	2
Iingcali ezigqibeleleyo nezizamava, kwanabalawuli abaphuzulu	2	4	0	6	1	1	0	1	15
Abasebenzi abanamava kwezobugcisa baphinde, abalawuli abasezantsi, abajongene kwabasebenzi, amadoda apheleleyo kwakunye neengqwayi-ngqwayi	0	8	1	3	0	7	1	7	27
Abanamava angagqibelelanga nokukwazi ukuthatha izigqibo ngokwembono yomntu lowo	1	2	0	0	2	8	0	1	14
Abasebenzi abangenawo amava bengenamagunya okwenza isigqibo esigqibeleleyo	0	3	0	0	0	1	0	0	4
Iyonke	3	18	1	9	3	17	1	1	62
Abasebenzi abakhubazekileyo	0	0	0	0	0	0	0	0	0

ULUHLU 5.6.6 - Inyathelo loluleko labasebenzi ukusuka kumhla we-1 Epreli 2003 ukuya kowe-31 Matshi 2004

	Amadoda				Abasetyhini				Iyonke
	Umntu omnyama	Abantu bebala	Amandiya	Abantu abamhlophe	Umntu omnyama	Abantu bebala	Amandiya	Abantu abamhlophe	
Inyathelo loluleko lwabasebenzi	1	2	0	1	0	1	0	1	6



ULUHLU 5.6.7 Ukuphuhliswa kwamava abasebenzi ukusuka kumhla we-1 Epreli 2003 ukuya kowe-31 Matshi 2004

Izigaba zohlobo lwemisebenzi	Amadoda				Abasetyhini				Iyonke
	Umntu omnyama	Abantu bebala	Amandiya	Abantu abamhlophe	Umntu omnyama	Abantu bebala	Amandiya	Abantu abamhlophe	
Abaqulunqi bomthetho, abasebenzi baseburhulumenteni abakumanqanaba aphezulu kwakunye nabalawuli	0	0	0	0	0	0	0	0	0
lingcali	2	6	1	4	5	20	1	1	40
lingcali zobugcisa kwakunye nezinye iingcali ezibandakanyekayo	0	0	0	2	0	0	0	4	6
Omabhalane	7	9	0	11	11	21	2	10	71
Abasebenzi beenkonzo nentengiso	0	0	0	0	0	0	0	0	0
Abasebenzi abanamava kwezolimo nakwezokuloba intlanzi	0	0	0	0	0	0	0	0	0
Abasebenzi bezokuchwela kwanemisebenzi ebandakanyekayo	0	0	0	0	0	0	0	0	0
Abasebenzisi bomatshini nabo bakwindawo ekudityaniswa kuyo	0	0	0	0	0	0	0	0	0
lintlobo zemisebenzi ezikwinqanaba elisezantsi	0	0	0	0	0	0	0	0	0
Iyonke	9	15	1	17	16	41	3	15	117
Abasebenzi abanokukhubazeka	0	0	0	0	0	0	0	0	0

iFoto: Courtesy Century City



5.7 Ukuvuzwa ngokwentsebenzo

Malunga nokukhuthaza ukuzimisela emsebenzini, isebe ithe yanikezela ngalemivuzo yokuzimisela kwabasebenzi kulonyaka umiyo. Ulwazi luthiwa thaca ngokubhekisele kubuhlanga, kwisini kwanokukhubazeka (Uluhlu 5.7.1), uquko lwemivuzo (Uluhlu 5.7.2) kwakunye nohlobo lwemisebenzi olubalulekileyo (Uluhlu 5.7.3).

ULUHLU 5.7.1 - Ukuvuzwa ngokubhekisele ekuzimiseleni kumsebenzi ngokobuhlanga, ngokwesini kwanangokukhubazeka, ukusuka kumhla we 1 Eprelil 2003 ukuya 31 Matshi 2004

	Incukacha zabaxhamli			Indleko	
	Inani labaxhamli	Inani labasebenzi lilonke kwiqela	% senani lilonke kwiqela	Indleko (R'000)	Umyinge wendleko ngokomsebenzi
Abantu abamnyama	2	18	11	15	7 500
Amadoda	1	6	17	11	11 000
Abasetyhini	1	12	8	4	4 000
Amandiya	3	6	50	54	18 000
Amadoda	1	2	50	24	24 000
Abasetyhini	2	4	50	30	15 000
Abantu bebala	14	80	18	227	16 214
Amadoda	4	29	14	76	19 000
Abasetyhini	10	51	20	151	15 100
Abantu abamhlophe	18	72	25	298	16 556
Amadoda	7	37	19	138	19 714
Abasetyhini	11	35	31	160	14 545
Abasebenzi abanokukhubazeka	0	0	0	0	0
Iyonke	37*	176	21	594	16 054

