

Incwajana ephathelene Namabhizinisi

Abadobi Abadobela
Ukuziphilisa
Eningizimu Afrika



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Isingeniso

Inqubomgomo entsha yabadobi adadobela ukuziphilisa (SSF) iye yamukelwa ngemva kweminyaka eyishumi yomzabalazo, kanti ukuqaliswa kwale nqubo kuyaqhubeka.

Okunye okubalulekileyo kulonqubomgomo kukusungulwa kwezimboni zasemphakathini ezisemthethweni. Amalungelo Okudoba izonikezwa lezi mboni zasemphakathi.

Kukho imboni yasemphakathini esemthethweni eyahlukene , nakuba uMnyango wezoLimo Wezamahlathi Nezokudoba bakhetha i-Cooperative. Kule ncwajana ehlanganiswe i-Masifundise osekelwa i- European Union , uzothola ulwazi okwabelwana imboni yasemphakathini esemthethweni ezihlukahlukene.

Kuyisifiso sethu ukuthi ukuthi ulusebenzise lolu lwazi ukuze kusimame wena kanjalo nomphakathi wakho ngokuthi uphumelelise izinjongo zale nqubomgomo esimweni senu sempilo mihola yonke.

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Amabhizinisi Asemphakathini (CBLE) amqoka kwinqubomgomo entsha

INqubomgomo Yabadobi Abadobela Ukuziphilisa (SSFP) ibiza ukuthi imiphakathi edobayo ibhalise ama-CBLE azodlulisela amalungelo omphakathi kuwo. Lokhu kusho ukuthi ilungelo lizoba ngeleqegebane labantu kunokuba kube elomuntu ngamunye.

Lokho kusho ukuthi ukuze abadobi bahlomule futhi bathole amalungelo okudoba ngokusebenzisa i-SSFP, kumele babe yingxenye ye-CBLE. I-CBLE izokwenza ukuthi imiphakathi ikwazi ukuba abanikazi, isebenzise futhi iphathe ilungelo layo lokudoba, kuncike emithethweni yeqegebane.



Ukuze ube uMnikazi Welungelo le-CBLE njengomdobi odobela ukuziphilisa kumele uqale wenze okulandelayo:

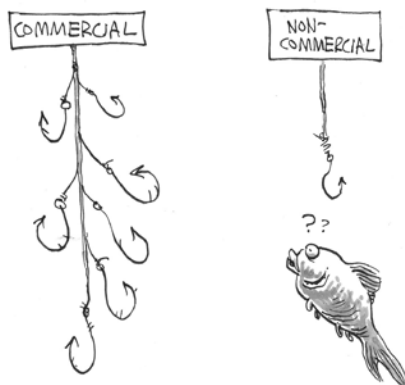
1. Uphume emphakathini odobayo owaziwayo
2. Ube sohlwini lwabadobi abasemthethweni abahlonziwe
3. Ube ingxenye ye-CBLE.

I-CBLE ibhizinisi elibhalisiwe abadobi abadobela ukuziphilisa abangakwazi ukuthola amalungelo kulo ngenqubomgomo yabadobi abadobela ukuziphilisa.

Ama-CBLE angaba izinhlobo ezahlukene, isibonelo i-DAFF ihlongoza ukuthi imiphakathi isungule idlelandawonye ukuze ithole amalungelo okudoba, kodwa kumele kukhunjulwe ukuthi le indlela nje enconywa umnyango futhi akusikho okumiswe umthetho.

IMasifundise iyazisa ukuthi lokhu kanye nale ncwajana kuzogxila kukho konke okuphathelene nomthetho wokubhalisa ibhizinisi.

Kungaba nama-CBLE anhlobonhlobo, kuncike emphakathini odobayo asuka ekuyo. I-CBLE ingaba ibhizinisi lokuthengisa imikhiqizo noma elingathengisi mikhiqizo. Amabhizinisi okuthengisa imikhiqizo angaba inkampani, i-close corporation, ithrasti yebhizinisi noma idlelandawonye. Njengoba amabhizinisi angathengisi mikhiqizo engena ngaphansi kwezinhlangano eziNgenzinzuzo ezinjengamathrasti aletha usizo, isigaba 21 senkampani, inhlango yendawo yomphakathi noma inhlango yokuzinikela.



Uhlobo Lamabhizinisi

Le zigaba ezilandelayo zichaza amabhizinisi athengisa imikhiqizo nangathengisi mikhiqizo:

Amabhizinisi Athengisa Imikhiqizo

Kunezinhlubo zamabhizinisi ezine, ezingasungulelwa izinhloso eziphathelene nokuthengisa imikhiqizo, ezaziwa ngokuthi:

- Inkampani;
- I-Close Corporation;
- Idlelandawonye;
- Ithrasti Yebhizinisi



Inkampani

Le yinhlangotho yabantu abaphokophele ekuhlomuleni kwezomnotho ngokusebenzisa ibhizinisi elibhaliswe ngokoMthetho Wezinkampani. Kunezinhlubo zeziNkampani ezimbili, okuyiziNkampani zikaHulumeni kanye neziNkampani eziziMele. Izinkampani zikaHulumeni zinabaninimasheya abangaphezu kwama-50 futhi zikwazi ukuthola imali yokuqhuba ibhizinisi, ziphinde zidayise izabelo zabo emphakathini, kube iziNkampani eziziMele zivame ukuba nabaninimasheya abangaphansi kwama-50, futhi kunemikhawulo emisiwe ephathelene nokudayiswa kwezabelo.

