THE PRESIDENCY

No. 35 19 January 2017

It is hereby notified that the President has assented to the following Act, which is hereby published for general information:


AIDS HELPLINE: 0800-0123-22 Prevention is the cure
GENERAL EXPLANATORY NOTE:

[ ] Words in bold type in square brackets indicate omissions from existing enactments.

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Words underlined with a solid line indicate insertions in existing enactments.

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(English text signed by the President)
(As assented to 18 January 2017)

ACT

To amend the Unemployment Insurance Act, 2001, so as to provide for the extension of the unemployment insurance benefits to learners who are undergoing learnership training and civil servants; to adjust the accrual rate of a contributor’s entitlement to unemployment insurance benefits; to finance employment services; to extend a contributor’s entitlement to benefits under certain circumstances; to provide for the process of application for maternity benefits; to repeal some enforcement provisions; to empower the Unemployment Insurance Board to provide in its constitution for the functions of regional appeals committees; to amend Schedule 2 to the Unemployment Insurance Act, 2001, so as to provide for the adjustment of the Income Replacement Rate; and to provide for matters connected therewith.

BE IT ENACTED by the Parliament of the Republic of South Africa, as follows:—

Substitution of section 3 of Act 63 of 2001, as amended by section 2 of Act 32 of 2003

1. The following section is hereby substituted for section 3 of the Unemployment Insurance Act, 2001 (hereinafter referred to as the principal Act):

“Application of this Act

3. (1) This Act applies to all employers and employees, other than employees employed for less than 24 hours a month with a particular employer, and their employers.

(2) This Act does not apply to members of parliament, cabinet ministers, deputy ministers, members of provincial executive councils, members of provincial legislatures and municipal councillors.”.
THALUTSHEDZONYANGAREDZI

[     ] Maipfi o swifhadzwaho a re kha buraketse dza zwikwea a sumbedza zwo bviswaho.

Maipfi o talelwaho nga mutalo u sa khauwi a sumbedza zwo dzheniswahe.

MULAYOTIBE

U khwinqisa Mulayo wa Ndindakhombo ya vho Fhelelwaho nga Mushumo wa, 2001, u itela u engedza ndindakhombo uri i Katele-ndo na vhagudiswanushumo vhane vha dzhenela kha vhugudi ha ngudamushumo na vhashumi vha muphonto; u shandukisa tshikalo tsha zwo kuvhanganywaho zwo fanelalo mubadeli kha mbuelo dza ndindakhombo ya vho Fhelelwaho nga Mushumo; u lambedza masheleni kha tshumelo dza mushumo; u ita mbetshelo dza kuitele kwa khumbelo ya mbuelo dza zwa vhudzadze; u thelisa dzinwe mbetshelo; u maandaufadhaza Bodo ya Ndindakhombo ya vho Fhelelwaho nga Mushumo u itela mbetshelo kha ndayotewa yayo hu vhe na mishumo ya komiti dza aphili dza dzingu; u khwinqisa Shedulo ya 2 kha Mulayo wa Ndindakhombo ya vho Fhelelwaho nga Mushumo wa, 2001 u itela mbetshelo ya u shandukisa Tshikalo tshi Imelaho Muholo; na u ita mbetshelo ya zwine zwa kwama izwo.

U KHWATHISWE nga Phalamennde ya Riphabulikhi ya Afrika Tshipembe nga ndila i tevhelaho:—

U imelwa ha khethekanyo ya 3 ya Mulayo wa 63 wa 2001, une wa khou khwinqiswa nga khethekanyo ya 2 ya Mulayo wa 32 wa 2003

1. Khethekanyo i tevhelaho i khou imelwa kha khethekanyo ya 3 ya Mulayo wa Ndindakhombo ya vho Fhelelwaho nga Mushumo wa, 2001 (afha u tshi khou vhidzwa upfi Mulayo muihulwane):

   “Kushumisele kwa Mulayo

   3. (1) Uno Mulayo u shuma kha vhatholi vhothe na vhashumi vhothe nga ndla ha vhashumi vhane vha shuma iyi thuiku kha 24 nga nwedzi kha vhatholi vhenevho na vhatholi vhandiho.