*Ayibandakanyi iinkonzo zabalawuli abakwinqanaba eliphezulu



ULUHLU 5.7.2 - Ukuvuzwa ngokozimisela komntu ngoqulo lwemivuzo ngokubhekisele kubasebenzi abanganeno kwenkonzo yolawulo oluphezulu, ukusuka kumhla we-1 Epreli 2003 ukuya kowe-31 Matshi 2004

Uquko lwemivuzo	Inkcukacha zabaxhamli			Indleko		
	Inani labaxhamli	Inani labasebenzi	% Sesiphumo sisonke kuquko lwemivuzo	Zizonke indleko (R'000)	Umyinge wendleko ngoko msebenzi	Zizonke indleko ngokwe % senkcitho yabasebenzi iyonke
Abanobuchule akwiqondo elisezantsi (inqanaba 1-2)	0	3	0	0	0	0
Abanobuchule (Amanqanaba 3-5)	5	36	14	33	6 600	1
Imveliso yabasebenzi abanamava akwiqondo eliphezulu (Amanqanaba 6-8)	18	74	24	268	14 889	2
Uhlolo lomsebenzi olukwiqondo eliphezulu(Amanqanaba 9-12)	14	54	26	293	20 929	2
Iyonke	37	167	22	594	16 054	2

ULUHLU 5.7.3 - Ukuvuzwa ngokokuzimisela ngokubhekisele kuhlobo lomsebenzi obalulekileyo ukusuka kumhla we 1 Epreli 2003 ukuya ku - 31 Matshi 2004

Uhlobo lomsebenzi obalulekileyo	Inkcukacha zabaxhamli			Indleko	
	Inani labaxhamli	Inani labasebenzi	% Sesiphumo sisonke kuquko lwemivuzo	Zizonke indleko (R'000)	Umyinge wendleko ngoko msebenzi (R'000)
Abezolondolozo lwendalo	7	35	20	119	17
Abaqulunqi bedolophu nenqila	7	15	47	151	22
Ucwangciso lophuhliso	3	7	43	43	14
Iyonke	17	57	30	313	18

ULUHLU 5.7.4 –Imivuzo ngokunxulumene nokuzimisela (imali-nzala), ngoko quko lwemivuzo,ngokwenkonzo yolawulo ekwiqondo eliphezulu

Uquko lwemivuzo	Inkcukacha zabaxhamli			Indleko		
	Inani labaxhamli	Inani labasebenzi	% Sesiphumo sisonke kuquko lwemivuzo	Zizonke indleko (R'000)	Umyinge wendleko ngoko msebenzi	Zizonke indleko ngokwe % senkcitho yabasebenzi iyonke
Uquko A	2	5	40	32	16	0
Uquko B	1	3	33	14	14	0
Uquko C	1	1	100	17	17	0
Uquko D	0	0	0	0	0	0
Iyonke	4	9	44	63	16	0



5.8 Abasebenzi bamanye Amazwe

Olu luhlu lungezantsi lubonakalisa ushwankathelo lwengqesho yabasebenzi bamanye amazwe jikelele kwisebe ngokoquko lwemivuzo nangesithuba esibalulekileyo somsebenzi. Olu luhlu luthi kwakhona lushwankathele utshintsho lenani labasebenzi bamanye amazwe lilonke kuquko ngalunye lwemivuzo kunye nezithuba ezibalulekileyo zomsebenzi.

ULUHLU 5.8.1 - Abasebenzi abavela kwamanye amazwe, ukusuka kumhla we- 1 Epreli 2003 ukuya 31 Matshi 2004, ngoko quko lwemvuzo

Bekungekho basebenzi bamazwe angaphandle abaqeshiweyo ngethuba lengxelo.

ULUHLU 5.8.2 - Abasebenzi abavela kwamanye amazwe, ukusuka kumhla we- 1 Epreli 2003 ukuya 31 Matshi 2004, ngokwezithuba ezibalulekileyo zomsebenzi.

Bekungekho basebenzi bamazwe angaphandle abaqeshiweyo ngethuba lengxelo.

5.9 Ukusetyenziswa kweKhefu ukusuka kumhla we- 1 Januwari 2003 ukuya kumhla we 31 Disemba 2003

Ikomishoni Yenkonzo zika wonke-wonke yalatha isidingo sokubeka ili elibukhali lwe holide ngenxa yokugula kwethutyana kwinkonzo zesebe. Olu luhlu lulandelayo lubonelela ngengcaciso yokusetyenziswa kweholide ngenxa yokugula ithutyana (Uluhlu 5.9.1) kwakunye neholide yokukhubazeka (Uluhlu 5.9.2). Kwezimo zombini indleko eziqikelelweyo zeholide ziyabonelelwa.