Abaphathi benkampani bavame ukuqokwa, abavotelwa, futhi akuphoqelekile ukuthi abaphathi babe abanimasheya. Kudingeka ukuthi inkampani ibe nabacwaningi iphinde ithumele amakhophi ezitatimende zezimali kuMbhalisi Wezinkampani. Inkampani iyadluliseleka okusho ukuthi iqhubeka noma amalungu ayo engasekho.

Indlela elula kunazo zonke yokubhalisa iNkampani ukuthenga iNkampani ekhona noma eseyiphelelwe isikhathi (lokhu kuchaza inkampani eseyibhalisiwe kepha engasahwebi). Uma kusungulwe iNkampani entsha, kudingeka ukuthi ibhaliswe noMbhalisi Wezinkampani.



I-Close Corporation

Ama-Close Corporation ethulwa eNingizimu Afrika ngowe-1984 njengebhizinisi elilula, elingambi eqolo nelishintshashintshayo elakhiwa umuntu oyedwa noma abantu abangebaningi ukuze bakwazi ukuba nebhizinisi eliseceleni. I-Close Corporation, noma "CC", ibekelwe umkhawulo wokuthi ingebe namalungu abangaphezu kwe-shumi abaphokophele ekuhlomuleni kwezomnotho ngokusebenzisa ibhizinisi elibhaliswe ngokoMthetho we-Close Corporation.

I-CC ivame, yize kungaphoqelekile, ukuphathwa amalungu ayo. Okungafani nenkampani ukuthi i-CC akuphoqelekile ukuthi ithumele imibiko yezimali kuMbhalisi Wezinkampani futhi ayimdingi umcwaningimabhuku. Ngakho ukuyiqhuba akumbi eqolo.

Indlela elula kakhulu yokusungula i-CC ukuthenga inkampani ekhona (lokhu kusho ukuthenga i-CC ebhalisiwe kodwa engahwebi). Uma kuyi-CC esungulwe kabusha, kumele ibhaliswe kuMbhali wama-Close Corporations,



Idlelandawonye

Idlelandawonye yinhlangotho yabantu abasungule futhi babhalisa iIdlelandawonye ngokomthetho wedlelandawonye.

INingizimu Afrika inomlando omude wezinhlangotho eziyimadlelandawonye. La madlelandawonye abandakanya:

- Idlelandawonye Labathengi: lapho idlelandawonye lithenga impahla ngobuningi bayo ukuze lihlomule;
- Idlelandawonye Labakhiqizi: lapho umkhiqizo ukhiqizwa ngokuhlanganyela ukuze kongiwe izindleko zokukhiqiza;
- Idlelandawonye Lezokwazisa: lapho abantu bekhqiza ngabodwana, kodwa badayise umkhiqizo ngokuhlanganyela ukuze babelana ngezindleko zokwazisa.

Idlelandawonye livame ukuphathwa ngokuhlanganyela, futhi abantu ngabodwana bangatshatha izikweletu zeIdlelandawonye.

Idlelandawonye libhaliswa kuMbhali Wedlelandawonye



Ithrasti Yebhizinisi

Ithrasti Yebhizinisi iwuhlelo lapho impahla noma ilungelo lempahla lidluliselwa kumuntu ngamunye, i(ama)thrasti, ukuze ibhaliswe ngokwezinhlinzeko zethrasti (isibophu sethrasti) ezizohlomulisa umu(aba)ntu noma abahlomuli ababhekene nomsebenzi wesibophu sethrasti.

KwiThrasti Yebhizinisi amathrasti akavikeli nje kuphela aphinde aphaathe impahla yethrasti kuphela, kepha ayisebenzisela ukuqhuba ibhizinisi ukuze lenze inzuzo ezohlomulisa abahlomuli noma kuqhutshezelwe izinhloso zeThrasti. Uma kungamaThrasti Ebhizinisi, abahlomuli bamaThrasti ababi abanikazi bempahla noma amasheya, kodwa bathola “inzalo yabahlomuli” kwiThrasti. Ukuze kuvumeleke ukuthi le nzalo kuhwetshwe ngayo, inzalo yabahlomuli ihlukaniswa kabili, bese yabelwe umhlomuli ngamunye.

NjengeNkampani, iThrasti ingakwazi ukuzimela noma ibe ekahulumeni. Uma kuyiThrasti Ezimele, abahlomuli beThrasti kumele babekelwe imikhawulo, isib. amalungu omphakathi othile. Lokhu kuhweba okunemikhawulo kukhulula iThrasti ekulandeleni izidingo zoMthetho Wokulawula Iyunithi Yethrasti.

Ngokujwayelekile iThrasti ayiyilandeli imithetho, ebophelela iziNkampani. Ukubhaliswa Kwethrasti Yebhizinisi kwenziwa kuMasta waseNkantolo Ephakeme. Kungaqashwa ummeli ukuze abhale isibophu sethrasti futhi asifake eNkantolo Ephakeme.