   (2) Uno Mulayo a u shumi kha mira do ya phalamennde, minista dza khabineti, vhashumisira, mira do ya khorotshitumbe ya mavunyu, mira do ya vhusimamilo ya mavunyu na vhoredoro vha mimasipala.”.

(English text signed by the President)
(assented to 18 January 2017)
Amendment of section 5 of Act 63 of 2001

2. Section 5 of the principal Act is hereby amended by the addition of the following paragraph:

“(d) financing of the retention of contributors in employment and the re-entry of contributors into the labour market and any other scheme aimed at vulnerable workers.”.

Amendment of section 7 of Act 63 of 2001

3. Section 7 of the principal Act is hereby amended by substitution for subsection (1) of the following subsection:

“(1) The money of the Fund other than money required to meet the current expenditure of the Fund may be deposited on behalf of the Fund by the Director-General with the Public Investment Corporation to be invested in accordance with the Public Investment Corporation Act, 2004 (Act No. 23 of 2004), and any other applicable legislation.”.

Amendment of section 12 of Act 63 of 2001

4. Section 12 of the principal Act is hereby amended—

(a) by the insertion after subsection (1A) of the following subsection:

“(1B) A contributor employed in any sector who loses his or her income due to reduced working time, despite still being employed, is entitled to benefits if the contributor’s total income falls below the benefit level that the contributor would have received if he or she had become wholly unemployed, subject to that contributor having enough credits.”;

and

(b) by the addition in subsection (3) of the following paragraphs:

“(c) For the purposes of Part D, maternity benefits must be paid at a rate of 66% of the earnings of the beneficiary at the date of application, subject to the maximum income threshold set in terms of paragraph (a).

(d) Subject to section 13(3), the benefit for—

(i) the first 238 days of benefits is paid at the income replacement rate set in terms of paragraph (b); and

(ii) the remainder of credits is paid at a flat rate of 20.”.

Amendment of section 13 of Act 63 of 2001, as amended by section 5 of Act 32 of 2003

5. Section 13 of the principal Act is hereby amended—

(a) by the substitution for subsection (3) of the following subsection:

“(3) (a) Subject to subsection (5), a contributor’s entitlement to benefits in terms of this Chapter accrues at a rate of one day’s benefit for every completed [six] five days of employment as a contributor subject to a maximum accrual of [238] 365 days benefit in the four year period immediately preceding [the date of application for benefits] the day after the date of ending of the period of employment in terms of this Chapter [less any days of benefit received by the contributor during this period].

(b) Unemployment benefits must be paid to the unemployed contributor regardless of whether or not the contributor has received benefits within that four year cycle, if the contributor has credits.”;
Ukhwiniswa ha khethekanyo ya 5 ya Mulayo wa 63 wa 2001

2. Khethekanyo ya 5 ya Mulayo muhlwane i khou kwiniswa nga u engedza ha phara i tevelhelo:

"(d) u lambedza masheleni a u fareledza vhadzheneli kha zwa mushumo na u dzena-hafu ha vhadzheneli kha maraga wa zwa mishumo na zwinwe zwikimu zwa u thusa vhashumi vhane vha todesesa thuso."

Ukhwiniswa ha khethekanyo ya 7 ya Mulayo wa 63 wa 2001

3. Khethekanyo ya 7 ya Mulayo muhlwane i khou kwiniswa nga u imelwa kha khethekanyo ũthukhu ya (1) ya khethekanyo ũthukhu i tevelhelo:

"(1) Tshelede ya Tshikwama nga ndja ha tshelede i todeaho kha u fusha mugaganyagwama wa zvino wa Tshikwama i nga diphosithwa ho imelwa Tshikwama nga Mulangi-Muangaredzi kha [Khomishinari] Koporasi ya u Bindudza ya Muvhuso uri i bindudzwe [hu tshi tevhedzwa Mulayo wa Public Investment Commissioners Act, 1984 (Act No. 45 of 1984)] u ya nga Mulayo wa Public Investment Corporation Act, 2004 (Act No. 23 of 2004), na miwe milayo yo teaho."

