

ABANTWANA EMBONINI YAMAFILIMU: IZIMFUNO ZOMTHETHO ENINGIZIMU AFRIKA

Izingane zingasebenza futhi ziyasebenza embonini yamafilimu, kumabonakude, ezikhangisweni nakweminye imisebenzi yezokuxhumana eNingizimu Afrika. Nokho, lo msebenzi **ulawulwa umthetho** ukuze kuvikelwe **ukuphepha, inhlalakahle kanye nemfundo yezingane**.

Leli khasi lihlinzeka ngolwazi olujwayelekile kubazali nabagadi mayelana nezimfuneko zomthetho ezisebenza lapho izingane zibamba iqhaza emikhiqizweni yamafilimu nakumabonakude, okuhlanganisa **izimvume zokusebenza, amahora okusebenza, kanye nokuba khona komzali noma umgadi esethi**.

ISIGABA SOKUMISWA KOMSEBENZI 10 – UHLU OLUMFUSHANE

ISectoral Determination 10 iyingxenywe yomthetho wezabasebenzi waseNingizimu Afrika futhi ichaza imithetho elawula ukuqashwa kwezingane embonini yamafilimu, kumabonakude, ezikhangisweni nakwezokuxhumana.

Le mithetho ikhona ukuze:

- Kuvikelwe izingane ekuxhashazweni
- Kuqinisekiswa ukuthi imfundo yazo ayiphazamiseki
- Kubekwe phambili impilo nenhlalakahle yengane ngesikhathi sokusebenza

ZONKE izinkampani zokukhiqiza eziqasha izingane **kumele zilandele le mithetho**, kungakhathaliseki ubukhulu noma ubude besikhathi sokukhiqiza.

IZIMVUME ZOKUSEBENZA ZEZINGANE

ENingizimu Afrika, izingane **ezingaphansi kweminyaka engu-15** kumele zibe **nemvume yokusebenza esemthethweni** ngaphambi kokuba zibambe iqhaza emikhiqizweni yamafilimu, kumabonakude, ezikhangisweni noma kwezokuxhumana.

Lezi zimvume zikhishwa uMnyango Wezokuqashwa Nezabasebenzi (Department of Employment and Labour) futhi zenzelwe ukuvikela:

- Inhlalakahle yengane
- Imfundo yayo
- Izimo zokusebenza

Umthwalo wokuthola imvume usezandleni zenkampani yokukhiqiza. Abazali noma abagadi ngokomthetho bavame ukucelwa ukuthi banikeze imibhalo yokweseka njengengxenye yenqubo yokufaka isicelo.

! Imvume yokusebenza ayikhethiwe.

Ngaphandle kwemvume esemthethweni, ingane **ayivunyelwe ngokomthetho ukusebenza**, kungakhathaliseki ukuthi indima incane noma yesikhashana.

UKUBA KHONA KOMZALI NOMA UMGADI ESETHI

Umzali noma umgadi ngokomthetho **akufanele avinjwe** ukuba khona esethi lapho ingane yakhe isebenza khona.

Uma umzali noma umgadi **engakhululekile nganoma yiluphi uhlangothi lwendawo yokukhiqiza**, unelungelo:

- Lokuhoxisa imvume
- Lokwenqaba ukuthi ingane iqhubeke nokusebenza

Lokhu kusebenza **ngisho noma ukubhukha sekukuqinisekisiwe.**

Uma ukufinyelela esethi kuvinjelwe noma izimo zishintsha, abazali bangacela:

- Ukucaciselwa
 - Izizathu ezibhaliwe ngaphambi kokuvumela ingane ukuthi iqhubeke.
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AMAHORA OKUSEBENZA EZINGANE

Inani lamahora ingane engasebenza ngawo emikhiqizweni yamafilimu noma kamabonakude **lilawulwa ngokuqinile umthetho** futhi liyahluke kuye:

- Iminyaka yengane
- Uhlobo lokukhiqiza
- Ukuthi ukuqoshwa kwenzeka ngesikhathi sesikole noma emaholidini

Le mikhawulo ichazwe kuSectoral Determination 10, ekhishwe uMnyango Wezokuqashwa Nezabasebenzi.