Amabhizinisi Angathengisi Mikhiqizo

Zonke izinkampani ezingathengisi mikhiqizo zingafaka izicelo zokubhaliswa njengezinhlango ezingayenzi inzuzo ngokoMthetho Wezinhlango Ezingayenzi Inzuzo 71 ka 1997. Lokhu kusho ukuthi zizokhululwa ekukhokheni intela, futhi zingazakhela imali evela emphakathini ngokuthola iminikelo, kuyodingeka zikhokhe intela yeminikelo.

Uma lelo bhizinisi lihlonzwa njengelizohlomulisa umphakathi, lungathola ilungelo lokukhipha izitifiketi zentela ngokwesigaba 18.a. ezivela kumthelisi.

Lokhu kusho ukuthi abantu/izinhlango ezenza iminikelo kulelo bhizinisi zingafaka isicelo sokukhokhelwa ngeminikelo ezobe iyizindleko ezidonselwa intela.

Kunamabhizinisi amane amakhulukazi angathengisi mikhiqizo, abizwa ngokuthi:

- Inkampani engabaphasi kweSigaba 21;
- Ithrasti Yeminikelo;
- Inhlango Yokuzinkela;
- Inhlango Ehlanganyele Umhlaba





Inkampani engaphansi kweSigaba 21

Lapha kushiwo iNkampani ebhaliswe ngokweSigaba 21 soMthetho weziNkampani, eqhuba ibhizinisi ukuze lihlomule ngokuthengisa imikhiqizo, kodwa ikwazi ukugqugquzela amasiko, ezenkolo kanye nezimpokophelo zezokuzijabulisa.

Ukubhalisa okwenziwa ngokufakwa kwemibhalo yokusungula kwenziwa kuMbhali Wezinkampani.





Ithrasti Yeminikelo

Lolu hlobo lweThrasti, olusungulwa uma kudluliselwa umhlaba kumathrasti ukuze ulungiselelwe izinhloso zokunikela kungabi izinhloso zokuqhuba ibhizinisi. Ibhaliwa ngendlela efanayo neyeThrasti Yebhizinisi.



Inhlangano Yokuzinikela

Lapha kushiwo iqeqebane elizihlelele ukuba ibhizinisi elunomthethosisekelo, kodwa olungenazo izinhloso zokuthengisa umkhqizo. Isibonelo esejwayelekile kuba amaqembu ezemidlalo namasonto. Akwenziwa lutho olutheni (okunjengokubhaliswa) ukuze kusungulwe iNhlango Yokuzinikela, ngakho akubizi ukuyisungula nokuyiqhuba. Izinhlangano Zokuzinikela zivame ukuphathwa ikomidi elikhethwe amalungu azo.



Inhlangano Ehlanganyele Umhlaba (CPA)

Lapha kushiwo inhlangano yabantu abafisa ukuba abanikazi bomhlaba ngokuhlanganyela futhi kuyabhaliswa ngokoMthetho Wezinhlangano Zomhlaba Ohlanganyelwe. I-CPA kumele ibe nenhlosongqangi ewukuba nomhlaba owodwa. I-CPA iyibhizinisi elikwazi ukuvula icala nelingavulelwa icala futhi lingaba namalungelo kanye nezibopho egameni layo. NjengeNkampani, i-CPA iyakwazi ukudluliseka.

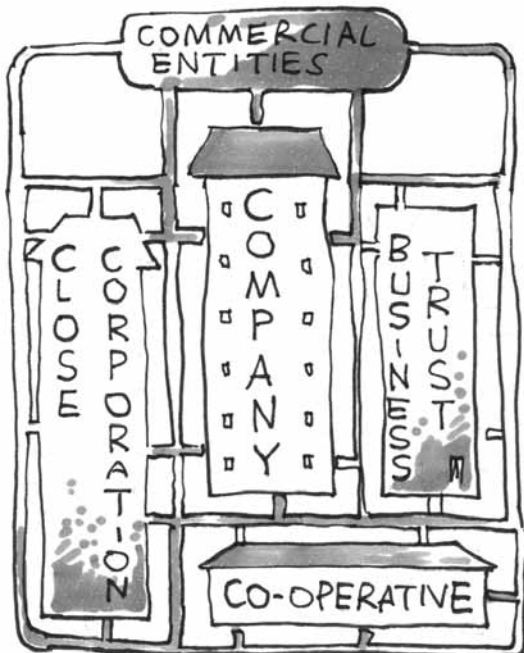
I-CPA iphathwa ikomidi elikhethwe amalungu ayo. I-CPA kumele yenze imibhalo ethile, njengamaminithi Emihlangano Yaminyakayonke, azodluliselwa kuMqondisi-Jikelele Wezemihlaba. Impahla ye-CPA ingechithwe noma ingebe nesikweletu ngaphandle kokuvumelana kwamalungu ayizikhulu, futhu uma lokhu kungenzeki, lokho kuchithwa kwayo kuyothathwa njengokungasebenzi. I-CPA kumele ibhaliswe kuMnyango Wezemihlaba (DLA) futhi ivame ukuhlelwa i-DLA.



Ukukhetha Ibhizinisi Lokuthengisa

Izinkampani, ama-CC kanye namaThrasti kungamabhizinisi ashintshashintshekayo angamiselwa ukwenza umsebenzi owodwa. Yize kungesiwo amalungu noma abaphathi abathwala izikweletu, umehluko omkhulu phakathi kwala mabhizinisi ukuthi iThrasti ayisilo ibhizinisi ngokwayo. Ngakho kungase kube nzima ukuthi iThrasti ithole uxhaso lwezimali kumabhangwe athengisa imikhiqizo, ngoba kungabiza ukuthi kuthunyelelwe wonke amathrasti izaziso uma isikweletu singakhokhiwe.

