

Besigheidstudies Graad 12

Wette:

Wet op Vaardigheidsontwikkeling (WVO) (Nr. 97 van 1998)

WVO speel 'n belangrike rol om te verseker dat die Suid-Afrikaanse arbeidsmag vaardig is en bydra tot die produktiviteit en ekonomiese groei van die land. WVO poeg om meer Suid-Afrikaners in staat te stel om toegang te verkry tot vaardighedsopleiding wat langtermyn voordele vir die bevolking en die samelewing inhou.

doel van WVO

- Ontwikkel die vaardighede van Suid-Afrikaners om produktiviteit in die werkplek te verbeter.
- Moedig besighede aan om die vaardighede van nuwe en bestaande werkers te verbeter.
- Verbeter die werkvoorsigtig van voorheen benadeelde mense.
- Verkaf die sistematiese implementering van vaardighedsontwikkelingstrategie op 'n nasionale-, sektor- en werkplekbasis.

Impak van WVO op besighede

Positiewe/Voordele

- Vermeerder die aantal werkers wat oor skaars vaardighede beskik.
- Verbeter die opbrengs op belegging (OOR) in onderwys en opleiding.
- Verhoog belegging in onderwys en opleiding in die Suid-Afrikaanse arbeidsmark.
- Verbeter die dienslewering van besighede omdat werknemers op 'n optimale vlak werk.

Negatiewe/Nadele

- Die implementering van die WVO is tydrowend, duur, voorskriftelik en administrasie-intensief.
- Die heffing op vaardighedsontwikkeling (VOH) plaas 'n bykomende las op besighede wat finansiële suksel.
- Die WVO-inisiatief van die regering word dalk nie altyd deur alle besighede ondersteun nie.
- Besighede vind dit moeilik om die implementering van hierdie Wet te monitor en te beheer.

Optredes wat nie voldoen aan die WVO nie

- Die voorkoming van gekwalifiseerde werknemers om toegang tot opleidingsgeleenthede en leerlingkappe te verkry.
- Die onregverdig bevordering van vaardighedsontwikkeling, byvoorbeeld, waar slegs sekere werknemers bevoordeel word.
- Die verskaffing van indiensnemingskennote vir wins sonder om as 'n werkgever geregistreer te wees of by die betrokke SOOO (SETA) geregistreer te wees.
- Die verskaffing van verkeerde en ontoepaslike inligting oor 'n leerlingkap om werknemers doeltbewus te mislei.

Strafmaatreëls/gevolge vir oortreding van WVO

- Besighede wat nie die VOH betaal nie, mag nie leerlingkappe aan werknemers aanbied of toelaes van die WVO eis nie.
- 'n Arbeidsinspekteur mag die bedrywighede van die besigheid onbepaald staak indien die besigheid aan onwettige praktyke skuldig bevind word.
- Die besigheid se lisensie kan teruggetrek word, wat die besigheid kan verhoed om enige vorm van verdere bedrywighede uit te voer.
- Besighede wat nie aan die WVO voldoen nie, kan 'n nakomingsbevel van die Arbeidshof ontvang. Hierdie bevel dwing die besigheid om aan die WVO te voldoen.

Maniere waarop besighede vereistes van WVO kan nakom

- Vertoon 'n opsoeking van die WVO in die besigheid waar dit vir alle werknemers sigbaar is.
- Bevorder en moedig werknemers aan om hul vaardighede te verbeter en aktief by leerlingkappe betrokke te raak.
- Werkgevers wat LBS (werknemersbelasting) invorder, moet by die betrokke SETA registreer.
- Werkgevers wie se salarisuitgawes R500 000 ('n halfmiljoen rand) per jaar oorskry, moet 1% daarvan as 'n vaardigheidsheffing oorbetal.

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Rachel S Tattersall



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