Abazali nabagadi bayakhuthazwa ukuthi babuyekeze lo mbhalo osemthethweni ukuze bathole imininingwane enembile mayelana:

- Amahora avunyelwe okusebenza
- Izikhathi zokuphumula
- Izidingo zokuqondiswa nokugadwa

(ISectoral Determination 10 – Ukushicilelwa Okusemthethweni Kukahulumeni)

IZIGABA ZEMINYAKA

Izingane ezingaphansi kweminyaka engu-5

- Isikhathi esincane kakhulu sivunyelwe esethi
- Izikhathi zokuphumula ezivamile ziyadingeka
- Ukondla, ukuphumula nokunethezeka kubekwa phambili
- Umzali noma umgadi **kumele abe khona ngaso sonke isikhathi**

Izingane ezineminyaka engu-5 kuya ku-9

- Amahora okusebenza alinganiselwe kakhulu
- Izikhathi zokuphumula nokudla ziyadingeka
- Ukukhathala nemfundo kumele kubhekwe
- Umzali noma umgadi **kumele abe khona ngaso sonke isikhathi**

Izingane ezineminyaka engu-10 kuya ku-14

- Amahora okusebenza alawulwa futhi akufanele aphazamise isikole
- Izikhathi zokuphumula nokugadwa kuyadingeka
- Umzali noma umgadi **kumele abe khona usuku lonke**

Izingane ezineminyaka engu-15 kuya ku-17

- Imvume yokusebenza **ayidingeki**
- Amahora nezimo zokusebenza zisalawulwa umthetho wezabasebenzi
- Ukungena esikoleni nezikhathi zokuphumula kumele kuhlonishwe
- Imvume yomzali noma umgadi **isalokhu iyadingeka**

UMA ABazali BATSHELWA UKUTHI ABAVUMELEKILE ESETHI

Umzali noma umgadi unelungelo lokuba khona esethi lapho ingane yakhe isebenza khona. Lokhu kuyisivikelo esibalulekile sokuphepha, inhlalakahle, nokulandela umthetho.

Uma ukukhiqiza kukutshela ukuthi **awuvunyelwe esethi**, lokhu kufanele kuthathwe ngokungathi sína futhi kucaciswe **ngaphambi kokuba ingane ibambe iqhaza**.

Lokhu Abazali Abangakwenza

- **Cela ukucaciselwa:** Cela inkampani ichaze ukuthi kungani ukufinyelela kuvinjelwe
- **Cela kubhalwe phansi:** Cela incazelo ebhaliwe nemithetho esetshenziwe
- **Misa ukubamba iqhaza:** Uma unganelisekile, unelungelo lokwenqaba ukuqhubeka
- **Beka ukuphepha phambili:** Uma indawo ingaphephile noma ingacacile, ukususa ingane kuyindlela evumelekile

ISAZISO ESIBALULEKILE

Imvume yomzali **iyaqhubeka** futhi ingahoxiswa **noma nini**. Ingane akufanele ibekwe esimweni lapho umzali noma umgadi ezizwa engakhululekile noma engafakwanga.

YAZI AMALUNGISELO AKHO FUTHI BUZA IMIBUZO

Abazali nabagadi badlala indima ebalulekile ekuvikeleni izingane ezisebenza embonini yamafilimu nakumabonakude.

Ukuba nolwazi ngemithetho, izimvume nezimo zokusebenza kusiza ukuqinisekisa ukuthi izingane ziphathwa **ngokulinganayo nangokuphepha**.

Uma ungakaze uqiniseke nganoma yiluphi uhlangothi lokukhiqiza:

- Unelungelo lokubuza
- Unelungelo lokucela ukucaciselwa
- Unelungelo lokuthatha isikhathi ngaphambi kokunika imvume

Ukukhiqiza okusezingeni kufanele kube **kulungele ukuchaza izinqubo** nokulandela izimfuneko zomthetho.

Uma kuziwa ezinganeni ezisebenza kwezobuciko, ukuphepha, inhlalakahle kanye nemfundo kumele kuhlale kubekwa phambili.