ULUHLU 5.9.1 –Iholide ngenxa yokugula ithutyana ukusuka kumhla we 1 Januwari 2003 ukuya kumhla we 31 Disemba 2003

Uquko lwemivuzo	Inani lentsuku ezithatyathi weyo	% sentsuku ezinesiqinise kiso sokugula	Inani labasebenzi elithabatha iholide yethutyana ngenxa yokugula	% senani labasebenzi lilonke abathi bathabathe iholide ngenxa yokugula	Umyinge wentsuku ngokomsebenzi	Uqikelelo lwendleko (R'000)
Abanobuchule akwinqanaba elisezantsi (inqanaba 1-2)	32	59	5	3	6	3
Ukuba namava (Amanqanaba 3-5)	324	58	47	25	7	39
Imveliso yabasebenzi abanamava akwiqondo eliphezulu (Amanqanaba 6-8)	662	55	89	47	7	137
Uhlolo lomsebenzi okwiqondo eliphezulu (Amanqanaba 9-12)	290	58	43	23	7	108
Ulawulo lomsebenzi olukwiqondo eliphezulu (Amanqanaba 13-16)	57	88	7	4	8	71
Iyonke	1 365	58	191	100	7	358



ULUHLU 5.9.2 – Iholide yabakhubazekileyo (okwethutyana kunye nezisisigxina), ukusukela kumhla we 1 Januwari 2003 ukuya kumhla we-31 Disemba 2003

Uqoko lwemivuzo	Inani lentsuku ezithatyathi weyo	% sentsuku ezinesiqinise kiso sokugula	Inani labasebenzi elithabatha iholide yethutyana ngenxa yokugula	% senani labasebenzi lilonke abathi bathabathe iholide ngenxa yokugula	Umyinge wentsuku ngokomsebenzi	Uqikelelo lwendleko (R'000)
Abanobuchule akwinqanaba elisezantsi (Nqanaba 1-2)	0	0	0	0	0	0
Abanobuchule (Amanqanaba 3-5)	1	100	1	14	1	0
Imveliso yabasebenzi abanamava akwiqondo eliphezulu (Amanqanaba 6-8)	22	100	2	29	11	4
Uhlolo lomsebenzi oluphezulu (Nqanaba 9-12)	31	100	3	43	10	11
Ulawulo lomsebenzi olukwiqondo eliphezulu (Amanqanaba 13-16)	19	100	1	14	19	25
Iyonke	73		7	100	10	40

Uluhlu 5.9.3 luthi lushwankathele ukusetyenziswa ye holide ethatyathwa qho ngonyaka. Isivumelwano sochatha lwemivuzo saququnjelwa kunye nebutho labasebenzi kwezorhwebo kwi PSCBC ngo 2000, libongoza abolawulo lweholide yethutyana qho ngonyaka ukuthintela inqanaba lokuhlalulwa kwemivuzo ephezulu ethe yadeleka ngethuba lokunqumama emsebenzi.

ULUHLU 5.9.3 - Iholide ya rhoqo ngonyaka, ukusukela ngomhla woku 1 Januwari 2003 ukuya kuma ku 31 Disemba 2003

Uqoko lwemivuzo	Inani lentsuku ezithatyathiweyo	Umyinge ngoko msebenzi
Abanobuchule akwinqanaba elisezantsi (Amanqanaba 1-2)	136	12
Abanobuchule (Amanqanaba 3-5)	972	18
Imveliso yabasebenzi abanamava akwiqondo eliphezulu (Amanqanaba 6-8)	2 341	21
Uhlolo lomsebenzi okwiqondo eliphezulu (Amanqanaba 9-12)	1 472	21
Ulawulo lomsebenzi olukwiqondo eliphezulu (Amanqanaba 13-6)	241	22
Iyonke	5 162	20



ULUHLU 5.9.4 - Ikhefu elihloliweyo, 1 Januwari 2003 ukuya 31 Disemba 2003

Uquko lwemivuzo	Zizonke iintsuku ezithathiweyo zekhefu elihloliweyo	Inani lentsuku ezithatyathiweyo	Average capped leave per employee as at 31 December 2003
Abanobuchule akwinqanaba elisezantsi (Amanqanaba 1-2)	0	0	143
Abanobuchule (Amanqanaba 3-5)	18	6	216
Imveliso yabasebenzi abanamava akwiqondo eliphezulu (Amanqanaba 6-8)	173	10	1 098
Uhlolo lomsebenzi okwiqondo eliphezulu (Amanqanaba 9-12)	44	5	1 609
Ulawulo lomsebenzi olukwiqondo eliphezulu (Amanqanaba 13-16)	0	0	450
Iyonke	235	8	3 516

ULUHLU 5.9.5 – Iholide ezithe zahlawulelwa phakathi komhla woku 1 Eprelil 2003 ukuya kumhla we 31 Matshi 2004

Olu luhlu lulandelayo lushwankathela imivuzo ethe yahlawulwa abasesebenzi ngokubhekisele kwiholide zethutyana ezingazange zithatyathwe.

