IMANUWALI YAMAKHASIMENDE YAMAZINGA OKUHLINZEKA NGOMSEBENZI EKHOMISHANA YEZOKUTHUTHUKISWA KWABANTU ABAMNYAMA KWEZOMNOTHO OKUSABALELE

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Izifingqo

Incazelo	**Izifingqo**
I-Broad-Based Black Economic Empowerment	I-B-BBEE
I-Broad-Based Black Economic Development Commission	IKhomishana ye-B-BBEE
I-Johannesburg Stock Exchange	I-JSE
I-National Development Plan (Uhlelo Lwezentuthuko Lukazwelonke)	I-NDP
I-Public Finance Management Act (uMthetho Wezokuphathwa Kwezimali Zikahulumeni)	I-PFMA
I-Sectoral Education Training Authority (uPhiko Lwezokuqeqeshela Imfundo Ngokwemikhakha)	I-Seta
I-The Department of Trade, Industry and Competition (uMnyango Wezohwebo, Ezezimboni Nezokuncintisana)	I-**the dtic**
I-The Broad-Based Black Economic Empowerment Act	UMthetho we-B-BBEE

1. Isingeniso

1.1 Indlela amakhasimende noma amaklayenti aphathwa ngayo ivame ukuba yimbangela yomehluko phakathi kwezikhungo eziphumelelayo nalezo ezihlulekayo ngenxa yokungabi nokunakekelwa kwamakhasimende okufanele. Lokhu kuphinde kube negalelo ezimvweni zomphakathi ngesikhungo futhi zingakwazi nokususa abangase babe ngamakhasimende/amaklayenti ekuxhumaneni nesikhungo ngenxa yokunganakekelwa kwamakhasimende ngokufanele.

1.2 Semithathu manje iminyaka kwasungulwa iKhomishana ye-B-BBEE kusukela ngoNhlangulana 2016, futhi okulindelwe ngamakhasimende kuyanda futhi kubalulekile ukuthi iKhomishana ye-B-BBEE iqaphele ukuhlinzeka ngemisebenzi ngendlela engahambisani nentengantekayo njengengxenye yokwazisa ngesethembiso se-*brand* yethu, ***'okuwumnotho obandakanyayo wabo bonke, sindawonye'***, empeleni okuchaza ukubamba iqhaza ngokulinganayo kwezomnotho, ukufinyelela emathubeni engcebo ngokulinganayo kwabo bonke abantu, ukubandakanywa kwabosozimboni abangabantu abamnyama emnothweni kanye nokutholakala kosizo olungasilo olwemali kanye nolwemali, okubandakanya izinhlelo zoxhaso ukuze kube nokulingana. Ngakho-ke, lesi sethembiso se-*brand* yethu singafezeka ngokuqaliswa ngendlela enokuqapha kwayo yonke iminxa ye-B-BBEE, kubanjisenwe njengethimba ukuze kufezwe umgomo owodwa womnotho oguqukile, othuthukisayo nobandakanyayo wazo zonke izakhamizi zaseNingizimu Afrika.

1.3 Ucwaningo lokuhlola umthelela olwenziwa yiKhomishana ye-B-BBEE ngowezi-2019, lwaveza ukuthi umphakathi awuwazi amazinga okuhlinzeka ngemisebenzi ehlinzekwa yiKhomishana ye-B-BBEE. Amazinga okuhlinzeka ngomsebenzi abalulekile esikhungweni esilawulayo ngoba yiyo emisa izindlela okumele kuphathwa ngazo amakhasimende kanye nezenzo eziphuma phambili okumele zilandelwe lapho kuxhunyanwa namakhasimende.

1.4 Ukuba nalawo mazinga amisiwe nokufundisa abasebenzi ngamazinga amukelekile nezingaqophelo lomsebenzi elamukelekile kukhuthaza ukuphinda kusetshenzisanwe nathi futhi kuthuthukisa izinga lomsebenzi uwonke, futhi kwandisa ukwethenjwa kwesikhungo ngamakhasimende.

1.5 Ngakho, amazinga okuhlinzeka ngomsebenzi abaluleke kakhulu njengoba kuyiyo engamaphuzu ayisisekelo abalulekile isikhungo esihlinzeka ngayo ekunakekelweni kwamakhasimende aso.

