

PULA IMVULA

Amahhaybhridi noma izinhlobo zezimbewu ezivulekile ezithuthela isikhuphashe – khetha wena?

ABALIMI BANIKEZA IZIZATHU EZININGI ZOKUNGASEBENZISI AMAHHAYIBHRIDI: IZIMBEWU ZIDULILE, UKUSWELA KWEZIMALI NGESIKHATHI SOKUTSHALA, UKUNGATHOLI IZIMBEWU EZINGAMAHAYIBREDI, UKUTHENGA UMANYOLO, UMVUNO ONGANDI KAKHULU, UKWEHLULEKA UKUMILA KUZO ZONKE IZINDAWO, UKUNGABEKWA KAHLE, UKUNGABI NEKHWALITHI ELIFANELEKILE.

Lokho okushiwo phezu kuletha umbuzo othi amahhayibhredi angcono yini nalezo ezithuthela isikhuphashe (OPV) kubalimi abangakhiqizi kakhulu – lapho izimbewu zingatholakali kalula njalo, lapho izinto zokuqala ziphansi zincane, lapho umvuno uvama ukuphelela phansi. Umbuzo oqondile uzokhetha uhlobo lwezimbewu: amahhayibhridi noma amaOPV yizimbewu ezikwazi kakhulu ukusekela umlimi ukuze abenokudla nakusasa futhi esekelwa ngenzuzo eqhubekayo.

Izimbewu ezinhle ziyizikhiye zokuqala ukutshala nokukhiqiza konke ukudla okutshalwayo. zokuvula umnyango zokukhiqiza zonke izitshalo zokudla. Yonke imisebenzi yokulima iqonde ukusebenzisa kakhulu amandla emvelo ezimbewu ezitshalwayo. Ayikho imisebenzi yokulima (njengokulima kahle, ukubulala ukhula, umanyolo nokuphatha izifo) ekwazi ukwandisa umvuno ube ngaphezu kwekhwalthi

lezimbewu. Ngakho-ke konke ukulima okuzoba nomphumelo omuhle noma ozoshona phansi kuhambelana nezimbewu ezitshalwayo.

Ukuthola umvuno omuhle, kufanele utshale izimbewu ezinekhwalithi elihle. Ukuqinisa ukuthi uthola izimbewu ezinekhwalithi elihle, kufanele uthenge utshale izimbewu ezifakazelwe ngokulotshwa (*certified*) – kungaba amahhayibhridi noma amaOPV. Izimbewu ezifakazelwe zinokukhanya okufika ku-98% (azinododi) futhi ukuhluma kwazo kufika ku-90%. Ukudula kwezimbewu ezifakazelwe akungeke kube inkinga ekugcineni ngoba uzothola umvuno omuhle ophezulu.

Abalimi abalima indawo encane noma abazilimela ukuphila babhekene nenkinga yezimali, kaningi batshala ummbila osale ngonyaka odlule. Uma benza lokhu ngommbila osale lapho kutshalwe amahhayibhridi, umvuno omusho uyehla (ungehla nge-50% uma ulinganiswa nezimbewu ezinsha). Kodwa uma kutshalwa izimbewu ezisale lapho kutshalwe izimbewu ezithuthela isikhuphashe (OPV) akulahleki umvuno omningi.

Ihhayibhridi (ibhastela) kuyini?

Ihhayibhridi livela lapho kuhlangukiswa izinto ezimbili ezahlukene ngokuphelele (njengabazali abahlukene), omunye owesifazane omunye owesilisa. Ukuzithuthe-

Incwadi yeGrain SA
yabalimi abasakulayo

FUNDA NGAPHAKATHI:

- 4 > Hlanganisa kahle ngesu – kuyindikimba emsebenzini wokuphatha ibhizinisi lakho
- 6 > Sihlola iqumbi lokufunda laseKhanyayo
- 7 > Sebenzisa amasu akho ngendlela efanelekile



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Uks Jane uthi...

Ezindabeni (amaphephandaba, iTV, iwayelense) zal-ezi zikhathi zamanje kukhona okuningi okushiwo yiANC Youth League ngenkinga yomhlaba (namabhange namamayini), futhi kuvusa umnako omkhulu ukubona ukuthi abantu abahlukene bathini maqondana nayo yonke le ndaba yomhlaba.

Mina ngibona umhlaba njengengebo esifanele siyisebenzise ukukhiqiza ukudla nomucu. Eziningi izinto lapha emhlabeni ziyanda njalo ngonyaka – abantu, izimfuyo, izimoto, nll. Kodwa umhlaba awukwazi ukwanda – unomkhawulo. Lapho ucabanga ngabantu abandayo njalo, kodwa umhlaba okhiqizayo uyanciphiseka (sibokhumbula ukuthi abantu badinga indawo yokwakha amakhaya abo – amadolobha aya-khula ngokusebenzisa umhlaba), kufanele siqinise ukuthi wonke umhlaba ukhiqize ngokuphelele.

ENingizimu Afrika namuhla sinesimo esiphicayo ngoba umhlaba omningi okhiqizayo ulinywa ngabantu bezomnotho abamhlophe. Manje sekukhulunywa ngokuthatha lowo mhlaba, hhayi ukuwuthenga, bese unikezwe kubantu abamnyama. Kukhona okunye futhi sikukhumbule, kukhona umhlaba omkhulu ophathwa ngumuzi wonke (ngaphansi komthetho wesizwe) kodwa eziningi izindawo kulowo mhlaba azikhiqizi ngokufanele. Kukhona futhi izinkulunkulungwane zamahektheli ezabelwe nguMnyango Wezomhlaba ngamaphrogramu awo. Lokhu kuhambelana nombala wesikhumba somuntu? Ngokucabanga kwami, CHA – ukuba umlimi ophumelelayo, noma uyazilimela ukuphila, noma ulima endaweni encane, noma ungumlimi wezomnotho akusho lutho ukuthi umbala wesikhumba somuntu unjani.

Sonke siyazi ukuthi uma ufisa ukuba umkhizi ophumelelayo, udinga ulwazi namakhono, imishini, imakethe, nezimali zokugala ukutshala. Ukunikeza umuntu umhlaba akusho ukuthi yena ungumkhizi – lapho wena bakumisa ngaphakathi kwegalaji akusho ukuthi uyimoto! Kanjalo-ke lapho ungumlimi womhlaba akusho ukuthi ungumkhizi. Uma ufuna ukwaziwa ngokuthi ungumkhizi, kufanele usebenzise umhlaba wakho ngokuphelele – kufanele ukhiqize konke okusemandleni akho kuleyo ndawo yakho.