Izizathu	Imali Iyonke (R'000)	Inani lentsuku ezithatyathiweyo	Umyinge wentlawulo ngoko msebenzi
Iholide ezihlawuliweyo ngo 2003/04 ngokubhekiselwe kokungathatyathwa kwe holide kwixesha elidlulileyo	0	0	0
Iholide ezihlawulelweyo ekuyekweni komsebenzi ngo 2003/04	0	0	0
Iholide yakutsha nje ethe yahlawulelwa ekuyekeni ukuphangela ngonyaka ka 2003/04	29	12	2 417
Imivuzo ngokusebenza ithuba elide	16	2	8 000
Iyonke	45	14	3 214

5.10. ISifo uGawulayo neNkqubo eziKhuthaza iPilo kwakunye neenkqubo zokuphuhlisa ezempilo

ULUHLU 5.10.1- Amanyathelo athatyathiweyo ukunciphisa ingozi yokosuleleka kwabasebenzi

Amaqela/izigaba zabasebenzi ezalathwe njengezisengozini yokubanentsholongwana kagawulayo kwakunye nezifo ezihambelana nogawulayo (ukuba kukho ezikhoyo)	Awona manyathelo athatyathiweyo ukunciphisa ingozi yokosuleleka
Akukho'nto	Ayingeni ndawo



ULUHLU 5.10.2 – lincukacha zokuphuhliswa kwezempilo kwakunye neenkqubo zegciwane likagawulayo/UGGAWULAYO (bhala u-X kwiibhokisi ezichaphazelekayo uze unike incazele efunekayo)

Umbuzo	Ewe	Hayi	Incukacha, ukuba ngu-ewe		
1. Ingaba isebe liye lonyula ilungu leSMS ukuba lizalisekise izibonelelo ezikwisahlulo Part VI E zeSahluko 1 zeMithetho yeNkonzo kaWonke-wonke, yonyaka ka 2001? Ukuba kunjalo, nikeza igama lelungu elo kwakunye nohlobo lomsebenzi eliwezayo.	X		Mnu T.H. Gildenhuys uMlawuli oyiNtloko: uLawulo leziMali kwakunye nezokuyiPhatha.		
2. Ingaba isebe linalo iqela elizimiseleyo okanye liye lonyula amalungu athile abasebenzi ukuba baphuhlise ezempilo kwakunye nokuba sempilweni kwabasebenzi bakho? Ukuba kunjalo, bonisa inani labasebenzi ababandakanyekayo kulombandela kwakunye nemali ebekelwe bucala yonyaka nekhoyo ngokubhekisele kule njongo.	X		Mnu. J. Jacobs kwakunye neKomiti. R50 000		
3. Ingaba isebe liye layiqalisa inkqubo yokuNcedisana noMsebenzi okanye uPhuhliso lwezeMpilo ngokubhekisele kubasebenzi Bakho? Ukuba kunjalo, bhala izinto/iinkonzo ezizezona zibalulekileyo zale nkqubo.		X			
4. Ingaba isebe liye labumba ikomiti okanye iikomiti nanjengoko kukhonjiweyo kwiSahlulo VI E.5 (e) sesahluko 1 seMithetho yeNkonzo kaWonke-wonke yonyaka ka 2001? Ukuba kunjalo, nika amagama amalungu ekomiti kwakunye nabantu ababazaku-zakuzelwayo yikomiti leyo.	X		Mnu T.H. Gildenhuys Nksz D. Foster Nksz C. Smith Nksz S. Abrahams Nksz I. Bekko	Nksz S. Hamdulay Nksz D. Baatjies Nksz C. Coetzee Mnu R. Mehl Nksz J. Mahlangu	Nksz M. Hougaard Mnu C. Pieterse Nksz T. de Waal Nksz C. van den Berg Nksz W. Anthony
5. Ingaba isebe liye layiqwalasela ngokutsha imigaqo neenkqubo zalo ngeenjongo zokuqinisekisa ukuba ezi zinto azicalu-caluli ngokungafanelekanga kubasebenzi abanentsholongwane ka gawulayo. Ukuba kunjalo, bhala phantsi imigaqo/iinkqubo ezithe zaqwalaselwa ngokutsha.	X		Kucwangciso lweSebe malaunga nokuqasha abasebenzi ngendlela eyamkelekileyo kuyachazwa into yokuba ucalucalulo malunga nokuqeshwa kwabasebenzi aluzukuvunyelwa, ntoleyo iquka kwezinye izinto abantu abanentsholongwane kagawulayo/ugawulayo.		
6. Ingaba isebe liye lathi thaca iindlela zokukhusela abasebenzi abanentsholongwane ka gawulayo okanye abo bathathwa ngokuba banentsholongwane, khon'ukuze bangacalu-calulwa? Ukuba kunjalo, bhala phantsi eyona miba ibalulekileyo yezondlela.	X		Umhlathi 6 woMgaqo weThutyana woTshintsho malunga nentsholongwane kagawulayo kwakunye nogawulayo ukhawulelana neemeko zocalucalulo.		
7. Ingaba isebe liyabakhuthaza abasebenzi balo ukuba bahlololewe intsholongwane kagawulayo ngokuzithandelayo baze bafumane neengcebiso kwiingcali zoko? Ukuba kunjalo, bhala phantsi iziphumo othe wazizua.			Akuhko ziphumo zikhoyo.		
8. Ingaba isebe liye lathatha amanyathelo okuhlola kwanokuvavanya igalelo lenkqubo yokuphuhlisa izinga lezempilo lalo? Ukuba kunjalo, bhala phantsi udwelise lamanyathelo athatyathiweyo liseba.		X			