Ukhwiniswa ha khethekanyo ya 12 ya Mulayo wa 63 wa 2001

4. Khethekanyo ya 12 ya Mulayo muhlwane i khou kwiniswa—

(a) nga u dzeniswa nga murahu ha khethekanyo ũthukhu ya (1A) ya khethekanyo ũthukhu i tevelhelo:

"(1B) A mubadeli o tholwaho kha sekithara iniwe na iniwe ane a fhelelwa nga muholo wawe nga vhanga ja u fhungudzwa ha tshiifhinga tsha mushumo, hu songo sedzwa uri u tshe o tholwa, o fanelwa nga u wana mbuelo dza ndindakhombo arali muholo wo fhelelaho wo tsela fhasi ha tshikalos tshinе muraqо wa ndindakhombo o vha a tshi do wana musi o vha o tou fhelelwa nga mushumo, fhedzis zwi tshi do bva kha uri naa muradipo wa ndindakhombo u na zwo edjanahoo naa uri u fhushe tohe ane dza u wana mbuelo.;" na

(b) nga u engedza kha khethekanyo ũthukhu ya (3) ya pharagirafu dzis tevelhelo:

"(c) Hu tshi itelwa Tshipida tsha D, mbuelo dza vhudzadze dzis teu a badelew dzis kha tshikalos tsha phesenthe dzis 66 dzis u holu mbuelo nga datumu ya khumbelo, hu tshi khou tevhedzwa fhungudzelo ya muholo wa ntakwa sa zwo sumbedzwaho kha phara ya (a).

(d) Hu tshi tevhedzwa khethekanyo ya 13(3), mbuelo ya—

(i) maquvha a 238 a u thoma a mbuelo a badelew e kha tshikalos tsha u imela muholo sa zwo sumbedzwaho kha phata ya (b); na

(ii) zwo salaho zwa badelew zis kha tshikalos tsha 20.";".

Ukhwiniswa ha khethekanyo ya 13 ya Mulayo wa 63 wa 2001, u kwiniswaho nga khethekanyo ya 5 ya Mulayo wa 32 wa 2003

5. Khethekanyo ya 13 ya Mulayo muhlwane i khou kwiniswa—

(a) nga u imelwa kha khethekanyo ũthukhu ya (3) ya khethekanyo ũthukhu i tevelhelo:

"(3) (a) Hu tshi tevhedzwa khethekanyo ũthukhu ya (5), u fanelwa nga mbuelo ha muraqо wa ndindakhombo u ya nga ino Ndima hu kuvhangana hu kha tshikalos tsha mbuelo nthihi ya djuva lihihi kha maquvha a rathi o fhedzwoaho lwa tshiifhinga tsho fhelelaho tsha maquvha [a rathi] maanu a mushumo sa izwi muraqо wa ndindakhombo a tshi tewa nga mbuelo dza maquvha a [238] 365 kha miwi wanga miiga ha tshi ringelwa [datumu ya khumbelo ya mbuelo] djuva ngaguru ha datumu ya u fhela ha mushumo hu tshi tevhelwa iyi Ndima [maquvha maewe na manwe majuku a mbuelo sa zwo tanganedzwoho nga muraqo wa ndindakhombo nga tshi tshiifhinga].

(b) Mbu elo dza u fhelelwa nga mushumo dzis teu a badelew kha uyo muraqо wa ndindakhombo o fhelelwo nga mushumo hu songo sedzwa uri naa o vhuya a tanganedza mbuelo kha sekele ya miwi wanga miiga, arali uyo o fhelelwo nga mushumo hu na zwi re hone zwine a teu u wana.";"
(b) by the substitution for subsection (5) of the following subsection:

"(5)(a) The days of benefits that a contributor is entitled to in terms of subsection (3) may not be reduced by the payment of maternity benefits in terms of Part D of this Chapter.

