

isiNdebele

#NYP2030

UMGOMO WESITJHABA WELUTJHA 2020-2030

Itjhumiminyaka yokurhabisa imiphumela emihle yokuthuthukiswa kwelutjha

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i. IKULUMO YOKUVULA KANGQONGQOTJHE NGE-OFISINI LIKAMENGAMELI EENDABENI ZABOMMA, ILUTJHA NABANTU ABAPHILA NOKUKHUBAZEKA

Ukuthuthukiswa komgomo kuphathelele nokutjhugululwa kwamaphilo, nokuqalana nobuhlungu obukhulu obusahlele abantu abatjha ngebanga lokungatholi iimsebenzi, noma banamakghono noma banganawo amakghono, noma banefundo yemazikweni aphezulu namkha banganayo, nezinto izinto abaqalene nazo emaphilweni wabo emiphakathini. Koke lokhu kuthloga uburholi obusebenzako, nokubambisana. Uburholi bombuso behlandhla lesithandathu bubonakala ngesimemezelo sakaMengameli u-Cyril Ramaphosa sokuhlonywa komnyango omutjha oqalene neendaba zaboMma, aBantu abajjha naBaphila noKukhubazeka. Umnyango lo uhlelelwe ngandlelana thize ukudosa phambili, ukusekela, ukuhlanganisa, ukuqalisisa nokulinganisa ukuhlonywa kwetuthuko yabantu abatjha emikhakheni ehlelukeneko, emahlangothini woke womphakathi. Ukwenzela ukuletha uburholi obunje, umsebenzi ongomkhulu womnyango lo kukuthuthukisa umgomo othinda amahlangothi woke wokuthuthukiswa kwabantu abatjha nomthetho wakhona.

Nakuqalwa koke lokho, umsebenzi wokuThuthukiswa komGomo weLutjha weNarha wemnyaka elisumi phakathi komnyaka ka-2020 bekube mnyaka ka-2030, uze ngemvanyana kokusongwa kwehlelo lemnyaka emasumi amabili nahlanu lokubuyekizwa. Ngomnyaka ka- 2019, ngemva kokuqatjha kwami njengoNgqongqotjhe weendaba zabomma, abantu abatjha nabaphila nokukhubazeka nge-ofisini lakaMengameli, ngafika ngokuhloma isiqhema sehlanganisela semikhakha yesi-thegnigi, i-TRT, esizokudosa phambili besihlele ukuthuthukiswa komgomo omutjha wenarha le. Isizathu sokujameleka kwemikhakha ehlukeneko sibangwa umgomo lo welutjha lenarha emnyakeni elisumi le akusi mgomo wombuso kuphela, kodwana kukuzibophelela komphakathi, ekuthuthukisweni kwelutjha.

Kufanele kukhunjulwe ukuthi umgomo welutjha lo weSewula Afrika wabuyekizwa ngesikhathi lapha umnotho wenarha le bewehliselwe ezingeni eliphasi khulu, nokusahlela kabukhali khulu kwengogwana ye Covid-19, ebange ihlanga-hlangano ekulu ephasini loke, aba sengozini amaphilo wabantu nendlela yokuphila kwabantu. Ngenca yokusahlela kwengogwana le, kube budisi khulu, kwahlanga-hlangana ukwenziwa kwemigomo. Kube kwafuneka ukuthi sitjhugulule indlela yokwenza, sehlise namahlelo athize, koke esikwenzako kukhambisane nendlela etja yokuphila. Kufanele siqabangele isitjhaba soke, esikhulu ilutjha, malunga nomphumela omumbi weentjhihilo zomnotho nobunye ubudisi obuqalene nelutjha.

Abantu abatjha bevele badosa budisi nangaphambi kwengogwana ye-Covid-19, kodwana ukuqubuka kwengogwana le kwenze izinto zaba zimbi ukuya phambili. Kuliyeke ukufunda kwelutjha, inengi lazizwa lingasabandakanyeki emiphakathini, lithukiwe, ligandeleleke ngokomkhumbulo ngenca yesikhathi sokuqindeliswa kwamakhombo. Kwande kangako nokusaphaka komguruguru wobulili nokuthloriswa kwabomma, nokungabi nokudla ngokwefanelo ngenca yokungasatholakali kokudla okunepilo, kwaba nokungasafinyeleleki kweendaba zemseme ngokuphephileko nezenzelo zamaphilo, nalabo ebe bafunana nemsebenzi babhalelwa kukwenza njalo, baragela phambili ngokuvaleleka ngaphandle emnothweni wenarha, ekubeni amabhizinisi wabantu abatjha abetheke khulu ngokungasatholi inzuzo, okuyinto ebeke amaphilo wabantu abatjha engozini.

Okhanye okutshwenya khulu kukuthi istatimende sesabelo seemali saphakathi ne-themu yomnyaka ka-2020 siveze ukuthi umnotho wenarha le kuqalwe ukuthi wehle nge 7.8% nonyaka, kulahleke namathuba amanengi tle wemsebenzi. Yincani ikghonakalo yokuthi umnotho wenarha le ubuyele esimeni sawo emnyakeni embili namkha emthathu ezako le. Siyazamukela zoke inlinganiso zamaphilo nezomnotho ezimenyezwe nguMengameli ekuqalaleni nengogwana le, kubalwa namahlelo wokungena phakathi ekwakhiweni ngobutjha komnotho. Koke lokhu kuphakamisa ukuzibandakanya okukhulu kwabanu abatjha emnothweni ngokubekelwa phambili kwamabhizinisi amancani nasakhasako wabantu abatjha namahweba-hlanganyela namakghono aqothele abantu abatjha. Azokusekela amakhaya abhadekileko, amabhizinisi nabantu ababethekileko ngebanga lokungasebenzi, neminye imiraro eqalene nemiphakathi yenarha le.

Kiboboke ababelani benarheni le abazibandakanye ekhambeni lokuvela nomgomo lo, ukuzibophelela kwenu kuyabonakala. Noma kukhambe kusiba nokuliyeka eendabeni zokuthindana nje ngebanga lesikhathi sokuqindeliswa kwamakhombo, babe banengi ababelani abakhulumiseneko. Ngithanda nokuthokoza boke labo abazinikeleko bawukhuthalela umsebenzi lo, esikhulu amagatjha wokuthuthukiswa kwelutjha namalunga woke we-TRT. Ukuzibandakanya kweminye iminyango yeembuso kuqinisekise ukuthi umgomo lo uyalinganiseka bewuphendula lapha kuthlayela khona. Umfakela omkhulu we-foramu yokuthuthukiswa kwelutjha, neenhlangothi zomphakathi, iimfundiswa, neminye yeminyango yombuso, namabhizinisi, nakho kuwahlelwa izandla khulu. Ngithemba ukuthi umgomo lo uyokusebenza njengomhlahlandlela waboboke abantu abatjha ngaphakathi komkhakha wokuthuthukiswa kwabantu abatjha. Iimzamo yethu soke ekuthuthusweni kwelutjha, iletha ubuqiniso beSewula Afrika enamakhakhazela amahle, nepilo engcono yawowoke umuntu.

Ungqongqotjhe nge-Ofisini lakaMengameli
Eendabeni zaboMma, lilutjha naBantu abaphila nokuKhubazeka

ii. IKULUMO YOKUVULA KASEKELA KANGQONGQOTJHE NGE-OFISINI LIKAMENGAMELI EENDABENI ZABOMMA, ILUTJHA NABANTU ABAPHILA NOKUKHUBAZEKA

Esewula Afrika, abantu abatjha bangaphezu kwesqundo, sestjhaba, hlangana nabo kungebemnyaka elisumi nahlanu ukuya kwemasumi amathathu nane, okwenza ukuthi babe yi-34% (ngokuya ngokwehlolombono yeembalo-balo zabantu benarheni le). Nasiqabanga ngalokho abantu abatjha baragela phambili nokuba neentjhijilo ezibudisi, hlangana nazo kumiraro yokungabi khona kwemsebenzi. Akungeqiselwa amehlo ukuthi umraro lo sewuthuwelele kwanje. Ihlolombono yezabasebenzi ekoteni yomnyaka yokuthoma ka-2020 iveza ukuthi izinga lokuthlogeka kwemsebenzi lijame ku-30.1%, okulizinga eliphezulu khulu labantu abangasebenziko solo kwangomnyaka ka-2008. Okutshwenya khuku kukuthi sibuyeleleke kanengana isibalo sabantu abatjha abaphakathi kwemnyaka emasumi amabili nahlanu namasumi amathathu nane nasilinganiswa nabantu bemnyaka emasumi amane nahlanu namasumi amahlanu nane (37.3% vs 17.5%). Kuba kumbi khulu nawuqala izinga labantu abangasebenziko bemnyaka elisumi nane namasumi amabili nane, elijame ku -59.0% ekoteni yokuthoma yomnyaka ka-2020, okutjho bona phezu kwabantu abatjha abalisumi eSewula Afrika, bathandathu abasebenzi.

Isithombe esingaphezulu lesi sibonakala sifiphele, emnyakeni ephakathi kwesumi nahlanu ukuya kwemasumi amabili nane, labo abangasebenziko, nabangabandulelwa iimfundo, namkha amakghono bajame esibalweni esisabekako se-3.5 million. Siphezulu khulu isibalo sabantu abatjha beengubo, abangasebenziko, eendaweni zemakhaya kuneentjhijilo ezihlukileko kunemadrobheni. Phezu kwalokho, abantu abatjha abaphila nokukhubazeka baragela phambili nokuqalana neentjhijilo khulu, ngokubandlululwa nokukhethululwa. Lokhu akugcini ngokuba ziimbalo-balo kuphela, nenge umuntu abeka ubuso bomuntu esibalweni lesi, kuvela isithombe seqiniso elisabekako. Laba kubabantu abanethemba, amabhudango, amakghono, abangaba nomfakela emiphakathini yabo nenarheni. Ubujamo lobu buthuweleliswe nakuqubuka ingogwana ye-Covid-19 ngomnyaka we-2020, ethusele indlela abantu abatjha baphila ngayo, esikhulu labo abaphila namagulo thizeni, angalaphekiko. Kuba budisi khulu nakuqalwa nehlangothi lokubetheka kabukhali ngethemba lesikhatjhana, komnotho okuragako sikhuluma nje.

Lo mGomo weNarha weLutjha womnyaka ka-2030, ohlongoza iimfanelo zokuqiniswa kwetuthuko, nokuhlomuliswa, nokubekezela kwelutjha lethu ngesikhathi nangemva kokusahlelwa kwengogwana. Lokhu kuhlathulula isidingo sabadlali bendima emiphakathini, okumbuso, iinhlango zangeqadi nezemiphakathi, ukuqinisa ukuzibophelela kwazo ekulethweni kwetuthuko yelutjha phambili. Nanoma imikhakha ehlukeneko iphendula ukusahlela kwengogwana, kuqakatheke khulu bona umsebenzi wethu uqale ukuqinisekisa ukuphendula, nokuveza ubuhle besiphetho nomphumela, ozokuba namakhakhazela wesikhathi eside. Sikholelwa ekutheni ngokukhulumisana nabantu abatjha njengabadlali bendima abakhutheleko, sizabe sisendimeni engengiyo ekubuyiseni nekurhabiseni ukuhlomuliswa ngokomnotho.

Ipendulo ekulu nokubuyekizwa kwekambiso kuqinisekisa amandla wamaziko, wokurhabisa ukuthuthukiswa kwelutjha nokusebenzisana kombuso, amabhizinisi, iinhlango zomphakathi nabantu abatjha. Lokhu kuqakatheke khulu njengoba inarha le imsinja kangaka ekuqalaneni neentjhijilo esolo zingapheli eziqalene nelutjha, ukwenzela ukuvuna iimvuzo yokungezelelwa kwesibalo selutjha ekusweni kweSewula Afrika phambili.

Kuyangithabisa ukuthi umNyango wezaboMma, aBantu abajjha nabaPhila nokuKhubazeka uthindene nabo abantu abatjha ekubuyekizweni komgomo lo, neenhlango zelutjha emikhakheni yoke ekhona. Ukuthindana lokho kwenziwe ngomoya wokusebenzisana kombuso, ngeemzamo yokwakhiwa kwembumba eqinileko yokuqinisekisa ukuthi ukubuyekizwa komgomo lo kumsebenzi webambiswano, owakhiwe mifakela yamahlangothi woke. Lokhu ngaphandle kokuzaza kuyokuqinisekisa ukuziphendulela kwaboboke abadlali bendima. Ngizibopha ngokwami ekusekeleni amagatjha womnyango lo womgomo wokuthuthukiswa kwabantu abatjha, ukuqinisekisa bona kwenziwa umsebenzi wokuqalisa nokulinganiswa kwehlelo lokuhlonywa koMgomo weLutjha lo womnyaka ka-2030 ngefanelo.

iii. UKWAMUKELWA NGOMNQOPHISI-ZOMBELELE

Umnyango wezaboMma, iluTjha naBantu abaPhila nokuKhubazeka uyabuthokoza uburholi obuvezwe nguNgqongqotjhe noSekela kaNgqongqotjhe, ekuveleni nomgomo welutjha II, womnyaka ka-2020 ukuya emnyakeni we-2030. Uyabonakala umfakela omkhulu kangaka wokubuthelela umtlolelo lo nokuqinisekisa izinga eliphezulu elenziwe ngu Dorhodere Bernice Hlagala, Mnumzana Emmanuel Kganakga, Mnumzana C Alvin Mkasi, Oltman Fourie, Rudzani Neshunzhi, Mologadi Leboho, Aluani Mudau, Ms Nhahla Manzini, noMnumzana uNkululeko Mahlangu. Umnyango lo uyakuthabela ukusebenzisana kamnandi kangaka nephiko lehlango yeentjhaba ezibumbeneko ehlangothini leembalo-balo zabantu, ngaphasi koburholi bomnqophisi enarheni le umma u-Beatrice Mutali, noTlangelani Shilubane noMma u-Precious Magogodi. Kuthokozwa ngokukhethekileko amalunga wesiqhema sezobu-thegnigi, esenze umsebenzi wokuqalisisa ihlelo leli, nokuqinisekisa ukuthindana nababelani abafaneleko. Isiqhema lesi sibandakanya uMs Lato Mabaso (COGTA), Ms Laila Ncwana (DTIC), Ms Pebetse Maleka (National Treasury), Ms Hanlie Nel and Mr Fanani Manungu (DPSA), Ms Rebecca Sikhosana (DHET), Ms Kgomotso Moalusi no Mr Surprise Mokgope (DWYPD), Ms Malebo Mekoa, Ms Sandisiwe Tsotetsi (NYDA), Mr Thembinkosi Josopu (SAYC), Ms Sino Moabalobelo (BUSA), Mr Luvuyo Manyi no Mr Thobela Maponya (BBC), nalo ongasekho uDorhodere KJN Karel (UNISA), Proffessor Arianne De Lanoy (UCT – SALDRU), and Dr Raymond Raselekoane (UNIVEN). Neenkulu zomkhandlu wezerhubhululo nesayensi, aboDorhodere uDrs Mokhantšo Makoe, Precious Tirivhanu, Mathias Fubah Alubafi noNtombizodumo Mkhwanazi, abasebenze imini nobusuku, ukurhunyeka nokubuthelela umtlolelo lo.

Ukuqinisekisa ubunikazi besitjhaba nelawulo, kube nemikhulumiswano engeneleleko ngezinto ezithinda khulu ilutjha nemsebenzi yeminyangweni, ema-ofisini wabondunakuku eemfundeni zolithoba zenarha, kibomasipala, eenhlanganweni zomphakathi nezangeqadi, nebantwini abatjha ngokwabo, ngokuhlangana ubuso-nobuso, nangethungelelwano le-internet. Iyabonakala nemikhulumiswano evulekileko kodwana etjhalazako yeenkundla ezinengi zokuthindana, etjale umfakela omkhulu kumbi ngababelani laba boke. Boke banothise umtlolelo lo. Umnyango uthembele kibo boke ababelani, nabantu ngamunye nangokuhlanganyela, ekutheni baragele phambili ngokwabelana ngelwazi nokwenza ukuthi udume umgomo lo, ufikelele ebantwini abatjha ngobunengi ngendlela kungakghoneka ngakho.

Umgomo womnyaka ka-2030 wakhiwe migomo-sisekelo emihlanu nasi, ekubeni i-theknoloji yesimanje-manje ebizwa nge-4IR ihlathululwe njengesiqubulo esikhulu phezu kwayoyoke imigomo-sisekelo le:

- a) Ifundo yezinga eliphezulu, amakono namathuba wesibili.
- b) Amatjhuguluko wezomnotho, amabhizinisi, nokuvulwa kwamathuba wemsebenzi.
- c) Ukuphakanyiswa kwepilo ehle ngokomzimba nomkhumbulo, kubalwa nokuncetjheziswa ngenca yengogwana.
- d) Ukuhlalisana ngokuthula nokwakhiwa kwesitjhaba.
- e) Iinsetjenziswa ezifaneleko zokuphendula ituthuko yabantu abatjha.

Ukuhloma umgomo lo ngepumelelo, umnyango kuzokufanele ukuthi uvele nehlelo le M&E. Sithembele phezu kwababelani ekutheni bavele ngaphambili, ekubeni nophumela wezinga eliphakemeko, nomfakela wamatshwayo wokulandelela ukuhlonywa komgomo lo welutjha womnyaka we-2030. UNGqongqotjhe noSekela wakhe nge-Ofisini lakaMengameli banikelwe umsebenzi wokuqalana neendaba zaboMma, iluTjha naBantu abaPhila noKukhubazeka baqinisekise ukuzibophelela kwabo ngobutjha njengabosopolotiki abajamele ukuthuthukiswa kwabantu abatjha, nokuragela phambili nokubeka ilihlo ukuhlonywa msinya komgomo lo. Kokugcina, sibawa boke ababelani ukuthi barage nokubekela phambili ukunikelwa kwabantu abatjha Amandla, basebenzise umgomo welutjha womnyaka ka-2030 njengethulusi eliqakathekileko, lokwenza amatjhuguluko amahle wasafuthi emaphilweni wabantu abatjha.

1. KUBAYINI KUBE NOMGOMO WENARHA WELUTJHA ESEWULA

UmGomo weLutjha weNarha womNyaka ka-2020-2030 umqomo oweyama iimkhawulo onqotjhiswe ekuveleni neemphumela emihle yokuthuthukiswa kwabantu abatjha ezingeni langekhaya, leemfunda nelenarha eSewula Afrika. Uthuthukiswa Mnyango wezaboMma, iluTjha nabaPhila nokuKhubazeka, ngokubambisana nababelani abambalwa nabantu abatjha. Kumgomo welutjha loke lenarha le ngokuhlukana kwalo, olethwe ngehloso yokulungisa ubutjhapha nokungalethwa kobulungiswa ebutjhapheni bangaphambilini nokuqalana neentjhijilo zakade nezanje, abaqalene nazo. Umgomo lo uhlonywe ngesikhathi lapha iphasi loke liqalene khona nokusahlela kwengogwana yeCovid-19. ethinde kumbi umnotho nendlela yokuphila yomuntu woke, kubalwa nabantu abatjha. Umengameli umemezele ihlelo lokuvuselelwa komnotho lokunciphisa iimphumela emimbi ebangwe yingogwana le. Umgomo lo uyayibona nendaba yokubekwa phambili godu kweensetjenziswa zokuhlenganisa ituthuko yabantu abatjha, nakuqalwa eminye yeemphumela emimbi yamahlelo wokulwisana nengogwana le, abe nomthelela omumbi phezu kwefundo yabantu abatjha, ukuzibandakanya kwezomnotho nokuphila kuhle emzimbeni nemkhumbulweni. Ubujamo bomnotho banjenganje buletha ithuba lokuvuselelwa nokuhlelwa kabutjha komnotho, ukwenzela bona woke umuntu azibandakanye ngokulingana, emnothweni.

Umgomo lo wabantu abatjha womnyaka ka-2020-2030 wakhiwe phezu kwamahlelo wesibili athinda abantu abatjha, aphaathelene nesikhathi sangomnyaka ka-2009-2014, no-2015-2020. Uphucula bewuletha imininingwana emitjha yemigomo yekuthomeni ngokuveza iintjhijilo zanjenganje nezakade, ekungenzeka ziqalane nabantu abatjha. Kumgomo owamukela namaqiniso wangesikhathi esadlulako esakhe saqalana nenarha le, esikhulu ukukhula buthaka komnotho neentjhijilo zeAfrika neenarha zoke ezisathuthukako. Umgomo ka-2020-2030 uveza namandla wekghono lomuntu omutjha njengamandla angakabonakali, ekufuze ukuthi asebenzele umphakathi woke.

