



angandivumeli ndisebenze ebusuku okanye umsebenzi ozakuchaphazela impilo yam okanye impilo yomntwana. Umphathi makandinike omnye umsebenzi emandiwenze. Umphathi wam akakwazi ukundivumela ndenze umsebenzi oyingozi empilweni yam okanye impilo yomntwana wam xa ndisamncancisa emva kokubeleka.

### **Ndingabuyela nini emsebenzini?**

Ngaphandle kokuba ugqirha okanye umbelekisikazi uthi ndifanelekile ndibuyele emsebenzini andikwazi kubuyela emsebenzini iveki ezi 6 emva kokuba usana lwam lizelwe.

### **Ndisalifumana ikhefu lobunina nokuba ndiphume isisu okanye imva mbilini?**

Ukuba ndiphume isisu kwinyanga ezi 3 zokugqibela zokukhulelwa kwam okanye Imva mbilini, ndine lungelo lekhefu leveki ezi 6 zobunina, nokuba bendingekabikho kwikhefu lobunina ngexesha lokuphuma isisu okanye imva mbilini.

I LRA ithi ngokuzenzekelayo asibobulungisa ukuba ndigxothelwe naso nasiphina isizathu esifana nesi, okanye ukuba umphathi uthi andinakukwazi ukubuyela emsebenzini emva kokukhulelwa.

### **Zintsuku ezingaphi ikhefu lobunina endizifumanayo?**

Ndifumana inyanga ezi 4 zekhefu lobunina, zilandelelana.

### **Ingaba ikhefu lobunina likhefu elihlawulwayo?**

Hayi, ikhefu lobunina asilokhefu elihlawulwayo. Abasebenzi mababange uncedo lobunina kwiSebe lezaBasebenzi ngelixesha lale meko. Imanyano zabasebenzi nabasebenzi bangaxoxela ikhefu elihlawulwayo kumphathi.

### **Ndingathatha nini ikhefu lobunina?**

Ndingathatha ikhefu lobunina nangaliphina ixesha ukusukela kwiveki ezi 4 phambi kokuba ubeleke. Okanye ndingathatha ikhefu sukela nangaliphina ixesha ugqirha okanye umbelekisikazi acinga kuyimfuneko ngokwempilo yam okanye impilo yomntwana wam ongakazalwa.

### **Ndilithatha nini ikhefu lobunina?**

Mandixelele umphathi wam ngokumbhalela iveki ezi 4 phambi kokucebisa ikhefu lobunina.

### **Ngawaphi amalungelo endinawo emsebenzini ngexesha nasemva kokukhulelwa?**

Ngexesha lokukhulelwa kwam, yaye inyanga ezi 6 emva kokuba umntwana wam ezelwe, umphathi wam makancede

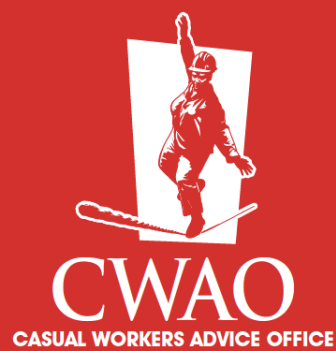
## Manyathelo mani endinokuwathatha ukuba umphathi wam akandiniki lama lungelo?

Ukuba ndiphantsi kwe BCEA yodwa okanye imfuno zecandelo mandimxele umphathi kwi office yam ekufuphi yeSebe lezaBasebenzi.

Ukuba ndiphantsi kwebhunga lengxoxo, mandimxele umphathi kwigosa lebhunga lengxoxo. Ukuba umphathi uyandigxotha ngenxa yokukhulelwa, ngoko mandivule ityala kwa CCMA ukugxothwa okungalunganga okuzenzekeleyo.

Ndingatsalela umxeba i Office yeNgcebiso yaBasebenzi abaNgxungxayo ukuba andiqinisekanga ukuba ndiphantsi kwe BCEA, imfuno zecandelo okanye ibhunga lengxoxo. Kwakhona ndingatsalela umxeba i CWAO ukuba ndincedwe ngokufaka ityala lokugxothwa okungalunganga okuzenzekeleyo.

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IsiXhosa  
Maternity Leave

## INKQUBO YEMFUNDO

# Ikhofu loBunina

## (Maternity Leave)

*Amacandelo 25 no 26 Omthetho Wengqesho  
Esisiseko Esiyimfuneko (BCEA) unika amalungelo obunina  
kubasebenzi abangamakhosikazi. Icandelo 187(1)(e) loMthetho  
weMicimbi yaBasebenzi (LRA) lithi ngokuzenzekelayo  
asibobulungisa ukugxotha umsebenzi nangasiphina isizathu  
esinxulumene nokukhulelwa kwakhe.*

### **Ndililungele nini ikhufu lobunina?**

Akukho xesha likubeka elungelweni lekhefu lobunina. Ilungelo lam kwikhufu lobunina alixhomekekanga ekubeni bendimsebenzela ixesha elide kangakanani na umphathi.

### **Ndingagxothwa ngokuthatha ikhufu lobunina?**

Hayi, andinakugxothwa ngokufuna ukukhulelwa, ngokuba ndikhulelwe okanye nasiphina isizathu esingesinye esinokwenza nokukhulelwa kwam.