Njengoba kuchaziwe esigabeni 4.3.1 iziNkampani zoMphakathi zingakwazi ukuhlunganisa imali yokuqhuba ibhizinisi emphakathini uwonkana futhi zidayisele umphakathi amasheya. Ngenxa yalokhu, azilungele uhlobo lwebhizinisi olwakhelwe emphakathini. Izinkampani Ezizimele zingaba uhlobo lwebhizinisi olufanele uma zisetshenziselwa ukuthengisa imikhiqizo futhi zibe namalungu angasebenzi kuzo angaphansi kwama-50. Inkampani ingathengwa “seyiphelelwe isikhathi” okunciphisa izindleko kanye nesikhathi sokuyibhalisa.





Uma kuyi-CC, okuvimba ukusungulwa kwalelo bhizinisi kuba isibalo sabantu abazibandakanyayo (singedlule kwishumi labantu) futhi uhlobo lwamalungu (ayibantu abazimele). Ngakho, kumaphrojekthi okusetshenziswa kwamahlathi okubandakanya abantu abangaphansi kweshumi, ama-Close Corporations angasetshenziswa. Lolu hlobo lwebhizinisi lulungele amabhizinisi amancane kakhulu. Uma kuziwa kudaba lwezinkampani, kungathengwa “i-CC eseyikhona”, okunganciphisa isikhathi nezindleko zokubhaliswa kwayo.

Ithrasti yeBhizinisi eliziMele inemikhawulo ephathelene nabazohlomula. Lokhu kusiza iqeqebana noma umphakathi ofisa ukusebenzisa ihlathi, njengeThrasti uyakhululwa ekugcwaliseni konke okudingekayo ngokoMthetho i-Unit Trust Control Act.

Lokhu kuchaza ukonga ezindlekweni nakwezokubhalisa. Futhi, iThrasti ayiyikhokhi intela ngemihlomulo edluliselwe kubahlomuli, kube abahlomuli bekhokhiswa intela ngabodwana ngokwezilinganiso ezifanele. Ngakho amalungu emiphakathi yasemakhaya, avame uku-khokhiswa intela encane, angakwazi ukuthola ingeniso kumaThrasti ngaphandle kokubanjwa kwentela enciphisa ingeniso.

Idlelandawonye edume kakhulu emiphakathini elinganayo, lapho kugcizelelwa kakhulu ukusebenzisana futhi ukutholwa konsumbulwane kuye kungabekwa eqhulwini kunokuvikelwa kweqeqebana.

Nokho, uma kwenzeka idlelandawonye bese lingaphumeleli, abantu bangatshatha izikweletu zebhizinisi ngabodwane. Kwezamahlathi amadlelandawonye alungele amabhizinisi okuthengisa imikhiqizo emaqeqebaneni amancinyana noma emabhizinisini anabantu abathembana kakhulu futhi, njengoba kuvame ukuba nzima ukuthi idlelandawonye lithole imalimboleko, uma singekho isidingo sokuthola olunye uxhasomali.

Ukukhetha Ibhizinisi Elingasilo Elokuthengisa imikhiqizo

Ukukhetha izibhizinisi elingasilo elokuthengisa imikhiqizo kungancika ekutheni iqegebane lihlose ukufaka isicelo soxhasomali emthonjeni wangaphandle na.

Ngokuvamile amaqeqebane afisa ukufaka isicelo soxhasomali esikhwani thizeni/ezinhlanganweni ezinikelayo kube kanti nala baxhasi banezidingo zabo ezihambisana nohlobo lwebhizinisi abafisa ukuzibandakanya kulo.

Noma, okunye okungakhethwa, amaqeqebane angase angaceli xhasomali, ukuze avikele izinsiza zawo nokuthi avikele amalungelo obunikazi kanye nomhlaba. Ezimweni ezinjalo lelo bhizinisi liye libe nencindezi evela ngaphandle.

INhlangano Yokuzinikela iwuhlobo lwebhizinisi elisunguleka kalula. INhlangano Yokuzinikela ingase ibe uhlobo lwebhizinisi olufanele ezimweni ezifana nezamaqeqebane aqwala izintaba noma izinhlangano ezitshalayo, ezingeke zikhiphe mikhiqizo yasehlathini, futhi ezingenazinhloso zokuthengisa imikhiqizo.

Lapho imihlomulo yomsebenzi owenziwayo ibhekiswe enkampani, iNkampani engaphansi kweSigaba 21 esuka ifanelekile, lapho iThrasti yokuNikela ifaneleke khona uma abahlomulayo behlonzeka kalula futhi bekwazi ukusebenzisa amandla okulawula phezu kwemisebenzi nezinqubo. Izinkampani ezingaphansi kweSigaba 21 zibhaliswe kuMbhali weziNkampani, kube amaThrasti kumele abhaliswe kuMasta waseNkantolo Ephakeme.

I-Communal Property Association (CPA) ingase ibe ibhizinisi elifanele amaphrojekthi okubuyiswa komhlaba kanye nezolimo, ikakhulukazi lapho kumele amalungelo omhlaba otholwe ngokweqeqebane kunokuba atholwe ngokomuntu ngamunye, futhi yakhelwe lo msebenzi.