Umgomo wenarha lo womnyaka ka-2020-2030 uneendinyana ezihlukeneko zemigomo yesitjhaba neenarha zangaphandle, ubandakanya umthethosisekelo wesitjhaba wabantu abatjha, Nehlelo lokuthuthukiswa kwesitjhaba lomnyaka ka-2030, nehlelo lezenzelo zabantu abatjha lomnyaka ka-2002, nePhiko lokuThuthukiswa kwaBantu abaTjha, nombiko waphakathi nesikhathi womnyaka wokuhlonywa kwephiko labantu abatjha womnyaka we-2015-2020, nemnyaka emasumi amabili nahlanu yombiko waphakathi nesikhathi wokulinganiswa kwehlelo lokubuyekwezwa komnotho, amahlelo weentjhabatjhaba abandakanya irhelo lelutjha le Afrika langomnyaka ka-2006, nehlelo lamagadango lehlango yeentjhaba ezibumbeneko, lomnyaka ka-2000 nangale kwewe-1995, nokuthuthukiswa kweminqopho endzindileko, amahlelo namabhizinisi weSADeC, nehlelo le-Commonwealth lokuhlomuliswa kwabantu abatjha neminye imikhakha ehlukene yesitjhaba, neyeentjhabatjhaba.

Ihlelo lokuthuthukiswa kwenarha (NDP) livezwa embonweni womthethosisekelo njengehlelo elibonakalisa ipumelelo, elingakhethululi ngokobulili nangokombala wesikhumba, neliletha ukulingana phakathi kwabahlali benarha. Ihlelo leli lifuna ukuthi kube nomphakathi olinganako, ngamakghono wabahlali abamajadu benarheni le. Lakhiwe ngekelelo yokuthi abantu abatjha benarha le banamandla wokwehlisa umthlago nokungalingani emnyakeni emasumi amathathu le, ezako. Lokhu kutjho bona kufanele kube nendlela etja yokwenza, engasese nokudonda kwabahlali ekwakhiweni komphakathi obandakanya umuntu woke emnothweni, lapha abantu bazokuba ziinkutana ekuthuthusweni kwabo, bathole isekelo lethuba lokwenza njalo.

Umgomo lo uhlongoza iinsombululo eziletha ituthuko ehle nefaka umuntu woke, ebantwini abatjha njengamalunga wemindeni, imiphakathi, nomphakathi wenarha le, nephasini loke, ngokukwamukela ukuthi nenge atjhejwa kuhle amakghono wabantu abatjha wokuvula nendlela etja, amakghono, amandla nelwazi, iSewula Afrika le ingathuthukela ingakhitjha emirarweni yangemihla enjengendlala, ukungabikhona kwemisebenzi nokungalingani ngokobulili. Ihlelo letuthuko yabantu abatjha lisise phezu kokukhuliswa kwamakghono wabantu abatjha wokutjhugulula umnotho wenarha le. Njengengcinye yokuhlonywa kweensetjenziswa, ikambiso yamatjhuguluko yokuthuthukiswa kwabantu abatjha nokulinganiswa iyokuthonywa ngeeyanga ezine kuphela, ngemva kokuphasiswa komgomo lo. Ihlelo lephiko lokuthuthukiswa kwelutjha liyokuveza imininingwana yokuthi abadlali bendima abahlukeneko bayoyihlanganisa bunjani imizamo yabo yamahlelo wokungena hlangana. Isakhelo se M&E siyokuletha izinga eliphezulu lamatshwayo wokuhlonywa komgomo, ngama-ejensi azokubekwa emikhakheni yoke, yombuso. UmNyango wezaboMma, abaNtwana naBantu abaPhila noKukhubazeka uzokwenza indima yangokomthetho yokubeka ilihlo, ukulinganisa nokungezelela umgomo welutjha womnyaka ka-2030, ngokuqinisekisa ukuziphendulela kwabantu.

Ukwenzela ukuthi abantu abatjha bathuthukise bebvumbulule amandla abanawo, umgomo lo ubalekela insombululo zamsinya ezisusa amehlo eendabeni ezibudisi zamahlelo namaziko. Akukafaneli bona kube sisombululo sazozoke iintjhijilo zokuthuthukiswa kwabantu abatjha, kodwana kube lithulusi lokutjhotjhozela elinqotjhiswe ekuqinisekiseni ukuthi emazingeni woke womphakathi, ibekelwa phambili indaba yokuthuthukiswa kwabantu abatjha. Kwanje umgomo lo uveza isidingo sokurhabisa ukuhlonywa komgomo, ngokuphakamela amahlelo ambalwa wokungena hlangana anomfakela omkhulu, ukwenzela ukufinyelela abantu abatjha beSewula Afrika, ngobunengi. Lokhu kutholakala ngokwethulwa kwamahlelo amatjha wokungena hlangana, nokuqiniswa kwala akhona, nokusebenzisana nabadlali bendima ekungezelelweni kokuhlonywa kwamahlelo. Kuragela phambili ukuziphendulela okubonakalako, nokuthathwa kwamagadango weensetjenziswa, nokwenza, nokuziphendulela kwabobo ababelani, ngokusebenzisana nabantu abatjha,

2. IHLATHULULO NOBUNJALO BELUTJHA LESEWULA AFRIKA

Umgomo wokuthuthukiswa kwabantu abatjha womnyaka ka-2009, 2015 no-2030 uhlathulula abantu abatjha njengabantu abaphakathi kwemnyaka elisumi nane nesumi namasumi amathathu nahlanu. Nanyana kukunengi nje esele kutjhugulukile ebantwini abatjha solo kwathoma intando yenengi ngomnyaka ka-1994, akukatjhuguluki ukuthi umuntu omutjha ngoneminyaka emasumi amathathu nahlanu ubudala, ngenca yesidingo sokusonjululwa kokungalingani okwaletswa mlando wenarheni le. Ihlathululo yelutjha le ikhambisana nale engaphakathi kwerhelo lelutjha le Afrika, ethi umuntu omutjha ngoneminyaka ephakathi kwesumi nahlanu, namasumi amathathu nahlanu ubudala ngokuya ngokweKomitjhini ye Afrikan Union, ngomnyaka ka-2006. Ngokuya ngokweziko leembalo-balo eSewula Afrika, (2019), abantu abatjha abaphakathi kwemnyaka elisumi nahlanu namasumi amathathu nahlanu bayi 37% esibalweni sabantu benarha le (20 640 722)

Abantu abatjha bajamele iinsetjenziswa ezinamandla zenarha le, nenge banikelwa isekelo bakghone ukuba malunga womphakathi amajadu. Ihlelo lokuthuthukiswa kwenarha lomnyaka we-2030 lithi "...Ukuba nabantu abatjha abanengi kungaba lisizo elikhulu, nenge abantu abanengi abasemnyakeni yokusebenza baqatjhwane. Isitjhijilo kukutjhugululela lokho ekutheni kuhlukile ngokweendawo. Lokhu kuyokukghonakala kuphela nenge abantu abanemnyaka yokuthi basebenze baqatjhwe emikhakheni yemikhiziso" (2012: 98). Kodwana-ke, amasiko wokuhlalisana, ipolitiki, nemikghwana yezomnotho kuzizinto eziragela phambili nokubekela amaSewula Afrika asematjha ngeqadi, kuqalwa nokuzibandakanya komnotho nepolitiki, njengezinto zabantu abadala, ngikho-ke kuragela phambili isidingo sokuhlonywa kwemigomo nezakhiwo eziqalene ngokukhethekileko nemiraro yabantu abatjha.

Ekuhlelweni kwamahlelo wokungena hlangana wabantu abatjha, amahlelo aqothelwe babantu abatjha ayafuneka, ukwenzela ukwenza ukuthi bakghone boke abantu abatjha beSewula Afrika ukuzibandakanya ngokupheleleko nokukhululwana emnothweni nepolitikini, emiphakathini. Ngalokho-ke, njengangesikhathini esidluleko, ihlelo lokuthuthukiswa kwabantu abatjha lomnyaka ka-2030 liyabona ukuthi abantu abatjha abasiso isiqhema sabantu abafanako, nabalinganako, ngikho-ke kusetjenziswa indlela ehlukileko, etjhotjhozela amahlelo aqothelweko, wokungena hlangana ngokuya ngokweminyaka (isib. abasakhulako nesele bakhula-khulile), nemihlanga yabantu, ubulili, ubujamo bokukhubazeka, iindawo abahlala kizo, izinga lefundo, nobulili obuhlukileko, ukubhadeka nobungozi. Iinqhema ezikhethekileko lezi zabantu abatjha ngaphakathi kweminyaka yelutjha zisombulula imiraro yazo neendingo ezikhethekileko. Indlela leyo yokwenza iyokusombulula iindingo ezikhethekileko zeenqhema ezimbalwa, nakubalwa nomphakathi wabantu abathandana ngokobulili obuhlukileko, isibonelo kube mphakathini we- LGBTQI+ ebantwini abatjha ingadosela ekutheni kube neenqabo ekufinyeleleni umnotho nokubandlululwa emiphakathini, okukhambisana nokuhleleka kokungalingani nokuninwa emiphakathini (Nyeck, Shepherd, Sehoole, Ngcobozi & Conron, 2019). Indlela le yokwenza yenza ukuthi umgomo welutjha ube nezinye iindlela zokuhlathululwa, ezivezwe emigomeni nakusibethimthetho, ezinjengehlathululo yokuthi umntwana mumuntu weminyaka efika kwelisumi nabunane ngokuya ngokomThetho waBantwana wangomnyaka we (2005), nesakhiwo somgomo wezepilo wabantwana esele bakhula-khulile nabatjha, nehlathululo yezobulungiswa ebantwaneni abalelesileko njengabantu abaphakathi kweminyaka elisumi nane, ukuya kwemasumi amabili nahlanu, nokuhlukaniswa phakathi komuntu omncani nomuntu omutjha osele akhula-khulile. Njengoba kuneminye imikhawulo neenlinganiso zemigomo ezisebenza ngokungeneleleko kibobo abantu abatjha, kunesidingo sokuhlukaniswa kwenani nendlela yokusekelwa kweenqhema ezihlukeneko zabantu abatjha eziqothelweko.

3. UKWENZISWA OKUHLELEKILEKO

3.1. Umbono

Umbono womgomo welutjha lenarha le womnyaka ka 2030: Yituthuko ehlelekileko, ebandakanya umuntu woke neyetuthuko endzindzileko yabantu abatjha, ekhambisana nokuqabangela nokulungisa ukungalingani kwangesikhathi esadlulako, namaqiniso wanjenganje, nemihlobo yokwakhiwa kokukghona kwabantu abatjha; ukwenzela ukuthi babe nomfakela omuhle wepilo engcono yomuntu woke.

3.2. Umnqopho

Umnqopho womgomo welutjha wonyaka ka-2030:

Kukudosa nokukhulisa ikghono labantu abatjha, ukwenzela ukuthi babe nomfakela ekwakhiweni kwemiphakathi, nenarheni

3.3. Iinhloso

Iinhloso zomgomo welutjha womnyaka ka 2020:

- Kukuhlela ukuthuthukiswa kwabantu abatjha ngaphakathi kwemigomo ejayelekileko, amahlelo, nesabelo senarha seemali.
- Ukurhabisa indlela yokufinyelela kwabantu abatjha ekutheni balingane emiphakathini, ngokwepolitiki, nangokwamathu ba wezomnotho.
- Ukuphuculwa kwebumbano nokufinyelela abanikeli besizo ekuthuthukisweni kwelutjha.
- Ukuthonywa kwehlelo lokuthi abantu abatjha batjhediselwe ekutheni bazijamele.
- Ukubandulwa nokuqiniswa kwesiko lokuzinikela nokuthembeka phakathi kwabantu abatjha.
- Ukuqiniswa kokuthuthukiswa kwamaziko wabantu abatjha, ngokwenziwa kwamahlelo wezenzelo.
- Ukusebenzisana nabantu abatjha ekwakhiweni kweSewula Afrika, i-Afrika nephasi elingcono.

3.4. Itjhisakalo Nompumela Womgomo

Itjhisakalo yomphumela wabantu abatjha abahlonyiswe amandla wemininingwana, ilwazi namakghono azobenza ukuthi basebenzise amathuba babe majadu ekubeni nomfakela obonakalako ekuthuthukisweni kwentando yenengi neSewula Afrika enamakhazela.

3.5 Okuqakathekileko Nemithetho

Ukuthuthukiswa kwabantu abatjha beSewula Afrika kubangwe mlando omude womzabalazo owawuphikisana nokukhethululwa, nokubandlululwa. Emlandweni woke wethu, abantu abatjha baba yimbumba nabalweli bamatjhuguluko, bazibandakanya majadu ekuthuthukisweni komphakathi womuntu woke, nangokwamathuba wezomnotho, emiphakathini. Lokhu kwenza ukuthi amaphuzu la abe ngaqakatheke khulu ebantwini abatjha, njengokutjho komgomo wokuthuthukiswa kwabantu abatjha womnyaka we-2030:

3.5.1 Okuqakathekileko:

Umgomo wabantu abatjha uphakamisa amaphuzu aqakathekileko la:

- **Ama-ejensi wamatjhuguluko:** Abantu abatjha bamathulisi nama-ejensi namathulusi wetuthuko yabo. Abantu abatjha kufanele babonakale njengama-arhinde wamatjhuguluko, ingasi abantu ababondlako, abalinde ukwenzelwa mbuso.
- **Ukubaluleka nesthunzi somuntu omutjha:** Ukunikelwa kwezenzelo kufanele kukhambisane nokuqakatheka nesithunzi sabantu abatjha. Abantu abatjha kufanele basekelwe ekutheni bathuthukise ukubaluleka kokuqina namandla wabo.
- **Ukuvuselelwa kwesimilo.** Ukuphakanyiswa kwesimilo nomoya wokuvuselelwa kwesitjhaba ngokuya ngokweembandela yoBuntu, nokuziphatha kuhle.
- **Umuntu ngabantu emiphakathini** Abantu abatjha kubabantu abaphila nabanye abantu emiphakathini, abayingcenyee yeenqhema ezibonakala eendaweni abahlala kizo, ezingeni lenarha neemphandeni, nezingeni lephasini loke. Kubaluleke khulu ukuthi iinqhema lezi ziqiniseke, ukwenzela ukusekela abantu abatjha, begodu zinqophane nabantu abatjha, ukwenzela ukusombulula imiraro yabo. ..
- **Ukuhlomuliswa Kwabantu Abatjha:** Amahlelo wokungena hlangana kufanele ahlomulise abantu abatjha njengepahla yokuthuthukiswa kwesitjhaba, ngokukhuliswa kwethemba labo ukwenzela ukuthi babe nomfakela obonakalako, ekuthuthukisweni kwabo, nomphakathi woke.
- **Ukulingana.** Amahlelo wokungena hlangana kufanele asombulule indaba yokungalingani emihlobeni yoke yebala lesikhumba labantu, ubulili, nokukhubazeka, kuqalelelwe nabantu abatjha.

3.5.2 Iimithetho:

Umgomo lo wakhiwe ngaphasi kwemithehto elandelako::

- **Ukufinyeleleka.** Abomma nabobaba abase batjha abanemvelaphi ehlukeneko ezihlukeneko kufanele bafinyelele iinsetjenziswa nezenzelo eziqakathekileko, ekuthuthukisweni kwabo boke.
- **Ituthuko endzindze phezu kwepahla.** Ipahla yabantu abatjha, ukukghona, amandla, nokwazi ukwenza kufanele kufike ezingeni eliphezulu lokugcina ukwenzela ukuthi bakwazi ukuphendula ngokwefanelo nangokwepumelelo, eentjhihlweni abaqalene nazo. Ngaphandle kokubeka engozini ikghono lesizukulwana ezisako, ukuhlangabezana neendingo zaso.
- **Ukwahlukana ngokwemvelaphi.** Amahlelo wokungena hlangana kufanele abandakanye ukwahluka ngokwemvelaphi yalapha abantu abatjha babuya khona, kugidingwe nendima edlalwa ma-ejensi ahlukeneko ngokuhlalisana, imikghwa yokuphila, amasiko nokuthuthukiswa kwabomma nabobaba abase batjha ngokomoya.
- **Ukuziphendulela ngokobulili:** Kufanele kuthathwe amagadango ambalwa aphakamisa ukulingana ngokobulili ukuqinisekisa ukuthi abomma abase batjha baba nokulingana ekusebenzisane ngokulinganako namadoda asematjha, ekusonjululweni kwendaba yokungalingani ngobulili kwezopolotiki, emiphakathini lapha baphila khona neendabeni zamasiko.
- **Ukusebenzisana.** Ibumbano ngaphakathi komkhakha wokuthuthukiswa kwabantu abatjha kufanele liqinisekise ukuthi, iindingo ezihlukileko zabantu abatjha ziyahlangatjizwa, nokuthi kube lula ukuba nelwazi lokufinyelela izenzelo abazithlogako ngesikhathi abasithloga ngaso, ngaphakathi komkhakha wokuthuthukiswa kwabantu abatjha, Kuqinisekiswa nokuthi abantu abatjha baba neminingwana, amakghono, nelwazi lokungena esigabeni sokukhula.
- **Ukuhlalisana:** Abadlali bendima abahlukeneko, njengombuso, iinhlango zomphakathi, nomkhakha wangeqadi, kufanele basebenzisane bahlanganise iimzamo yabo ukuqinisekisa umfakela wokusekelwa kwetuthuko yabantu abatjha.
- **Ukungabandlululani:** Amajima wokuthuthukiswa kwabantu abatjha akukafaneli ukuthi abandlulule abantu abatjha ngokuya ngokweminyaka, ubulili, ubulili obuhluka-hlukeneko, ukukhubazeka, namkha enye nanye indlela yokubandlululwa evezwa ngaphakathi komthethosisekelo.
- **Ukuzibandakanya nokuba yingcenyee:** Iminyango namaziko wezenzelo kufanele ahlele imigomo, nezakhiwo, namahlelo nabantu abatjha, yabelane ngelwazi ivule namathuba ibabandakanye ekuthathweni kweenqundo njengabantu abazibandakanya ngekuthalo ekuthuthukisweni kwabo, nekuthuthukisweni kwenarha.
- **Ukuncephezelisa.** Kuqakathekile khulu ukubonakala kweendlela ezihlukeneko ekuthindeke ngazo abantu abatjha nakuqalwa ukungabi nobulungiswa, kanti kufanele zisonjululwe ngemigomo efaneleko, amahlelo nokunikelwa kweensetjenziswa.
- **Ukungapheli Amandla.** Ukuthuthukiswa kwabantu abatjha kufanele kuphathelele nokusizwa kwabo ekutheni baphume

kinamkha nga ngiliphi ivalo nobudisi, ngokubatholela amathuba akhona.

- **Ukuziphendulela:** Abasizana netuthuko yabantu abatjha kufanele baphendule iindingo neenlilo zabantu abatjha, bathathe amagadango aqabangela abantu abatjha, ukwenzela ukuthi babe nomfakela omuhle wemiphakathini, nephasini loke.
- **Ukuhlalisana ngokuthula:** Amahlelo wokungena phakathi ekuthuthukisweni kwabantu abatjha kufanele aphakamise ukubandakanywa kwabantu abatjha njengamalunga womphakathi abalulekileko, ngokubafaka emahlelweni womuntu woke, wokwakhiwa kwesitjhaba.
- **Ukubonakala tjhatjhalazi.** Amaziko neenhlango ezibandakanyeka ekuthuthukisweni kwabantu abatjha kufanele zisebenze ngendlela etjhatjhalazi nenokuziphendulela.
- **Izenzelo zabantu abatjha:** Abantu abatjha kufanele bazibandakanye emajimeni abonakalako azokuzuzisa umphakathi, ekubeni bathuthukisa nokuzinikela kwabo namakghono wabo, ngokufunda, nezenzelo.