Mina ngifisa ukuphakamisa ukuthi sisekele ngawo onke amandla ethu abantu abanomhlaba ukuze bazokwazi ukusebenzisa zonke izindawana ezingalinywa zikhizwele izwe lethu ukudla. Umhlaba uligugu elikhulu, uma unawo umhlaba unesibopho sokusebenziswa lowo mhlaba. Masi-bambe izandla thina esingabakhiqizi sikhizwe ngokuphelele okugcwele singanaki okushiwo abapolitiki abazisebenzela bona kuphela.

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la isikhuphashe kusho ukuthi isitshalo esisodwa sithatha isikhuphashe saso bese sisithela emucwini sawo. Lokhu kwaziwa ngokuthi “zalanana nowakubo” (inbreeding). Lapho ummbila usebenzisa isikhuphashe sawo njalo, izitshalo nezimbewu ezizalekayo – izizukulwana – zilahlekelwa amandla ngokuhamba kwesikhathi – lokhu kubizwa ngokuthi amalayini afanayo egazini (inbred lines). Izitshalo zala malayini afanayo egazini mancane, izikhwebu zincane futhi umvuno wazo uphansi. Kodwa-ke, uma ilayini elifanayo egazini lihlanganiswa neline ilayini elifanayo egazini, amandla ayabuyiselwa ezimbewuni ezizomila futhi umvuno walezo zitshalo uzokhuphuka. Lokhu kwaziwa ngokuthi “amandla amahayibhridi/amabhasteli”. Kwenzeka lapho izinto zemvelo zamalayini zihlangana bese zisebenzisana.

Umbila ongumahayibhridi unezim pawu ezilandelayo:

1. Ukubukeka kwawo kuyafana;
2. Unamandla;
3. Uletha umvuno omningi;
4. Ukhethwa ngoba izinhlamvu zinekhwalithi elihle;
5. Ihayibhridi elithile lingakhethwa ngoba linomzabalazo ukulwa nezifo, elinye alibulawa ukoma masinya.

Izenzelelo/izinsizo zokutshala umbila ongumahayibhridi:

1. Ngokuvamileyo amahayibhridi anomvuno ongaphezu kwamaOPV.
2. Amahayibhridi ayafana ngombala, ngokuvuthwa nagezinye izimpawu okwenza ukuthi umlimi ekwazi ukwenza imisebenzi eminingi ngasikhathi sinye (njengo kuthela umanyolo, ukufafaza nokuvuna).
3. Ukufana kwezinhlamvu ezivunwayo kungaba usizo lapho ummbila umakethwa noma uthengiselwa kubathengi abanezimo zekhowithi.
4. Amahayibhridi avama ukunomvuno ongu-18% ngaphezu kwamaOPV.

Izinto ezinciphisayo amandla/ezimbi lapho kutshalwa amahayibhridi:

1. Izimbewu zidulile.
2. Kufanele umlimi avune ngaphezu kwamathani amabili ehekeleni ukuze ekwazi ukuthenga lezo zimbewu ezidulile.
3. Izimbewu ezinsha zifanele zithengwe njalo ngonyaka.
4. Izinhlamvu zokudla ezikhiqizwe ngonyaka odlule azikwazi ukusetshenziswa njengezimbewu zokutshala iminyaka elandelayo.
5. Kungenzeka ukuthi umlimi engatholi izimbewu lapho kusekhona isikhathi.
6. Amahayibhridi avama ukulimala masinya lapho isimo sezulu nokunye kunzima (tassel-ling).

7. Lapho ukukhiqiza nokulima kungaphathwa kahle futhi isimo sezulu sibi, amabhastela awalethi umvuno omkhulu kakhulu ngaphezu kwamaOPV.

Uhlobo oluvulekile oluthuthela isikhuphashe (OPV) lunjani?

Uhlobo olunguOPV lukhiqiza izimbewu ngokuthuthela isikhuphashe zonke izindawo, izinhlobo ziyaxubaniswa (kusho ukuthi ukuthuthela isikhuphashe akuphathwa noma ngayiphi indlela). Isikhuphashe zezitshalo esimini ethile asiphathwa, ngakho-ke umkhizi-zi/izitshalo akungeke kufane, isibonelo: ubude bezitshalo abungeke kufane, umbala woboyana/uzi awungeke ufane, ubukhulu bezikhwebu abungeke kufane futhi izitshalo azingeke zivuthwe ngasikhathi sinye.

Izenzelelo/izinsizo zokutshala umbila ongumaOPV:

1. Izimbewu zishibhile noma akudingeki ukuthenga izimbewu. Umlimi angabeka okunye okuvuniwe akusebenzise ukutshala ngonyaka ozayo.
2. Imali ebizwayo ukuthenga izimbewu ingaphansi kakhulu kwemali ebizwayo ukuthenga amabhastela.
3. Lokhu kusho ukuthi umlimi uzoba nemali yokukhokhela umanyolo nomuthi wezilokazane.
4. Izimbewu zingaphinda zisetshenziswe. Izinhlamvu zalo nyaka zingahlanyelwa ngonyaka ozayo.
5. Akudingeki ukutshala amahayibhridi adulile emasimini angenawo amandla.
6. AmaOPV angaba nezinto zemvelo ezahlukene ngakho-ke izikhathi zokutshakaza azifani. Lokhu kwenza ukuthi kubekhona isikhathi sokutshakaza eside okuzokwenza ukuthi amaOPV athuthele isikhuphashe esikhathini esimfushane uma kukhona izinto ezidala izinkinga (amanzi amaningi kakhulu, ukushisa kakhulu, njll). Lokhu ukungafani kungenza ukuthi ukukhiqizeke umvuno ofanayo njalo uma kulinganiswa namahayibhridi atshakaza onke ngasikhathi sinye.
7. Kubalulekile ukuthenga izimbewu ezifakazelwe ngokulotshwa njalo emva kweminyaka emithathu ukuze ukukhanya kwemvelo kungalahleki ezimbewuni.