5.11 Ezimayela nabaSebenzi

Le ndibanisela yezivumelwano ingezantsi ingenswe kwimanyano yebutho labasebenzi kwezorhwebo kwisebe.

TABLE 5.11.1 - Izivumelwano eziqokelelweyo, woku 1 Epreli 2003 ukuya kumhla we 31 Matshi 2004

Inani eliqokelelwayo lwezigqibo` ``	Ayingeni ndawo
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Olu luhlu lungezantsi lushwankathela iziphumo zovavanyo lwesohlwayo sembeko kwisebe elithi livuselele.

ULUHLU 5.11.2 - Ulwaphulo mthetho kwakunye nokumanyelwa kwesohlwayo sembeko kwathi kwaququjelwa ngomhla woku 1 Epreli 2003 ukuya kumhla we 31 Matshi 2004

Iziphumo zomanyelo lwesohlwayo sembeko	Inani	% sisonke
Ululeko ngothetha-thethwano	2	40
Utyityimbiselo mnwe ngamazwi	1	20
Utyityimbiselo mnwe ngokubhalwe phantsi	0	0
Utyityimbiselo mnwe ngokubhalwe phantsi okokugqibela	0	0
Ukunqunyanyiswa ngaphandle kwentlawulo	1	20
Ukugwetywa	0	0
Ukuthotywa esikhundleni	0	0
Ukugxothwa	1	20
Ukuba msulwa	0	0
Ityala lirhoxisiswe	0	0
Iyonke	5	100

ULUHLU 5.11.3 – Indidi zolwaphulo mthetho ezithe zakhankanywa kuchophelo loluleko

Indidi zolwaphulo-mthetho	Inani	%sisonke
Ukungaphangeli ngaphandle kwemvume	1	50
Ukulwa usemsebenzini	1	50
Iyonke	2	100



ULUHLU 5.11.4 –Izikhhalazo ezathi zathiwa thaca kwisithuba somhla wo 1Epreli 2003 ukuya 31 Matshi 2004

	Inani	% sisonke
Inani lezikhhalazo ezathi zasonjululwa	4	57
Inani lezikhhalazo ezathi azasonjululwa	3	43
Inani lezikhhalazo ezathi zamiselwa lilonke	7	100

TULUHLU 5.11.5 –Imiba ekungazange kuvunyelwane ngayo kunye nabaphathi yathiwa thaca kwisithuba sangomhla wo 1 Epreli 2003 ukuya kwi 31 Matshi 2004

Akukho mpikiswano eyanqulunqwa nebhunga labasebenzi

ULUHLU 5.11.6 – Uqhankqalazo kwisithuba somhla woku 1Epreli 2003 ukuya kumhla we 31 Matshi 2004

Zange kubekho ntshukumo yqhankqalazo ngethuba lonikezo lwengxelo

ULUHLU 5.11.7 –Ukuyekiswa kwabasebenzi ngokwe miqathango phakathi komhla woku 1Epreli 2003 ukuya ku 31 Matshi 2004

Akuzange kubekho ugunyaziso lo nqunyanyiso



5.12 Uphuhliso iZakhono

Eli candelo libonisa iinzame zesebe ngokumalunga nophuhliso lwamava.

ULUHLU 5.12.1- Imfuno zololongo ezalathwe ukuqalela kumhla wokuqala ka-Epreli 2003 ukuya kumhla we 31 Matshi 2004

Izigaba zemisebenzi	Isini	Inani labasebenzi ukusuka kumhla woku- 1Epreli ka 2003	Imfuno zololongo ezalathwe ekuqaleni kwexesha lokunika ingxelo			
			Izifundo	linkqubo zokunika amava kwakunye nezifundo zexesha elifutshane	Ezinye idlela zololongo	Iyonke
Ummiseli mthetho,abasebenzi abakwinqanaba eliphezulu kwakunye nabaphathi.	Abasetyhini	1	0	0	0	0
	Amadoda	9	0	0	0	0
Ingcali.	Abasetyhini	38	0	17	13	30
	Amadoda	28	0	29	6	35
Abanobugcisa ngokunxulumene negcali.	Abasetyhini	0	0	1	0	1
	Amadoda	0	0	4	6	10
Omabhalana.	Abasetyhini	40	6	23	13	42
	Amadoda	8	6	5	1	12
Inkonzo nabasebenzi bentengiso nkonzo.	Abasetyhini	1	0	1	0	1
	Amadoda	2	0	0	0	0
Abasebenzi abanamava kwezolimo nezokuloba.	Abasetyhini	0	0	0	0	0
	Amadoda	0	0	0	0	0
Umsebenzi wezandla nokunxulumene nabasenzi borhwebo.	Abasetyhini	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzisi bomashini nabecandelo lokudibanisa imveliso.	Abasetyhini	0	0	0	0	0
	Amadoda	1	0	0	0	0
Imisebenzi ekwizigaba eziphantsi.	Abasetyhini	22	0	0	0	0
	Amadoda	26	0	1	0	1
Iyonke okwangoku.	Abasetyhini	102	6	42	26	74
	Amadoda	74	6	39	13	58
Iyonke		176	12	81	39	132