4. ITUTHUKO ESELE YENZIWE MALUNGA NEMIGOMO YANGAPHABILINI

Ukuthuthukiswa nokuhlomuliswa kwabantu abatjha kuzizinto ezibaluleke khulu eziqale amahlelo wombuso, wokungena hlangana. Ukubuyikezwa kombiko iimnyaka emasumi amabili nahlanu yoke kuveza ipumelelo ekulu eyenziweko, malunga namaphuzo amahlanu (5) ahlelekileko, aqale khulu imigomo yelutjha yomnyaka we-2009 ukuya kumnyaka we-2014 nowe 2015 ukuya ku-2020, nakubalwa (i) ifundo, amakghono, ukuzibandakanya namatjhuguluko ngokomnotho, okungilokhu : (iii) Ipilo namavuko amahle (iv) Ukuhlalisana ngokuthula nokwakhiwa kwesitjhaba (v) nokuphendula okusebenzako kweensetjenziswa zokuthuthukiswa kwabantu abatjha. Nakulinganiswa ituthuko emalunga nefundo, amakghono nethuba lesibili, umnqopho kukuphucula ukufinyeleleka kwefundo yeqophelo eliphezulu ezokuvulela mamandla wabantu abatjha ngokwakhiwa kwamakghono wabo wokwenza. ISewula Afrika iphumelele khulu ekuphakamiseni ukufinyelelwa kwefundo nebandulo. Lokhu kubonakala ngemiphumela yokutholakala kwefundo, okuragela phambili nokuphucuka. Pheze bayi -54% abantu abatjha bemnyaka emasumi amabili nane benarheni le, esele baqede ibanga lesumi nambili, noma inani leli lisese phasana nje, nalilinganiswa ne-70% yeenarheni ezisathuthukako. Inani lokuphasa enarheni lesitifikeydi sebanga lesumi nambili lande ukusuka ku-75.1% ngomnyaka ka-2017 ukufika ku-78.2% ngomnyaka ka-2018, kwaba nenani lokuphasa nge-81.3% elagcina ukubonwa ngomyaka ka-2019, okulinani eliphezulu khulu lokuphasa ekhe labonwa, emnyakeni emasumi amabili nahlanu edluleko. Ukusukela ngomnyaka ka-1994 ukuya ku-2016, kubonakele ukwanda kwesibalo sabafundi abaneziqu zangale kwebanga lesumi nambili, ukusuka ku-1.7 million ukufika ku-3.6 million.

Ukuya phambili, phakathi komnyaka ka-1994 nowaka-2016 pheze sibuyeleleke kabili isibalo sabafundi abazitlolise emazikweni aphezulu wezefundo, bafundi ababe yi-975 837 ukusuka ku-495 356. Ihlolombono yangomnyaka ka-2013 yemakhayeni woke iphengula ukuthi bayi 705 397 abafundi abazitlolise emazikweni wefundo-bandulo ngomnyaka ka-2016. Kuthe nakuphela umnyaka ka-2018, isibalo sabafundi abazitlolise emazikweni aphakemeko wezefundo saba ku- 1 036 984 (iimbalo-balo zefundo yangemva kwebanga lesumi nambili emazikweni wefundo-bandulo eSewula Afrika, ngomnyaka ka-2017). Kube nokwanda kokuzibandakanya kwabantu abatjha ebe baliselelwe efundweni ngesikhathi sebandlululo, kiwoweke amazinga, eminyakeni engaphezu kwamasumi amabili edluleko, esikhulu ezingeni lesikolo sabancani neliphakathi lesikolo sabakhudlwana. Phezu kwalokho, kunokuphucuka kwamaziko wefundo afinyelelekako nezenzelo, namathuba wezefundo weembotjhwa, ngokuhlonywa kwamahlelo wokubuyiselwa kwabantu ekhe babotjhwa emiphakathini. Ngokupheleleko, kuragela phambili nokuphucuka ukuzibandakanya ehlelweni lefundo-sisekelo, okubangwa migomo ehlukeneko enesikhathi ihlonyiwe, kubalwa nokuhlonywa komthetho olawula iinkolo zenarha le, wangomnyaka ka-1996, owenze ukuthi iinkolo zithome ngebanga lokuthoma, bekube libanga lethoba.

Ukungezelelwa kwesekelo leemali lombuso kubafundi abadosa emhlweni, esikhulu ngokusetjenziswa kwesikhwama sombuso sokusizana nabafundi i-NSFAS, ebafundini abafanelekileko, kusombulule iindaba zokungalingani emiphakathini, ezikhamba zibonakala ngokubandlululana ngokombala wesikhumba, ngabafundi babantu abanzima abazibona basalele ngemva. Ijima labafundi lefundo yasimahla, i-#FeesMustFall elifuna ukuthi ifundo esele yabuyiswa ebantwini abanzima ibe simahla kibobo abafundi ema-University womphakathi, libange ukuthi umbuso umemezele ukufakwa kwemali R57-billion emnyakeni emithathu (2018/19-2020/21), kusekelwe ifundo yasimahla yabafundi ababuya emindenini ethlagako, nesebenzako engarholi imali efika-R350 000 ngomnyaka.

Umbuso weSewula Afrika uhlome umlande-lande wemigomo nesibethimthetho sokulethwa kwemakhiwo engabiziko ye-ICT, ekuphakamiseni ukusetjenziswa kwama-ICT emazikweni wefundo, ekuthuthukisweni kwelutjha. Ituthuko le itjhugululwa khulu begodu iliywa kuvela kwe-thegnoloji yesimanje-manje ebandakanya amahlelo amatjha-tja ne-thegnoloji enande ikhambisana neendawo nesimodeni sephasini loke, okuzizinto ukuhlela indlela siphila sisebenza nesihlalisana ngayo. I-thegnoloji yesimanje-manje le ye 4IR ifuna ukuthi abantu abatjha bahlomulise ngamakghono wesimanje-manje namaziko wemigomo azokwenza ukuthi bazibandakanye ekuthuthukisweni kwe-thegnoloji nomnotho osakhulako, kubalwa nomnotho wephasini loke, nerhelo elikhulu leminingwana l' "Big Data". Ngokuya ngokwaka Butler-Adam (2018), ubuhlakani bakamazenzela buyokujamiselela imisebenzi eminengi kunokuthi buvule imisebenzi, ngemisebenzi engaphezu kwesiqundu ekhona namhlanje, ezokujanyiselelwa yi-thegnoloji, eminyakeni emasumi amathathu nahlanu ezako le.

Kilokhu okungaphezulu, ukubandanyakwa kwabantu abatjha benarheni le kusese sifiso esikhulu, ngoba kubikwa ukuthi kungenye yepumelelo ekulu khulu, etjengisa ukusebenza kokuhlonywa kweemphakamiso zehlelo lomgomo wamabubulo (IPAP)

2018/19/2020-21. Lokhu kuhlathulula ituthuko yokuhlonywa kweemphakamiso ze-IPAP eziphakamisa ukukhula komphakathi ngokwe-thegnoloji yesimanje-manje. Koke lokhu kusebenze ekuqiniekiseni ukuthi kuba (i) nemakhiwo yokwenza umphakathi othuthuke nge-thegnoloji yesimanje-manje (ii) Ukufinyeleleka kwehlobo loke le-thegnoloji ehlukeneko (IV) nokukhuthazwa kwamahlelo amatjha we-thegnoloji. Ihlelo-kambiso lenarha elavezwa ngomyaka ka 2017 bekuqalwe bona lakhiwe ukuya phambili, ngokwepumelelo ye-IPAP. Ihlelo leli liragela phambili nokuyelelisa ngokuthi, noma libaluleke kangaka ibubulo le-thegnoloji ekuthuthukisweni komgomo weSewula Afrika wamabubulo, amakghono aseke ngaphezulu komkhqizo womkhakha wezefundo. Ngalokho-ke aletha isitjhijilo esibonakalako namathuba ambalwa wangaphakathi kwenarha. (Umnyango wezamarhwebo Namabubulo, namaPhaliswano, IPAP, 2018 p. 101).

Ukuqinisekisa ukuzibandakanya komphakathi namatjhuguluko, umbuso uhlome amahlelo ambalwa wokuqatjiswa komphakathi, azokuqalelela khulu abantu abatjha, kubalwa amahlelo womphakathi anjenge Expanded Public Works Programme (EPWP), nehlelo lenarha labantu abatjha eendaweni zemakhaya i-(NARYSEC), neenhlangotho nabambhizinisi wabantu abatjha asekelwa ngeemali liphiko lokuthuthukiswa kwabantu abatjha (isib. NYDA funded), namahlelo wezenzelo zabantu abatjha, amakghono nokubandulwa.

(Isibonelo, iimfundaze esekelwa ngeemali ma-SETA, ukusekelwa ngeemali kwemisebenzi, umthelo wokuqatjiswa (ETI), nezenzelo zokuqatjiswa kwabantu abatjha (YES). Ezinye iimbonelo zetuthuko yomnotho wemiphakathini zibandakanya amathuba avulelwe abantu abatjha ngamahlelo we-EPWP, YES ne ETI amabhizinisi nokuphuculwa kwepilo namavuko amahle wabantu abatjha. Ukuthoma ngomnyaka ka-2018 ngo Disemba, kwavuleka amathuba wemisebenzi we-EPWP azinkulungwana eembali, aqaliswe ebantwini abatjha.

Ilenzelo zokuqatjiswa kwabantu abatjha (YES) kuliphiko elenziwe ngokusebenzisana komkhakha womphakathi, wangeqadi neenhlangotho ezizijameleko elinqotjhiswe ekungezeleleni ukuqatjheka kwabantu abatjha. Liqale khulu ukuhlomulisa abantu abatjha abaphakathi kweminyaka ebe baliselelwe ngaphambilini, abaphakathi kweminyaka elisumi nabunane, namasumi amathathu nahlanu, nakuqalwa ilwazi labo lomsebenzi lomnyaka munye, kunikelwe abantu abatjha ithuba lokuveza amakghono wabo. Kunomlando wepumelelo yamathuba wemisebenzi ayi-33986 avuleka eenarheni ezimakhulu amathandathu, amasumi amathandathu nambili, ezazitlolisa ehlelweni leli, ngoMatjhi ka-2020. Lokhu kubangwe tituthuko ye -ETI ethome ngomnyaka ka-214. I-ETI ibe nomfakela omuhle khulu ekuqatjhwini kwesibalo sabantu abatjha, ngemisebenzi eyi-645 973 ngoMatjhi ka-2017. Kulijima elithembisako lomgomo elingasetjenziselwa ukuthuthukisa ukuqatjiswa kwabantu abatjha. I-ETI kufuze izitike ngobujamo obuphezulu hlangotho nabaqatjhi ngokukhuthaza ukuqatjiswa kwabantu abatjha ngobunengi. Kodwana-ke, amahlelo la afuna ukuthi kube ne M&E, ukwenzela ukuragela phambili nokungezelelela.

Abantu abatjha bazwakalise ukuthaba ngobunjalo bekusasa, befundo ebuyekezelwe ukukhambisana namabizelo wabo nokwanda kwenani lokuthuthukisa kwefundo namakghono, okuzokusekela iimfiso zabantu abatjha ekutheni babe nomfakela eminqopheni yemiphakathi, bazuze nangamathuba alethwa mikhakha ehlukeneko yezomnotho. Imikhakha yeemkhqizo ebandakanya ukumayina, amalwandle, namabubulo alawulwa mbuso ana mahlelo wokuthuthukisa kwabantu abatjha nomkhakha wangeqadi kufanele ukhuthazwe ekutheni uzibandakanye emahlelweni we -ETI *“Kunengi ekufanene kwenziwe ukufundisa amabhizinisi ngomfakela womthelo. Kufanele sibe nerhelo lemfundo ezikhona emakhholiji-lokhu kuyokuqinisekisa ukuthi ibandulo aliqali kuphela iimfundo ezingasenasidingo ebantwini abatjha”*

Iphiko lokuthuthukiswa kwamabubulo nephiko lamabhizinisi amancani bazibophelele ngokuhlanganisa I- 2.7 yeenGidi zamaRanda yokusekela amabhizinisi wabantu abatjha. Iphiko lokuthuthukiswa kwabantu abatjha (NYDA). Iphiko leli libe lasekela ngeemali amabhizinisi ahlukene neenhlangotho thize. Amabhizinisi amanengi aphethwe babantu abatjha azuzile ngokuhlonywa kwamahlelo wombuso, nemikhakheni yangeqadi. Kuthethwe iinlinganiso emkhakheni womphakathi. Iinlinganiso ezithethwe mikhakha womphakathi, njengamasiso wemakhiwo, asekele ukuqatjiswa kwabantu abatjha, emabubulweni wokwakha. Ukusetjenziswa komthelo phezu kokuthuthukiswa kwamakghono kuqale bona kungezeleleke nge-3.6% nomnyaka, e-themini ephakathi nesikhathi yesabelo. Amaphiko womkhakha wezefundo nebandulo i-SETA azokusekela amahlelo wokusekelwa ngeemali kwamakghono, iimfundaze, ifundo-bandulo, nokuncethjezeliswa kwabantu abatjha abahatoma umsebenzi, nelwazi lemisebenzini.

Siyavuma, sisalele emva khulu isibalo seqothelo labantu abatjha nge 5% yamaphiko ahlonyiweko, nokuqatjhelwa futhi kwabasebenzi basafuthi kusalele emva kangako. Abantu abatjha abakhe babotjiswa baragela phambili nokuhlangabezana neentjhijilo ngokubuyelelweko, ngokungaqatjiswa ngebanga lomlando wobulelesi abanawo. Abanikelwa isekelo elizeleko eemakethe zemisebenzi kanti lokho kudoselela ekutheni babuyelele balelese godu, okuyinto ebuyisela umsebenzi wokuhlangwa kwesimilo sabo emuva, owenziwe mMyango wezoBulungiswa nokuHlangwa kwesiMilo.

Ngokuya ngokombiko wokubuyekeza wemnyaka emasumi amabili nahlanu, ngokuya ngokwamabhizinisi, kube nokwanda kwamabhizinisi aphethwe babantu abatjha, ukusuka ku-595 000 in 2015 ukuya ku 641 000 ngomnyaka ka-2016. Ngokupheleleko, amabhizinisi aphethwe babantu abatjha angezeleleke nge 7.7%, ngesifunda seGauteng esinabantu abayikota 926% yawowoke amabhizinisi eSewula Afrika. Ukukhula okubonakalako ngokuya ngokweminyaka yabanikazi bamabhizinisi kubonakala kusuka eminyakeni emasumi amabili, ukuya kwemasumi amabili nane (15.9%) ne-30-34 (7.6%), eminyakeni yabantu abatjha. Kokugcina, nakuqalwa ukufinyeleleka kwenarha, iimbalo-balo zitjengisa ukuthi phakathi kwaka Aprelil ngomnyaka ka-1994

1. <https://www.yes4youth.co.za/> (besoek op 18/03/2020)

bekube nguMatji ka 2018, kube nama-hekthara wenarha ayi-4 903 030 asatjalalisiweko, ngehlelo lokubuyiselwa kwenarha kubanikazi, nokuthi bayi306 610 abantu abazuzako, ekubeni-35 615 (ngaphezudlwana kwe-10%) kube babantu abatjha, kwathi abayi-775 kwaba babantu abaphila nokukhubazeka.

Kube namahlelo ambalwa wokungena hlangana ekuphuculweni kwezamaphilo namavuko amahle wabantu abatjha, afaka hlangana umthetho, imigomo, namajima wemazikweni weendaba, (i) Umthetho wokuKhandelwa nokweLatjhwa kwabaSebenzisi beenDakamizwa wendinyana yamasumi alikhomba womnyaka ka-2008, (ii) Umthehto wokuLawulwa kwemiKhiqizo wamasumi abunane nantathu womnyaka ka-1993 (iii) Ukwehulwa wezenzelo zemazikweni ngokukhambisana namajima wama-tlinika anobungani nabantu abatjha abakhulako, (1999) nendlela yezamaphilo yokuqalana nabantu abatjha abasakhulako (iv) Umthetho wokuzikhethela ukurhulula umbungu wamasumi alithoba namabili womnyaka ka-1996, (v) nomgomo wokwehulwa kwehlelo lezamaphilo eenkolweni, ngokusetjenziswa kwezakhiwo zemgomo yezamaphilo (ISHP) (vi) Imali yesondlo sombuso yabantwana; (vii) Amajima wabomma abizwa nge “Uyanqoba” “She conquers”; (viii) Namajima wezokuthindana anjenge “Soul City” ‘Love Life’ ne ‘Khomanani’; (ix) Ihlelo lenarha lokulwisana neendakamizwa 2013-2017; (x) I-‘Ke Moja’ (Ngilungile ngaphandle kweendakamizwa) (xi) Nomgomo wenarha ophathelene nokukhula kwabantwana nomgomo wezamaphilo 2016-2020 no (xii) Amaziko wokutjheja we-Thuthuzela.

Iingomo eqale abantwana abakhulako nabantu abatjha ithuthukiswe ekuqaleni amahlelo amatjha, naqalene nabantu abatjha ne-thegoloji yoku (i) phakamisa amavuko wangokomkhumbulo wabantu abatjha, nabantwana abasakhulako (ii) ukukhandelwa komguruguru nokusetjenziswa kweendakamizwa, (iii) Ukulethwa kwezenzelo ezipheleleko eziqalene namahlelo aphaathelene neendaba zomseme , (iv) Ukuhlolola nokwelatjhela kwabantu abatjha amagulo anjengewentumbantonga nesifuba (v) nokuhlaliswa kweengulani emazikweni wezokwelapha, ngokunikelwa isekelo elingcono nelithembekako lokwelatjhwa; ukuphakanyiswa kokudla okunepilo, nokwehlisa ukuba mkhulu ngomziba nokuhlomuliswa kwabantwana abasakhulako nabantu abatjha, ekutheni bakhulumisane ngomgomo namahlelo wezamaphilo wabantu abatjha. Umkhakha wezamaphilo obizwa nge B’WISE Mobisite, owahlonywa ngomnyaka ka-2017, uyikundla yamaziko wezokuthindana elethela abantu abatjha ilwazi ngeendaba ezihlukeneko, zezamaphilo. Ikundla le ingeyemikhulumiswano esebenzako, ivumela abantu abatjha ukuthi babuzisise ngeendaba zamaphilo, bathole neempendulo khonokho.

Kodwana-ke, kunamanye wamajima akhulumisana ngeendaba eziphathelene nezamaphilo, njengokutheleleka ngobulwelwe bentumbantonga, ukuba sidisi kwabantwana abase bancani, umguruguru wokuthloriswa ngokomseme nangokobulili, nokusetjenziswa kweendakamizwa okuneemphumela ebonakalako elimazako, nakuqalwa ukuthi kuneentjhihilo ezinengi ezisathuwelelako, neziragela phambili.

Umnqopho kukuhlalisana nokwakhiwa kwesitjhaba ekuvulweni kwebumbano, ngehloso yokwehlula iinqabo ezikhandela amakhakhazela nokulingana.

Kungenca yalokho bona umbuso uhlome iphiko lezenzelo zabantu abatjha (NYS) ngokubambisana neenhlango zomphakathi. Umnqopho wehlelo leli kuletha umukghwa wokunikelwa kwezenzelo nokubandula ngokunikelwa kwezenzelo ngokuthelekisa nokukhulumisana nabantu abatjha ukwenzela ukuba yingcinye emajimeni wemiphakathi, ngehloso yokudosa kwezenzelo zomphakathi, ukwakha ukuhlalisana ngokuthula, ukusizana nabantu abatjha abangasebenziko ngokuthola amakhono wemisebenzi, ekubeni kukhuliswa namakhono wabo woburholi, nokuzithemba. Abantu abatjha abangasebenziko nabanganamakhono, ihlelo leli lizokuletha ithuba lokufundwa kwamakhono wesi-thegnigi, afunekako ekwenziweni kwamatjhuguluko ephasini, nakwezefundo namkha amabizininisi. Phakahti komnyaka ka 2016/17 no-2018/19, ihlelo leli lafinyelela abantu abangaphezu 127 000, abase batjha. Ukuphucula ukusebenzisana, nokungezelelwa iinsetjenziswa zephiko lezenzelo zabantu abatjha ezifinyelelekako (NYS), kwahlonywa isakhiwo se NYS saphasiswa yi-cabinet.

Godu, nakuqalwa ukuzibandakanya kwabantu abatjha ekhethweni lenarha, kube nokwanda kwesibalo sokuzitlolisela ukuvowuda kwabantu abatjha abaseminyakeni yoke efaneleke ukuvowuda, ekhethweni laborhulumente bangekhaya elabanjwa phakathi komnyaka ka-2006 no-2016, nekhetho lenarha langomnyaka ka- 2009 no-2014. Okurarako-ke, iimbalo-balo zamva nje zekomitjhini ezijameleko yenarha (IEC) zithi babe ngaphezu kwe-500, 000 abavowudi abatjha abazitlolisileko, i-81% yabo kubabantu abangaphasi kwemnyaka emasumi amathathu. Ukuqinisekisa bona abantu abatjha badosa phambili ekufezekisweni kombono womthethosisekelo, iincwadi zemithethomlingwa ngokuziphendulela, neflarha ye-Afrikan Union (AU) neflarha yeSewula Afrika, namatshwayo wenarha akhutjha anikelwa eenkolweni. UmNyango wezemiDlalo, amaSiko nobuKghwari udosa phambili i emizameni yokwakhiwa kwehlathululo yenarha nekwakheni ibumbano. Kodwana-ke, lokhu kuse zizinto ezilinganisekileko zokuzibandakanya kwabantu abatjha ngoba azibandakanyi amanye amahlangothi ahlelekileko nangakahleleki, nakubalwa nama-platforn wezokuthindana lapha abantu abatjha baveza khona amalungelo wabo njengabahlali, nokuziphendulela.