Izinto ezinciphisayo amandla/ezimbi lapho kutshalwa amaOPV:

1. Inani lomvuno lingaphansi nge-10 - 25%.
2. Ezindaweni ezinamandla amaningi (umhlaba bathi), amaOPV azokwehlisa inzuzo.
3. Izitshalo azingeke zifane ngombala, ngokuvuthwa nangokwezinye izidalo zezitshalo.
4. Lokhu kungashintsha intengiso (ikhwalithi).
5. Lapho kukhona eziningi izinto ezingafani kungenza kubenzima ukwenza yonke imi-

sebenzi ngasikhathi sinye, njengokufafaza umuthi nokuvuna (kakhulu-kazi lapho kusetshenziswa umshini wokuvuna).

- Ukuqinisa ukuthi iOPV lihlale likhanye, kufanele litshalwe lingasondeli 300 m kwezinye izinhlobo.
- Izimbewu ezimbi ezinekhwalithi elibi (izimbewu ezibekwe ukutshala ngonyaka ozayo kodwa zibekwe ezindaweni ezimbi lapho kushisa khona kakhulu nalapho kukhona izilokazane nezifo) zingenza ukuthi zingahlumi kahle bese izitshalo azinawo amandla ukulwa nokhula.
- Ngokuvamile amaOPV awazange ashintshwe ngokwemvelo ukulwa nezilokazane nezifo.

Ukuvuna amaOPV

- Ngokokuqala, tshala iOPV efanele indawo lapho ulima khona.
- Phatha amasimu akho kahle, lima ngokuphepha umhlaba, sebenzisa umanyolo nobulongwe noma kokubili. Phatha ukhula nezifo.
- Tshala izitshalo zakho zisuke amamitha angu-100 kwezinye izitshalo zombila, noma tshala ummbila wakho amaviki amathathu ngaphambi noma emva kwezinye izitshalo ukuze zonke izitshalo zitshakaze ngezikhathi ezingafani. Ngale ndlela uzoqinisa ukuthi isikhuphashe singangcoliswa yizinye izitshalo.
- Uboqala ukuvuna ngaphakathi kwensimu ukuvimba ukungcoliswa kwesikhuphashe.
- Ngaphambi kokutshakaza, hlola amasimu akho bese ususe zonke izitshalo ezingafani nezinye (isibonelo: ezide kakhulu, ezimfushane kakhulu noma ezigulayo).
- Ngesikhathi sokuvuna, khetha izikhwebu ezifanyo, ezingenazo izifo futhi ezinezinhlamvu ezinekhwalithi elihle.
- Vuna izikhwebu ezingu-300 noma ngaphezulu.
- Izikhwebu zifanele ziqobolondwe, zomiswe zibekwe endaweni efanelele (indawo eyomile evimbekile emnyama).
- Qinisa ukuthi imbewu yomile (ukuphila kwembewu kuyanda lapho umswakamo wembewu ungaphansi kwe-13%). Ukuthetha ukuthi izimbewu zakho zinomswakamo ofika ku-13%, thatha izimbewu ezingu-100, zihlanganise negramu elingu-1 lotsway uzivalele ebhodloleni. Qinisa ukuthi ibhodlela livaleke ngci. Lishiye amaminithi angu-5. Livule ibhodlela emva kwamaminithi angu-5, uma uzwa ukuthi utsway usemanzana, izikhwebu zisadinga ukomiswa.
- Izimbewu ziphila kangcono nangesikhathi eside endaweni eqandayo (nhayi njengesithwatha). Ukuphila kwezimbewu kukhuphuka kabili uma ukushisa kwehliswa nge-5%.
- Izindudwane, ukhunta, namabhakithiliya kwenza ukuthi izimbewu zingaphili isikhathi eside. Ukuvimba lokhu, vama ukubeka izimbewu endaweni eyomile.
- Beka izimbewu zakho ekanini noma ebhodloleni elomile, elihlanzekile, elikwazi ukuvala ngokuqina ukuze kungangeni umoya, ubobeka ilebula (ngonyaka ozayo awungeke ukhumbule ukuthi kukhonani phakathi).

Izinto ezivimba/ezimisa ukumila kwezifo

Umlutha owomile

Umlutha umunca umswakamo ophakathi bese kuvimbeka ukumila nokwanda kwezindudwane. Hlanganisa umlutha ongu-0,5 kg nezimbewu ezingu-1 kg.

Umcako

Lokhu kungasetshenziswa njengomlutha. Hlanganisa amatiyispuni angu-15 (50 g) nezimbewu ezingu-1 kg.

Uwoyela wokupheka

Hlanganisa uwoyela wokupheka nezimbewu zakho. Hlanganisa itiyispuni elilodwa nezimbewu ezingu-1 kg.

Amakhasi omile anuka kamnandi

Izindudwane azithandi izitshalo ezinuka kakhulu. Sebenzisa amatshili (amatiyispuni amahlanu ne-1 kg lezimbewu).

Umhlaba/Umpondonde

Omisa bese ugaya amakhasi bese uhlenganisa amatiyispuni amahlanu ne-1 kg lezimbewu.

Izinhlanhla ezivela kumahayibhridi namOPV

	Amahayibhridi	AmaOPV
Ukuthola izinhlanhla zokumila ngokwezomdabu.	Kuphakeme.	Kuphakathi.
Inhlanhla yokuphathwa kwezimbewu nokuphatha ikhwalithi.	Kuphakeme.	Kuphela lapho kuthengwa izimbewu ezifakazelwe ngokulotshwa.
Kukhona umnikezi wezimbewu onikeza izimbewu zomdabu ezinsha.	Kungenzeka.	Kungasoleka.
Ukuzimela kwenhlangano yabalimi.	Kuphansi.	Kuphakeme.