2. Inhloso

2.1 IManuwali Yamazinga Emisebenzi Ehlinzekwa Amakhasimende ye-*Broad-Based Black Economic Empowerment Commission* iyithuluzi lokusiza isikhungo ekuqinisekiseni ukuqhubeka nokuhlinzeka ngemisebenzi ekusingaqophelo eliphezulu kubabambiqhaza bethu okwenziwa abasebenzi beKhomishana ye-B-BBEE.

2.2 IManuwali ididiyele izinqubo namazinga ohlaka olulodwa olusebenza emisebenzini ehlinzekwa yiKhomishana ye-B-BBEE njengoba kubhalwe kuMthetho we-B-BBEE.

2.3 Abaphathi beKhomishana ye-B-BBEE balindele ukuthi bonke abasebenzi basebenzise futhi baqinisekise ukulandelwa kwezimiso zamaZinga Emisebenzi Ehlinzekwayo equkethwe kuManuwali.

2.4 IManuwali isebenza njengomhlahlandlela wokuvikela amazinga okusebenza amiswe kuMthetho we-B-BBEE, futhi ayibhekile ukuthatha indawo yoMthetho we-B-BBEE kanye nophiko lwayo.

2.5 Le Manuwali ingabuyekezwa noma kunini yiKhomishana ye-B-BBEE uma kunanoluphi ushintsho oluphathekayo oluvele lapho kusetshenziswa uMthetho we-B-BBEE. Ezimweni ezinjalo, uhlobo oluchitshiyelwe luzoshicilelwa ukuze luthathe indawo yalolu.

3. Singobani

3.1 I-*Broad-Based Black Economic Commission*isungulwe njengesikhungo esiphethwe wuMnyango Wezohwebo, Izimboni Nezokuncitisana ("**i- the dtic**") ngokwesigaba 13B soMthetho i-*Broad Based Black Economic Empowerment Act No. 53 of 2003* njengoba uchitshiyelwe kuMthetho i-*Broad-Based Black Economic Empowerment Amendment Act No. 46 of 2013* ("uMthetho we-B-BBEE"). Umsebenzi wayo ubandakanya ukuqapha

ukuqaliswa koMthetho we-B-BBEE nokulwisana nezenzo zokungalandelwa kwezimiso zoMthetho we-B-BBEE.

3.2 Umbono Wethu

Umnotho wezimboni obandakanyayo oncintisana emazingeni omhlaba.

Ukubandakanya - kusho ukubamba iqhaza ngokulinganayo, amathuba alinganayo abo bonke abantu, kanye nezinzuzo ezivulelekele abantu abakuzo zonke izigaba zomphakathi eNingizimu Afrika iyonke. Lokhu kuvame ukuqondana nezakhi zezomnotho zokuthathwa kwezinqumo kwezomnotho uwonkana (i-*macroeconomics*) kanye nokuthathwa kwezinqumo zokwaba izinsiza lapho kushoda khona (i-*microeconomics*) ukuze kube nokubandakanya. NjengeKhomishana ye-B-BBEE, sinomthwalo wokulawula wokuqinisekisa ukuthi umnotho waseNingizimu Afrika ubanzi futhi uyabandakanya ukuze kufezeke umbono wezi-2030 ku-NDP. Ukuze umnotho uchume, usebenze futhi ukhule zonke izakhamizi zaseNingizimu Afrika kumele zibambe iqhaza futhi zibe negalelo elibonakalayo enqubweni yokukhiqiza iyonke nasemikhakheni esemqoka yomnotho. Ngakho-ke, ukubandakanya kumele kulawulwe ngokuthuthukiswa kwamakhono, ubunikazi, ukulawula ezokuphatha, ukuthuthukiswa kwamabhizinisi nabahlinzekimisebenzi, kanye nokususwa kwezithiyo kwezomnotho ezibhekene nabantu abamnyama, ngakho kudingeka ukuba imikhakha ezimele kanye nohulumeni bakhe izinhlelo ezihlanganyelwe njengoba engekho umuntu ongenza lokhu eyedwa.