Ukuthuthukiswa kwabantu abatjha kube msebenzi osemazikweni akhambisana nehlelo lokuthuthukiswa kwenarha, eliphethwe kuhle nelisebenzisana namaziko wombuso ukuqinisekisa ukusebenza nokuziphendulela kweensetjenziswa zokuthuthukiswa kwabantu abatjha. Emkhakheni wabantu abatjha, amaziko azinikeleko alethela abantu abatjha izenzelo kokuthoma, netuthuko

2. <https://www.dpme.gov.za/news/SiteAssets/Pages/25-Year-Review-Launch/Towards%20A%2025%20Year%20Review.pdf>

endzindzileko, ahlonywa ngomnyaka ka-1994, kuyikomitjhini yabantu abatjha enarheni (NYC) nekomitjhini yabantu abatjha emfundeni, nomkhandlu wabantu abatjha eSewula Afrika (SAYC), noMsobomvu okusikhwama seemali sabantu abatjha, nephiko elingaphakathi komNyango weenDaba zaboMma, Ilutjha aBantu abaPhila nokuKhubazeka, nephiko lokuThuthukiswa kwaBantu abaTjha (NYDA), namaphiko wabantu abatjha emazikweni womathathu wombuso, nesiqhema semsebenzi abantu abatjha sakamengameli. Umnyango lo uzokuba nomsebenzi wokuhlela, nokubeka ilihlo ukuhlonywa komgomo wabantu abatjha womnyaka ka-2030.

Ituthuko eyenziwe ngokuhlonywa kwamahlelo wabantu abatjha ibandakanya ukuthuthukiswa kwemigomo yenarha neyeemfunda yabantu abatjha, namahlelo, nokutjhotjhozela, nokubawa isekelo, nokulethwa kwekundla yokuzibandakanya kwabantu abatjha emahlelweni wetuthuko, ukuvuleka kwamathuba wemsebenzi, ukuthuthukiswa kwamakghono, ukubekwa kwelihlo, nokulinganiswa kokuhlonywa kwamahlelo wabantu abatjha, nokuhlela ngokuhlanganyela. Ipumelelo ekulu bekuthuthukiswa kwemigomo yenarha yabantu abatjha ngomnyaka ka-2009 ukuya ku-2014 nangowaka-2015 ukuya-ku-2020, ehlahle indlela kokugcina, isakhiwo sokubekwa kwelihlo nokulinganiswa esivezwe ngokulandelela ituthuko yokuhlonywa komgomo lo siletha ilihlu leenlinganiso esizetjenziselwa ukuphumelelisa iimphumela eqothelweko, nokuthi nga kghani ithloga ukuhlanganiswa nokuhlonywa komgomo na.

5. IINTJHIJO EZIRAGELA PHAMBILI NOKUTHINDA KUMBI ABANTU ABATJHA

Ngenca yokuhlukumezeka komkhumbulo nangokobujamo bomnotho obabangwa mlendo wenarha nokuthinda imindeni eminengi kangaka enarheni le, abantu abanengi abatjha baqalene nobudisi obukhulu obusukela ngesikhathi sebandlululo enarheni le, obukhamba buthinda kumbi isizukulwana esinye nesinye esitjha, nokurhagala kokungalingani ngokwezinga lepilo, indlala, ukubandlululana ngokobulili, nangokombala. Ukungalingani lokhu kunomphumela omumbi nobuhlungu khulu ngoba okhanye kubanga okhanye. Isibonelo, indlala emlendo womdeni nokugandeleleka ngokomkhumbulo kudosele ekutheni umuntu angasadla ngokulingeneko, kungasatholakala netuthuko yeenkulisa nemakhaya, okuyinto ebanga ukuthi umuntu asebenze kumbi khulu esikolweni, kwande nezinga lokuliswa kweenkolo ungakaqedi. Abalise isikolo phakathi angekhe bakghona ukutjha emazikweni aphezulu wezefundo kanti inengi labu kubantu abaphele amandla wokuzitlolisa emakholiji wamahlelo wezefundo-bandulo emiphakathini (CET), okwenza ukuthi abe mancani khulu amathuba wokuqatjheka. Abantu abatjha abaphila nokukhubazeka baqalene neenqabo ezinengana zefundo nokuthola imisebenzi, epilweni yabo yoke.

5.1 Izinga eliphezulu lokuliswa kweenkolo nokungathuthukeli emisebenzini ngemva kokuqeda isikolo

Umfakela omkhulu wendlala, ukungalingani nokungaqatjiswa kwabantu abatjha eSewula Afrika kulizinga eliphasi khulu lokufunda, nokuba namakghono. Iimbalo-balo zombuso zangokomthetho zitjengisa ukuthi, isibalo sabantu abatjha abalise isikolo phakathi sande ukusuka ebangeni lekhomba ukuya phezulu, safika ku 12% emabangeni womabili, lethoba nelesumi .

Inani labantu abatjha beminyaka emasumi amabili nangaphezulu engakhenge babe nefundo lehle ukusuka ku 11.4% ngo-2002 lafika ku 4.5% ngo 2018, ekubeni labo abaphase ibanga lesumi okungasenani, bangezeleleke nge 30.5% bafika ku-45.2%, ngesikhathi lesi. Pheze ziinqundu embili (66.4 %) zabafundi laba babantu abanzima, i-22.3% kumakhuwa, i 6.7% kuma-khaladi kuthi i 4.7% kube ma-Asian namkha amandiya. Abantu abatjha babantu abanzima esikhulu basalele emva khulu emkhakheni wamakghono aphasana, ingasi ngenca yokuthloga kwamakghono afunekako nokungafundi kodwana ngoba abanayo nendlela yokuzwelela amathuba wemisebenzi yamakghono la.

Ukuphucuka kwezinga lokuzibandakanya eenkolweni esikhathini esinengi kubonakala kuyinto eragelelwa yifundo yobujamo obuphasi, nokungakhambisani kweemakethe zabasebenzi nokufuneka kwamakghono. Amakghono akhambisana neenqabo anyaza ukufinyeleleka kwamathuba eemakethe zemisebenzi. Ikghono lokufunda neembalo emazingeni wefundo yabancani aphasi khulu nakalinganiswa namazinga weentjhabatjhaba. Amazinga aphasi wokuphaswa kweembalo nesayensi ebangeni lesumi nambili akhandela ukukhula kwesibalo lesi, emazingeni aphezulu wefundo, esikhulu eemfundweni zobunjiniyera, i-sayensi namahlelo we-theknoloji.

Pheze yi-52% yabantu beminyaka emasumi amabili nane enarheni le, abaqede ibanga lesumi nambili, kodwana iimphumela engakarisiko yebangeni eliphasi yenza ukuthi bangazibandakanya ngokupheleleko, kwamanye amazinga weemfundo esikolweni. Siphezulu isibalo sabafundi abalisa isikolo sele basemabangeni wabadala, ngaphandle kokuthi bathole istifikedi sebanga eliphezulu i(NSC) namkha sebanga lesumi nambili, neseefundo-bandulo (FET), namkha istifikedi sefundo yabantu abadala i-(ABET).

Pheze bayi 60% abantu abatjha benarheni le abalise isikolo ngaphambi kwebanga lesumi nambili namkha ababhalwe libanga lesumi basala bangasenazo iziqu zefundo ezibonakalako . Ngokukhamba kwesikhathi, baba yimbijana khulu abantu abatjha abaqede ibanga lesumi nambili, baragela phambil neemfundo zabo babandulelwa amakghono nemisebenzi. Ngomnyaka ka-2011 kwaba yi 31% kuphela yabafundi abase batjha abaqeda ibanga lesumi nambili.

3. <https://www.dpme.gov.za/news/SiteAssets/Pages/25-Year-Review-Launch/Towards%20A%2025%20Year%20Review.pdf>

Kufuneka indlela yehlanganisela yokuqinisa ifundo-sisekelo, nokwehlisa isibalo sokulisa isikolo kwabafundi, nokungezelela ukunikela kwabafundi amakghono. Esinye seenhlongozo esilethwe babantu abatjha kukuthi amaSewula Afrika amanengi kufanele afundiswe ngamalimi wemakhabo, ngoba liyatjho irhubhululo ukuthi abafundi bazizwa bafunda kamnandi ngelimi lemakhabo, begodu basebenza ngcono khulu nabafundiswa ngeLimi abalijayekeko, loku kubalwa neLimi lamatshwayo. Lendlela kufuze ibe namanye amahlangothi walabo abalise isikolo, ekutheni bathole ithuba lokufinyelela kwamanye amazinga wefundo, nokuqinisekisa amazinga wokuqeda isikolo eemfundweni zebandulo, ekubeni kusionjululwa nokuthlogeka kwamakghono nelwazi lomsebenzi hlangana nabantu abatjha abalise iinkolo, nabanye abatjha abasengozini nabhadekileko. Kufuneka amathuba ahluka-hlukeneko wokubandulwa kwabantu abatjha nesekelo leemali labantu abatjha abangakafundi ukuyaphi nababuya emindenini etjhonileko nenemali elingeneko. Kufanele neenkolo zinikelwe isekelo lokuletha ifundo yeqophelo eliphezulu ngokwenza ukuthi kube lula ukufunda nokufundisa ngokufaneleko.

Ibalulekile nemikhulumiswano yekulumo-pikiswano emalunga nestifikedi zombebele sezefundo, (GEC) esiyokuba ziziqu ezamukelekako zokuqeda kwebanga lethoba. Abantu abatjha kufanele bakhulumisane nababelani ukulinganisa ikghonakalo yomthelela westifikeydi lesi, ekutheni nga kghani singabakhuthaza bunjani abafundi ukuthi balise isikolo kuse msinya khulu kunendlela eqaliweko.

Iimfakela elandelako le yezethulo zomphakathi ngomgomo welutjha lo izeza ezinye iinkolelo ezimalunga neendaba ezibaluleke khulu, zababelani abahlukeneko:

“Isitjhijilo esikhulu esikhambisana nokwahlukana kwabantu abatjha ngeendawo zokuhlala kukuthi isibalo sabantu abatjha abangena eemakethe zemisebenzi (isibonelo 790,000 yaba fundi abatlele iinhlahlubo zokuphela komnyaka ka-2019) siragela phambili nokudlula isibalo samathuba wemisebenzi avulwa mkhakha wombuso, newangeqadi. Lokhu kuveza ukuthi umbuso kufanele uqabange amahlelo wokungena phakathi, afinyelela amakhulu-khulu weenkulungana kuneenkulungwana namkha amasumi aziinkulungwana wabantu abatjha”

5.2 Izinga eliphasi lamakghono nokungakhambisani kwamakghono

ESewula Afrika, ukuqedelelwa kwanamkha ngiziphi iimfundo zangemva kwebanga lesumi nambili kuphucula amathuba wokuba yingcenywe yozibandakanya, eemakethe zabasebenzi, ekubandakanyweni komnotho, nokwehliswa kwendlala, ekubeni amakghono wokukhabelela ehlisa ukungalingani kwemindenini ngokwengeniso-mali. Kuyimbijana khulu yalabo abalisa isikolo aba zitlola emakholiji wefundo-bandulo (TVET), nabakghona ukufika kwamanye amazing aphezulu wezefundo. Njengoba ukuzibandakanya emazikweni athuthukisa ifundo kuse phasana nje, abafundi basathlayela ngokwesibalo nezinga eliphezulu lokuhlangabezana namakghono wokukhabelela afunekako emnothweni. Ngomnyaka ka-2018 kwaba ziinkulungwana ezi-780-abantu abatjha beSewula Afrika abazitlola emakholiji we TVET kanti ngomnyaka ka-2030, amahlelo wokungena hlangana wemigomo kufanele angezelele isibalo sabafundi abazokufika emazikweni athuthukisa ifundo

Umthelela ongakarisiko wokuzitlola emazikweni aphezulu wefundo uthinda kumbi inani labantu abatjha abafundileko, nabanamakghono, abafinyelela ezingeni lokuqeda iimfundo zabo. Abafundi abangakaqedi siko abakghoni ukufinyeleleka ifundo yangemva kwebanga lesumi nambili nebandulo, kanti labo abafinyelela amathuba esikhathini esinengi abazilungiseleli ngokwaneleko ukungena eendaweni zokusebenza, ngenca ye-khwalithi ephasi yefundo nokubandulwa. Isitjhijilo esiqalene nefundo yangemva kwebanga lesumi nambili kukuthola iindlela yokusizana ngamakghono nalabo abalise isikolo abangamukelekileko ekungeneni ezingeni lefundo ephakemeko namkha ukuqatjiswa. Isibalo sabantu abatjha abanengi abaphume eenkolweni kuse msinya, siveza abafundi abanganalo ilwazi lomsebenzi ohlelekileko, namakghono abanawo, okwenza ukuthi bangaqatjheki, njengoba kune-60% yabantu abatjha abangasebenziko abangaphasi kweminyaka emasumi amathathu nahlanu ubudala engakhenge basebenza emaphilweni wabo. Ngaphandle kwehlelo lokungena hlangana, bazokusala ngaphandle emnothweni wenarha le.

Noma indaba yokuthuthukiswa kwabantu abatjha izezwa ngaphakathi kwerhelo leSewula Afrika lokuthuthukiswa komuntu, lincani khulu ilwazi ngabantu abatjha abaphila nokukhubazeka, nokuthi bakghona bunjani ukusuka ekubeni bantwana, babe babantu abatjha abakhulileko. Ukusukela ebuntwaneni, abantu abaphila nokukhubazeka abakghoni ukufinyelela ngokulinganako emkhakheni wezefundo, ngalokho-ke, abayifinyeleli ngokulinganako ifundo, bagcina basalela ngemva ngamakghono. Ngomnyaka ka-2016 ihlolombono yomphakathi ithole ukuthi bayi 7.7% abantu benarha le abanokukhubazeka thizeni, ekubeni inani lokukhubazeka liphasi khulu ebantwini abatjha, (phakathi kwe 2.6% ne 3.4% emikhakheni ehlukeneko yeminyaka yabatjha). Likhuphuke kancazana inani labantu abakhubazekileko enarheni le, ukusuka ku-7.5% ngomnyaka ka-2011 ukuya ku-7.7% ngomnyaka ka-2016. Umgomo wabantwana abaphila nokukhubazeka umsebenzi womNyango wezeFundo-sisekelo nowezokuThuthukiswa kwezeHlalakuhle. Kodwana-ke, nabafika ezingeni lokuba yingcenywe yabantu abatjha babonakala sebaphuma endleleni. ISewula Afrika ayinayo imithetho yokukhubazeka neyabantu abatjha abaphila nokukhubazeka kanti abantu abatjha abaphila nokukhubazeka bagcina babandlululwa, bangayifikelela nefundo. Hlangana nokhunye ukukhubazeka ukubhalelwa kufunda kunande kungazwisiseki emakhayeni amanengi, abanye babantu abatjha abakhubazekileko bagcine sele bavaelwa ngemakhaya bangasakghona ukuphila nabanye abantu nokwenza ezinye zezinto ezinjengokuya eenkolweni, ukudlala, nokuzijamela nokufuna imisebenzi.

Abantu abatjha bazwakalise ukutshwenyeka ngokuthi, amajima namahlelo amanengi wokuthuthukiswa kwabo abonakala avalela ngaphandle kwabantu abatjha abaphila nokukhubazeka. Baveze ukuthi “abantu abaphila nokukhubazeka abatjheja ngokwefanelo eenkolweni nema-Yunivesithi” nokuthi kunesidingo “sokuvula namahlelo abandakanya abantu abatjha abaphila nokukhubazeka,” nokuthi “kuqinisekise ukuthi boke bayabandakanywa emahlelweni woke wokuthuthukiswa kwabantu abatjha nokwenziwa kwamatjhuguluko nemathubeni akhona”

5.3 Ukwanda kokungasebenzi kwelutjha nokuphela amandla wokuvula amarhwebo

Izinga lokungasebenzi, esikhulu ebantwini abatjha, limenyezelwe njengehlekelele evelele inarha ebuphathini besithandathu bombuso, ngezinga eliphezulu khulu lokungasebenzi kwabantu abatjha elingazwisisekiko ngokuqala ifuneko yemsebenzi, nenani lemsebenzi ekhona. Amazinga aphezulu wokungasebenzi kwabantu abatjha adosela ekutheni kwande ukuvaleleka ngaphandle nokuhlanga-hlangana ngenca yokubetheka kumbi nokungaphili kuhle ngokwamavuko, nemzimbeni, okuyinto esele inande izibuyelela kanengi (De Lannoy, Graham, Patel & Leibbrandt, 2018). Ukwenzela ukuthi inarha le ilethe amatjhuguluko abonakalako nafinyelelekako womnotho, kufanele iqabange ngokuqedwa kwendlala elandela iinzukulwana ngokulamana. Ukuba mutjha kungenye yezinto ezibaluleke khulu epilweni lapha isekelo elaneleko lingaletha umehluko omkhulu. Kufuneka ipolotiki ingenelele ngokomnotho namanye amahlelo, ekwehlisweni kwezinga lokungasebenzi kwabantu abatjha ngemiphumela emihle yethemu yesikhathi esifitjhani, esiphakathi neside. Ngokuya ngokwemiphumela yehlolombono yekota yeemalobalo zabasebenzi yomnyaka ka-2020 ekhitjhe liziko leemalo-balo enarheni, isibalo sangokomthetho sabantu abatjha abangasebenziko sijame ku-23.3% okukuphucuka okukhulu nakulinganiswa nekota yokuthoma, kodwana lokhu besele kubangwe yihlathululo yokuthi, khuyini ukungasebenzi. Kokwakhona izinga lokungasebenzi kwabantu abatjha liseke phezulu khulu nanjenganje. Izinga lokungasebenzi kwabantu abatjha abaphakathi kweminyaka emasumi amabili nahlanu namasumi amathathu nane libuyeleleke ngaphezu kwamahladhla amabili eminyakeni ephakathi kwamasumi amane nahlanu namasumi amahlanu nane (37.3% vs 17.5%) ekoteni yokuthoma yomnyaka ka-2020. Ngaleso sikhathi, izinga lokungasebenzi hlangana nabantu abatjha bemnyaka ephakathi kwesumi nahlanu namasumi amabili nane pheze belijame ku-60%. Izinga labantu abatjha abangasebenziko lifike ebumameni obesabekako njenganje eSewula Afrika kanti liseke sitjhijilo esikhulu esiqalene nenarha le. Noma ukuqatjiswa kwabantu abatjha kungasi mraro weSewula Afrika kuphela nje, abantu abatjha besewula Afrika babonakala basengozini khulu nakulinganiswa nebephasini loke. Umbiko obuthelelwe yi-Spectator Index uhlathulula izinga lokungasebenzi kwabantu abatjha eSewula Afrika njengeliqhezu khulu kunephasini loke. Banengi esele baneminyaka emineni tle, bangawutholi umsebenzi, kanti lokhu kuletha ukulimala khulu emkhumbulweni, nemoyeni.

Sebanengi khulu abantu abatjha abaphelelwe lithemba lokuthola imisebenzi kanti abasazitshwenyi ngokwakha amakhono wabo ngokufunda nokubandulwa, bagcine bangekho emahlelweni wokufunda, ukubandulwa nokuqatjiswa (NEET). Inani labantu abatjha bemnyaka ephakathi kwesumi nahlanu ukuya emasumini amabili nane ubudala ebe basemikhakheni ye-NEET lijame ku-34.1% ekoteni yokuthoma ka-2020. Lokhu kujamele pheze abantu abatjha abayi 3.5million beminyaka ephakathi kwesumi nahlanu namasumi amabili nane. Kanti godu kunento etshwenyako ekhambisana nobulili ngaphakathi kweemalo ze-NEET, lapha kuvela ukuthi kwande abantazana ngobunengi nakulinganiswa nabasana abase batjha. Nakulinganiswa nekota yesine yomnyaka ka-2019, inani labantu abatjha beminyaka ephakathi kwelisi sumi nahlanu ukuya kwemasumi amathathu nane ebe bangaphakathi kwe-NEET likhuphuke kancazana nge -1.1%, ukusuka ku-38.9% ukuya ku-41.7% ekoteni yokuthoma ka-2020. Isibalo esiphezulu khulu sokungasebenzi kwabantu abatjha sibonakala phakathi kweminyaka emasumi amabili ukuya kwemasumi amabili nane ubudala, okubabantu abakghona ukuqeda isikolo, batjhinge eemakethe zemisebenzi, abantazana abase batjha ngibo ngobunengi kunabasana, nabantu abatjha babantu abanzima abathindeka khulu kunamakhulu, namaNdiya.