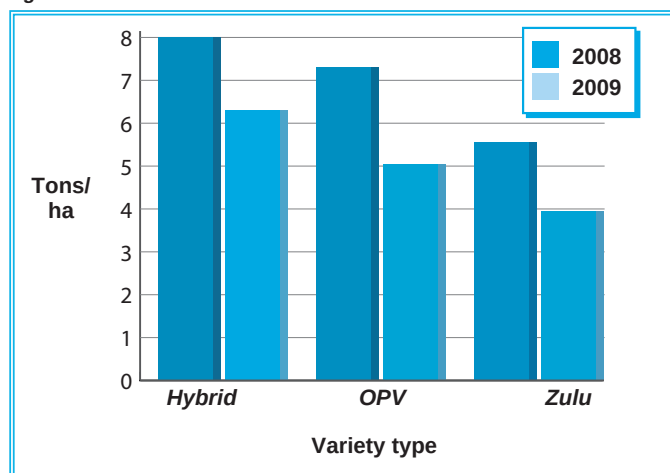
Ihlayibhridi elihle kakhulu lingashiya iOPV emuva kakhulu nge-70%. Kodwa iOPV elihle nalo lingalingana noma lingabangcono nehlayibhridi elibi. Ukulahleka kwemvuno lapho kutshalwa izimbewu ezivuniwe kungafana ngonyaka ozayo lapho kutshalwa amaOPV, kodwa kungaba ingozi lapho kutshalwa amahayibhridi futhi (kungalahleka okungafika ku-50%). Amahayibhridi aphakeme akhiqiza izinhlamvu ezingaphezu kwamaOPV aphakeme nge-18%. Izimbewu eziphinda zitshalwe zikhqiza izinhlamvu ezingaphansi nge-32% uma kulinganiswa nalapho kutshalwe izimbewu ezinsha ezingamahayibhridi. AmaOPV aphinda atshalwe akhiqiza izinhlamvu ezingaphansi nge-5% uma zilinganiswa nezimbewu ezinsha.

Uma kuthengwa izimbewu ezifakazelwe ngokulotshwa, kuzodula kudlule intengo yezimbewu ezinsha zamaOPV noma kusetshenziswa izimbewu zakho ozibekile. Isimo sezinhlobo sezimbewu lapho zilinganiswa maqondana nobukhulu bomvuno:

- Amahayibhridi;
- AmaOPV;
- AmaOPV aphinde atshaliwe;
- Amahayibhridi aphinde atshaliwe.

Ukuthenga izimbewu ezingamahayibhridi njalo ngonyaka kungaba ngcono ngokwezimali uma abaphathi bakwazi ukukhiqiza amathani amabili ehektheleni (noma ngaphezulu). Lapho kwanda amaleveli okuphatha umsebenzi, ukuphinda ukutshala izimbewu ezibekiwe kwehlisa inzuzo. Umlimi akasizakali uma engasatshali amaOPV, usutshala amahayibhridi kodwa akasasebenzisi umanyolo futhi ileveli lokuphatha lisafana. Uma umlimi usuthenga amahayibhridi abiza imali ephakeme, neleveli lokuphatha nalo lifanele liphakame.

Figure 1: Inani lemvuno elisendaweni ephakathi (elivamekile) ngo-2008 nango-2009.



Hlanganisa kahle ngesu

– kuyindikimba emsebenzini wokupha-

UKUBA ESIMWENI SOKUSEBENZISA AMASU AKHO AKUSASA NOKUTHOLA IMIGOMO YEBHIZINISI LAKHO, KUDINGEKA UKUTHI UHLANGANISE KAHLE AMASU AKHO NALAPHO KUSENESIKHATHI.

Imvula kaJuni 2011 beyixoxa ngokuba nesu lokuphatha ibhizinisi. Besithi ukuthi kungcono ukuba nesu elinguhhafa nokuba ngaphandle kwesu jikelele, besithi futhi lokhu kungumsebenzi wokuphatha ibhizinisi odingekayo. Umsebenzi wesibili wokuphatha ibhizinisi esizoxoxa ngakho ngokuhlanganisa kahle amasu omsebenzi akho. Lapho uhlanganisa amasu kusho futhi ukuthi kufanele uzi-lungisele ukusebenzisa amasu akho lapho wenza imisebenzi yakusasa. Kodwa kaningi lapho sisebenza ukwakha amasu nokuhlanganisa amasu kwenzeka ngasikhathi sinye. Ukuhlanganisa kusho ukukhetha ukuthi ngubani ozokwenza muphi umsebenzi, uzowenza nini, kuphi nakanjani, futhi ukuqonda ukuthi kuzodingeka ziphi izinto njengemishini, amathulusi, izindlu nemali ukuze sizokwazi ukwenza lowo msebenzi.

Ngakho-ke kubalulekile ukuthi umkhqizi azi kahle ukuthi unezingcebo ezinjani – okwezimali nalabo abamsebenzelayo. Kufanele azi amakhono, imfundo, ukuqeqeshwa, ukwazi (amandla okwenza/ukusebenza, ikhono lokusebenza ngemishini, amandla enhliziyi) kwabasebenzi bakhe. Abasebenzi bafanele basebenze lapho banolwazi ukwenza lowo msebenzi, futhi kungasiza benze umsebenzi abawuthandayo. Kudingeka futhi ukuzilungiselela ukuze kube khona intilansipoti, imishini, izimali zokuqala ukutshala endaweni efanelekile nangesikhathi esifanelekile.

Ukuze ukwazi ukuhlanganisa amasu kufanele ubheke yonke imisebenzi ekhona kulawo masu akho futhi ukuqinisa ukuthi zikhona izingcebo zokusebenzisa lawo masu ngesikhathi esifanelekile.

Lapho sikhuluma ngokuhlanganisa amasu singasebenzisa ukwakha amasu nokuwahlanganisa njengokukhonzisiwe **ku-thebula 1**. Lokhu kulandela isibone-lo esisetshenziwe ngoJuni 2011.

IThebula 1: Ukwakha Amasu Nokuhlanganisa Amasu: Iviki 9 - 13 Meyi 2011

UMsombuluko 9 Umeyi	Imisebenzi esemaswini	Abasebenzi abasebenzayo	Ezinye izingcebo
Umbila	Hlola insimu 5.	UJan.	- Isithuthuthu (ukuhamba). - Ibhuku lamarekhodi.
Ubhekilanga	Indawo ezovunwa Amahektheli angu - 3 – 10.	- UPiet (umshayeli). - UPadiso, uVosloo, Abasebenzi ababili (<i>piece job</i>).	- Umshini wokuvuna. - Ogandaganda ababili namathreyila amabili.
Izinkomo	- Hlola izinkomo. - Hlola ukudla okukhothwayo nokudliwayo. - Susa ebeleni, faka uphawu, phuzisa umuthi, thola ukusinda kwamathole angu-100.	- UKlasie. - UKlasie. - UMoloto, uAbram, uKagiso noHendrik.	- Ihashi, ibhuku lamarekhodi. - Ihashi, ibhuku lamarekhodi. - Izimpahla zokuphatha izinkomo, izimpahla zokushisa (ukubeka izimpawu), amathulusi okuphuzisa, amabhuku amarekhodi.
Izinkukhu	- Lundisa indlu 3 (susa izinto ezindala zokulala). - Imisebenzi evamekile njalo ngosuku. Izindlu 1 na-2.	- UJohanna, uMinah noJohannes. - USarah, uMonica noDawid.	- Izinto zokubutha, amasaka nethreyila. - Amathulusi ezandla.
Umsebenzi ovamekile	Penda i'workshop'.	Umkontilaki onguphrayivete.	Amathulusi akhe, njll.