(b) The payment of maternity benefits may not affect the payment of unemployment benefits.”; and

(c) by the substitution for subsection (6) of the following subsection:

"(6) If an application for benefits is made within the four year cycle of a previous claim, the Fund must subtract the number of days in respect of which benefits have already been paid in that cycle.”.

Amendment of section 14 of Act 63 of 2001, as amended by section 94 of Act 20 of 2006

6. Section 14 of the principal Act is hereby amended by the deletion of paragraph (a).

Amendment of section 17 of Act 63 of 2001

7. Section 17 of the principal Act is hereby amended by the substitution for subsection (2) of the following subsection:

“(2) The application must be made within [six] 12 months of the termination of the contract of employment, but the Commissioner may accept an application made after the [six-month] 12-month time limit has expired on just cause shown.”.

Amendment of section 20 of Act 63 of 2001

8. Section 20 of the principal Act is hereby amended by the substitution in subsection (2) for paragraph (a) of the following paragraph:

“(a) if the period of illness is less than [14] seven days; and”.

Amendment of section 24 of Act 63 of 2001, as amended by section 8 of Act 32 of 2003

9. Section 24 of the principal Act is hereby amended—

(a) by the substitution for subsection (5) of the following subsection:

“(5) A contributor who has a miscarriage during the third trimester or bears a still-born child is entitled to a [maximum] full maternity benefit of [six] 17 to 32 weeks [after the miscarriage or stillbirth]; and

(b) by the addition of the following subsection:

“(6) A contributor is not entitled to benefits unless she was in employment, whether as a contributor or not, for at least 13 weeks before the date of application for maternity benefits.”.

Amendment of section 25 of Act 63 of 2001

10. Section 25 of the principal Act is hereby amended—

(a) by the substitution for subsection (1) of the following subsection:

“(1) An application for maternity benefits must be made in the prescribed form at an employment office [at least eight weeks before childbirth] at any time before or after childbirth: Provided that the application shall be made within a period of 12 months after the date of childbirth.”; and

(b) by the deletion of subsection (2).
(b) nga u imelwa kha khethekanyo thukhu ya (5) ya khethekanyo thukhu i tevhelaho:

“(5) (a) Maduvha a mbuelo o fanela muraθo wa ndindakhombo u ya nga khethekanyo thukhu ya (3) a nga si fhungudzwe nga mbadelo ya mbuelo dza vhudzadze u ya nga Tshipiθa tsha D kha ino Ndima.

(b) Mbadelo ya mbuelo dza vhudzadze a i nga kwami mbadelo ya mbuelo dza fhelelwa nga mushumo.”

(c) nga u imelwa kha khethekanyo thukhu ya (6) ya khethekanyo thukhu i tevhelaho:

“(6) Arali khumbelo ya mbuelo ya itwa kha sekele ya miwiwa nga ya mbilo yo fhelaθo, Tshikwama tshi u tusa tshivhala tsha mahuva malugana na mbuelo ine yo no badelwa kha sekele yeneyo.”

Ukhwiniswa ha khethekanyo ya 14 ya Mulayo wa 63 wa 2001, une wa khou kwiniswa nga khethekanyo ya 94 ya Mulayo wa 20 wa 2006

6. Khethekanyo ya 14 ya Mulayo muhulwane i khou kwiniswa nga u thutha phara ya (a).

Ukhwiniswa ha khethekanyo ya 17 ya Mulayo wa 63 wa 2001

7. Khethekanyo ya 17 ya Mulayo muhulwane i khou kwiniswa nga u imelwa kha khethekanyo thukhu ya (2) ya khethekanyo thukhu i tevhelaho:

“(2) Khumbelo i tea u itwa hu sa athu u fhela miwiwedzi ya [rathi] 12 musi konjiraka ya mushumo yo khauθwa, fhedzi Khomishinari a nga tanganedza khumbelo yo itwaho nga murahu ha [miwiwedzi ya rathi] miwezi ya 12 musi tshihfinga tsha u vala tsθo fhira arali hu na tshivhangi tsho sumbedzwaho.”