Abantu abatjha abaphila nokukhubazeka baphaliselana imisebenzi efanako nabantu abatjha abanganakho ukukhubazeka, kanti kubonakele kuneensetjenziswa zokusekela ukuhlonywa kwehlelo laqobe kota ngokukhambisana neenqhema ezihlelekileko, ngokuya ngokomthetho wezokuqatjiswa wamasumi amahlanu nahlanu, womnyaka ka-1998. Kuhlala kukhangiswa imisebenzi emazikweni wezokuthindana kodwana ayibaqabangi labo abangaboniko, namkha abangezwako. Njengoba ukukhubazeka kungasi lihlangothi elivezwa khulu ngaphambili eendaweni zokusebenza kubalwa nemazikweni wombuso, kunabanye babantu abatjha abangezwa nabangaboniko, nabakhubazake ngeendlela ezihlukileko emizimbeni, ababhalelwa kuphalisanela iinkhundla ezikhona zamathuba wemisebenzi. Amathuba amanengi wemisebenzi afuna i-CV ngaphandle kokuqabangela laba abangakwaziko ukusebenzisa izandla zabo batlole ngomthiningqondo. Kufanele kubekelwe phambili ukuhlonywa kweenlinganiso zokwenza ukuthi abantu abatjha abaphila nokukhubazeka bakghone ukuzijamela ngokwepilo babe yingcinye yayoyoke imikhakha yepilo.

Okulandelako kumabanga abe nomfakela ekuzibandakanyeni kancani kangaka kwabantu abatjha emikhakheni yezomnotho eSewula Afrika:

- a) Umnotho weSewula Afrika uhlangabezane nokukhula kabuthaka khulu solo kwangomnyaka ka-2014, kwabonakala ukukhula komnyaka ngomnyaka kusalela emva nge 2%. Ukukhula kabuthaka kangaka kungenziwa kubangwe kuphela kokuthengiswa ngobunengi kwepahla ngomnyaka ka 2011; ukuba buthaka kokusetjenziswa kwemali yombuso naphezu kwamasiso neensolo zekohlakalo emazikweni amakhulu wombuso eragela phambili nokuthinda kumbi ithemba labasisi. Ukweliswa kwezinga lomnotho weSewula Afrika mhlapha nje, maphiko alinganisa umnotho wenarha, kulethe isithombe esithuthumbileko.
- b) Ukuragela phambili kwetuthuko yomnotho kuliya kuhlonywa kumbi kwemigomo yomnotho, nokusebenza kumbi

kwamaphiko womthetho, nokungabi nebumbano emakhiweni ekhona yemigomo. Isibonelo, imakhiwo yamabhizinisi akhulisa umnotho ayikasekelelwa ukukhula komnotho, nokuvuleka kwamathuba wemisebenzi. Ezinye iintjhihilo kukuthi isikolodo sombuso sibonakele siya ngokukhuphuka, kanti yincani khulu imali ebulungwe mikhakha yangeqadi, neyombuso, okuyinto eliya ukukhula komnotho.

- c) Ibalo elingaka letuthuko ye-theknoloji kube nomthelela omumbi ekuqatjheni kwabantu, esikhulu emikhakheni yemikhiqizo yomnotho weSewula Afrika, nakuqalwa iinsetjenziswa zomnotho wenarha le. Ubujamo banjenganje bokufika ngamandla kwe-theknoloji ye-4IR kuletha ithuba nesitjhihilo ngoba bunamandla wokuliya pheze ibubulo elinye nelinye ngokwenziwa kwezinto nge-theknoloji, kugcine kufuneka ukuhlelwa kabutjha kwamaziko weemakethe zabasebenzi. Abantu abatjha abanengi abanawo amakhono akhambisana nemakhiwo ekhona eemakethe zabasebenzi esele zisebenza khulu nge-theknoloji nokuthembela khulu phezu kwamakhono. Ukuthuthukiswa kwabantu abatjha kubeka engozini ukuthuthukiswa kwamakhono ekufuneka ukuthi kundzidise ukukhula komnotho. Ngokuya ngokweziko leembalo-balo, abantu abanengi abatjha seSewula Afrika bawela ngaphakathi komkhakha munye kwemithathu: yabangakafundi, abangasebenziko, nabangaqatjhekiko. Nabantu abatjha abaneminyaka engaphezu kwemihlanu basesikolweni yincani ikghonakalo yokuthi baqatjhe kunabantu abakhulu, ngenca yokungabi nelwazi lomsebenzi elifaneleko. Okubonakala khulu kukuthi abantu abatjha abaneziqu zemazikweni aphezulu banethuba elingcono khulu lokuthola umsebenzi, nenge ifundo yabo ikhambisana nalokhu okufuneka emisebenzini. Nakuqalwa izinga lokusisa kwezehlalakhule emNyangweni wezeFundo-siSekelo zemazikweni aphezulu wefundo, amaSewula Afrika asematjha aphuma isikolo ngaphandle kokuba namakhono nalabo abanamakhono angafuneki ngobunengi emabubulweni weminoto bazokuzuzwa ngamahlelo wokungena hlangana ahlonywa kusese sikhathi, ukwenzela ukudosa amakhono wemisebenzi namabhizinisi. Iimbalo-balo zitjengisa ukuthi sebanengi abantu abatjha abasuka eemfundeni ngeemfunda bemnyaka ephakathi kwelisumi nahlanu namasumi amabili nathoba, inengi lafudukela esifundeni seGauteng nakwezinye iimfunda njengakwaZulu ne-Western Cape ukusuka eendaweni zemakhaya bayokufuna ipilo engcono namathuba wemisebenzi. Abantu abatjha abahlala kwezinye iimfunda basengozini yokubanjwa yindlela yemadrobheni ngenca yokungasekelwa kwabo nabafudukako, kanti kufanele kube nendlela esebenzako namahlelo wehlanganyela, wokuqalana ngokukhethekileko nobujamo, nobungozi, nokubhadeka kwabantu abatjha abafika kwesinye isifunda. Abantazanyana nabantazana ngibo ababetheka khulu, ngoba baba bongazimbi bokukhukhuthiswa nokwetjiwa, bagcine sele baphendulwa amakhoba wezomseme basenzela abanye abantu imali.

Umfakela olandelako lo wezethulo zomphakathi ngomgomo welutjha lenarheni le uveza ezinye zezinto ezibalulekileko zababelani abahlukeneko:

Ngebhadi, abantu abatjha nomkhakha woke wamabhizinisi amancani nasakhulako besolo babhalelwa kujfinyelela iphiko elisekela ngemali amabhizinisi amancani (SEFA) ngenca yemibandela efunekako neemfuneko ezinengi nomsebenzi omkhulu wamaphepha owenziwa ngemali enengi. Lokhu kubandakanya ukufinyelela ababali bemali, abazokwenza irhelo lezeemali navele namahlelo azwakalako, wokubhanga. Ngalokho-ke, iimfuneko nendlela yokufaka iimbawo kufanele zitjhogululwe” (Izethulo ngomaspalada, 16 March 2020)

Phezu kwalokho, ukusahlala kwe-theknoloji yesimanje-manje ye-4IR kukhamba kusiba nobudisi thizeni, ngamathuba wakusasa wemisebenzi yabantu abatjha, nendlela yokuqatjheka ngokwefundo, nemigomo yamabubulo. Njengoba kusese nokuphengula kokuliyeka okukhulu kwemakhiwo wemisebenzi eyayivele ikhona kwakade, nehlelo lezefundo elidala, kunomhlahandlela wokuvuleka kwamathuba wokuqatjha. Ngalokho-ke, kunesidingo sokwakhiwa kwamaziko anamandla we 4R ebantwini abatjha benarheni le, ngokuya ngokwe ‘Industrial Internet of Things’ ngokuhlanganisa iimphumela emihle ye-4IR.

Umfakela olandelako uzizethulo zomphakathi ngomgomo wokuthuthukiswa kwelutjha wababelani abahlukeneko:

“Ukuragela phambili netuthuko evela enjenge-4IR ithatha imisebenzi, kanti naphezu kokuthi sisekela ngokuzeleko i-theknoloji nenye ituthuko, njengabantu abatjha singayisola ituthuko esithinda kumbi” Izethulo zilethwe ngaphambili yihlangano yokuthuthukiswa kwabantu abatjha, 16 Matjhi 2020.

Iletha namathuba amatjha. Irhelo elikhulu kuthiwa liyigolide etja namkha i-oli etja. Irhelo leli lizokusiza ngokuvula amahlelo amatjha nokuthuthukiswa kweensombululo ezifanele abantu nemiphakathi. Kubaluleke khulu ukuthi ifinyeleleke ebantwini bamahlelo amatjha, yabelwane, yenziwe ukuthi ibe nemithetho efinyeleleka lula.

Ihlekelele yengogwana ye Covid-19 ithuwelelise ubujamo bokungatholi imisebenzi ebantwini abatjha beSewula Afrika. Umnotho besele ukhula buthaka khulu, kwaba nesikhathi sokuqindiswa kwamakhombo esikhambisana nokwehliswa kwezinga lomnotho nesikolodo, koke lokhu kungagandelela ukuvuleka kwamathuba wemisebenzi nokundzindza, esikhulu emabhizinisini amancani, nasakhulako. NgoJuni 2020, amakhampiani amanengi amemezela amahlelo wokuphungula abasebenzi kubalwa namaziko alawulwa mbuso, iimphaphamtjhini, zokuzithabisa, nemakhampianini wokwakha, newezevakatjho. Kokhunye, amabhizinisi avalela unomphela. Amabhizinisi amancani ayokubetheka khulu ngenzuzo esele angasenayo.

Kuqakathekile ukuthi kungaqatjangelwa ukuthi abantazana nabasana abase batjha abanamabhizinisi, bemibala yesikhumba esihlukeneko, baneentjhihilo ezifanako namandla alinganako. Emiphakathini lapha inengi labomma babantu abanzima

basavaleleke ngaphandle ngenca yamasiko nendlela yesintu yokuphiha, kufanele kwenziwe imizamo ekhethekileko yokuqinisekisa ukuthi nabo bayabandakanywa emathubeni alingana nabantazana nabasana abase batjha.

5.4 imphumela engakarisiko yezamaphilo nemkhumbulweni

Abantu abatjha abaphile njengotsheleni kungenzeka babe nembeleko, babe nomfakela ekukhulisweni kamnotho wenarha le. Eswula Afrika, kubaluleke khulu ukusombulula imiraro yezamaphilo yabantu abatjha neentjhihlo zokungavuki kuhle, nakubalwa hlangana namagulo athathelanako, nalawo athathelana ngokomseme (STIs) nokungabi nembeleko kuhle, nemiraro yamagulo womkhumbulo, nokungasebenzi kuhle ngenca yeendakamizwa, nendlala, ukungabi nelutho, ukuthloriswa nomguruguru namanxeba wokulimala. Esikhathini esinengi iqiniso kukuthi ukusetjenziswa kweendakamizwa kungaba nemiphumela emimbi khulu yokugula komkhumbulo namkha ukulimala. Okutshwenya khulu eendabeni zezamaphilo kukuthi, esikhathini esinengi kweqiselwa amehlo ukugula kwesifuba (TB) naphezu kokuthi ukugula okukhamba phambili okuthathelanako, nokubulalako ebantwini abatjha. Ngokuya ngokweembalo-balo zeSwula Afrika (2018:40), ngomnyaka ka-2016 ubulwelwe besifuba bakhamba phambili ekubulaleni abantu bemnyaka elisumi nahlanu namasumi amabili nane ubudala, kwaba yi-7.0% yabantu ababhubhileko. Kulandele intumbandonga (HIV) ebulele abantu abayi-5.7%. Nanyana sisehla kangaka nje isibalo sokuba sidisi kwabantazanyana nasilinganisa nesiphezulu khulu sentumbandonga eSwula Afrika, sisese phezu khulu isibalo sokuba sidisi kwabantazanyana ngokuya ngokwephiko lentumbantonga ehlanganweni yeentjhaba ezibumbeneko, ngomnyaka ka-2018 kwaba nezehlakalo ezitjha zokutheleleka kwabomma abase batjha ngentumbandonga, isibalo sabuyeleleka kabili sabasanyana bemnyakeni elisumi nahlanu ukuya kwemasumi amabili nane-15-24 (69 000 yabantazanyana abasand'ukutheleleka ngengogwana le, nakulinganisa nabasana abajame ku-25). Abomma banamazinga aphezulu khulu wokutheleleka ngengogwana yentumbandonga kunabobaba. Ebantwini bemnyaka ephakathi kwesumi nahlanu ukuya emasumini amane nathoba eSwula Afrika isibalo abantu abanentumbandonga sijame ku-20.6% ukuya ku-26.3% kibomma, kuthi emadodeni sibe ku-14.8% ngomnyaka ka-2018. Ukungalingani kweembalo-balo zentumbandonga kubonakele khulu ebantwini abatjha bemnyaka emasumi amabili namasumi amabili nane ubudala, kanti sibalo esibuyeleleka amahlandhla amathathu ebantazaneni, kunebesaneni. Ukurhatjheka kwengogwana ye-Covid-19 kubeke abantu abatjha abaphila nentumbandonga ebudisini bokuqalana godu nomunye umthwalo wamagulo angalaphekiko.

Ubufakazi behlolombono yobujamo banjenganje bezamaphilo, nomkhumbulo wabantu abatjha butjengisa ukuthi kunokusetjenziswa kumbi kweendakamizwa, utjwala, negwayi, okuzizinto ezisetjenziswa khulu eSwula Afrika. Umnyango wezokuthuthukiswa kwezehlalakhle wethule ihlelo lokulwisana neendakamizwa, namajima wenarha anjenge 'Ke Moja', wokukhandela ukusetjenziswa khulu kweendakamizwa nokuthembela kizo, kodwana amahlelo la abe nomthelela omncani khulu. I-Cabinet yaphasisa ihlelo lokulwisana nokusetjenziswa kweendakamizwa eliyokuraga phakathi komnyaka ka-2019 bekube ngu-2024, kanti lithembisa amatjhuguluko amahle, nokuphuculwa kokusebenzisana ngeendlela zokuqeda iindakamizwa, ebantwini abatjha. Umraro wokungaphathwa ngokwaneleko kwamaziko la, ngamaziko alisumi kuphela womphakathi asebenzako enarheni yoke, kuveza ukuthi abantwana abasakhulako esele bazinikela ngeendakamizwa abelatjha ndawo, bangabe bakhulele phezu kokusebenzisa iindakamizwa, bangasakghona ukuzilisa. Kunokubhala kokuhlonywa komthetho olwisana nokhandela ukusetjenziswa kweendakamizwa wendinyana yamasumi alikhomba yomyaka ka-2008, eskhulu nakuqalwa ukukhitjha kweendawo ezingakabikwa ngaphambili, zokusetjenziswa kweendakamizwa. Umthetho lo kwanje usahlaliswa kuhle kanti uzokuphakamisa be ukhandele ukusebenzisa iindakamizwa kwabantwana base bancani. Godu-ke, kubudisi khulu ukulinganisa umthelela wamahlelo wokungena hlangana la, ngenca yokungabi khona koubekwa ilihlo nokulinganisa ngokweminyaka, ngenca yerhelo elingakapheleli. Kubikwa ukuthi kuneentjhihlo ezitja nezisathomako zokusetjenziswa kweminye yeemhlobo yeendakamizwa, nokwanda kokurhugana nokutheliswa eenkundleni zezokuthindana, nokuthloriswa ngokomseme babantu abazifihla kizo iinkundla zezokuthindana lezi, ebantwini abatjha. Ukuhlonywa lokhu kuzokufuna ababelani abanjengomnyango wezamaphilo, wefundo ephezulu nebandulo nebhodi yenarha neyeemfunda, yokuthengiswa kotjwala, ekutheni basise emahlelweni womphakathi eendabeni zezamaphilo, zamalungelo, namahlelo wabantu abatjha abazilimaza emizimbeni. Nakuqalwa amabanga ahlukeneko wokuvezwa kobungozi botjwala neendakamizwa kuba neemfundo ezikhona, zamahlelo wokungena hlangana, kubalwa nalawo ethulwe ngaphasi kokuphendula kwenarha ekusahleleni kwengogwana ye Covid-19.

Ukusetjenziswa kweendakamizwa kubeka abantu abatjha engozini, kanti kungabanga ukuthi kube nezinto ezinengi ezingakhambi kuhle emphakathini, njengomguruguru, ubulelesi, nokujngahlalisani kwemindeni ngabantu abatjha abazokuba bongazimbi nabaphehli bomguruguru. Abantu abatjha abanengi bahlangabezana nomguruguru ebuncanini babo bebabe bakhudlwana, ngeendlela ezihlukeneko. Ukukhulela komntwana ngaphakathi komguruguru esikhathini esinengi kudosele ekutheni umntwana angasaziphatha kuhle emphakathini ekukhuleni kwakhe. Lokhu kubonakala ngokuziphatha - (kokulwa, amagenge, nokuthlorisa ngokomseme hlangana nabantu abatjha) umguruguru wobulili nokubulawa kwabomma kusitjhihlo esiragela phambili esiqalene nabomma. Ngokuya ngokwakaNgqongqotjhe wamaPholisa, NgoMatjhi ngomnyaka ka-2020, amacala avulwa emapholiseni abanengi nge-37% kunangomnyaka ka-2019.

Ukwanda kangaka komguruguru wobulili nokusetjenziswa kweendakamizwa kuthuwelelwa bujamo bokuqubuka kwe Covid-19. Njengoba inarha le ivele neendlela zokulwisana nokurhatjheka kwengogwana ye Covid-19, kwaba nokuvalwa kweenkolo, kwaliyeka nemali engenako emakhaya, nezinye izinto ezibalulekileko. Koke lokhu kuveze abomma nabantazanyana basengozini yokuthloriswa ngokomseme, ukukatwa, nokuthuselwa ngomguruguru balingani abasebudlelwani nabo. Kungaba namazinga aphezulu khulu wamagulo womkhumbulo anjengokugandeleleka komkhumbulo, ukuhlala utshwenyekile, namazinga aphasi wokuzithemba, kodwana amagulo la avame ukungazwisiseki, nesizo alitholakali msinya. Ngomnyaka ka-2019 iHlangano

yezamaphilo epPhasini (.WH.O) ibike izinga eliphezulu khulu lokuzibulala (kubalwa nemiqabango nemizamo yokuzibulala)

Abantu abanganamakhaya, abavame ukubizwa ngabahlali beentradeni, nabo baletha ubudisi obukhambisana neendawo zemakhaya angasekeli amaphilo wabentwa bawo. Kuyavela ukuthi umkghwana lo ubonakal wande khulu emadrobheni, nakulinganiswa neendaweni zemakhaya lapha kunendlela yokuphila enarheni yeKosi, begodu kusesa nobuntu ngendlela erarako. Bandile abantu abatjha abanganamakhaya emadrobheni, ngoba bathanda ukuyokuhlala emadrobheni bafune imisebenzi nepilo engcono, ngaphandle kokuba nomndeni ozokusizana nabo. Kwenziwe amaruhbululo ngabantu abanganamakhaya kwatholakala ukwanda khulu kwendlela yelwazi lokuphila ebuncanini, neendaba zokungakhuleli ekhaya, nokubaleka emakhaya. Ukuphela kwendlela yokuqalana nendaba le kukuhlanganisa abantu abatjha abanganamakhaya, bafakwe emazikweni wokubasiza ngokuhlenga ipilo yabo. Umakhiwo womgomo unikela umNyango wezokuThuthukiswa kwezeHlalakuhle umsebenzi sokuvela nekambiso yangaphakathi kwemikhakha ehlukeneko, ekhambisana nokwehliswa kwendlala, ukuqiniswa kwemindeni, ukuvikelwa kwabantwana nokuthuthukiswa kwabantu abatjha, ukuqinisekisa ukuthi kuba namahlelo wokukhandela nokungena hlangana kuse msinya. Iinqhema ezahlukeneko zabantu abatjha njengalabo abanganazo izindlu ezaneleko (abanganamakhaya nabahlali bemithlathlaneni) bathloga ukuqothelwa ngokuhlolelwa ingogwana yeCovid-19 nokwelatjiswa, ngesikhathi sokuqubuka kwengogwana le.