Ukuhambisana nohlelo lwezimboni - kusho ukwakhiwa komnotho okhiqizayo ogcinekayo oqhutshwa imikhiqizo nemisebenzi enhlobonhlobo etholakala nekhiqizwa endaweni. Lo ngumnotho onezinga eliphezulu labantu abafundile, oludala ukukhula kwezomnotho kanye namathuba omsebenzi kusetshenziswa izinhlelo okuphokophelwe kuzo, okwandisa uhwebo notshalomali kwezemfundo ukuze kuphume abasebenzi abawazi kakhulu umsebenzi futhi abanamakhono okuzoba negalelo ekudalweni kwamathuba omsebenzi, kuqale amabhizinisi amasha futhi kwandise ukukhiqiza. Kubandakanya izimakethe zamabhizinisi ezithuthukile nezikhiqizayo njengokukhiqiza okusimeme kanye nemisebenzi enegalelo. Okuyodala ukuthi kwandise izinzuzo futhi

kuthengiselwe amazwe angaphandle imikhiqizo enenzuzo kunokuba kube yizinsiza ezisasesimweni semvelo.

Umnotho - uqukethe isimo somnotho ngokomkhiqizo, ukudlulisa kanye nokusetshenziswa kwemikhiqizo nemisebenzi esifundeni sendawo esithile. I-IMF mhla ikhuluma nabemithombo yezindaba kuMbasa 2015 yaveza ukushona phansi komnotho emazweni asathuthuthuka kwezomnotho. Kubaluleke kakhulu ukuthi izwe likhulise umnotho walo ngokukhiqiza nokusabalalisa imikhiqizo ngaphakathi ezweni nakumazwe ngamazwe, futhi kunesidingo sokuthi uhulumeni ube nohlaka oluqinile kwezohwebo olulungeke lugcine ngokuhlonza izimakethe zabantu bakulelo zwe, kodwa uqinisekise nokugcineka kwakho.

Ukuncintisana Kwamazwe Ngamazwe - kusho izimakethe zakwamanye amazwe ezisebenzisekayo nezididiyele okungahwetshwa nazo ukuze kuqaliswe ukukhula komnotho. INingizimu Afrika ayisebenzi ngayodwana kodwa kumele incintisane namanye amazwe ukuze ithole izinsiza, amakhono kanye nezimakethe, okusho ukuthi kumele sisekele imikhiqizo nemisebenzi yethu yasendaweni futhi siyisebenze kakhulu kunezimakethe zakwamanye amazwe. Kumele sigxile lapho esinemikhiqizo okungeyaseNingizimu Afrika kuphela esingayisebenzisela ukuthengisela izimakethe zakwamanye amazwe - kumele sibe nesingahlinzeka ngakho okuhlukile. Maqondana nalokhu, ukuklama, ukubuyekeza kozakwethu kanye nokulandelwa kwemazinga omhlaba yikho okusiza ukukhomba izimo okumele izwe lizithuthukise noma lizisebenzise kakhulu ukuze lihlale likwazi ukuncintisana namazwe ngamazwe, ngaphandle kokuphazamisa inzuzo yomnotho yezwe.

3.3 Umgomo Wethu

Ukulawula ukusheshiswa kokuqaliswa koMthetho ngendlela enempumelelo

Ukulawula - ukwenza kube lula futhi kwenzeke ukuthi ababambiqhaza ku-B-BBEE balandele futhi baqalise uMthetho we-B-BBEE ngokuxhumana nokubonisana nabo; nangokuhlinzeka ngezelulelo nokusekelwa ngokuhlinzeka ngezeluleko, izaziso zokuchaza kanye nokucacisa, phakathi kokunye, ngokusetshenziswa nokuchazwa

koMthetho, kanye nokuqaliswa kwezinhlelo zezemfundo nokuqapha kanye nezindlela zokuqondisa lapho kunokungalandelwa kwezimiso.