Ukhwiniswa ha khethekanyo ya 20 ya Mulayo wa 63 wa 2001

8. Khethekanyo ya 20 ya Mulayo muhulwane i khou kwiniswa nga u imelwa kha khethekanyo thukhu ya (2) kha phara ya (a) ya phara i tevhelaho:

“(a) arali tshihfinga tsha vhulwadze tshi tshi auθu kha maθuvha a [14] sumbe; na”.

Ukhwiniswa ha khethekanyo ya 24 ya Mulayo wa 63 wa 2001, une wa khou kwiniswa nga khethekanyo ya 8 ya Mulayo wa 32 wa 2003

9. Khethekanyo ya 24 ya Mulayo muhulwane i khou kwiniswa—

(a) nga u imelwa kha khethekanyo ya (5) ya khethekanyo thukhu i tevhelaho:

“(5) Muraθo wa ndindakhombo ano a o tshinylelwana nga vhimana kha miwiwedzi miraru ya meθedziselonι a vhimana kana ιwanna beθwa o lovha o fanelwa nga u wana mbuelo ya zwa vhudzadze yo fhelaθo [yo dalabo] ya vhege dza [rathi] 17-32 [nga murahu ha u tshinylelwana kana u lovha ha uyo ιwana]; na

(b) nga u engedza khethekanyo dzi tevhelaho:

“(6) Muraθo wa ndindakhombo ha ngo fanelwa nga u wana mbuelo nga mndja ha musi o vha a khou shuma, a nga vha e muraθo kana a si muraθo lu siho fhasi ha vhege dza 13 phandja ha datumu ya u ya u ita khumbelo ya mbuelo dza vhudzadze.”

Ukhwiniswa ha khethekanyo ya 25 ya Mulayo wa 63 wa 2001

10. Khethekanyo ya 25 ya Mulayo muhulwane i khou kwiniswa—

(a) nga u imelwa kha khethekanyo thukhu ya (1) ya khethekanyo thukhu i tevhelaho:

“(1) Khumbelo ya mbuelo dza vhudzadze dzi tea u itwa kha fomo yo randelwaho nahone ofisinι dza mushumoni [phandja ha vhege dza malo ιwana a sa athu u babwa] nga tshihfinga tshinwe na tshinwe phandja ha kana nga murahu ha musi ιwana a tshi bebwa; Tenda khumbelo ya itwa kha tshihfinga tsha miwiwedzi ya 12 nga murahu ha datumu ya u bebwa ha ιwana.”

(b) nga u thutha khethekanyo ya (2).
Amendment of section 30 of Act 63 of 2001

11. Section 30 of the principal Act is hereby amended—

(a) by the substitution in subsection (1) for paragraph (b) of the following paragraph:

“(b) within [six] 18 months of the death of the contributor except that, on just cause shown, the Commissioner may accept an application after the [six-month] 18-month period.”;

(b) by the substitution in subsection (2) for paragraph (b) of the following paragraph:

“(b) the surviving spouse or life partner has not made an application for the benefits within [six] (18) months of the contributor’s death.”; and

(c) by the insertion after subsection (2) of the following subsection:

“(2A) (a) Any nominated beneficiary of the deceased contributor may claim dependant’s benefits subject to paragraph (b).

(b) A nominated beneficiary will qualify for benefits if there is no surviving spouse, life partner or dependant children of the deceased contributor.”.

Amendment of section 33 of Act 63 of 2001

12. Section 33 of the principal Act is hereby amended by the addition of the following subsection:

“(3) When processing application for benefits neither the Fund nor any agency or person purporting to act on behalf of the applicant may charge a fee against the applicant.”.