Izinqubo zayo zokuthathwa kwezinqumo zibiza ukubandakanya wonke amalungu e-CPA kodwa, yize kunentandoyeningi, kungase kungabi lula ukubhekana nalokhu uma kuyisinqumo ezinzima kwezebhizinisi.

Ukubhalisa Ibhizinisi Lasemphakathini

NgokwePhrojekthi yokuQhuba iBhizinisi (Doing Business Project), labo abazama ukudidiyela nokubhalisa ibhizinisi elisha eNingizimu Afrika babhekana nezingqinamba eziningi kanye nezihibe kw-ezomthetho.

Bahlonze izinqubo, isikhathi namanani abandakanyekayo ekwethulweni kwezamabhizinisi noma ifemu elingaqasha abasebenzi abaphakathi kwe-10 nama-50 eNingizimu Afrika.

Ngezansi kukhona izigaba eziyisithupha zezomthetho kanye nezinqubo ezivumelekile yokubhalisa ibhizinisi eNingizimu Afrika, ngokwePhrojekthi yokuQhuba iBhizinisi.

1. Bhalisa kwiKhomishana leziNkampani nezobuHlakani (CIPC)

Uso-mabhizinisi unezindlela ezine ezahlukene zokubhalisa inkampani kwi-CIPC. Indlela ejwayeleke kakhulu yokubhalisa, ebalwa i-Starting a Business Indicator, yenziwa ngokusebenzisa iwebhusayithi ye-CIPC (www.cipc.co.za). Ungakwazi nokubhalisa ezindaweni zokuzisiza ezisePitoli, eGoli naseKapa; kwamanye amagatsha asebhange (okwamanje i-FNB); nangombikombani.

Ukuze ubhalise inkampani kwi-inthanethi, usomabhizinisi kudingeka abhalise njengekhasimende kwiwebhusayithi ye-CIPC (www.cipc.co.za).



2. Vula i-akhawunti yasebhange

Ukuze kuvulwe i-akhawunti yasebhange, umfakisicelo kumele athumele ubufakazi bamagama abaqondisi, kanye nemibhalo yenkampani engasiwo amakhophi. Le nqubo ingase ithathe isikhathi eside uma seyenziwa uma imibhalo edingekayo ngokwe-Know your customer (“KYC”) ngokomthetho wesikhungo sezobuHlakani kwezezi-Mali No. 38 ka 2001 ingekho esimweni esifanele.



3. Bhalisela ukukhokha intela ngengeniso kanye nezintela ezimqoka (PAYE, UIF kanye ne-SDL) e-South African Revenue Services (SARS)

I-CIPC ne-SARS kuxhumene ngokobuchwepheshe. Uma usomabhizinisi evakashela igatsha lakwa-SARS ukuyobhalisela ukukhokha intela ngengeniso, i-SARS ithola ulwazi olwaluhlinzekwe usomabhizinisi kwi-CIPC ngesikhathi yenza inqubo yoku-1. Usomabhizinisi kusadingeka ukuthi aye ehhovisi lakwa-SARS ukuze:

a) Abhalisele ukukhokha intela ngengeniso

b) Ukuyobhalisela intela yabasebenzi (PAYE), isiKhwama soMshwalense wabaNtu abaPhelelwa uMsebenzi (UIF) neLevi yokuThuthukisa amaKhono (SDL):

Usomabhizinisi kumele athumele ifomu i-EMP 101e elitholakala kuintanethi noma ehhovisi lakwa-SARS eliseduze nawe. Ukubhalisa kwenzeka ngaleso sikhathi futhi kungenziwa naku-intanethi noma egatsheni.

4. Bhalisela i-VAT kwa-South African Revenue Services (SARS)

Amabhizinisi anengeniso elibanjelwa intela elingaphezu kwezi-ZAR 1,000,000 kumele abhalisele i-VAT. Isicelo sokubhaliswa kwe-VAT senziwa ngokugcwalisa ifomu i-VAT 101. Ukubhalisela i-VAT kungathatha izinsuku ezisuka kolu-1 kuya kwezingama-21 kuncike ezingeni lobungozi i-SARS elibona enkampanini. Izinga lobungozi lihlolwa ngokubheka okunhlobonhlobo njengomsebenzi wenkampani, ingeniso kanye nokuhambisana kwemininingwane ehlinzekiwe.



5. Bhalisa inkampani esiKhwameni soMshwalense wabaNtu abaPhelelwa uMsebenzi (UIF)

NgokoMthetho woMshwalense wabaNtu abaPhelelwa uMsebenzi kanye noMthetho weNkokhelo yoMshwalense wabaNtu abaPhelelwa uMsebenzi, bonke abasebenzi abasebenza isikhathi esingaphezu kwamahora angama-24 ngenyanga kumele babhaliswe kwi-UIF. Umqashi onejoka lokubhalisa abasebenzi..

6. Bhalisa kuKhomishana ukuze ulandele uMthetho weziNxephezelo zokuLimala eMsebenzini kanye neziFo

NgokoMthetho weziNxephezelo zokuLimala eMsebenzini kanye neziFo 130/1993 owachitshiyelwa ngowezi-1997, umqashi unejoka lokubhalisa abasebenzi esiKhwameni sesiNxephezelo.