Ukusheshisa - ukuqinisekisa ukuthi uguquko luyashesha kube kubekwe impokophelo emqondweni ngokususela kulokho okuyisisekelo, okungavama ukukalwa ukuze kuqinisekiswe ukuthi izwe lihlangabezana nezimpokophelo zomnotho zalo kwezamanani ezabelo kanye nokuthuthukiswa kwabo bonke abahlomuli be-B-BBEE abaqondiwe. Lokhu kubandakanya ukufinyelela kulabo bantu, imikhakha kanye nezimboni ezingakaluzwa uguquko nokuthuthukiswa kuze kube namuhla, nokuthuthukiswa komthelela we-B-BBEE kuyo yonke imikhakha yezwe lethu.

Ukukhiqiza - ukudlulela embonini okusetshenziswa kuyo lapho kuguqulwa khona imikhiqizo esesimweni semvelo ibe yimikhiqizo eqediwe ezweni lethu; isimo lapho esingathembeli khona emikhiqizweni evela kwamanye amazwe ukuze siphothule ukukhiqizwa kwemikhiqizo yethu. Sihlele ukuxhumana nezikhungo zemfundo nezobuchwepheshe, ukubonisana nabafundi kanye nabantu abasha ukuze kukhuthazwe ukuqalwa kwamabhizinisi amasha kanye namasu amasha besebancane, ukulekelela ekutholakaleni koxhaso lwezezimali nolungasilo olwezimali nokweluleka ukuze bathole abangabacathulisa kanye nezinkampani esezizinzile, ukungasebenzisa amahora amade kodwa kusetshenzwe ngobuhlakani nangobuciko, ukuqhamuka nemibono emisha nengamaqhinga amasha kanye nobuchwepheshe obuzoqhuba izwe liye phambili, kanye nokuhlinzeka ngendawo yokusebenza enempumelelo lapho izakhamizi zingathola usizo ngokufanele.

Ukuqalisa - kuvame ukuthiwa iNingizimu Afrika inezinqubomgomo eziphambili kodwa iyahluleka uma sekumele iyiqalise ngenxa yokuningi okuyizithiyo, ukungabibikho kokusebenzisana, ukungawuqondi umbono, abaqalisi bengawuqondi umsebenzi omisiwe, ukushoda kwezinsiza nezimali kanye nezinye izingqinamba ezihambisana nakho. Ngakho, kubalulekile ukuthi iKhomishana ye-B-BBEE ixhaswe ngemali, impahla kanye nabantu abanamakhono nolwazi oludingekayo ngokufanele nangokwanelisayo ukuze ikwazi ukwenza umsebenzi ewumiselwe.

3.4 Isethembiso Seethu

'Umnotho obandakanyayo wabo bonke abantu, ndawonye'

Ukubandakanya - kusho ukubamba iqhaza ngokulinganayo, amathuba alinganayo abo bonke abantu, kanye nezinzuzo ezivulelekele abantu abakuzo zonke izigaba zomphakathi eNingizimu Afrika iyonke. Lokhu kuvame ukuqondana nezakhi zezomnotho zokuthathwa kwezinqumo kwezomnotho uwonkana (i-*macroeconomics*) kanye nokuthathwa kwezinqumo zokwaba izinsiza lapho kushoda khona (i-*microeconomics*) ukuze kube nokubandakanya.

Umnotho - uqukethe isimo somnotho ngokomkhiqizo, ukudlulisa kanye nokusetshenziswa kwemikhiqizo nemisebenzi esifundeni sendawo esithile. Kubaluleke kakhulu ukuthi izwe likhulise umnotho walo ngokukhiqiza nokusabalalisa imikhiqizo ngaphakathi ezweni nakumazwe ngamazwe, futhi kunesidingo sokuthi uhulumeni ube nohlaka oluqinile kwezohwebo olulungeke lugcine ngokuhlonza izimakethe zabantu bakulelo zwe, kodwa uqinisekise nokugcineka kwakho.

Sindawonye - ukuphoqelela nokwakha ubudlelwano, ukusebenzisana nokubambisana nabanye ukuze kufezwe umgomo okuphokophelwe kuwo, imikhakha ezimele, uhulumeni, abezemisebenzi kanye nezinhlangano zomphakathi - akekho okumele asale ngaphandle njengoba siphokophele ekwakheni umnotho obandakanyayo wabo bonke abantu. Lo mnotho kumele uphumelele ukusilethela inzuzo sisonke, ngakho kumele sisebenzele umbono ofanayo njengoba kubhalwe ku-NDP, nangokuhambisana nemibomo nezimpokophelo ezihlala zihlale zimiswe yiKhabhinethi.