5.5 Amabubulo wamasiko neembono emitjha angakathindwa

Indaba zemidlalo namasiko zingadosela ekutheni kube namahlali abamajadu nabaphile kuhle, kwakheke nokuzikhakhazisa kwesitjhaba, kube nomfakela wokuhlalisana ngokuthula namatjhuguluko amahle wezomnotho emiphakathini. Imikhakha le inamandla wokuba nomfakela ngaphakathi kokukhula komnotho weSewula Afrika, kanti akhambisana khulu nalokhu okufunwa babantu abatjha beSewula Afrika. Kunesidingo sokuqalwa khulu kobungako benzuzo yamahlelo wezemidlalo akhona nala asezako, ukuzibandula, nobugwali namasiko. Imikhakha le inamandla wokuthuthukisa nokuphakamisa amakhono, ilethe namathuba wokuqatjheka newokuvulwa kwamabizininisi, nomfakela omuhle wokwakhiwa kwesitjhaba ebantwini abatjha. Imidlalo nemikhakha yokuzithabisa kufanele iqale khulu ukuzibandakanya ngobunegi iqothele neendingo zabantu abatjha, esikhulu ifundo nokuthuthukiswa kwamakhono, kuvulwe amathuba wemisebenzi nokuphakanyiswa komphumela wezamaphilo enarheni le yoke. Indima yesiko, nokuphakanyiswa kwamagugu nokuhlalisana ngokuthula namabubulo wokuzithabisa nobukghwari, koke kungaphakathi komniningwana womgomo. Ingogwana yeCovid-19 ilethe iintjhihilo ezinengi kubavumi nabasebenzi boke bomkhakha wezobukghari, nemkhakheni lo woke wokuzithabisa. Inengi labo abanamakontraga wokusebenza, nesekele labangasebenziko, nama-pentjhini nezinye iindlela zokusekelwa. Ukuphendula ekusahleleni kwengogwana le nesibethimthetho kufanele kubekwe ngokwefanelo, ukusizana nabavumi nokubalekela ukuthi baqatjhezwe.

5.6 Ukuvuselelwa kwetjhisakalo yezehlalakuhle nokuba mhlali omajadu

Abantu abatjha beSewula Afrika bathome ukuzihlathulula okubandakanya ukudzujuulwa kancazana kokubandlululwa ngokwamaziko, nangokungalingani ngakwelinye ihlangothi, kanti umphakathi wangemva kwentando yenengi uqale ukuthi basebenzise amalungelo wabo wokuba bahlali benarheni le. Ngokuya ngokweziko leembalo-balo lombuso weSewula Afrika, ihlolombono yomnyango wezokuphepha komphakathi nobulungiswa yomnyaka weemali ka-2018/19, kunabantu abangaphezudlwana kwababunane, ebantwini abalisumi, abazikhakhazisa nabazikhakhazisa khulu ngokuba maSewula Afrika, ekubeni isiqundo sabo kubabantu abazikhakhazisa ngokweqileko, ngokuba maSewula Afrika (Imbalo-balo zeSewula Afrika, 2019). Umphakathi ukubona kuhle nje ukuqakatheka kwemithetho yeendawo abantu abahlala kizo, kubalwa nekhetho elitjhaphulukileko nelingathathi ihlangothi, nelungelo lokuhlangana nokutjhagala, nentando yenengi ehlelekileko, nokuziphendulela kwezekhetho, netjhaphulukoko yokuzwakalisa amaziko, nokubekezelelana ngokwepolotiki. Kodwana-ke, abantu abatjha bazizwa bakhitjhelwe ngaphandle, esikhulu ngenca yezinga eliphezulu khulu lokungasebenzi, nokubhalelwa kuzibandakanya ngokuzeleko emnothweni. Ihlolombono le yevikeleko lomphakathi nobulungiswa itjengissa ukuthi bayi 13% abantu beSewula Afrika abazizwa babandlululwa, emnyakeni embili ngaphambi kokubuthelelwa kwehlolombono le. Ukubandlululwa ngokombala wesikhumba bekujame ku-6.8% ekubeni ukubandlululwa ngokobulili kube phasana khulu nge 0.1%. Kuqakathekile ukutjho bona amanani la angaba phezulu khulu kwezinye zeendawo nakulinganiswa nesibalo senarheni. Amaziko wombuso aqalelele nasebenzela abantu abatjha neenhlangotho zemiphakathini kufanele zibe nomfakela endabeni yokuhlalisana ngokuthula, ngokufakwa kwehlelo lenarha ekulwisaneni nokubandlululwa ngokombala wesikhumba, ngokobuhlanga, nokudabuka, nokungabekezelelani okukhambisanako, emahlelweni wazo. Kokwakhona abantu abatjha bazwakalisa ukuba nethemba elincani khulu embusweni, nezenzelo ezilethwa mbuso.

Ukuqalana neentjhihilo lezo zoke, kufanele kube nomgomo opheleleko ozokuqalana nokuhluka kwabantu abatjha, nokuphuculwa kwefundo nokungezelelwa kwamakhono namathuba wezomnotho, kubalwa nokuqatjiswa nokuvulwa kwamabizininisi wabantu abatjha, nokuvikelwa kwabantu abatjha abasengozini kubalwa nalabo abaphila nokukhubazeka, abangafundiko, abangasebenziko nabangabandulwako, koke kuphakanyiswe ipilo elungileko ekhandela ukuba mkhulu khulu ngokomzimba, namalwelwe athathelanako nangathathelaniko, nemiraro yokugula ngokomkhumbulo, nokuqinisekisa ukuthi baba nembeleko nelwazi ngokwefanelo , nezenzelo ezingabandlululi ngokobulili. Umgomo wabantu abatjha womnyaka ka-2030 uzokuletha umhlahlandlela wamaziko wombuso, neenhlangotho zomphakathi, nomkhakha wangeqadi, nabantu abatjha nokuthuthukiswa kwabo okufaka ukuqiniswa kwendaba yokuhlalisana ngokuthula emiphakathini, ukuziphatha kuhle, nokuhlaliseka emiphakathini. Ithemba labahlali emazikweni ahlukeneko anomfakela wokuziphendulela, ukuba tjhatjhalazi, nentando yenengi nokufinyeleleka

kobulungiswa kusesi zizinto eziqakatheke khulu ngaphakathi kwentando yenengi emiphakathini, ekufuze kwakhelwe imigomo yombuso phezu kwazo, nomfakela wokwakhiwa kwenarha ngomsebenzi wokuzinikela. Njengoba ibonakala iyinto etshwenyako nje into yokulahlekelwa lithemba komphakathi embusweni ephasini lo, kutshwenya khulu ukuthi eSewula Afrika ikambiso yezepolotiki iragela phambili nokwehlisa izinga. Lokhu kungahlotjaniswa nokubhalelwa kwamambala, nekolelo yokubhalelwa kombuso, kubalwa nokuba buthaka kokuqalana nekhohlakalo ngaphakathi kombuso. Ikolelo yokungabi khona kokungafihli litho nokuziphendulela inomfakela ekutheni abantu abatjha badonde bangabe basazitshwenya bazibekele kude.

5.7 Ukunganeli kweensetjenziswa zokuthuthukiswa kwabantu abatjha nokungalethwa kule kwezenzelo

Ukubonisana nabantu abatjha kuveze iimphumela iintjhihilo ezitja emkhakheni wokuthuthukiswa kwabantu abatjha. Lokhu kufaka hlangana ukuhlukana phakathi kwamahlangothi wokuthuthukiswa kwabantu abatjha, ukungabi namandla okutjhatjhalazi, nokungabikhona komehluko phakathi kwamahlangothi wepolitiki nezokuphathwa komsebenzi wokuthuthukiswa kwabantu abatjha. Kuneensetjenzisw ezithlayelako zokuthuthukiswa kwabantu abatjha, ngokombono weemali nowabasebenzi. Kodwana-ke, umsebenzi wabantu abatjha udzimelele khulu ekutjhihileni umbono wokuthi abantu abatjha basithiyo ekurageleni phambili kwelizwe loke. Mayelana nalokhu, umkhakha womsebenzi wabantu abatjha udzimelele ekuthuthukisweni okupheleleko komuntu omujtha ngokumsekela ukwenzela ukuthi ahlangebezane neendingo zakhe begodu afinyelele amandla wakhe kungakhathalekile ukuthi ngiziphi iintjhihilo aqalene nazo eminyakeni yabo yobudala.

Nanoma amakhono wabantu abatjha akhiwe ngokuzijwayeza ukusebenza kwabo abantu abatjha, lo mkhakha uhlala ungaziwa begodu ungabonakali, naphezu kokusekelwa ngemithangala emitjhini yokuthuthukisa kwabantu abatjha ephumelelako nependulako. Umsebenzi wabantu abatjha uhlathululwa njengemisebenzi yenhloso yokusiza ituthuko yabo yomuntu-siqu neyehlalo ngokuzibandakanya kwabo ngokuzithandela, begodu okugcwalisa ifundo nebandulo labo nelisemthethweni, leemfundo, noma lomsebenzi; begodu inikelwa ikakhulukazi ziinhlangothi zokusebenza kwabantu abatjha. Ukungabikhona kwemakhiwo yomthetho womsebenzi wabantu abatjha nakho kusitjhihilo esikhulu nakuqalwa imiraro eminengi kangaka eqalene nabantu abatjha esikhathini sonke sepilo emuntwini ngamunye, emindenini, emiphakathini nakwezehlalakuhle. Ihlobo bono ye-Hlanga eyenziwe ngomnyaka ka-2012 itjengisa ukuvela komsebenzi wabantu abatjha neempendulo zemiraro yezehlalakuhle, ezibangwa bujamo bezehlalakuhle, nehlekelele yombusazwe. Mayelana nalokhu, ubudlelwano phakathi kwabasebenzi nabantu abatjha budinga ukuzwisisa ngokungeneleleko komphakathi, neendlela ezahlukenekile zokunzina ekuhlathululweni kwemiraro yomphakathi yabantu abatjha.

Koke lokhu kudosele ekuphendukeni okuphezulu nabodorhodere abanengi abanelwazi elinengi netjhisakalo bagcina sele babeka phasi bafuna amathuba angcono. Lokhu kudosele emirarweni yabantu abatjha ezingakagadwa njengokulisa isikolo phakathi, nokusetjenziswa kweendakamziwa, ubugebengu nokungabi namakhaya. Abantu abatjha kufuneka ukuthi bathuthukise amakhono abenza bakwazi ukwenza amatjhihugululo aphumelelako ngokusebenzisana nabantu abadala ngaphakathi kwezimo zabo zezehlalakuhle nezomnotho begodu njengoba kuvezwe ngaphakathi kwemigomo ekhona namahlelo wamaziko. Umthethomlingwa wezehlalakuhle womnyaka ka-1997 uqala ihlelo lokuthuthukiswa kwezehlalakuhle embusweni, lapha abasebenzi bezehlalakuhle abahlukenekile, kufaka phakathi abasebenzi belutjha, bazokusebenzisa iinsetjenziswa ezihlukenekile emazingeni ahlukenekile wokungenelela ukuqalana nemiraro yomphakathi ezingasusa iimzamo yokuthuthukisa umnotho. ESewula Afrika, ihlelo lokwenza umsebenzi wabantu abatjha ngobukghwari wathoma ekupheleni kweminyaka yabo-1980, begodu umsebenzi wabantu abatjha wafakwa ngaphakathi kwe-NYP 2015-2020 njengengcenywe ebalulekile yeendlela zokuthuthuka kwabantu abatjha okuhle.

6. IIMPHAKAMISO ZOMGOMO ZOKUNGENELELA:

6.1. IFUNDO YEKHWALITHI, AMAKGHONO NETHUBA LESIBILI

Ukutjhalwa kweemali emithonjeni yabantu kukuphela kokusisa okubaluleke khulu okungenziwa nginoma ngiyiphi inarha. Akunanarha ekhona ukuphumela ukusuka endleleni eya etuthukweni, ukuya ethuthukweni ephuleleko, ngaphandle kwesitjhaba (NDP, 2012). Ifundo kufanele ivumele abantu abatjha ukuthi bakhe amakhono begodu bafinyelele emandleni wabo. I-NDP igandelela ukuthi umbono wezemfundo weSewula Afrika womnyaka ka-2030, abantu beSewula Afrika kufanele bathuthukise ukufinyelela kwezefundo nokubandulwa kwezinga eliphezulu khulu elingatholwa ngemiphumela yokufunda eyenziwe ngcono khulu. Ukusebenza kwabafundi beSewula Afrika eenlingweni ezinamazinga womhlaba kufanele kufaniswe nokwenziwa kwabafundi abavela emazweni anezinga elifanako letuthuko. Ihlelo lezefundo kufanele liqalelele iinqhema ezihlukenekile begodu likhiqize abantu abanamakhono aphezulu abafanele iindingo zemakethe yezabasebenzi.

Abathweswe iziqu ema-Yunivesithi nemakholi ji weSewula Afrika kufanele babe namakhono nelwazi lokuhlangabezana neendingo zanjenganje nezesikhathini esizako zenarha nobujamo bezomnotho emhlabeni-zombelele, kubandakanya nokutjhihugululwa kwemakethe yezabasebenzi okuvela ku-4IR. Amakhono anjalo kufanele ahlanganise ukulungela abasebenzi, amakhono athambile, nobucwepheshe, namabhizinesi. Ihlelo lezefundo lizokudlala indima ekulu ekwakheni umphakathi obandakanya boke abantu, lilethe namathuba alinganako begodu likhulise boke abantu abatjha beSewula Afrika ukwenzela ukuthi babone amandla wabo, khulukhulu labo abadinywa amathuba ngaphambilini, ngenca yemigomo yesikhathi sebandlululo, elaqaliswa ebantwini abanzima, abomma abantu abaphila nokukhubazeka. Imigomo ebekiweko yombono lo ifaka hlangana umkhakha we-TVET ohlanganisa pheze-25% yabantu abatjha ekhambisana nobudala, okutjho ukwanda ukusuka ku-705 397

ngo-2016 (uMnyango Wezefundo Ephezulu Nebandulo, 2018) ukuya eengidini eziyi-2.5 zabantu beSewula Afrika ngomnyaka ka-2030. Ukubandulwa okukhambisa nefundo sekuthuthukile.

ISewula Afrika ithloga abasebenzi abanamakghono ukuthuthukiswa kokukhula komnotho. La makghono afaka hlangana aboNjiniyera, abochwepheshe bezepilo eengabeni ezahlukeneko zomsebenzi ukuletha itjhejo lezamaphilo elisezingeni, abacozululi abasunguli bezinto ezitjha ukuze badlale indima ebalulekileko ekwakheni iimkhiqizo emitjha, nemisebenzi emitjha neendlela ezitjha zokukhiqiza imikhiqizo ekhona ewohlokileko nangendlela ephumelelako, kubandakanya ukulethwa kwezenzelo emphakathini. Isisekelo kwezefundo nekufundeni siyinto evikelako begodu ebalulekileko emiphumeleni emimbi begodu ibalulekile ebantwini abatjha ukuthi bafinyelele ekuhlumeleliseni komnotho. Abantu abatjha, noma nga izimo zabo zinjani, kumele basekelwe ukwenzela ukuthi bathole ifundo esezingeni, namakghono wokuphumelela emnothweni wephasi. Ukufeza iminqopho le, ukuthuthukiswa kwabantwana abancani nefundo, ifundo-sisekelo, ifundo yangemva kwesikolo, nomkhakha wokubandulwa kufanele kuthuthukise ukulingana ekufinyeleleni ezingeni lefundo nemiphumela yokubandulwa nokusebenzisana nomkhakha wezokuthuthukiswa komphakathi nowezobulungiswa ekunikeleni ithuba lesibili elisebenzako lamahlelo wabantu abatjha asengozini. Yoke iminyango yombuso, kufaka hlangana abomasipala kufanele ibe namahlelo wokufundela umsebenzi nokubandulelwa umsebenzi, okufanele ziqalwe ngeenomboro, ukubandakanywa, nezinga eliphezulu. Amatjhuguluko ukusuka ekufundeni nekuzuzeni kufanele ibe butjhelelezi, ukwenzela inzuzo yemihlobo yabantu ikwazi ukuvunwa sitjhaba.

Ukungenela Okuphakanyisiweko:

6.1.1 Ukuqinisekisa ukutholakala kweendawo zoke kwama-ECD asezingeni eliphezulu namahlelo wokufunda kusenesikhathi wabo boke

- a) Buyisela, kuqinise, begodu kutjheje ukunikelwa ngokufinyelela okukatelelako kokufunda kwethutuko yeenkulisa -Early Childhood Development (ECD).
- b) Ukuthuthukisa ngokuhlelekileko kwezinga eliphezulu kizo zoke iinkolo zombuso, nokuvala isikhala phakathi kweenkolo zombuso nezizijameleko
- c) Nikela ngeensetjenziswa nokuseleka abafundi abaphila nokukhubazeka ukwenzela ukuthi badlale indima kiwo woke amahlangothi wepilo nokufunda eenkolweni.
- d) Ngenisa iLimi lezandla ne-Braille ngaphakathi kwehlelo leemfundo labo boke, uthome ezingeni le-ECD.

6.1.2 Ukuthuthukiswa kweendawo zokufunda eziphephileko

- a) Ukuqinisekisa ukufunda simahla neendawo eziphephileko nezinganamguruguru, neendawo ezifanele abafundi.
- b) Yethula ihlelo lezokuphepha eenkolweni ukuqinisekisa ukuthi ukufundisa nokufunda akuliyeki nangaphasi kwakuphi ukuthuselwa namkha ukulinyazwa ngomguruguru.
- c) Iminyango yezeFundo-sisekelo neFundo ePhakemeko nokuBandulwa kufanele isebenzisane nephiko lamaPholisa weNarha (SAPS) nomphakathi ngokuhlanganyela, nabarholi babafundi, baqalisise imisebenzi yesikolweni elwisana nomguruguru eliqaliswe ebantwini abahlekisana ngokobulili obufanako.

6.1.3 Kuthuthukiswa abotitjhere begodu kubuyekeza ikharikhulamu ukwenza ukuthuthukiswa kokusonjululwa kwemiraro, ukuqatjha, ukuba namarhwebo nokukhambisana ne-4IR.

- a) Balekela amatjhuguluko wamsinya we-kharikhulamu ezingeni lefundo-sisekelo.
- b) Buyekeza ihlelo lezefundo nesakhiwo seenhlalubo ukuze kufakwe ikharikhulamu ehlangabezana namazinga womhlaba, kufaka phakathi i-4IR begodu nokusetsjenziswa okusebenzayo ukunikela eendingweni zezomnotho zenarha.
- c) Ukubandulwa kwabotitjhere ngeendlela zokufundisa zesimanye-manje, ezisekelwe buchwepheshe.
- d) Ukudosa, ukuqatjha, nokuvikela abantu abatjha emisebenzini yobutitjhere.
- e) Khambisana nesikhathi se-4IR ngokwandisa ukufinyelela ku-broadband ne-Wi-Fi yokuthindana ngethungelelwani le-inthanethi ukwenzela ukuthi kufundiswe ngeemtjhiningqondo nokusetsjenziswa kwethungelelwano (intanethi) okubandakanya eenkolweni ezikude zemakhaya, nemiphakathini.
- f) Hlanganisa inzuzo evela ebubulweni le-drone njengomunye wabenza amabubulo wokwakha amathuba wemisebenzi wabantu abatjha.
- g) Yenza ngendlela oyikhanukako boke ubuchwepheshe obulethwa enarheni yeSewula Afrika ukuragela phambili namakghono atholakalako enarheni.
- h) Sekela begodu ukhuthaze isiko elizikhakhazisa ngokuthiya, ukuhlolwa, nokuqabanga kwamabhizinisi ukusiza abantu

abatjha ukuthi basebenzisane nabarholi abakhutheleko emnothweni we-dijithali.

- i) Hloma be godu uqinise ukubandulwa kwamakghono wabantu abatjha eendaweni ze-4IR njengokuthi: ukubuyisela emva ubucwepheshe beenkoloji ezihlakaniphileko, ukuphrinta kwe-3D, ubuhlakani bokufakelwa, amarobodo, iinkoloji ezizijameleko, i-nanotechnology, i-biotechnology, idatha ekulu, i-thungelelwano lezinto, i-quantum computing, inetiweki ebonakalako yokuzikhethela, izenzelo zokurhatjha ezibonakalayo, imidiya ebonakalayo nenetiweki njalo-njalo, njengokweendingo zebubulo.
- j) Kancani-kancani wethula iimfundo ezisebenzako njengamabhizinisi ne-e-commerce, Zelimo, zemitjhiningqondo, ukurhweba ngeemali, nokutjalwa kweemali, nomnotho wezemvelo, amakghono wobucwepheshe, nomsebenzi wezandla (ubukghwari) kilo loke irhelo lezefundo.
- k) Boke abafundi beSewula Afrika kufanele bafunde umlando, amakghono wokwakha newokucabanga abudisi, namakghono wokusombulula imiraro, ukubhala amakhowdu, namarobodo, amakghono wepilo, ukuthindana namaLimi wendabuko.
- l) Iinkolo eziseendaweni zemakhaya kufanele zisebenzise inarha yokuLima yeendaweni ukwenzela ukuthi zifunde noma zifunde ngamalengiso eendabeni zezeLimo, nabalimi benarha basebenze njengababanduli.
- m) Amakholitjhi we-TVET newefundo-bandulo woMphakathi (CET) kufanele anikele ngamahlelo amanengi womsebenzi ngokukhambisana, phakathi kokhunye, neqhinga lenarhakazi yobucwepheshe, ifundo Nokubandula kokukhuthaza Ukuqatjiswa Kwabantu abatjha (i-African Union, 2018). Ukunikelwa kwamakghono la neendingo zamabubulo nezetuthuko yenarha.
- n) Abantu abatjha kufanele badlale indima ebalulekileko ngaphakathi kwe -4IR nakwezomnotho, nokuba bazenda emikhakheni yoke yombuso.