Amendment of section 36A of Act 63 of 2001, as inserted by section 10 of Act 32 of 2003

13. Section 36A of the principal Act is hereby amended by the substitution for subsection (1) of the following subsection:

“(1) The [Minister must, after consultation with the Board,] Board must appoint a regional appeals committee for each region determined by the Minister.”.

Repeal of sections 38, 39, 40 and 41 of Act 63 of 2001

14. Sections 38, 39, 40 and 41 of the principal Act are hereby repealed.

Amendment of section 50 of Act 63 of 2001

15. Section 50 of the principal Act is hereby amended by the insertion in subsection (2)(a) after subparagraph (i) of the following subparagraph:

“(iA) the functions of a regional appeals committee;”.

Amendment of section 56 of Act 63 of 2001

16. Section 56 of the principal Act is hereby amended—

(a) by the substitution for subsection (3) of the following subsection:

“(3) Every employer must, before the seventh day of each month, [inform] provide the Commissioner [of any change during] with all information for the previous month [in any information furnished] in terms of subsection (1).”; and

(b) by the insertion after subsection (3) of the following subsection:

“(3A) The Minister will issue regulations on a special dispensation applicable to domestic employers and small businesses or enterprises regarding the submission of information in subsection (3).”.
Ukhwiqiswa ha khethekanyo ya 30 ya Mulayo wa 63 wa 2001

11. Khethekanyo ya 30 ya Mulayo muhulwane i khou khwiqiswa—
   (a) nga u imelwa kha khethekanyo ũḥku ya (1) kha pharagirafa ya (b) ya phara
       i tevelhalo:
       “(b) kha miņwedzi ya [rathi] 18 ya musi muraɣo wa ndindakhombo o
       lovha nga ńnd̓a ha musi hu na tsitisi tshi pfalaho, Khomishinari a
       nga ŋ̣aŋganezda nhumbelo nga musi hu miņwedzi ya [rathi] 18.”;
   (b) nga u imelwa kha khethekanyo ũḥku ya (2) kha pharagirafa ya (b) ya phara
       i tevelhalo:
       “(b) mufarisi o salaho a khou tshila kana ŋ̣ama ya vhutshiloni ha
       nga ita khumbelo ya mbuelo kha miņwedzi ya [rathi] (18) musi ho
       lovha muraɣo wa ndindakhombo.”; na
   (c) nga u dzenisa nga musi hu khethekanyo ũḥku ya (2) ya khethekanyo
       ũḥku i tevelhalo:
       “(2A) (a) Mulajfa muņwe na muņwe o nangiwa nga muņwe wa a vha
       e muraɣo wa ndindakhombo a nga vhila mbuelo a tshi khou tevelheda
       phara ya (b).
       (b) Mulajfa o nangiwa u fusha ŋ̣o dza u wana mbuelo arali hu
       sina mufarisi ane a khou hanyə, ŋ̣ama ya vhutshiloni kana vhand̓va
       vha muņwe we a vha e muraɣo wa ndindakhombo ya vho fhelelwaho nga
       mushumo.”.

Ukhwiqiswa ha khethekanyo ya 33 ya Mulayo wa 63 wa 2001

12. Khethekanyo ya 33 ya Mulayo muhulwane i khou khwiqiswa nga u engedzwa ha
    khethekanyo ũḥku i tevelhalo:
    “(5) Musi hu tshi khou shuṇwa khumbelo ya mbuelo a huna Tshikwama kana
    zhenedzi kana muluha ane a tea u imela muhumbeli ane a do tevelheda u
    bagelisa tshelede mufumbeli.”.

Ukhwiqiswa ha khethekanyo ya 36A ya Mulayo wa 63 wa 2001, hu tshi khou
Dzheniswa khethekanyo ya 10 ya Mulayo wa 32 wa 2003

13. Khethekanyo ya 36A ya Mulayo muhulwane i khou khwiqiswa nga u imelwa kha
    khethekanyo ũḥku ya (1) ya khethekanyo ũḥku i tevelhalo:
    “(1) [Minisṭa u tea u kwamana na Bodo,]
    Bodo i tea u thola komiti ya aphi� di
    da zinga dzinga kha dzinga jiņwe na jiņwe ho ta ene Minisṭa.”.