3.5 Okuyigugu kithi

Indawo esisebenzela kuyo isiphosela izinselele ezinhlobonhlobo, ezibandakanya ukushoda kokuphathwa kwamabhizinisi okufanele, izenzo zokungalandelwa kwezimiso ze-B-BBEE, ukukhohlisa ngemininingwane yokuthuthukisa, ukuveza amaphuzu angasilo iqiniso ukuze kutholakale izinkontileka kanye nezisombululo ezisheshayo sokuthuthukisa, konke okuyindawo evundile yokuba kwenziwe imikhuba ephambene nezinkambisonhle ngaphakathi nangaphandle kwemikhakha kahulumeni. Uma

sekubhekwe lesi simo kanye nomgomo wethu wokuba ibhizinisi elilawulayo okungathenjelwa kuso nesinempumelelo, sivumile futhi sazinikela ekugcineni okubalulekile okungamagugu okulandelayo:

Igugu 1: Umnotho obandakanyayo yiwo esiwubheka kuqala

- Okuseqhulwini nesizibophezele kukho kokuqala yinzuzo yezomnotho yezwe lethu.
- Ababambiqhaza bethu babaluleke kakhulu kithi ukuze sifeze imigomo yethu yezomnotho

Igugu 2: Ukuvuleleka nokutholakala kuzo zonke izakhamizi ezibandakanyeka kwezomnotho

- Simise izikhathi zokuphendula ngokushesha ngokulawulwa ngamazinga emisebenzi yethu
- Sihlinzeka ngezindlela zokulungisa ezingachemile nezifanayo ngokulandela umthetho
- Sihlinzeka ngezimpendulo ezisheshayo ezingenazo izithiyo

Igugu 3: Ukungachemi

- Sithatha izinyathelo ngaphandle kokwenzelela, ukwesaba, ukuchema noma ukulimaza
- Sibhekana nezimo ngokubuka zonke izinhlangothi lapho kufezwa inhloso yethu
- Sihlonipha ubumfihlo ngokomthetho

Igugu 4: Ukugcina Okwenzekayo

- Sihlinzeka ngemiyalelo ecacile nezeluleko okungathenjelwa kuzo
- Sihlinzeka ngezinqumo nezeluleko ezigcinekayo

Igugu 5: Isibopho sokuphendula ngazo zonke izinqumo nezinyathelo esizithathayo

- Sisekela futhi sihloniphe zonke izinqumo nezinyathelo ezithathwe yibhizinisi lethu
- Sethemba bonke abasebenzi ukuthi bazohlinzeka ababambiqhaza ngobunyoningco nangobuchwepheshe
- Siyakumela esikwenzile

Igugu 6: Ukungayamukeli nhlobo inkohlakalo

- Sizibophezele ekuphatheni ngokufanele

- Yonke imisebenzi yethu ivulelekile ayinabumfihlo
- Asiyamukeli nhlobo inkohlakalo

3.6 Ukuchazwa KwezingxenyeZebhizinisi

3.6.1 IKhomishana ye-B-BBEE yakhiwe izinhlelo ezincane ezilandelayo:

3.6.1.1 **Uhlelo 1 - Ukulandela izimiso:** Umgomo wesikhathi eside wohlelo 1 ukuvikela imiphumela yomnotho obandakanyayo.

3.6.1.2 **Uhlelo 2 - Uphenyo nokuphoqelela:** Umgomo wesikhathi eside wohlelo 2 ukuqalisa ukuphoqelelwa kwezindlela zokuqondisa izigwegwe ukuze kulandelwe izimiso.

3.6.1.3 **Uhlelo 3 - Ucwaningo, uhlaziyo nombiko:** Umgomo wesikhathi eside wohlelo 3 ukucwaninga, ukuhlaziya nokubika ngesimo soguquko.

3.6.1.4 **Uhlelo 4 - Ukwakha Ubudlelwano/ Ubudlelwano Nababambiqhaza:** Umgomo wesikhathi eside 4 ukuhlanganyela nababambiqhaza abafanele ukuze kuqhutshezelwe uguquko.