ULUHLU 5.12.2 Ulolongo olubonelelwe ukusuka kumhla we-1 Epreli 2003 ukuya kowe-31 Matshi 2004

Izigaba zemisebenzi	Isini	Inani labasebenzi ukusuka kumhla woku- 1Epreli ka 2003	Imfuno zololongo ezalathwe ekuqaleni kwexesha lokunika ingxelo			
			Izifundo	linkqubo zokunika amava kwakunye nezifundo zexesha elifutshane	Ezinye idlela zololongo	Iyonke
Ummiseli mthetho,abasebenzi abakwinqanaba eliphezulu kwakunye nabaphathi. lingcali.	Abasetyhini	1	0	0	0	0
	Amadoda	9	0	0	0	0
	Abasetyhini	38	0	18	9	27
	Amadoda	28	0	10	3	13
Abanobugcisa ngokunxulumene nabo iingcali.	Abasetyhini	0	0	0	4	4
	Amadoda	0	0	1	1	2
Omabhalana.	Abasetyhini	40	0	15	29	44
	Amadoda	8	0	7	20	27
Inkonzo nabasebenzi bentengiso nkonzo.	Abasetyhini	1	0	0	0	0
	Amadoda	2	0	0	0	0
Abasebenzi abanobuchule kwezolimo nezokuloba.	Abasetyhini	0	0	0	0	0
	Amadoda	0	0	0	0	0
Umsebenzi wezandla nokunxulumene nabasenzi borhwebo.	Abasetyhini	0	0	0	0	0
	Amadoda	0	0	0	0	0
Abasebenzisi bomashini nabecandelo lokudibanisa imveliso.	Abasetyhini	0	0	0	0	0
	Amadoda	1	0	0	0	0
Imisebenzi ekwisigaba esiphantsi.	Abasetyhini	22	0	0	0	0
	Amadoda	26	0	0	0	0
Iyonke okwangoku.	Abasetyhini	102	0	33	42	75
	Amadoda	74	0	18	24	42
Iyonke		176	0	51	66	117



5.13 Ukwenzakala Emsebenzini

Zange kubekho zingxelo zokwenzakala emsebenzini.

5.14. Ukusetyenziswa kubaCebisi

ULUHLU 5.14. 1- Ingxelo malunga nokwanyulwa kwabaxhumanisi kusetyenziswa iimali ezifaneleyo kwanohlalutyo ngokubhekisele kubantu ababekade bevinjwe amathuba (HDI's)

Igama leprojekti	Inani labaxhumanisi abasebenze kwiprjekti lilonke	Ixesha elithatyathi weyo: lintsuku zokusebenza	Ixabiso lekotraka kwi I-Randi	Ipesenti yobunini kumaqela abantu ababekade bevinjwe amathuba	Ipesenti yamaqela abantu ababekade bevinjwe amathuba bekwizikhundla zolawulo	Inani labaxhumanisi abakwiprojekti kumaqela abantu ababekade bevinjwe amathuba
Uqulunqo lwesigaba sokuqala soxwebhu lobume bendalo	4	30	17 100	0%	0%	0%
Uqwalaselo ngokutsha: Imibhobho yamanzi yeArniston ecetywayo.	1	12	14 044	0%	0%	0%
Ukuqhutywa kwesemina yokwandisa amava abantu abasemagunyeni kulawulo lwasekuhlaleni ngomhla we 15 Septemba 2003.	1	8	6 352	0%	0%	0%
Uqwalaselo ngokutsha lwengxelo emalunga nobume bendalo nezakhiwo ezingachaphazeleka: Utshintsho losetyenziso-mhlaba kwisabelo 22 sefama iKraaibosch 195, eGeorge.	1	10	9 237	0%	0%	0%
Uqwalaselo ngokutsha lwesibheni: Ulwakhiwo lweHoumoed Avenue Noordhoek.	2	8	18 478	5%	5%	1%
Uqwalaselo ngokutsha lwesibheni: Unikezo lwegunya lokutshintsha usetyenziso lomhlaba kwisabelo 22 sefama iKraaibosch 195 mayela nokwakhiwa kwesenta yeevenkile zenqila.	3	5	19 710	5%	5%	1%
Uqwalaselo ngokutsha lwesibheni sesiza 3396, ePaarl: Ulwakhiwo lwezindlu zasePicardie kwisiza 3396.	1	5	8 892	0%	0%	0%