Amafomu okubhalisa angatholakala kwiwebhusayithi yoMnyango wezokuSebenza (www.labour.gov.za) Nokho, akubhaliswa ku-intanethi umuntu kumele azenzela mathupha.

Ukukhetha Idlelandawonye njengeBhizinisi laseMphakathini

Abantu abaningi eNingizimu Afrika bayingxenywe yomnotho ongahlelekile noma ababandakanyiwe ngokwezenhlalo, ezomnotho nezepolitiki emihlomulweni yezentuthuko. Idlelandawonye lidlala indima ebaluleke kakhulu ekusizeni laba bantu ukuze bathole izisombululo ngokuthi bangahlanganyela kanjani ukuze baxoshe ikati eziko ngokusebenzisa izinsiza zabo, nolwazi kanye namandla. Idlelandawonye anegalelo ekuthuthukisweni kweminotho yasemakhaya lapho abantu abahlwempu beziphilisa ngalokho okuhlukile abanakho kanye nokubambisana okukhulu emphakathini.

Asiza abantu abahlwempu ukuze izimvo zabo zizwakale phezu kokuthuthukisa isimo abasuka bephila phansi kwaso. Njengoba idlelandawonye eyizinhlangano zantandoyeningi futhi abanikazi bayo kuba yibo abasebenzisa imisebenzi yidlelandawonye ebaluleke kakhulu ukuze kusimamiswe abantu abadla imbuya ngothi. Bayazibandakanya, babhekela izidingo zasendaweni futhi bakwazi ukunxenxa imiphakathi bese basize amaqeqebane abantu ahlwempu.

Okungenzeke uma umuntu eyedwa kungenzeka uma abantu abaningi bebumbene!

Uhulumeni kazwelonke nowesifundazwe ugqugquzela idlelandawonye njengohlobo lwebhizinisi kanye nendlela yokuthola okuphathelene nomnotho ongahlelekile obandakanyekayo futhi ohlomulayo emnothweni ohlelekile. Kwezokuthuthukiswa Komnotho Wendawo (LED) kugxilwa ekusunguleni idlelandawonye elilinganisa ukuthengwa kwamandla nasekudalweni kwamathuba okwazisa ibhizinisi ngokuhlanganyela.



Yini idlelandawonye?

Incazelo: 1

Umbimbi Wedlelandawonye Womhlaba Jikelele (2007) uchaza idlelandawonye njengenhlango yabantu ababumbene ngokuzinikela ukuze kugcwaliseke izidingo zabo zezomnotho, zenzlalo kanye nezamasiko kanye nalokho abakufisayo ngokusebenzisa ibhizinisi elingelabo ngokuhlanganyela neliphethwe ngokwentandoyeningi. Idlelandawonye livame ukuba yibhizinisi lezolimo noma elokungenelela kwezenhlalakahle eliholwa uhulumeni.

Incazelo: 2

Idlelandawonye liyinhlangano ezimele yabantu abahlanganisa abanako ukuze kubhekanwe nezidingo zabo zezomnotho, zenzlalo kanye nezamasiko kanye nalokho abakufisayo ngokusebenzisa ibhizinisi elingelabo ngokuhlanganyela neliphethwe ngokwentandoyeningi, elihleliwe nelisebenza ngokwemigomo yedlelandawonye.

Idlelandawonye lihlinzeka amalungu alo ngemisebenzi kanye nemikhiqizo. Izinzuzo, ezaziwa ngokuthi okusalile kudlelandawonye, kwahlukaniswa phakathi kwamalungu kuhambisane nemali efakwe ilungu ngalinye kudlelandawonye.



2. Idlelandawonye libonakala ngani?

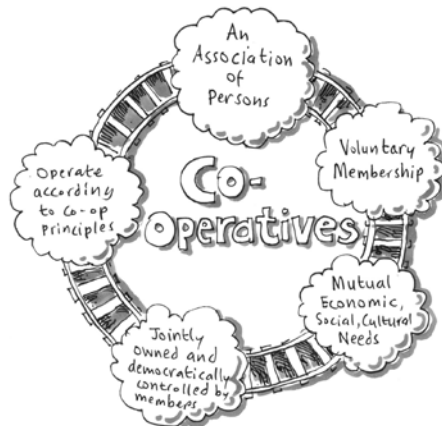
Inhlangano yabantu

Umuntu uba yilungu ngokuzinikela

Kusuka kukhona izidingo ezifanayo kwezomnotho, ezenhlalo kanye nezamasiko.

Liphathwa ngokuhlanganyela futhi lilawulwa amalungu ngokwentandoyeningi

Lisebenza ngokwemigomo yedlelandawonye



3. Umgomo wedlelandawonye uyini?

Ukulawula ngokwentandoyeningi

Ukuzinikela kanye nobulungu obuvulelekile

Ukwehluka nokuzimela

Ukuqeqeshwa ngokwezemfundo nangolwazi

Ukubambisana kwedlelandawonye

Okukhathaza umphakathi

Ukuzibandakanywa kwamalungu

4. Imihlomulo yakhona iyini?

Umuntu ukwazi ukufeza lokho abengeke akufeze eyedwa

Kwenza kube lula ukutholakala kwemisebenzi edingekayo

Ukutholakala kwezinsiza ngokuhlanganyela, ilungu ngalinye likhokha okuncane ngokutshalwayo, ukwazisa, ukusabalalisa kanye nokuthengisa imikhiqizo

Kuqhutshezelwa umsebenzi owenziwa ngemikhiqizo uma kunesidingo



5. Liqalwa kanjani idlelandawonye?

UKUSUNGULA: KUBANJWA UMHLANGANO UKUZE KUTHOLAKALE UKUTHI NGABE INTSHISEKELO NGEPHROJEKTHI EHLONGOZWAYO INGAKANANI

USihlalo ufunda ingxenye yohlelo lwebhizinisi elicacisa izinhloso kanye nezimpokophelo, kanye nokulindeleke ebhizinisini bese akwethulele bonke abasuka bekhona emhlanganweni.