3.6.1.5 **Uhlelo 5 - Ezokuphatha:** Impokophelo yesikhathi eside yohlelo 5 ukuthuthukisa okungenziwa kanye namandla eKhomishana ye-B-BBEE ukuze ihlinzeke ngomsebenzi ewumiselwe.

4. Imithetho kanye Neminye Imisebenzi Eyisibopho

4.1 Sakhiwe ngaphansi kweSigaba 13B soMthetho we-B-BBEE futhi sinamandla okusebenza eNingizimu Afrika iyonke. Kumele singachemi futhi senze imisebenzi yethu ngaphandle kokwesaba, ukwenzelela noma ukulimaza, ngendlela eyonga imali nangokulandela izimiso nezinqubo ezibhalwe kusigaba 195 soMthethosisekelo. NgokweSigaba 13E soMthetho we-B-BBEE, imali siyithola kusabelomali esivela ePhalamende seKhomishana ye-B-BBEE, futhi imali itholakala ngokusemthethweni ivela nakunoma eyiphi eminye imithombo. UMcwaningimabhuku-Jikelele unomsebenzi wokucwaninga amarekhodi ezimali ethu minyaka yonke. Njengoba singakabhaliswa njengebhizinisi likahulumeni, sisebenza ngokohlaka lwesabelomali nolokwethula umbiko lwe**-dtic**.

4.2 Isigaba 13F soMthetho we-B-BBEE sithi imisebenzi yethu ingelandelayo:

- Ukuqapha, ukubheka nokukhuthaza ukulandelwa koMthetho we-B-BBEE ukuze kuzuze umphakathi;
- Ukuqinisa nokwenza kube nokusebenzisana phakathi komkhakha kahulumeni nozimele ukuze kukhuthazwe futhi kuvikelwe izimpokophelo zokuthuthukiswa kwabantu abamnyama kwezomnotho okusabalele;
- Ukuthola izikhalo eziqondene nokuThuthukiswa Kwabantu Abamnyama Kwezomnotho Okusabalele ngokoMthetho;
- Ukwenza uphenyo, ngokuziqalela ngokwayo noma ngokulandela izikhalo ezitholakele, nganoma oluphi udaba lokuthuthukiswa kwabantu abamnyama kwezomnotho okusabalele;
- Ukukhuthaza ukusekela; ukufinyelela kumathuba nezinhlelo zokufunda kanye nezinhlelo zokuthuthukiswa kwabantu abamnyama kwezomnotho okusabalele;
- Ukugcina irejista yokuthengiselana okukhulukazi kokuthuthukiswa kwabantu abamnyama kwezomnotho okusabalele; engaphezu komkhawulo onqunywe wuNgqongqoshe kuGazethi;
- Ukuthola nokuhlaziya leyo mibiko njengoba kungase kumiswe maqondana nokulandelwa kwezimiso zokuthuthukisa ezomnotho okusabalele ezivela kuhulumeni, emabhizinisini kahulumeni kanye namabhizinisi asemkhakheni ozimele;
- Ukukhuthaza ukubusa okuhle nesibopho sokuphendula ngokwakha indawo enempumelelo ekuthuthukiseni nasekuqaliseni ukuthuthukiswa kwabantu abamnyama okusabalele;
- Ukusebenzisa lawo mandla angaphambani noMthetho njengoba engase anikwe iKhomishana ye-B-BBEE ngokubhaliwe wuNgqongqoshe; kanye
- Nokwandisa ulwazi ngohlobo nokunhlobonhlobo kanye nokukhuthaza ukwazi komphakathi ngezimo eziqondene nokuthuthukiswa kwabantu abamnyama kwezomnotho okusabalele ngokuqalisa izindlela zokufunda nokuqwashisa, ukuhlinzeka ngezeluleko emphakathini nokwenza ucwaningo ngezimo eziqondene nomsebenzi omisiwe kanye nemisebenzi yayo.