ULUHLU 5.14.1: Inxelo malunga nokwanyulwa kwabaxhumanisi kusetyenziswa iimali ezifaneleyo kwanohlalutyo ngokubhekisele kubantu ababekade bevinjwe amathuba

Igama leprojekti	Inani labaxhumanisi abasebenze kwipjekti lilonke	Ixesha elithatyathiyeyo: lintsuku zokusebenza	Ixabiso lekontraka kwi I-Randi	Ipesenti yobunini kumaqela abantu ababekade bevinjwe amathuba	Ipesenti yamaqela abantu ababekade bevinjwe amathuba kungoku bekwizikhundla zolawulo	Inani labaxhumanisi abakwiprojekti kumaqela abantu ababekade bevinjwe amathuba
Uqwalaselo ngokutsha oluzimeleyo lwenkqubo yovavanyo lochaphazeleko lwezendalo: Uphuhliso/ulwakhiwo lwePinnacle point, eMossel Bay.	3	5	29 939	33.3%	0%	0%
Uncedo malunga nokuphuhlisa kwamava abalawuli bomasipala kwakunye namagosa kamasipala kuqwalaselo ngokutsha lovavanyo lochaphazeleko lwendalo nendawo.	1	69	18 810	50%	50%	0%
Itenda enombolo inguEADP6/2003:Ukonyulwa kwabaxhumanisi malunga nokuphuhlisa kwencwadana yoqeqehelo-mava ngokubhekisele kulawulo olukhuselekileyo nokuncitshiswa kwenkcitho kwezempilo kwiindawo zempilo kwiphondo lentshona koloni.	4	90	350 664	43.6%	0%	2%
Ukwenziwa koludwe lwengcaciso lamachiza ephondo malunga nokulawulwa kwamachiza ngendlela efanelekileyo kwiphondo lwentshona koloni.	4	37	339 789	0%	0%	0%
Unikezelo ngokomsebenzi engunombolo NAT7/2002: Ukuqulunqwa kwenkqubo yomthetho ehambelana neenkonzo zoluntu - Ulawulo Lochaphazeleko Lwendalo/Lwendawo.	2	28	30 017	0%	0%	0%
Unikezelo ngokomsebenzi NAT6/2002: Iinqobo zophuhliso lwendalo nenkqubo yokuphu-cula amava namagunya abantu abasemagunyeni kumasipala wendawo.	3	10	14 623	33.3%	33.30%	0%
Izifundo zabasemagunyeni; Iyantlukwano kwezendalo kwakunye nokuhluma kwezolimo.	2	5	7 211	0%	0%	0%
Uqwalaselo ngokutsha lwesibheni kwindawo yokutha amafutha eenqwelo.	2	7	5 244	0%	0%	0%



ULUHLU 5.14.1: Ingxelo malunga nokwanyulwa kwabaxhumanisi kusetyenziswa iimali ezifaneleyo kwanohlalutyo ngokubhekisele kubantu ababekade bevinjwe amathuba - iyaqhubeka.

Igama leprojekti	Inani labaxhumanisi abasebenze kwipjekti lilonke	Ixesha elithatyathi weyo: lintsuku zokusebenza	Ixabiso lekontraka kwi I-Randi	Ipesenti yobunini kumaqela abantu ababekade bevinjwe amathuba	Ipesenti yamaqela abantu ababekade bevinjwe amathuba kungoku bekwizikhundla zolawulo	Inani labaxhumanisi abakwiprojekti kumaqela abantu ababekade bevinjwe amathuba
Ukukhawulwa kweeklabhu zokucutha inkcitho kummandla wama-shishini enza imveliso eSack Circle, kwindawo zediliya emfanga yiweyo eBreede River nakwisibhedlele iEben Donges eVostire/Worcester.	4	169	97 493	0%	50%	1%
Ukubhalwa ngokutsha kweUS-EPA "Iinqobo zezifundo ngezinto ezilahlwayo.	1	4	37 150	0%	0%	0%
Ukuqhutywa kweenqobo zocwangciso lolawulo lwezinto ezilahlwayo.	3	25	243 305	N/A	N/A	2%
Inkozo yokulawula kwezinto zikarhulumente ezinexabiso-umiselo oludityanisiweyo.	9	15	111 575	9%	5%	6%
Ukuhlolwa kweentshukumo zoluntu komasipala basekuhlaleni.	4	28	30 456	N/A	N/A	0%
Uqulunqo lwesixhobo sobume bendawo/ndalo oko kusenzelwa omasipala bendawo.	2	21	30 000	N/A	N/A	0%
Iprojekti yokulungalelisa komthetho: ukuqulunqwa kocwangcisol-wezendalo oludityanisiweto kwanomthetho wezencubeko.	1	30	50 079	50%	50%	1%
Ukuhlolwa ngokubhekisele kwindalo kokutyileka kweMetyuri kubahlali kummandla weVissershok/Morning Star.	4	60	84 463	N/A	N/A	0%
Isandulelo sokuthiwa thaca kweprojekti, indima 1, indima 2 iwek-shophu zamacebo.	3	1	18 639	50%	50%	3%
Ukulungiselela, ukuqhuba nokubhala ingxelo ngokubhekisele kwiiseshoni zocwangciso lwamacebo.	1	7	6 500	0%	0%	0%