Sikholwa ukuthi bonke abantu abasebenza kulesi sibonelo esiphezulu banalo ulwazi futhi bayakwazi ukwenza lowo msebenzi. Sikholwa futhi ukuthi zonke ezinye izingcebo zikhona zilungile ukusebenza. Uma lokhu akunjalo, onke amasu akho nokuhlanganisa kwamasu kuzodingeka kubambeke ngoba labo basebenzi bafanele bafundiswe kuqala, nezingcebo zifanele zibe khona zilungiswe ngaphambi kokuqala ngomsebenzi onjengokutshala noma ukujova izinkomo.

Lesi yisibonelo nje sezindlela ezingasetshenziswa ukuhlanganisa amasu, konke kungashintsha ukuze kuhambelane nohlobo lokulima lomlimi nezidingo zomlimi othile. Sesibone kaningi ukuthi kusiza kakhulu ukubhala phansi lapho kwakhiwa amasu nokuhlanganisa amasu emsebenzini ofana nalo. Njengokwakha amasu, ukuhlanganisa kwamasu kungabhalwa phansi kudayeri, ebhodini, kukhomputha noma kwezinye izindawo.

tha ibhizinisi lakho



Njengokwakha amasu, ngaphakathi kokuhlanganisa lawo masu, umlimi ufanele azinikele ekwenzeni imisebenzi yokuphatha ibhizinisi lakhe njengokuhamba phambili, ukubamba izintambo, ukwezwana nabasebenzi, ukuthola isisusa sokusebenzisa abasebenzi, ukunikeza imisebenzi, ukuhlanganisa imisebenzi nokuqinisa ukuthi umsebenzi uzokwenziwa. Ubukhulu bebhizinisi buzokutshela ukuthi uzokwenza kanjani konke lokhu.

Kufanele kube umlimi ozoqala ngokuhlanganisa, ozotshela abasebenzi ngalokho okuzohlanganiswa nokuthatha izinyathelo zokuhlanganisa umsebenzi othile (kuzosetshenziswa muphi ugandaganda noma muphi umshini futhi kuzosebenza baphi abasebenzi). Kufanele futhi aphaathe umsebenzi ngendlela eqinileyo ekuhlanganisweni kwezigaba zebhizinisi. Kufanele futhi ekwazi ukunikeza isisebenzi esithile umsebenzi othile lapho kudingeka, akakwazi yena yedwa enze wonke umsebenzi.

Khumbula, uma kwenzeka ukuthi ingxenye yemisebenzi yakho yokuphatha ingenziwanga kahle ngokwamanje, ibhizinisi lakho lisazothola inzuzo, kodwa emva kwesikhathi – mhlawumbe emva kweminyaka engu-5 noma engu-10 noma emva kwalokhu – ibhizinisi lakho lizokuma, lizokufa noma ngoba ngeke kuzobakhona inzuzo. Ikusasa lethu libhekene nale nselele (kufanele sibheke phambili ukuthi sizodlani kusasa) – uma ukuphatha kwakho kwebhizinisi kungaqhubeki kungandi njalo ngonyaka – ekugcineni ibhizinisi lizokuma ngoba ngeke kube khona inzuzo. Asikwazi ukuqhubeka ukusebenza ngendlela efanayo njalonnjalo ngaso sonke isikhathi. Kudingeka ukuthi wenze umsebenzi ube ngcono njalo ngokwandisa inzuzo yakho engenayo nokwehlisa nokuphatha izindleko. Ukuhlanganisa amasu ngendlela efanelekile kuzokusiza ukuphumelela ngendlela esiyichaze phezululu.

IMININGWANE ITHOLWE KUMENYUWALI ELIBHALWE NGUMARIUS GREYLING ELIBIZWA NGOKUTHI 'FARM MANAGEMENT FOR PROFITS'

3 Amahhayibhridi noma izinhlobo zezimbewu ezivulekile ezithuthela isikhuphashe – khetha wena?

Abakhiqizi bommbila bangabala inani lomvuno ngoba kuyinto abayithengisayo. Kodwa siyazi ukuthi izinto ezinjengokudla kwasekhaya, ukukhetha abakuthandayo, nezinto zemvelo zizokhombisa ukuthi kuzotshalwa ini futhi kuzotshalwa kanjani (uzophathwa kanjani lo msebenzi). Kanjalo futhi ukuba nokudla ekhaya nakusasa kufanele kubhekwe uma kusetshenziswa izimbewu ezivuniwe ukuphinda ukutshala ngonyaka ozayo, kakhulukazi ezindaweni ezisemaphandleni lapho kungekho khona abanikezi/abathengisi bezimbewu. Ikhono lokungena emakethini lokudla okuzinhlamvu lapho izintengiso zingavami ukushintsha njalo lingakhombisa abalimi abahlupheka ukuthola izinto ezinjengommbila nomanyolo ukukhetha ziphi izinhlobo zezimbewu. Kukhona futhi ezinye izinto ezihambelana nendaba yamahhayibhridi namaOPV (njengesimo sempucuko).

AmaOPV angakhethwa ngabanye abakhiqizi kwezinye izindawo, kodwa ukusebenzisa amaOPV noma izimbewu eziphinda zitshalwe kungehlisa inani lomvuno. Ngokuvamile, amahhayibhridi azokhiqiza 18% ngaphezu kwemvuno ozotholakala ngamaOPV amahle.

Izinto ofanele ucabange ngazo lapho ukhetha uhlobo lwezitshalo

- Ukutholakala kolwazi mayelana izinto ezinsha zomdabu zokuthuthukisa izitshalo.
- Ukutholakala kwezinhlanhla ezifika nezimbewu ezihlanzekile ezinekhwalithi elihle.
- Ukuba khona komnikezi/umthengisi wezimbewu.
- Amasu okuphila womuzi lapho kungekho ingcebo.
- Inhlaziyo yezimali ezifakiwe nenzuzo (umvuno).