4.3 Izindawo esigxile kuzo ngokohlelo lwesikhathi eside zisuselwa emsebenzini omiswe kuSigaba 13F soMthetho we-B-BBEE, ngezinsiza ezihlinzekwe ngokweSigaba 13F

futhi kubhekwa nayo yonke imithwalo engaphansi koMthethosisekelo ne-PFMA elawula izinhlaka zikahulumeni nezikhungo zikahulumeni.

4.4 UMthetho we-B-BBEE ne-*Codes of Good Practice* icacise ngokusobala ukuthi okusemqoka okumele indlela esenza imisebenzi esiyimiselwe ngayo okumele ibe nomthelela kukho, futhi ngokwenqubekela phambili yoguquko okumele kukalwe, okungokulandelayo:

- Ubunikazi
- Ukulawula Ezokuphatha
- Ukuthuthukisa Amabhizinisi Nabahlinzekimisebenzi
- Ukuthuthukisa Amakhono
- Ukuthuthukisa Ezenhlalomnotho

5. Amazinga Okuhlinzeka Amakhasimende Ngomsebenzi

5.1 La mazinga okusebenza akalwa ngokobungako kanye nezingaqophelo lemisebenzi ehlinzekwa yiKhomishana ye-B-BBEE kumakhasimende ayo. La mazinga abandakanya ukuhlinzeka ngemisebenzi ngqo, amazinga okuziphatha kwabasebenzi, kanye nokuba khona kwezimvo zomphakathi kanye nezinqubo zokumangala.

5.2 Le yimisebenzi namazinga omsebenzi iKhomishana ye-B-BBEE eyethembisa amakhasimende ayo ngaphezu kwamazinga amiswe kumithethonqubo ye-B-BBEE maqondana nezinqubo ezicacisiwe:

Imisebenzi Esemqoka	**Umhlomuli Emsebenzini**	**Amazinga Omsebenzi**
Ukucacisa ngezincazelo zoMthetho we-B-BBEE.	Ababambiqhaza be-B-BBEE	Ukuphendulwa kwemibuzo nezimvo okungama-100% emuva kokufika kwemibuzo ezinsukwini ezinhlanu
Ukuphendula amaklayenti anemibuzo noma	Ababambiqhaza be-B-BBEE	Ukuphendulwa kwemibuzo nezimvo okungama-100%

ngokubikelwa ngokuphulwa koMthetho we-B-BBEE		emuva kokufika kwemibuzo ezinsukwini ezinhlanu
Ukwenza imihlangano yokucobelelana ngolwazi yokuqwashisa kanye nemikhankaso yokufundisa	Ababambiqhaza be-B-BBEE	Umhlangano uhlelwa enyangeni eyodwa (1) kusukela ngosuku ocelwe ngalo.
Ukuphendula imibuzo efike ngocingo	Ababambiqhaza be-B-BBEE	Ukuphendulwa kwezingcingo ezingama-90% nsukuzonke futhi lapho ababambiqhaza be-B-BBEE beshiye imiyalezo bafonelwe ngosuku okutholakale umyalezo ngalo.
Ukuthola nokwazisa ukuthengiselana okukhulukazi kwe-B-BBEE okuthunyelwe	Abangene ekuthengiselaneni kanye Nababambiqhaza be-B-BBEE	Ukwaziswa kokuthengiselana okuthunyelwe okungama-100% futhi incwadi ithunyelwe ezinsukwini ezinhlanu kuthunyelwe
Ukubhalisa ukuthengiselana okukhulukazi kwe-B-BBEE	Abangene ekuthengiselaneni kanye Nababambiqhaza be-B-BBEE	Ukubhaliswa kokuthengiselana okuthunyelwe okungama-100% ezinsukwini eziyishumi kuncike ekutheni ulwazi oludingekayo lube luphelele
Ukuhlola ukuthengiselana okukhulukazi kwe-B-BBEE okubhalisiwe	Abathengiselene kanye Nababambiqhaza be-B-BBEE	Ukuhlinzeka ngezimvo ezinsukwini ezingama-90 kusukela ngosuku lokubhalisa ukuthengiselana
Ukuthola nokwazisa imibiko yokulandelwa kwezimiso ethunyelwe	Izinkampani ezibhaliswe ku-JSE, ama-SETA, izinhlaka zikahulumeni kanye namabhizinisi kahulumeni	Ukwaziswa kokuthengiselana okuthunyelwe okungama-100% futhi incwadi ithunyelwe ezinsukwini ezinhlanu kuthunyelwe