ULUHLU 5.14.1: Ingxelo malunga nokwanyulwa kwabaxhumanisi kusetyenziswa iimali ezifaneleyo kwanohlalutyo ngokubhekisele kubantu ababekade bevinjwe amathuba - iyaqhubeka.

Igama leprojekti	TInani labaxhumanisi abasebenze kwiprjekti lilonke	Ixesha elithatya-thiweyo: lintsuku zokusebenza	Ixabiso lekontraka kwi l-Randi	Ipesenti yobunini kumaqela abantu ababekade bevinjwe amathuba	Ipesenti yamaqela abantu ababevinjwe amathuba kungoku bekwizikhundla zolawulo	Inani labaxhumanisi abakwiprojekti kumaqela abantu ababekade bevinjwe amathuba
Ukuqhutywa wek-shopu.	7	10	33 561	33.3%	33.3%	5%
Uqwalaselo ngokutsha oluzimeleyo: indawo yokuchitha iholide iPinnacle Point Casino eMossel Bay.	1	7	9 690	0%	0%	0%
Ukuqhutywa kwe-eriyali yasemaphandleni.	3	14	7 980	0%	0%	0%
Ukuqwalaselwa ngokutsha kwezibheno ezifakwe ngokoMthetho woLondolozo lweNdalo ka 1989 wesigqibo esishicilelweyo nesikhutshelwe iPinnacle Point, EMossel Bay.	2	14	22 125	50%	50%	1%
Uqwalaselo ngokutsha lwabucala lwesibheno.	2	60	127 717	30%	0%	0%
Ukuthiwa thaca komasipala bezithili iziphumo kwanezincomo zika 2001 zovavanyo lweentshukumo zoluntu kwinqila yeNtshona Koloni.	1	28	12 031	0%	0%	0%
Iindleko zabantu abasingathe ukhuphiswano lweyona doluphu icocekileyo: (Eyona Koloni Isemgangathweni).	3	1	4 846	0%	0%	0%
Uqwalaselo ngokutsha losetyenziso-mhlaba kwiSabelo 22 lweKraaibosch 195.	2	20	98 836	0%	0%	0%
Imbambano notshintsho lwecandelo lwendunduma yesanti yeSabelo sefama 191/ Umlawuli wenkqubo.	1	5	23 666	0%	0%	0%
Uqulunqo kwanotshintsho olubanzi kumthetho wePhondo wokuCandwa komhlaba ngokosetyenziso lwawo.	4	140	146 997	0%	0%	3%



ULUHLU 5.14. 1: Ingxelo malunga nokwanyulwa kwabaxhumanisi kusetyenziswa iimali ezifaneleyo kwanohlalutyo ngokubhekisele kubantu ababekade bevinjwe amathuba - iyaqhubekeka.

Igama leprojekti	Inani labaxhumanisi abasebenze kwiprjekti lilonke	Ixesha elithatyathi weyo: lintsuku zokusebenza	Ixabiso lekontraka kwi I-Randi	Ipesenti yobunini kumaqela abantu ababekade bevinjwe amathuba	Ipesenti yamaqela abantu ababevinjwe amathuba kungoku bekwizikhundla zolawulo	Inani labaxhumanisi abakwiprjekti kumaqela abantu ababekade bevinjwe amathuba
Umsebenzi wokushicilela nokuphatha okubhekisele kuxwebhu lomgaqo.	2	140	146 997	0%	0%	0%
Incwadana yocwangciso lwezemvelo ngokweenqila kwanenkqubo-mgaqo.	2	5	66 484	0%	0%	0%
Ukuqulunqwa komgaqo-nkqubo wePhondo leNtshona Koloni.	1	70	25 528	0%	0%	0%
Ikontraka yonyaka - uhlelwa-hleliso lwe-ofisi kowe-2003.	2	60	30 250	0%	0%	0%
Ukuphuculwa kwegumbi lebhodi elikumgangatho wesine wesakhiwo, enombolo 1 Dorp Street, eKapa.	3	60	14 512	0%	60%	2%

ULUHLU 5.14.2 - Inxelo ngokunyula kwabacebisi kusetyenziswa imali yaba xhasi

Isebe alikange lifune nxaso ngaphandle yokonyula kwabacebisi