

- Icandelo lonogada labucala
- Icandelo lentengiso yeempahla konovenkile ngesixa ezikhulu namaxabiso aphantsi kunye nelokuthengisa ngemiyinge emincinci
- Icandelo leteksi

Kukho kwakhona ukumiswa ngabaphathiswa benkqubo zemisebenzi yoluntu eyandileyo. nangentengiso yeempahla konovenkile ngezixa ezikhulu namaxabiso aphantsi.

### **Ingaba ukusebenza okumiswa ngamacandelo kuyabakhusela abasebenzi abavela kwinkampani?**

Ewe. Inkampani ezinikeza ngabasebenzi nazo mazilandele ubuncinane bemfuneko yokusebenza okumiswa ngamacandelo eziphantsi kwawo.

I Candelo 198(4)(c) le LRA lithi i Nkampani ezinikeza ngabasebenzi mayilandele ukusebenza okumiswa licandelo ukuba inkampani engumxumi enikeza ngabasebenzi iphantsi kokusebenza okumiswa licandelo.

Umzekelo, ukuba inkampani enikeza ngabasebenzi inikeza ngabasebenzi kwivenkile enkulu, lonkampani inikeza ngabasebenzi mayihlawule ubuncinane bomvuzo omiswe kukusebenza okumiswa licandelo lentengiso yeempahla konovenkile ngesixa esikhulu namaxabiso aphantsi neyokuthengisa ngemiyinge emincinci yaye inike abasebenzi onke amanye amalungelo amisiweyo.

### **Kwenzeka ntoni kumalungelo wam e BCEA ukuba ndiphantsi kokusebenza okumiswa licandelo?**

Abasebenzi abaphantsi kokusebenza okumiswa licandelo abasekho phantsi kwe BCEA. Kodwa ukuba kukho ilungelo kwi BCEA elingekhoyo kukusebenza okumiswa licandelo, ngoko ke abasebenzi abaphantsi kokusebenza okumiswa

Imfuneko iquka iyure zokusebenza, yimalini abasebenzi amabahlawulwe yona ngomsebenzi ongaphaya kwexesha, likhefu elingakanani emabalifumane, yaye njalo njalo.

### **Kutheni ibizwa ukumiswa?**

Ngoku ngafani nebhunga lengxoxo okanye izivumelwano zendawo yomsebenzi, ukusebenza okumiswa ngama candelo akunathethathethwano. Iyenziwa, okanye imiswe nguMphathiswa wezeMisebenzi. Nangona benako ukubuza abasebenzi nabaphathi kwicandelo batsho yintoni emayingene ekumisweni umphathiswa akabophelelekanga ukuba azisebenzise naziphina ezonkcazelo. I Candelo 51 le BCEA linika umphathiswa ilungelo lokwenza imisebenzi emiswa ngamacandelo.

### **Imfuneko encinane kukusebenza okumiswa ngamacandelo**

Abaphathi abaphantsi kokusebenza okumiswa ngamacandelo mabanike abasebenzi ubuncinane bemivuzo yaye nemfuneko kokukumiswa. Abanakunika ngaphantsi. Abasebenzi bangathethathethana nabaphathi bafumane ngaphezulu kunoko kusekumisweni.

### **Ngawaphi amacandelo aphantsi kokumiswa?**

Amacandelo aphantsi kokusebenza okumiswa ngamacandelo ngala:

- Abantwana abakulwaziso, imisebezi yokuphila ngokucula okanye ngokudanisa nempucuko yesizwe.
- Incandelo lesivumelwano sokucoca
- Abasebenzi basemakhaya
- Abasebenzi basefama
- Icandelo lezamahlathi
- Icandelo lokubuka indwendwe (hotele, izindlu zendwendwe, indawo zokutyela) linkqubo zokufundisa ukusebenza

licandelo bazaligcina elalungelo le BCEA. Ukusebenza okumiswa licandelo kwahlukile kwi BCEA ngoba imisa ubuncinci bemivuzo yabasebenzi abaphantsi kwayo, leyo iBCEA ingakwenziyo.

### **Kuthatha ixesha elingakanani ukusebenza okumiswa licandelo?**

Umpathiswa wenza umsebenzi omiswa licandelo ulungele ixesha elithile, ngokuqhelekileyo iminyaka emithathu. Qho ngonyaka umpathiswa unika abasebenzi abaphantsi kokusebenza okumiswa ngamacandelo ohlukeneyo unyuso lwemivuzo ngoba umpathiswa unamandla okuguqula (okulungisa) umsebenzi omiswa licandelo.

### **Abaphathi mabagcine ikopi yokusebenza okumiswa licandelo kwindawo zokusebenza**

Abasebenzi banelungelo lokuyijonga lekopi yemisebenzi emiswa licandelo, leyo abaphathi emabayigcine endaweni yokusebenza. Ungacela ikopi, kodwa kungafuneka uyihlawulele.

### **Yintoni emandiyenze ukuba umpathi wam akandiniki amalungelo wam okusebenza okumiswa licandelo?**

Yiya kwelona Sebe lezeMisebenzi likufitshane kuwe ukuba umpathi wakho akakuniki amalungelo akho okusebenza okumiswa licandelo.

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**IsiXhosa**  
*Sectoral Determinations*



## **INKQUBO YEMFUNDO**

# **Ukusebenza okumiswa ngamacandelo (Sectoral Determinations)**

***Ama Candelo 51 - 58 oMthetho weMgqesho Esisiseko Esiyimfuneko (BCEA) usebenza ngezinto ezimiswa licandelo.***

### **Yintoni icandelo?**

Umsebenzi wahlula hlulwe wangama candelo ngokwama candelo ezoqoqosho, umzekelo, umsebenzi wase fama, umsebenzi wasekhaya, wokuthengisa ngemiyinge emincinci nangentengiso yeempahla konovenkile ngezixa ezikhulu namaxabiso aphantsi, njalo njalo.

### **Kuthethisa ukuthi ukusebenza okumiswa ngama candelo?**

Ukusebenza okumiswa ngama candelo kubeka ubuncinane bemivuzo zezinye imfuneko zabasebenzi kwicandelo elithile.