Izinto ofanele ucabange ngazo lapho ukhetha uhlobo lwezimbewu

- Ukuba nomvuno njalo njalo ngonyaka.
- Ukuba namandla ukulwa nokoma.
- Ukuba namandla okulwa nezifo.
- Ukuba namandla okuma ngokuqonda.
- Ukuba namandla ukulwa nezilokazane (BT).
- Ubude besikhathi sokumila.
- Isikhathi sokuvuthwa.
- Isikhathi sokoma.
- Ukuba namandla ukulwa ne-asidi.
- Ukungabulalwa ngamakhemikheli athile (i'round-up' ayibulali ezinye izinhlobo zommbila).



Ummbila othuthela isikhuphashe kwezinye izitshalo

UIAN HOUSEHAM, UMHLANGANISI WEPHROVINSI WEPHROGRAMU LEGRAIN SA LOKUTHUTHUKISA ABALIMI

Sihlola iqumbi lokufunda laseKhanyayo

Igama leqembu lokufunda

Iqembu Lokufunda laseKhanyayo.

Likuphi leli qembu?

Leli qembu lokufunda lisemaphandleni lapho kungekho khona imiqwaqo emihle nezitolo. Lingamakhilomitha angu-60 ukusuka eBizana eNorthern Eastern Cape.

Ukuba ilunga lequmbi

Kukhona amalunga angu-100 kuleli qumbi.

Umhlaba okwazi ukulinywa nomhlaba okhona ukulima

Kukhona amahetheli angu-100 akwazi ukulinywa ukukhiqiza.

Amahektheli alinywe ngo-2010/2011

Amahektheli angu-40.

Izizathu zokungalimi wonke umhlaba okwazi ukulinywa?

1. Ukuswela kwezimali.
2. Ukuswela kwezinto zokuqala ukutshala.
3. Ukwesweleka kwemishini.
4. Ukuswela kwezincingo zokwakha uthango.
5. Isimo sezulu – ekuqaleni kwesikhathi sokutshala ngo-2010 izulu li-phuzile ukufika, lapho belifika bekumanzi kakhulu ukutshala.
6. Ubude obukhulu ukuthintana nalabo abanikeza izinto zokuqala ukutshala, njengomanyolo, izimbewu namakhemikheli.

Iqembu lokufunda lihlangani kangaki?

Iqembu lokufunda lihlangani kanye ngenyanga nabaseGrain SA futhi nabo bahlangana njalo ngeviki ukuxoxa ngezindaba zokulima.

Ziyini izinsizo zokuba ilunga lequmbi lokufunda?

Kakhulukazi izinsizo zokuba ilunga lequmbi lokufunda kungukudlulisela ulwazi, ukuxoxisana namye amalunga eqembu, ukubona izindlela ezifanelekile zokusebenza njengokuthatha amasampula omhlabathi, zokutshala, zokuthela umuthi obulala ukhula nokuhlola izizamo ezinsha. Iqembu lokufunda laseKhanyayo belinenhlanhla sokuya Esifundweni Sokuqala Sokutshala Ummbila.

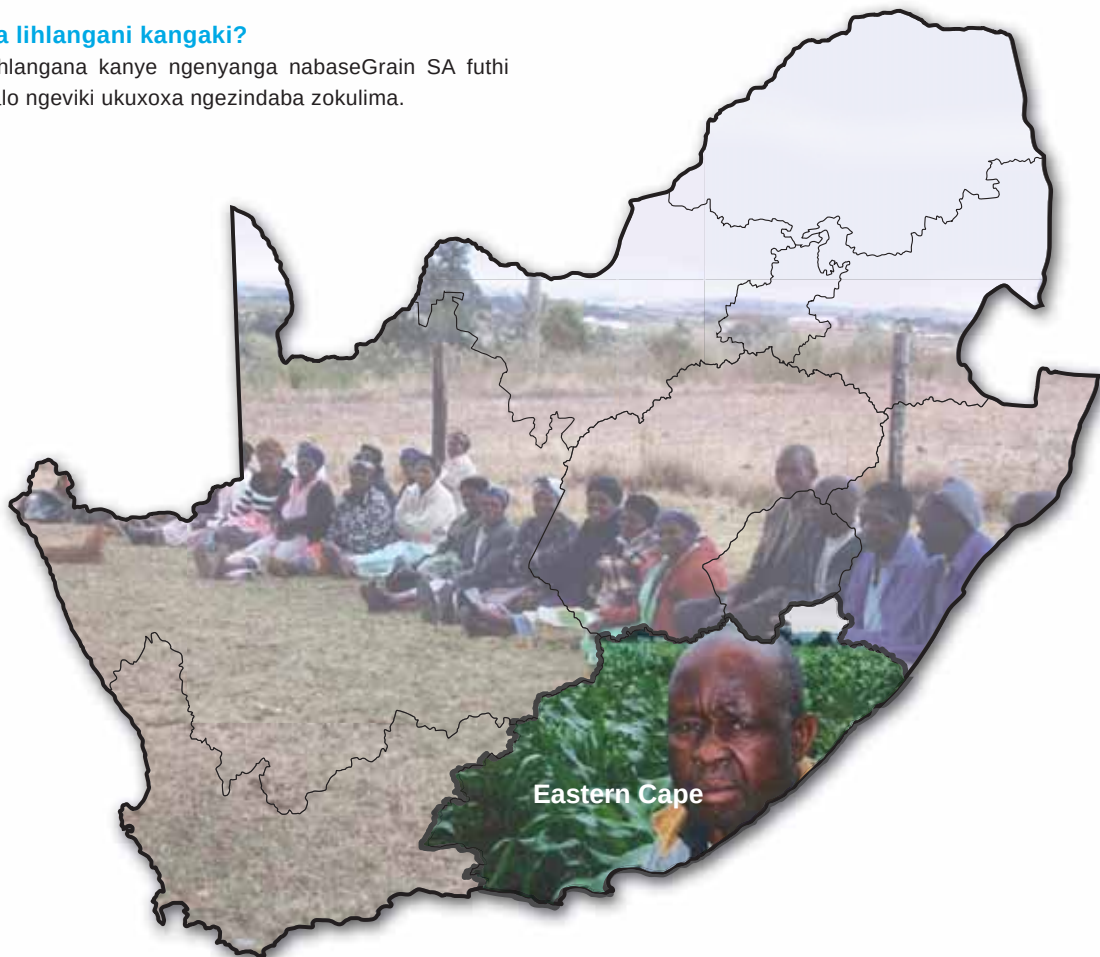
Kukhona ukusebenzisana ngaphakathi kweqembu lokufunda nabanye abalimi bazomnotho?