Ukuhlaziya imibiko yokulandelwa kwezimiso ethunyelwe	Izinkampani ezibhaliswe ku-JSE, ama-SETA, izinhlaka zikahulumeni kanye namabhizinisi kahulumeni	Ukuhlinzeka ngezimvo ezinsukwini ezingama-90 kusukela ngosuku lokutholakala
Ukwazisa zonke izimangalo ezintsha ezitholakele	Abamangali	Kuzokwaziswa izimangalo ezitholakele ezingama-100% ezinsukwini ezinhlanu
Ukuhlolwa kwangaphambilini kwezimangalo	Abamangali	Ukusetshenzwa kwezimangalo ezingama-100% futhi kuqedwe enyangeni eyodwa (1) zitholakele
Ukuhlolwa kwamaphuzu ezimangalo	Abamangali	Ukuhlolwa kwezimangalo okungama-100% ukuze kutholakale amaphuzu ezinyangeni ezintathu (3) kufakwe isethulo
Ukwenza uphenyo	Abamangali Nabamangalelwa	Uphenyo luphothulwa ezinyangeni eziyi-12 kuqale uphenyo. Izigameko ezididayo zingadonsa isikhathi esingaphezu kwe-12 futhi abamangali bangaziswa ngesikhathi sokwengezela esidingekayo kanye nezizathu zalokho.
Ukuhlinzeka ngezimpendulo kubamangali	Abamangali	Ukuhlinzeka ngezimpendulo kubamangali njalo ezinyangeni ezimbili (2).

Ukuhlinzeka ngamarekhodi okuqoshwe emihlanganweni	Abamangalelwa nabamangali	Imihlangano iyaqoshwa ukuze kuhlangatshezanwe nezinqubo zangaphakathi zeKhomishana ye-B-BBEE futhi noma ubani uvumelekile ukuphatha umshini wokuqopha wakhe, kuncike ekutheni kuvunyelwane ngobumfihlo angokungabibikho kokucindezela emhlanganweni ngamunye.

5.3 Lapho kwenziwa le misebenzi futhi kugcinwa amazinga okuhlinzeka ngomsebenzi amisiwe, iKhomishana ye-B-BBEE izibophezele kokulandelayo:

- ukugcina imigomo ye-*batho-pele*;
- ukuhlinzeka ngemisebenzi ngokulinganayo kugxilwe ezidingweni zamakhasimende;
- ukuvumela ushintsho, amasu amasha kanye nokwethembeka ekuhlinzekeni ngezidingo;
- ukubonisana nemikhakha engayingenisi inzuzo kanye namabhizinisi ukuze kuthuthukiswe futhi kuqaliswe izindlela zokuqalisa imisebenzi;
- ukugxila kuzingaqophelo kube kuhlinzekwa ngemisebenzi ngendlela esezingeni eliphezulu; kanye
- namazinga okuziphatha abasebenzi.

6. Uvo Lwamakhasimende

6.1.1 Uma kwenzeka sihluleka ukuhlangabezana nala mazinga maqondana nodaba lwakho ngaphandle kokukwazisa ngezizathu, izimangalo zamakhasimende zingathunyelwa ngokubhaliwe ehhovisi likaKhomishina ku-FNotoane@beecommission.gov.za noma ngocingo ku-012 394 1446 Izimpendulo zamakhasimende eziwujikelele eziqondiswe kithi zingathunyelwa ngendlela efanayo.

6.1.2 IKhomishana ye-B-BBEE izoqhubeka nokukhipha ucwaningo lwamakhasimende njengengxenye yokuthuthukisa uhlelo lokuhlinzeka ngemisebenzi.

7. Usuku Lokuqala Ukusebenza

7.1 IKhomishana ye-B-BBEE izinikele ekusebenzisaneni nababambiqhaza be-B-BBEE ekwakheni umnotho obandakanyayo oncintisana namazwe ngamazwe. La mazinga omsebenzi aqala ukusebenza kusukela mhla ka-**1 kuMbasa 2021**.