6.1.4 Ukuhlonywa kwamahlelo wokungenelela ngaphambi kwesikhathi ukwenzela ukuthuthukiswa kwepilo yabantu abatjha

- a) Ukuthi uMnyango Wezefundo-sisekelo ukhulise ukungenelela okufana nokufundiswa kweentanga, amahlelo wokunakekelwa nokusekelwa kwefundo nokufundisa, (CSTL) ukusekela abafundi abaneendingo ezingokomkhumbulo kubandakanya iindawo zokuphepha nezifanelekileko zeenkolo zemakhaya nabafundi abaphila nokukhubazeka
- b) Ukunikela ngamahlelo wangemva kwesikolo kufaka phakathi iimfundo ze-Original Equipment Manufacturer (OEM) Certification esevele zikhona emnothweni omkhulu. Lokhu kungafana namahlelo we-Microsoft angangeniswa kusenesikhathi ngokubambisana namakhamphani azijameleko, c) Iminyango Yezokuthuthukiswa Komphakathi, Ifundo-sisekelo Nezemidlalo, Ubukghwari Namasiko, kufanele, ngokubambisana neenhlango zomphakathi neenhlango ezisekela iindaba zeKolo, batlame begodu baqalisise amahlelo wokungenelela kusenesikhathi ebantwaneni nebantwini abatjha ekwakheni umuzwa wokuzethemba, amalungelo neembopho, nakukhuliswa ukuzihlonipha.
- d) Amahlelo atjhejwa kokuthuthukisa ukusebenza kwezefundo nokuqalana nemiraro yomphakathi angalethwa basebenzi bokuthuthukiswa kwabantu abatjha ngokuzibandakanya nomphakathi. Imisebenzi ingafaka ukufundiswa, ukwalulekwa, amakghono wepilo namahlelo woburholi, ukulungiswa, nezobukghwari, zemidlalo, nezokuzigedla
- e) Ngenisa begodu khuthaza ifundo nebandulo lamabhizinisi eenkolweni ukusiza ekuthuthukiseni isiko lomphakathi elinabileko nehlelo lezemvelo kwezamabhizinisi.

6.1.5 Nikela ngethuba lesibili lokuthoma nokuqedelela kabutjha iimkhulumiswano namaziko wezefundo

- a) UMnyango wezeFundo-sisekelo, ngokubambisana nababelani abazijameleko neenhlango zomphakathi (ikakhulukazi ezidoswa phambili babantu) kufanele basekele abafundi abathloga ithuba lesibili lokuphasa ibanga lesumi nambili (Matric). Amahlelo wokutlola kabutjha uMatric kufanele asekelwe begodu amenyezwele ukwenzela ukuthi abantu abatjha kiyo yoke imiphakathi bazi ukuthi bangathola iziqu ngamakholitjhi womphakathi nangamaziko wokubandula
- b) Iminyango yeFundo ePhakemeko, iSayensi nokuTlanywa kufanele kunikele abantu abatjha esele batjhiye amaziko wezefundo eragela phambili, ithuba lokuqeda iimfundo zabo ukuze bakwazi emakethe yezabasebenzi evulekileko. c) Boke abantu abatjha kufanele bafinyelele eendleleni ezinengi ezisekela iindawo ezinengi zokuphuma eziya ekubandulweni kwezobucwepheshe, ukuthuthukiswa kwamabhizinisi nemfundo eragela phambili. Abadlali bendima abafaneleko (i-DBE ne-DHSI) kufanele bathuthukise ukuragela phambili kwemigomo yokuqinisekisa ukuthladhlulwa okuzwakalako phakathi kweenkolo, amaziko wefundo yabantu abadala nebandulo, amakholiji we-TVET, ama-Yunivesithi nabanye abanikeli ngefundo nebandulo. Lokhu kuyokuvumela iindlela ezahlukeneko, ezingasizo zendabuko kodwana ezinikelwe igunya lokubandula
- d) Abantu abatjha, ikakhulukazi abantazana abancani kufanele babandulwe ukwenzela ukuthi bafunde iimfundo ze-STEM (isayensi, ubucwepheshe, ubunjiniyera neembalo) ngokudzimelela kwezemvelo.
- e) UMnyango wezeFundo-sisekelo kufanele uhlele ikundla elinganiselwe ku-inthanethi efanele ithuba lesibili lebanga lesumi nambili, nabafundi abangakwazi ukubhadela nokufinyelela i-Technical and Vocational Education and Training (TVET)

nefundo yangeqadi. Ikundla enjalo ingahlelisa ifundo ekulithungelelwano le- inthanethi ezingeni lesikolo esiphezulu begodu ingafinyelela ngokunabileko nemiphakathini ekude.

6.1.6 Nikela umhlahlandlela oragela phambili wemisebenzi yemikhakheni yezobucwepheshe, osuselwe ebucwephesheni nekukhiqizeni

- a) Iminyango yezeFundo-sisekelo, zabaSebenzi nokuQatjha neFundo epHakemeko, iSayensi nokuTlama, nePhiko eliThuthukisa aBantu abatjha i-NYDA kumele iqinisekise ukuthi boke abafundi bayalithola ilwazi lekhwalithi elisezingeni eliphezulu nokudiswa phambili ngokwefanelo. Imiqaliso yemisebenzi kufanele inikele ngelwazi lamathuba wokubandulwa, ikakhulukazi amakhono athlogeka emikhakheni yezomnotho (Zelimo, ezobukhoni bokutlama, i-ICT, zamabhizinisi, ezokukhiqiza, nezokuvakajtha) nokuthindana neemakethe etjhugulukako yemisebenzi kufanele kwenziwe umebhe.
- b) Ukulungiswa kwamabizelo wemisebenzi kufanele kuthome kusesenekhathi begodu neendaba ezimalunga nokukhubazeka ukwenzela ukuthi abantu abatjha bakwazi ukukhetha ngokwefanelo iimfundo ezithindene nemisebenzi abayikhethileko.
- c) Bonke ababelani beensetjenziswa ze-inthanethi kufanele banikele ukwabiwa kwe-datha kwasimahla malanga woke nemindzindolwazi (website) yezinga elilinganiselwe ebantwini abatjha ngokurhabako, ekusizaneni nabantu abatjhha ukuthi bathole amathuba wokufunda nawokuthuthuka.

6.1.7 Ngezelela amathuba wefundo yekhwalithi yangemva kwesikolo nokubandulelwa amakhono womuntu woke

- a) Esiphandeni ngasinye semfundo kufanele kube nemihlahlandlela yesikolweni esiphezulu yezobucwepheshe nokubandulelwa ubukhware nama- TVET roadshows ukukhuthaza amaziko la.
- b) Ngemva kokuhlaziywa kweencwadi, iminyango eqalelele zefundo kufanele isungule iinkolo namakhholiji wezokuLima akhamba phambili, namakhholiji wesifunda esinye nesinye iqinise namandla akhona wezokuLima
- c) Yethula amahlelo afaneleko wokuhlanganisa abafundi abatlolisa emakhholij ama-TVET banganazo iziqu zebanga lesumi nambili nabafunde eenkolweni zamazinga aphasi.
- d) Sungula amaziko wokufundela amakhono amatjha alungele ukubonwa navumela amahlelo amafitjhani nanamandla, wabantu abatjha. Iindawo nesigaba sezehlalukhule akukafaneli ukuthi kube siqabo ekufinyeleleni abantu abatjha.
- e) Umbuso kufanele wandise ngokuragela phambili ukuthonyiswa kwefundo yasimahla begodu athuthukise ukusebenza ngepumlelo nehlelo lenarha yoke lokusiza abafundi ngeemali.
- f) Kutholakala imininingwana ngamathuba wokusekelwa kwabafundi kiyo yoke imiphakathi namaziko wefundo, ngokusebenzisa iinkundla ezahlukeneko zokubikwa kweendaba.) UMnyango wezeFundo ePhakemeko, iSayensi nokuTlama ukwenza ihlelo elipheleleko malungana neenkolodo zomlando, okusitjhijilo esikhulu ebafundini abanengi.
- h) Woke amaziko wezefundo aphakemeko kufanele afake boke abantu, ukuqinisekisa ukuthi ayavikelwa amalungelo wabafundi abaphila nokukhubazeka, eemfundweni zabo. Amakhholiji wama-TVET kufanele enziwe afinyeleleke ebantwini abaphila nokukhubazeka. Izinto zokufunda nokufundisa emazikweni wangemva kwesikolo kufanele ziqalelele abafundi abangaboni nabangezwa kuhle, kufaka phakathi ipahla yomthombo welwazi.
- i) UMnyango wezeFundo-sisekelo kufanele ube msinya uthomise ngomthethomlingwa wezeFundo yeenDingo eziKhethekileko ukwenzela ukuqinisekisa ukufinyelela okulinganayo nokuragela phambili kwefundo yabantu abatjha, abaphila nokukhubazeka.
- j) Itjhebiswano phakathi kwamakhholiji namabhizinisi kufanele bakhelwe ukuqinisekisa amatjhuguluko asebenzako wabafundi abasuka emazikweni wokufunda baye emisebenzini ukwenzela bona basebenze begodu baqede iimfundo zabo.
- k) Amasokana aqede iimfundo zawo emakhholiji wama-TVET nakiwo woke amanye amaziko wefundo ephakemeko kumele asekelwe, ekutholeni iinkhala zokuragela phambili neemfundo zokulingelelwa, namkha zokubandulelwa umsebenzi kumele ziqiniseke mbuso namakhamphani azijameleko.
- l) kukhuphula izinga lehlelo lokubandulelwa umsebenzi komphakathi bese ulinganisa lokho neemfuno zeemakethe zabasebenzi. Iminyango yombuso, iimfunda nabonomasipala kufanele babawiwe ukuthi bahlanganise amahlelo wokubandulelwa umsebenzi namano wabo wokuthuthukisa iindaba zabasebenzi nokwakha irhelo elibuyekiweko lamakhono ekuzokusetjenzelwa kiwo, nenge kunamathuba wemisebenzi. Abomasipala namakhamphani namkha ama- ejensi wombuso kufanele nawo athuthukise ama-internship namahlelo wokuthweswa iziqu njengengcenywe yamano wabo wokuthuthukisa abantu abatjha.
- m) Nabisa ukubandulwa kwabantu abatjha kwezobucwepheshe elisizo ekukhuliseni umnotho. Ihlelo lenarha yoke lokuThuthukiswa kwamaKghono (NSDP) 2030 kufanele lenziwe ukwenzela ukuthi kuqinisekise umkhakha ozijameleko,

unikele ngebandulo emsebenzini.

- n) Sebenzisa i-NSDP begodu uqale ukuphendula kwabalingani ukuqinisekisa ukwanda kokuqashwa kwabantu abatjha nokwenza ngcono umkhiqizo wezomnotho.

6.2 Ukutjhugululwa kabutjha komnotho, amabhizinisi nokuvulwa kwamathuba wemisebenzi

Ukuthlogeka kwemisebenzi yabantu abatjha bevele kuphezulu ngitjho nangaphambi kwehlekelele ye-Covid-19. Isisombululo sango-2020: Q1 GDP nehlolombono yabasebenzi yekoteni yokuthoma ngesikhathi esifanako itjengise ukuthi ihlekelele yengogwana le ithuwelelise khulu umraro wokungabi khona kwemisebenzi. UMengameli weSewula Afrika watlola ngenyanga kaVelabahlize 2020 ukuthi, “kuneenkhati ezibudisi ezizako. Azikho izinto ezizokulungiswa ngokurhabako begodu kufanele siqalane namaqiniso ngamathemba wethu, ikakhulukazi mayelana nesikhathi esizosithatha ukuvuselela umnotho wethu.” Ahlose ukuqinisekisa ukuthi ukuthuthukiswa kwabantu abatjha kuyinto eza kokuthoma emigomeni, njengoba inarha le iqale khulu ukuhlumelela ngokuya ngemigomo yokulingana nobulungiswa kusukela ngemva kwengogwana ye-coronavirus.

Boke abantu abatjha bafanelwe kuthola imisebenzi ngokwefanelo. Nakuqalwa ubudisi bezomnotho, ngenca yokuboga-boga komnotho kile minyaka elisumi edlulele nokusahlala kwengogwana le, imizamo yokuqalana nokungalingani kwezakhiwo zomlando, ukungasebenzi, nokudosa emhlweni kwabantu abatjha kuthuwelele. Ngokukhambisana nalokho okutjhiwo nguMengameli, ukuthi “Sizimisele ingasi ngokubuyisela umnotho wethu lapho bewukhona ngaphambi kwe-coronavirus kuphela, kodwana nangokwakha umnotho omutjha ebujameni obutjhabephasi loke ,” Ikambiso yemigomo le isekela ukulungiswa kwezomnotho ukwenzela ukuqiniseka ukubandakanya boke ubulungiswa obukhulu bezomnotho. Zonke iindlela zokuvuselela umnotho kufanele zibeke abantu abatjha emazikweni la, kuhlanganisa nejima elikhulu lomthangalasisekelo elihlose ukuvula amathuba wemisebenzi. Abantu abatjha bakulungele begodu bayakwazi ukudlala indima emahlelweni wamajima ahlangozako womthangalasisekelo nezakhiwo, eendabeni zamanzi, zokuthutha, amandla, umthangalasisekelo we- yedijithali, iindawo zokuhlala abantu, nezelimo, ukuphathwa kwamahlelo, abanikeli ngemisebenzi. Woke umuntu omutjha kufanele athole amathuba wokwandisa amathuba wakhe wokuthola umsebenzi onengqondo. Lo mgomo ugcina ubawe nabalingani bamakhampani azijameleko ukuthi bakhe amajima wemisebenzi ukusiza ukuqalana nokuthlogeka kwemisebenzi yabantu abatjha okungapheliko enarheni. Iingaba eembili zokugcina zeHlelo Lokuvuselelwa Komnotho Nokubuyiswa KweSewula Afrika lwakha umnotho ozinzileko, oqinileko nofaka woke umuntu ngokusebenzisa iindlela zokwakha kabutjha namatjhuguluko.

Iimphakamiso zokungenelela:

6.2.1 Ukuhlonywa kwehlelo lakaMengameli lokuthomisa ukuqatjiswa kwabantu abatjha nokwakhiwa kabutjha kwezomnotho nehlelo lokujanyiselelwa

- Yakha inetiwegi yenarha yoke yokuphathwa kweendlela ukwenzela inikele abafuna umsebenzi ithuba lokuthola isizo elisisekelo nokubandulwa okulungele ukusebenza ukwenzela ukuthi bakwazi ukuwafanisa ngconwana namathuba wezomnotho.
- Ukuhlomisa abantu abatjha ngamakghono wemikhakheni ebalulekileko yokukhula ukwenzela ukuthi bathole amathuba afana nalawo amatjha , nezomnotho nokudla nokukhuthaza ituthuko namano wokuthola labo abasalele ngemva ngenca yokulisa isikolo.
- Yethula iindlela ezitjha zokusekela abosomabhizinisi abasebatjha ngendlela ebeka phambili ukususa iinqabo nokwakha amathuba wokusiza amabhizinisi ukuthi aphumelele ngokwenza i-datha ibe sezingeni eliphasi begodu itjengise imikhakha esele ikulungele ukusungula izinto ezitjha.
- I-phiko lezokuthuthukiswa kwabantu abatjha enarheni (i-NYDA) neziko lokuthuthukiswa kwamabhizinisi amancani nakufakwa hlangana ukusetjenziswa kweemali nokusekelwa kwabosomabhizinisi abatjha abaziinkulungwana embili emnyakeni emithathu le ezako.
- Nikela abantu abatjha ilwazi elisebenzayo ngokukhulisa i-phiko lezenzelo zabantu abatjha (YEBO), okulibambiswano elidoswa phambili mabhizinisi nombuso nabasebenzi ukusiza abantu abatjha ngokuthi bathole ilwazi lomsebenzi ukuze bathuthuke baye emakethe yezemisebenzi.
- Ukuthomisa ihlelo lakaMengameli Lokunikelwa kwabantu abatjha (PYSP) ukuze linabele ehlelweni Lenarha yoke lezenzelo zabantu abatjha likhuthaze namathuba wemisebenzi wabantu abatjha abazimisele ukunikela emiphakathini yabo, kubandakanya nomkhakha wezehlalakahle nokutjhejwa. I-PYSP iyokusebenza njengebhlorho lokuya esikhathini esizako kwezefundo, emisebenzini, nekuthomeni ibhizinisi.
- Ukwenzela abantu abatjha imisebenzi esezingeni begodu ezwakalako, ukuze ibe phakathi nakho koke ukungenelela kokuvula amathuba wemisebenzi.
- Sula isidingo sokuthola ilwazi emisebenzini yezinga lokungena ukwenzela ukuthi unikele abantu abatjha ithuba lokungena emakethe yezabasebenzi bathole nelwazi lokusebenza.

6.2.2 Yethula Isibonelelo Seemali Ezingeni Eliqakathekileko Labantu Abatjha Abangasebenziko

- a) Sekela imizamo yabantu abatjha nabaphele amandla, abafuna imisebenzi ukuze bangene emakethe yezabasebenzi ngokwethula isibonelelo Sakawoke-woke Semali Engenayo - isikhuthazo esifana nesibonelelo seCovid-19 -Social Relief of Distress ngokusekelana nabantu abatjha ekutheni bangene emisebenzini, nemabhizinisini

6.2.3 Hloma Amananeko Abekiweko Wabantu Abatjha Kiyo Yoke Imikhakha

- a) Thomisa begodu utjheje ama-30% wamananeko wekuqatjhwani kwabantu abatjha emikhakheni ebekwe emkhakheni enamakghono amakhulu wokufakwa, njenge: zokuLima, zemiKhiqizo, zokuVakatjha, umNotho wemaLwandle, umNotho wobuKghwari, umNotho oHlaza noMnotho wokuSilaphazeka. Ukudlala indima kwabomma abasebatjha kujame ku -50%, nokudlala indima kwabantu abatjha abaphila nokukhubazeka ku- 7% kile mikhakha kumele kukhuthazwe.
- b) Ukuqatjha kwabantu abatjha nokurhweba ngamabhizinisi kufanele kuphakanyiswe njengezinto ezisehlweni ngokuqatjha komphakathi nokuqatjha kwabantu abatjha okubekelwe ngeqadi embusweni wenarha, weemfunda newangekhaya.
- c) Umbuso kufanele usebenzise iinsetjenziswa zawo begodu uthomise ngokubeka ilihlo okungenani ubuncane belutjha eyi-30% ebekelwe ngeqadi ekutholeni ama-kontra angaphasi “kwamabhizinisi amancane atjhatjholuliweko” (i-EMS) njengengcinye yekambiso yokuthengwa kwalokhu abakwenyulako, ukwenzela ukuthuthukiswa kwamabhizinisi aphethwe babantu abatjha. Yoke iminyango yombuso ezingeni lenarha, leemfunda nabomaspala kufanele babike kuhle ngamanani wokuthengwa banikele noma banikelwe ama-kontra amancani wamabhizinisi aphethwe babantu abatjha.
- d) Ukubekwa kwehlilo kwemithetho yeSewula Afrika yezabasebenzi, eveza ukuthi amaSewula Afrika ngiwo ekufanele enyulwe ekunikelweni kwamathuba wemisebenzi. Ngalo-ke, izenzo zemikhakha ephula imithetho leyo kufanele kuqalanwe nazo ngokutjuthisa abaqatjhi abaqatjha ngokungemthetho abahlali bangaphandle abanganawo namaphepha wokuba senarheni le.

6.2.4 Hloma amahlelo athuthukisiweko, wokuqatjha komphakathi onikela ngeendlela zamathuba wemisebenzi yabantu abatjha (Ihlelo Lokuqatjha Ngobunengi)

- a) Khulisa ukudlala indima kwabantu abatjha emahlelweni wokuqashwa komphakathi hlangana nokhunye, lihlelo elinabileko Lemisebenzi Yomphakathi, ihlelo Lemisebenzi Yomphakathi, ukunakekelwa kwemithangalasisekelo, nehlelo lokuLungiswa kweNdelela zemakhaya nehlelo lokuThuthukisa libe ngaphezu kwama-50%. Amathuba amanengi kufanele aye ebantwini abatjha (kufaka phakathi i-NEET, aboMma abase batjha nabantu abatjha abaphila nokukhubazeka) kufanele abantu abatjha laba babuthelwelele ukusiza imiphakathi, ngesikhathi barhola imali begodu bathole ilwazi lomsebenzi obalulekileko.
- b) Ukwenza ngcono ukusebenzisana phakathi kweenhlangano ezizijameleko nezombuso, neenhlangano zomphakathi ngehloso yokwakha imisebenzi eminye.