Ngokwamanje abekho abalimi bezomnotho kuleyo ndawo!

Iqembu lokufunda lisizakale kanjani ngezisekelo ezivela kuGrain SA?

1. Ngezikhathi behlangana, amalunga athola ulwazi nethuba lokuxoxa ngezindlela ezifanelekile zokutshala.
2. Izizamo zokuhlola nokulinganisa zikhombise usizo lokusebenzisa amakhemikheli nomanyolo.
3. Lapho amalunga ahlangele ukwakha iqembu lokufunda, lelo qembu lonke selikwazi ukuthenga amakhemikheli nomanyolo, hhayi njengomuntu oyedwa kuphela.

UIAN HOUSEHAM, UMHLANGANISI WEPHROGRAMU LEGRain SA LOKUTHUTHUKISA ABALIMI WEPHROVINI



Sebenzisa amasu akho ngendlela efanelekile

LAPHO AMASU OKWENZA IMISEBENZI YAKUSASA EZIWE NGOKUGCWELE, NEZ-INGCEBO ZABASEBENZI NEMISHINI KUHLANGANISIWE, KUFANELE KWENZEKE UKUSEBENZISA KWALA MASU NGENDLELA EFANELEKILE KUQINISWE.

Ukwenza ukuthi imisebenzi namasu kusebenze ngendlela efanelekile kuqonde ukuthothola umgomo webhizinisi. Ngakho-ke kuzoba ubuphuku-phuku ukuqondisa kahle amasu nokuwahlanganisa kodwa bese ukhohlwa ukuwasebenzisa. Ngokunye futhi, ukwenzeka komsebenzi ngokuqondile

kungahlushwa lapho akwakha nokuhlanganiswa kwamasu akuzange kwenzeka kahle. Masibheke ukusebenzisa imisebenzi, okungumsebenzi wesithathu sokuphatha ibhizinisi.

Lapho sesifika ezintweni ezinokwenzeka, kufanele siqhubeke lapho sigcine khona ngale mibhalo yethu (Pula/Imvula Juni) echaza ukwakha amasu nokuwahlanganisa, bese sekuzofika 9 Meyi 2011 lapho amasu nokuwahlanganisa kusetshenziswe. Isibonelo:

Ukuwakha amasu Nokuwahlanganisa: Iviki 9 - 13 Meyi 2011

UMsombuluko 9 Umeyi	Imisebenzi esemaswini	Abasebenzi abasebenzayo	Ezinye izingcebo	Ukusebenzisa
UMmbila	Hlola insimu 5.	UJan.	- Isithuthuthu (ukuhamba). - Ibhuku lamarekhodi.	Uqedile, bekungekho izifo.
UBhekilanga	Vuna insimu 3, amahektheli angu-10.	- UPiet (Umshayeli). - UPadiso, uVosloo, abasebenzi ababili (<i>piece job</i>).	- Umshini wokuvuna. - Ogandaganda ababili namathreyila amabili.	Kuqedwe amahektheli angu-9.
Izinkomo	- Bheka izinkomo. - Hlola okukhothwayo nokudla. - Susa ebeleni, beka izimpawu, phuzisa umuthi, thola ukusinda kwamankonyane angu-100.	- UKlasie. - UKlasie. - UMoloto, uAbram, uKagiso noHendrik.	- Ihhashi, ibhuku lamarekhodi. - Ihhashi, ibhuku lamarekhodi. - Izinto zokuphatha izinkomo, izinto zokushisa izinkomo, izinto zokuphuzisa umuthi, umuthi, isikhali nebhuku lamarekhodi.	- Izinkomo zilungile. - Ukudla enkambeni 3 kugcwalisiwe. - Imisebenzi ngezinkonyane ezingu-100 iqediwe.
Izinkukhu	- Lungisa indlu 3 (susa izinto zokulala ezindala). - Imisebenzi ejwayelekile njalo ngosuku, izindlu 1 na-2.	- UJohanna, uMinah, uJohannes. - USarah, uMonica, uDawid.	- Izinto zokubutha, amasaka, ithreyila. - Amathulusi.	- Indlu ilungisiwe. - Imisebenzi ejwayelekile njalo ngosuku yenziwe.
Umsebenzi ojwayelekile	Penda i'workshop'.	Umkontilaki onguphrayivete.	Amathulusi ache, njll.	Umsebenzi uqhubeka ngokufanelekile.

Ukwenza ukuthi wonke umsebenzi ozokwenziwa, kufanele wenziwe ngabantu balelo bhizinisi, bafanele babangwe ukwenza lowo msebenzi ngendlela efanelekile. Lapho kutholakala umsebenzi onomphumelo omuhle, kudingeka ukuthi umphathi (umlimi) abe nokukhuthala kuzo zonke iziqephu zebhizinisi lakhe, imisebenzi yakhe yokuphatha ibhizinisi efana nalokhu okulandelayo: ukuhamba phambili, ukuzwana nokukhuluma, ukubanga abasebenzi, ukunikeza kahle imisebenzi, ukuhlanganisa imisebenzi, ukuthat izinyathelo nokuphatha umsebenzi ngendlela eqinileyo njalo.

Isiqondiso esasiqhubekayo semsebenzi

Ukuhamba phambili nokubamba izintambo okuvela ngaphakathi kuyadingeka ukuqhubekisa umsebenzi ozokwenziwa, futhi kudingeka kutholwe izindlela ezingcono zokuhlanganisa amasu njalonzalo. Abaphathi bafanele bahambe phambili lapho kusetshenziwa lokho okuzokwenziwa, akufanekanga ukuthi bona bawenze lowo msebenzi, kufanele bakwazi ukubanga abasebenzi babo bawenze ngendlela efanelekile. Abaphathi bafanele babange abase-

benzi ukuze bafune ukusebenza. Bafanele babange abasebenzi benze lo msebenzi abakwazi kuwenza ngawo onke amandla abo. Ngesikhathi sokusebenzisa umsebenzi owenziwayo kufanele abasebenzi bathole umlayezo kubaphathi ukuze bafunde, lokhu kusiza ukubanga abantu.