Kuphendulwa yonke imibuzo equbukayo

Kumenywa bonke abantu ukuthi bahlanganyele

Labo abanentshisekelo kufanele banikezwe iFomu Lokufaka Isicelo noma Lobulungu ukuze baligcwalise

Labo abagcwalise Amafomu Okufaka Isicelo Sobulungu bazobe sebekhetha iBhodi Labaqondisi

Lapho idlelandawonye lisuka selisungulwe ngokusemthethweni



UKUSUNGULA: KUBANJWA UMHLANGANO

Ukuhlonza izimpokophelo (Okuyikonakona idlelandawonye elifuna ukukwenza)

Impahla yokusebenza, izakhiwo, kanye nenye impahla edingekayo ebhizinisini

Okudingekayo ngokwezimali (Lokhu kuzotholakala kanjani?)

Isakhiwo (Idlelandawonye lizoba kuphi?)

Kukhethwa ikomidi elizohola umsebenzi ukuze liqhubezele iminin-gwane phambili khona izosetshenziswa

Kudwetshwa uhlelo lokuqala lomsebenzi

Kutholakala umthethosisekelo (umthetho) ozokwendlala izinqubo ezizolandelwa idlelandawonye uma sekwenziwa izinhloso nezimpokophelo zayo.

UKUSUNGULA: Inqubo Elandelayor

Umhlangano wokuqala webhodi

Inqubo yokubhalisa

Ukugcwaliswa kwamafomu okubhaliswa nomthethosisekelo

Ukugcwaliswa kwemibhalo noMbhali weDlelandawonye ukuze ayicubungule

Isitifiketi Sokubhaliswa

Umthethosisekelo obhalisiwe

Kuqalwe ukusebenza!



6. Ubani ongaba ilungu?

Noma ubani ogcwalise ifomu lesicelo sokuba ilungu

Noma ubani onentshisekelo efanayo neyeqeqebana (idlelandawonye)

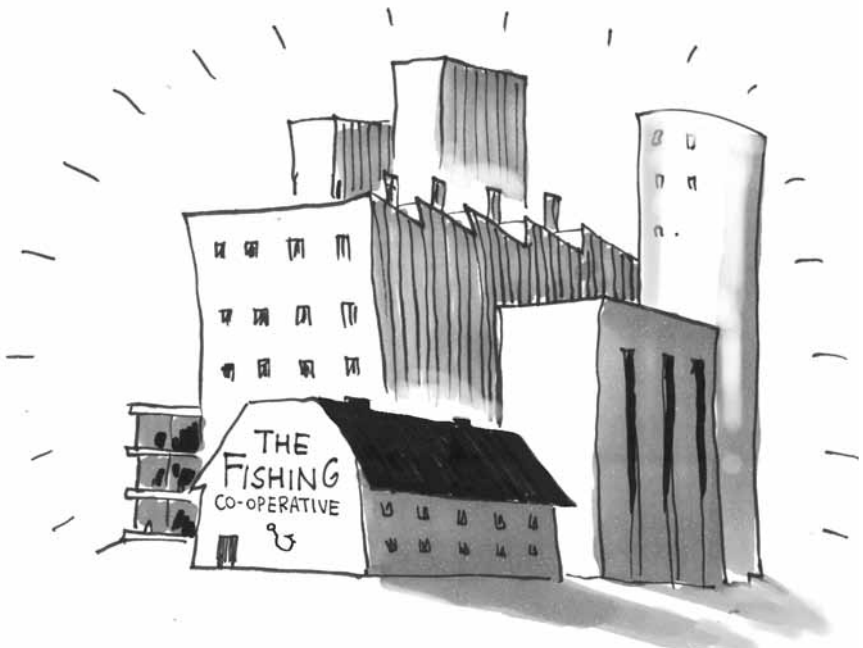
Noma ubani ongaphezu kweminyaka eyisishiyagalombili

Kunafomu azinhlobonhlobo okumele afakwe neziNkampani kanye ne-Intellectual Property Commission (CIPC) ukuze kubhaliswe idlelandawonye. Lolu lwazi ungaluthola ngokuvakashela isigaba samadlelandawonye kwiwebhusayithi ye-CIPC.