Ufheliswa ha khethekanyo 38, 39, 40 na 41 dza Mulayo wa 63 wa 2001

14. Khethekanyo 38, 39, 40 na 41 dza Mulayo muhulwane dze khou ḥeliswa.

Kwiqiso ya khethekanyo ya 50 ya Mulayo wa 63 wa 2001

15. Khethekanyo ya 50 ya Mulayo muhulwane i khou khwiqiswa nga u dzheniswa
    kha khethekanyo ũḥku ya (2)/(a) nga musi hu phara ũḥku ya (i) ya phara ũḥku
    i tevelhalo:
    “(iA) mishumo ya komiti ya aphi� dza dzinga.”.

Ukhwiqiswa ha khethekanyo ya 56 ya Mulayo wa 63 wa 2001

16. Khethekanyo ya 56 ya Mulayo muhulwane i khou khwiqiswa—
    (a) nga u imelwa kha khethekanyo ũḥku ya (3) ya khethekanyo ũḥku i
        tevelhalo:
        “(3) Mutholi muniwe na muniwe phando ha ma迄uva sumbe maŋwe
        na muniwe na muniwe u teu u [ vhudza] [ka Khomishinari [shandiko iŋwe na iŋwe]
        mafungo obe a ŋ̣edẓi wo ḥelho [maŋungo maŋwe na muniwe o
        netshele] u ya nga khethekanyo ũḥku ya (1).”; na
    (b) nga u dzheniswa nga musi hu khethekanyo ũḥku ya (3) ya khethekanyo
        ũḥku i tevelhalo:
        “(3A) Minisṭa u do netshele ndangulo nga ha kutshimbidzele kwa
        tshipentshela kha vhashumi vha hayani na matuku malugana na
        kuisele kwa mafungo a re kha khethekanyo ũḥku ya (3).”.”
Amendment of Schedule 2 to Act 63 of 2001

17. Schedule 2 to the principal Act is hereby amended by the substitution for the second paragraph under the heading “Income Replacement Rate” of the following paragraph:

“The IRR is at its maximum when income equals zero, and it reaches its minimum where income is equal to the benefit transition income level. The maximum IRR is [fixed] currently set at 60%. The minimum IRR is currently set at 38%. However, the Minister may, in consultation with NEDLAC vary the minimum[IWR] maximum income and flat replacement rate in terms of section 12(3)(b) but cannot reduce the minimum IRR to any percentage below 38. The Minister may from time to time after consultation with Parliament, vary the IRR and the benefit period by regulations.”.

Short title

18. This Act is called the Unemployment Insurance Amendment Act, 2016.
17. Shedulu ya 2 kha Mulayo muhulwane i khoun khwiniswa nga umelwa kha phara ya vhuvhili nga filesystem ha 5ho lo ine ya ri “Tshikalo tshi Imelaho Muholo” kha phara i tevhela ho: “Tshikalo tshi Imelaho Muholo tshi vha tshi nthesa musi mubolo u tshi lingana na zero, nahone tshi swika filesystem musi mubolo u tshi lingana na mubelo ya tshanduko ya mubolo. Tshikalo tshi Imelaho Muholo [a tshi shanduki] zwa zwinho tsho vheva kha phesenthe dza 60. Tsha filesystem tsho vheva kha phesenthe dza 38. Ministara o kwamana na NEDLAC a nga shandukisa [IRR] mubolo wa nthesa na tshikalo tshi sa shanduki a tshi khou tevhedza khethekanyo ya 12(3)(b) ihedzi a nga si kone u fhungudza tshikalo tsha IRR tsha filesystem tsha tshihisi ha 38. Ministara musi o ranga a kwamana na Phalamennde, a nga shandula IRR na tshifhinga tsha mubelo nga ndangulo.”.

Dzina jipfushi