Ukuzwisana (ukukhulamisana) okukhanyayo kuyinto ebaluleke kakhulu uma sifuna umphumelo omuhle emsebenzini ozokwenziwa ngamasu akhiweyo. Umlayezo ufanele ubesobala, ukhanye ushaye du. Bonke abantu abasebenza ngomsebenzi ozokwenziwayo bafanele bazi kahle ukuthi ngubani ozokwenza ini, nini, kanjani futhi baqonde ukuyaphi ngawo lo msebenzi.

Ngesikhathi sokwenza umsebenzi ozokwenziwayo, ukunikeza (ukwabela abasebenzi umsebenzi) umsebenzi othile kubalulekile. Umphathi akakwazi ukwenza yonke imisebenzi yena ngokwakhe. Lokhu ukwabela abasebenzi umsebenzi kuzohambelana nobukhulu bebhizinisi noma ubukhulu bomsebenzi othile. Lokhu kumi ngothi abaphathi bafisa ukungena kulowo msebenzi ozokwenziwayo ngawo onke amandla noma bafisa ukuba eceleni baluleke kuphela ekuphathweni komsebenzi.

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IPULA IMVULA ITHOLAKALA NGALEZI ZILIMI EZILANDELAYO:

IsiZulu,

IsiNgisi, IsiBhunu, IsiTswana, IsiSuthu,
IsiSuthu saseNyakatho, IsiXhosa.

**Sizimisele ukukhipa incwadi enhle
kakhulu. Uma ufisa ukuxoxa ngokuphakathi
noma ngendlela kubhaliwe ungathintana
noJane McPherson.**

Sebenzisa amasu akho ngendlela efanelekile

Kubalulekile ukunaka ukuhlanganisa okuhle ngaphakathi kwezinqephu zebhizinisi. Imisebenzi yebhizinisi ifanele ihambe kahle uma umsebenzi ozokwenziwayo uzoba nomphumelo omuhle. Lapho ukuhlanganisa kuhlushwa kuzochitha isikhathi nemali futhi. Khumbula imali engenayo - izindleko = inzuzo noma incitheko. Isibonelo sethu phezu sikhombisa ukuthi uma umuthi wokuphuzisa amankonyane ungekho ngoMsombuluko ekuseni, ukusebenzisa umsebenzi ozosebenziwayo uzokuma bese kuzochitheka isikhathi.

Lapho kusetshenzwa kubgadingeka ukuthi abaphathi bathathe izinyathelo masinya ukuze umsebenzi ozokwenziwa wenzeke kahle. Uma ugandaganda unesondo eliphantshile kuzokwenzekani? Isondo lolungiswa kuqala noma kuzosetshenziswa omunye ugandaganda?

Ukuphatha abasebenzi ngokuqina ngaso sonke isikhathi kubalulekile kakhulu uma abaphathi bafuna ukuqinisa ukuthi umsebenzi uzokwenziwa ngokufanelekile. Kuyenzeka ukuthi umsebenzi uyenzeka kodwa awulunganga kahle, abaphathi bazokuvuma lokho? Uma kungekho impatho eqinileyo futhi abasebenzi abahambelani naleyo mpatho kungalimaza umsebenzi ozokwenziwayo ngendlela embi.

Ukukhetha umsebenzi obalulekile

Umsebenzi ozokwenziwayo kuyavameka ukuthi kwenzeke izinto eziningi ezehlukene, khumbula futhi ukuthi kungavela imisebenzi ongazange ucabange ngazo – umlilo emadlelweni, inkunzi enhle ebhajiwe odakeni, njll. Ngokusebenza isikhathi eside siyazi ukuthi awukwazi ukwenza yonke imisebenzi ngasikhathi sinye. Kufanele ukwazi ukukhetha umsebenzi odingeka ukwenziwa ngesikhathi esithile – lokhu kungukhetha/kungukhomba umsebenzi obalulekile.

Umsebenzi oziphatha kabi izinzuzo noma

izindleko, noma obaphatha kabi abasebenzi bakho njengokusebenza i-'overtime', ufanele ubhekwe kahle ngoba ubalulekile. Le misibenzi ingahlelwa ngezinhlobo ezilandelayo:

- Isisindo somsebenzi esiphakeme/ukuphuthuma komsebenzi okuphakeme;
- Isisindo esiphakeme/ukuphuthuma okungaphakeme/okuphansi;
- Isisindo esingaphakeme/esiphansi/ukuphuthuma okuphakeme;
- Isisindo esiphansi/ukuphuthuma okuphansi.

Umsebenzi onesesisindo esiphakeme ngumsebenzi unokubaluleka okuphakeme onokuphuthuma. Ukuphuthuma okuphakeme kukhombisa ukuthi leyo misebenzi izothintana nezuzo – uma yenziwa masinya izipkwandisa inzuzo – uma ingenziwa ngokushesha izokwehlisa inzuzo. Lokhu kuhambelana nezindleko futhi – uma ingenziwa ngokushesha izokwandisa izindleko.

Ukuphuthuma kuhambelana nesikhathi esikhona sokwenza umsebenzi othile – kufanele wenziwe manje/namuhla noma ngesinye isikhathi. Lapho wenza umsebenzi wokuvuna bese kuphuka umshini, ukulungisa lowo mshini noma ugandaganda kuzoba into efanele yenziwe ngokuphuthuma okuphakeme – kuyinto ebalulekile. Kanjalo kuzofana nenkomazi enhle enenkinga ukuzala, kakhulukazi uma kuyinkomazi ye'stud' sakho. Amafayili nomsebenzi wasehhovisini kuzobekwa eceleni ngoba akusiwo umsebenzi odinga ukuphuthuma, kungenziwa ngesinye isikhathi.

Ngakho-ke kuyadingeka futhi kubalulekile ukuthola yonke imigomo yebhizinisi lakho, futhi ube nesineke ngempela ngokusebenzisa amasu ukuze kulingane nendinganiso yebhizinisi.

**IMININGWANE ITHOLWE KUENYUWALI
EBHALWE NGMARIUS GREYLING EBIZWA
NGOKUTHI 'FARM MANAGEMENT FOR PROFITS'**