Okubalulekile Okuphatelene Nokuphumelela

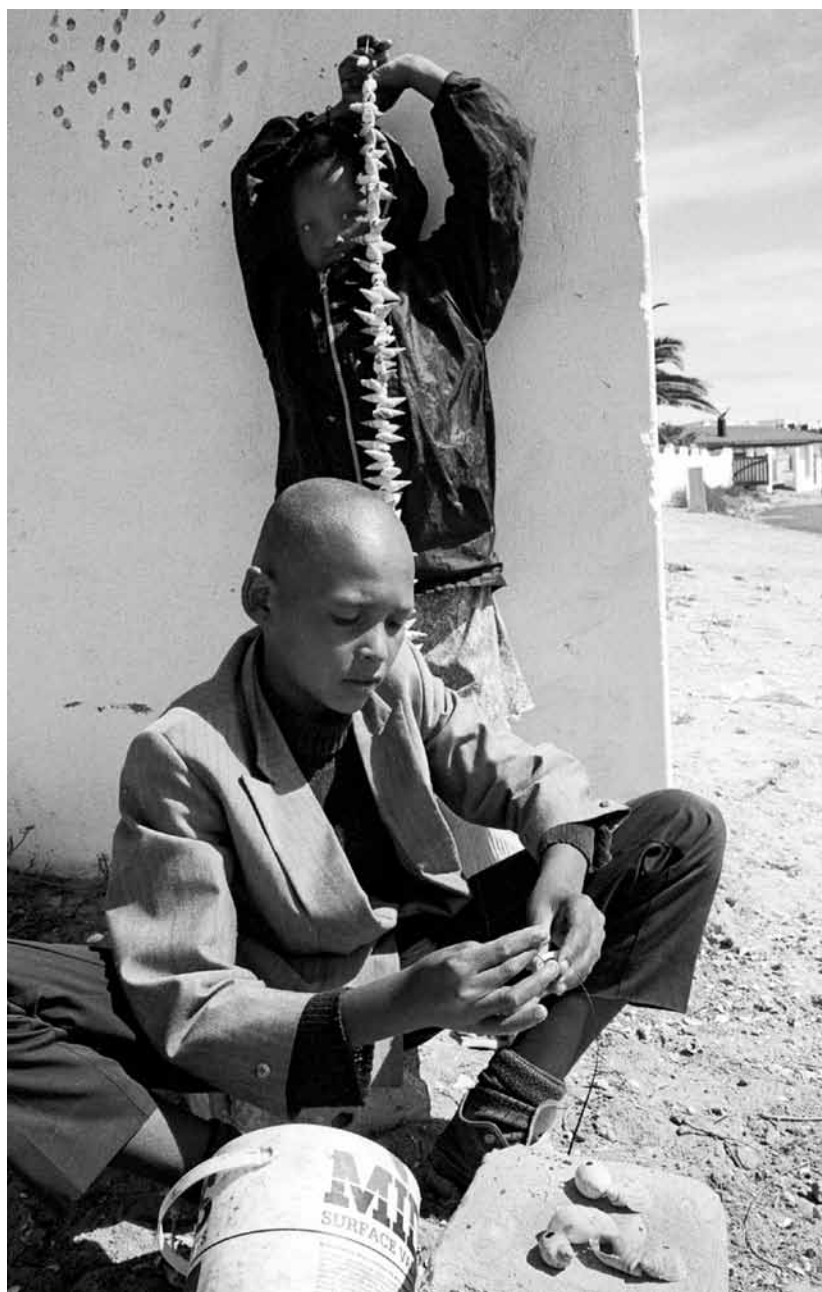
Ukuze amadlelandawonye aphumelele kudingeka imigomo elandelayo yangaphakakathi emqoka:

1. Iqeqebana labantu kumele lilangazalele ukuxazulula inkinga eyodwa
2. Kumele okungenani kube nomuntu oyedwa onamakhono obuholi eqeqebaneni
3. Idlelandawonye kumele lidale imihlomulo ephathekayo okuzoba eyamalungu
4. Idlelandawonye kumele liba nabaphathi abavuthiwe abangakwazi ukuqalisa izinqubomigomo zebhizinisi. Kumele kube nohlaka lokuphatha olugqamisa amakhono amalungu
5. Imihlomulo yobulungu kumele ibe namandla ngaphezu kwezindleko zemisebenzi yobulungu



Ukuze amadlelandawonye aphumelele kudingeka imigomo yangaphandle amqoka elandelayo:

1. Kumele kube nesimo esivumayo ukuze idlelandawonye liphumelele
2. Kumele kube nomthetho obekiwe ovumela ukuthi kube nezindlela zokuchibiyela imithetho yendawo emphakathini wedlelandawonye ngamunye ngokwezifiso nezidingo zamalungu awo
3. Kumele kube nohlelo lwentela lwamadlelandawonye olubheka izimo zabantu abathintekayo
4. Ukubekezela kumqoka kakhulu. Ukuzama ukusheshisa inqubo yokusungula ngokufaka uxhasomali oluningi kuvame ukuholela entuthukweni yesikhashana okuye kulandelwe ukuphela koxhaso lwangaphandle.



Isiphetho

Inqubomgomo ye-SSF yendlala iyisisekelo sokudlulisa okwakudala bese kuqale indlela entsha yokusimamisa imiphakathi edobayo.

Ukuqaliswa kwayo okuyisidingo nokubalulekile kulele emiphakathini ebumbene, enombono nolwazi.

Xoxisanani nibe nenkulumompikiswano ngokuqukethwe kulo mbhalo oshicilelwe futhi nabelane nabanye. Njengoba sazi, ulwazi lungamandla.

Asisebenzisane ukuqinisekisa ukuthi inqubomgomo iba yimpumelelo ezimpilweni zethu.

Izinkomba:

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