6.2.5 Bandakanya abantu abatjha ekubuyezweni kwenarha, ekuthuthukisweni kweendawo zemakhaya nezelimo

- a) UMnyango wezeLimo, ukuBuyiswa kweNarha nokuThuthukiswa kweNdawo zemakhaya ukwenza ngcono ubujamo babalimi abasakhasako nabathengisako ngokungezelela zeLimo, ukuqatjha abasebenza ezabelweni, ukusekela amathuluzi wokulima nokusiza abantu abatjha ukuthi babone iindawo ezithloga abasebenzi abanengi, begodu nokuthindana okuphezulu okungenzeka kube khona nemakethe, , njengamadribe omisiweko, amantongomani wehlobo le-pecan nembewu ye-oli.
- b) Sebenzisa indlela edzimelele ebantwini abatjha ekuthuthukisweni kweendawo zemakhaya ekusekeleni abantu abatjha kubandakanya nabosomabhizinisi abatjha bezokulima, abadlala indima ngomlande-lande wenani lezelimo ngokunikela ngenarha nomthangalasisekelo wezemali nezehlalo.
- c) Ukudosa, ukuqatjha nokwenza ukuthi abantu abatjha balandelele amabizelo wemisebenzi emkhakheni wezelimo (isib. njengabososayensi beentjhalo, abaphathi befuyo, abosonjiniyera bezelimo, izazi zezelimo, abososayensi beenlwane, abodorhodere beenlwane, izazi zeenlwana) kufaka hlangana nokunikela ngemifundaze (yokufunda enarheni le nakwamanye amazwe) nokuqinisekisa ukusekelwa emizameni yabo yebhizinisi namkha ukubekwa kuma-internship/ emisebenzini nasele baqedile ukufunda.
- d) Ukukhuthaza amakhamphani azijameleko ukugcwalisa iimali zombuso ekusekeleni indaba yokubuyiswa kwenarha, ikakhulukazi ngehloso yokulima. Abosomabhizinisi abatjha bezelimo kumele godu basekelwe babelane nabalimi ababomakade-abona ekufundiseni.
- e) Thindanisa abalimi abasebatjha nehlelo lokudluliselwa kwamakghono wabalimi nabalimi, ukunabiswa kwezelimo nokuqinisekisa ukuthi ukubandulwa kwabo kubambisene nokubandulwa kwabo kubambisene nomkhakha.

6.2.6 Sekela umnotho wemalokishini newemakhaya ekutjhogululweni kwezomnotho, ekwakhiweni kwamathuba wemisebenzi, nemisebenzini ngezinga eliphezulu lamandla

- a) UMnyango wezabasebenzi nokuqatjha, usebenzisana nabadlali bendima abafanele ukwenza amano ahlanganisiweko naphelleleko lamano wokuqatjha kwabantu abatjha.

- b) UMnyango wezabaSebenzi nokuQatjiswa, usebenza namabhizinisi ukuvikela imisebenzi esengozini ngenca ye-4IR.
- c) Nabisa iimfundo zokulungela ukusebenza ezilula begodu ukwenza kufinyeleleke ngomtato ophathekako. Eqinisweni, amanani wentengo ye-datha-zombebele kufanele ehle eSewula Afrika, begodu nomthangalasisekelo we-Information Technology kufanele unatjiswe ukuze kuvalwe ukuhlukana kweendawo zemakhaya nemadrobheni malunga nokufinyelela amathuba abonakalako. Boke abantu abatjha kufanele bakwazi ukufinyelela i-Wi-Fi emakhaya wabo.
- d) Sekela umnotho wemalokishini nowemakhaya ngokwakha iimakethe ezibandakanya woke umuntu endaweni ezinamathuba afana nomnotho zokudla, zomnotho ohlaza, zempilo nezefundo. Umbuso (ngokuthengwa kwepahla yomphakathi) namabhizinisi amakhulu banendima ebalulekileko okumele bayidlale lapha.
- e) Umbuso, ngokusebenzisa uMnyango wezEnjiwa naMandla ukuze uqinisekise ukuhlomula okubonakalako emithonjeni yemvelo yenarha. Ukusungulwa okuhlelekileko kweSikhwama Somnotho Esijanyisiweko njengokwesimemezeliso sakaNgqongqoshe wezeeMali Ekulumweni yakhe yesabelomali ngomnyaka ka-2020 kuyasekelwa.
- f) UMnyango wezemiDlalo, ubuKghwari namaSiko usebenzisana neminyango yomkhakha wezomnotho ukuthuthukisa nokuqinisa amano wokudlala indima kwabantu abatjha emabubulweni wezobukghwari, zokuvakasha nezemidlalo nezokuzigedla. Lokhu kungakhiwa ngamano akhona njenge-Mzansi Golden Economy.
- g) UMGcinimafa wenarha yoke i-NYDA noMnyango WezabaSenzi nokuQatjiswa ukuqinisekisa ukuthi ihlelo lokukhuthaza umthelo wokuqashwa (i-ETI) alivaleli ngaphandle amabhizinisi wokuthoma ngamabhizinisi wabantu abatjha ukuze kuhlomule amabhizinisi amakhulu asele anzinzile.
- h) Ukukhuthaza ukutholakala kwenarha yoke ngokususa iinqaba zamasiko, zomzimba, zehlalo nezinye ezikhandela abantu abakhubazekileko ekufinyeleleni, ekusebenziseni noma ekuhlomuleni emahlelweni ahlukahlukene womphakathi atholakala kwezinye izakhamizi ngoba ngiyo kuphela indlela abantu abakhubazekileko bangakghona ngayo amathuba alinganako nenzuzo, begodu bajoyine umphakathi ojwayelekileko. Kusikhiya sokusebenzisa amalungelo womphakathi, wezepolitiki, wezomnotho, wezehlalakuhle, zekolo namasiko emiphakathini.
- i) Ukukhuthaza ukutholakala kwendawo yoke ekwakhiweni kwemikhiqizo, iindawo, amahlelo neensetjenziswa zabo boke abantu ngaphandle kwesidingo sokuvumelana namkha ukwakheka okukhethekileko, kufaka phakathi imitjhinyana yokusiza nobucwepheshe beenqhema ezithize zabantu abaphila nokukhubazeka lapha kufuneka khona.

La mahlelo afunekako angezelelweko wokungena hlangana wokuqinisekisa ukuthi abantu abatjha abaphila nokukhubazeka abatjhiywa ngaphandle:

- (i) Umrhatjhi womphakathi kufanele abe nesiteyitjhi somrhatjho nomabonakude wabantu abaphila nokukhubazeka kokungezwa nokungakhulumi, ngaleyo ndlela akhe amathuba wemisebenzi yabantu abakhubazekileko.
- (ii) Kufanele kube sibopho kizo zoke izakhiwo ukuthi zibe neendlela ezikhamba ngeentulo zamavilo kubandakanya neendawo zepilo nezefundo.
- (iii) Ilimi lezandla kufanele lifakwe kizo zoke immezelo zomphakathi.
- (iv) Kufanele kusungulwe iindawo zokuhlumelelisa umphakathi ukuze kunikelwe ngesizo, nangokwezehlalakuhle kilabo ababelethwe nokukhubazeka nemindeni yabo.
- (v) Abaqashi baqale ukuthi akusibo boke abantu abanga-thayipha ama-CV wabo, kodwana baqalelele nalabo abakwazi ukulayitjha ama-MP3 bese bafake ama-CV wabo emigadangisweni elalelekako.

6.2.7 Thuthukisa begodu usekele amabhizinisi neenhlango eziphethwe babantu abatjha (Kukhuthaza amabhizinisi)

- a) UMnyango wezokuThuthukiswa kwamaBhizinisi amaNcane ukuze ukhiphe umbiko ohlanganisiweko wamakota woke wamabhizinisi asekelwa babantu abatjha begodu wakhe isilinganiso sokundzindza lwebhizinisi yabantu abatjha ngokulandelela kweragelo-phambili. Kuqakathekile ukuthi abantu abatjha bahlonyiswe ngeensetjenziswa namahlelo akhona wokusekelwa mbuso namkha amakhamphani azijameleko. Lokhu kufaka phakathi ukunikelwa ngokusekelwa kokuthuthukiswa kwebhizinisi, amakontraga wombuso, ukusekelwa ngeemali, njalo-njalo.
- b) Amaziko neminyango efanelekileko yokunikela ngesizo lokuthola imali yembewu nemali yokukhula kusenesikhathi kubantu abatjha abathoma begodu abazikhulisela amabhizinisi wabo. Indlela yesikhatjhana yamabhizinisi amancane asesigabeni sokuthoma, nehlanganisela yemikhiqizo yezeemali etjhugu-tjhugulukako eyenzelwe ukusizana nabantu abatjha ukuthi baphendukele esigabeni lapho bakghona ukufinyelela lula imali yebhizinisi ukuze bangezelele amabhizinisi wabo iyadingeka.
- c) Yakha begodu isekele amabhizinisi aphethwe babantu abatjha naboMma emikhakheni ephethwe boMma njengokutjhejwa kobuhle, iinsetjenziswa zezehlalakuhle, zokuvakasha, zelimo zokuthoma, ukudla nokuthengisa.
- d) Yoke imikhakha yezomnotho namabubulo wokwenza okunengi ngcono ngokudlala indima kwabantu abanzima, abantu abatjha, nabomma, nokusekela amabhizinisi aphethwe babantu abatjha ngokuthenga nokuthuthukisa amabhizinisi.

Lapha kufanele khona, inzuzo kufanele isetjenziswe njengethulusi lokwakha abosomabhezininisi abasezako.

- e) UMnyango wezokuThuthukiswa kwamaBhezininisi amancani ukuze kwenziwe lula ukwenziwa komkhakha wamabhezininisi amancani ngokuqalana neentjijilo eziqalene nabosomabhezininisi abasebatjha.
- f) Ukulekelwa komthelo ekuthomeni kwamabhezininisi wabantu abatjha kufanele kuhlolwe njengendlela yokuthuthukisa ukuzimelela kwabo.
- g) Amahlelo wokulungiswa kwamakghono kumele abandakanye ukuthuthukiswa kwamabhezininisi nokubambisana nokwenyuswa kwabosomabhezininisi abaphumelelako ukuqinisekisa ukudiswa kwabantu abanengi, nokukhuthaza abantu abatjha. Lokhu kufanele kukhambisane nalokhu okulandelayo:
 - (i) Ukuthindana namabhezininisi wabantu abatjha emathubeni wokusekelwa ngemali enikelwa mbuso namakhamphani azijameleo ngokurhabisa izinga lokuthatha iimali ezisungulelwe ukusekela amabhezininisi nabantu abatjha bomzabalazo.
 - (ii) Ukwamukela indlela yemikhakha yokuthindana kwabomabhezininisi abasebatjha emathubeni nemikhakheni ehlukeneko yezomnotho namahlelo ahluka-hlukeneko, njengehlelo lokwakha umthangalasiseko nokuthengwa okujwayelekileko komphakathi. Kumele kuqalwe khulu abantu abatjha abaseendaweni zemakhaya begodu kufanele kuhlolwe, kuthuthukiswe imikhakha esecwadini. Ukusekelwa kwama-netiwegi wabosomabhezininisi abancane neenjanga kumele kuthuthukiswe.
 - (iii) Ukuthindanisa iimakethe ezikhangisa ukukhuthaza nokufuneka kwemikhiqizo ekhiqizwa bosomabhezininisi abasebatjha. Ngaleso sizathu, kufuze kuthuthukiswe amano wokusebenzisa ukuthengwa kwepahla yombuso neyomkhakha ozijameleko ukusekela amabhezininisi aphethwe babantu abatjha. UMnyango wezamaBhezininisi womBuso kufanele uhlanganise imizamo uvule namathuba wokuthuthukiswa kwamabhezininisi ebantwini abatjha abasemakhamphanini wombuso.
 - (iv) Ukuthuthusa abantu abatjha ngamakghono, njengokuqatjhelwa kwamathuba, ukuhlela ibhezininisi nokuraga amabhezininisi wokuhlola, kufaka phakathi amakghono athambileko njengokuzwisisa, ukwenza izinto njalo-njalo.
- h) Abantu abatjha abaziziphuli-mthetho abaqalene neentjijilo ezibuyelelwe kabili zokungasebenzi nomlando wobugebengu ngenca yokulahlwa licala labo, kumele basekelwe ngokuhlanganisa kabutjha nemiphakathi begodu bakhuthazwe ngokungena kwabo emakethe yezabasebenzi, ngaleyo ndlela bakhandele ukona kabutjha nakukuthazwa imizamo yokubavuselela.
- i) Umbuso ukhuthaza ukusetjenziswa kwama-khowudu, ne-thegnoloji eyakhiweko nokuphathwa babantu abatjha beSewula Afrika nabosomabhezininisi kumele banikelwe isekelo leemali nokuvikelwa emiphumeleni emibi yeemakethe zomhlaba woke.
- j) Lapha ukufinyelela umthangalasisekelo kusiqabo, umbuso wangekhaya unikela ngokusekelwa kwebhezininisi ngokuzisa iindlela zokusekela umthangalasisekelo
- k) Ukukhuthaza ukwenziwa kwamasimu ngamano, ukuvuselelwa kabutjha kwezelimo, ukukhuthazwa kokuthunyelwa kwamanye amazwe, nokuhlanganiswa kwamabhezininisi aphethwe babantu abatjha emnothweni wenarhakazi ye-Afrika.

6.3. UKUKHUTHAZWA KWESIPILO NOMKHUMBULO

Ukuqinisekisa ukuthi iSewula Afrika iyazifeza iinhloso zezepilo ebantwini, abantu abatjha bathloga ukusekelwa ngelwazi, amakghono neensiza ezibasiza ukuthi bavikele izifo ezingathathelaniko nezithelelanako ezibandakanya izifo ezingalaphhekilo, nokuphazamiseka komkhumbulo. Ipiilo kufanele iqalwe ngokupheleleko, ifake izinto ezingokwemizwa nezingokomoya. Ukuqalana nengogwana le, abantu abatjha beSewula Afrika kufuneka babe yingcenywe ebonakalako yesisombululo, badlale nendima ebonakalako emizameni yokwehlisa ukusabalala kweengogwana nokwehlisa umthelela wayo.

Ngokuphathelene nepilo yangokomkhumbulo ikakhulukazi, iSewula Afrika kufanele iqalane ne-SDG Target 3.5 “yokuqinisa ukuvimbela nokwelatjhwa kweendakamizwa (amatshwayo: ukwembeswa kokungenelela kokwelatjhwa kwezifo nokusetjenziswa kweendakamizwa; ukusetjenziswa kumbi kotjhwala nokuqalelela ukungenelela

kwabantu abatjha ekwehliseni umthwalo wokugula). Imininingwana ngemiphumela yokusetjenziswa kumbi kweendakamizwa kufanele itholakale kubanikeli beensiza abafaneleko. Abantwana nabantu abatjha bathindeka ngenca yegandelelo elinengi kubandakanya imiphumela ye-HIV emindenini, ukusetjenziswa kumbi kweendakamizwa kwababelethi, umguruguru wangekhaya nokuthloriswa kwabantwana ngokunganakwa, umthlago nokuwohloka kwemindenini, ubudlelwano obumbi phakathi kwabangani negandelelo yeemfundo ebeka abantu abatjha ekuguleni ngokomkhumbulo nekambiso yokuphila. Ukulahleka kwemisebenzi okuhlobene nengogwana le, ukudliwa kwamabhezininisi nokulahlekelwa babantu obathandako bekulindeleke ukuthi kurholele ekugandelelekeni okungezelelweko kwemizwa yabantu abatjha abanengi. Ngesikhathi sokutjhugulukela ebudaleni, imiraro enjengokwehluleka eemfundweni, ukusetjenziswa kotjhwala, iingozi zeenkoloyi, umguruguru phakathi

kwabantu, ukubandlululwa, nokungasebenzi kungathikameza umuzwa wokuzijamela begodu kwehlise nezinga lepilo labantu abatjha. Imvamisa, ukunganakwa kuthikameza ukusetjhenziswa kweensiza nezepilo yomkhumbulo nokusekelwa kwabantu abatjha. Ihlelo Lenarhayoke Lokulwana nomGuruguru nokuBulawakwaboMma (NSP) (2020-2030) lakhiwangekambisoyokubonisana nabadlali bendima abanengi ebandakanya abantu abatjha. I-NSP inikela ngemizamo evuselelweko yemikhakha ehlukahlukeneko ngurhulumente kanye neenhlango zomphakathi ukuqaphela iSewula Afrika etjhaphulukileko emgurugurwini nokubulawa kwaboMma (i-GBVF). Woke umguruguru oqaliswe ngakibomma (kiyo yoke iminyaka, indawo, ukukhubazeka, ukukhetha iindaba zomseme, ubunikazi bobulili nobulili, ubuzwe, nokhanye okuhlukileko) nomguruguru oqaliswe ebantwaneni. I-NSP inikela ngelihlu lehlelo elizokulungisa ukungenelela okuhlobene nabantu abatjha ekuphenduleni ngokurhabako abongazimbi nalabo abasindileko bomguruguru wobulili (GBV), kungezelelwe ukufinyelela kwezobulungiswa kwabasindileko, kutjhugulule neendlela zokuziphatha nokuziphatha ngokusebenzisa amajima wokuyelelisa asezingeni eliphezulu namajima wokukhanda, iqinise izakhiwo ezikhona neziphendulako umguruguru wobulili lo, nokukhuthaza ukuziphendulela, nokwakhiwa kwamathuba amanengi wezomnotho waboMma abasebancani abasengozini yokuthloriswa ngenca yomthlago

(DWYPD, 2020). I-4IR iletha amathemba wamathuba amatjha webhizinisi neendlela zokulethwa kokunakekelwa angathuthukisa ukulethwa kokunakekelwa kwezepilo ngokomzimba nangokomkhumbulo, kusizwa ubucwepheshe be-dijithali obungathuthukisa ukunakekelwa kwezepilo okungabiziko, okufinyeleleka nokusezingeni eliphezulu kibo boke. Isibonelo, ubucwepheshe beselula sebuyikundla yokwenza ngcono i-datha yezokwelapha nokulethwa kweensiza. Ngaphezu kwalokho, ukutholaka kokugula nokukhiqizwa kweenhlala zokwelapha kusizakele msinya ku-dijithali. Iinhlangano neenhlango ezahlukeneko ezihlangana nabantu abatjha kufanele zihlanganise ukuhlolwa kwezepilo yomkhumbulo, ukuthunyelwa, nokuyelelisa emahlelweni wazo.

Ukuphetha, itjhorensi yezepilo yenarha yoke (i-NHI) isejimeni lokuthomisa ukusebenza. Leli lihlelo lokusekela ngezepilo elenzelwe ukuhlanganisa iimali zeensiza ezingabizi khulu zomuntu siqu kibo boke abantu beSewula Afrika ngokuya ngeendingo zabo zezamaphilo, kungakhathalekile ubujamo babo behlalo nezomnotho. Umgomo lo ukhuthaza ukufakwa kwabantu abatjha ingasi njengabahlomuli behlelo, kodwana njengabahlanganyeli abakhambisa lelihlelo modeli yeemali ye-NHI iyokusebenza eenjamisweni entathu ezibalulekileko ze-NHI: ukunikelwa kwendawo yoke kwezepilo, ibumbano lomphakathi ngokusebenzisa isekelo elinengi, kanye nokulingana.

Imphakamiso zokungenelela:

6.3.1 Sekela lindlela Zokuphila Ezinepilo Ngokukhuthazwa Kwezamaphilo, Ngokomzimba Nangokomkhumbulo

- Ngenisa ifundo ekatelelako kizo zoke iinkole, e-yunivesithi, nejele nokulwa namagulo wokuphila njengamagulo weswigiri, neengazi eziphezulu. Ngaphezu kwalokho, uMnyango wezemiDlalo, ubuKghwari namaSiko nomasipala kumele baqinisekise ukunikelwa kweendawo zokuzithabisa, kubandakanya neendawo zokuzithabulula nezemidlalo emiphakathini.
- Iinkolo zombuso nezizijameleko namaziko wemfundo ephakemeko kumele zinikele ngesizo lezehlalakhle ukuze kusonjululwe iintjhihlo ezifana nepilo yangokomkhumbulo, ukusekelwa, umguruguru oqaliswe kilaba bobulili obufanako, ukudlwengulwa njalo-njalo.
- UMnyango wezokuThuthukiswa komPhakathi ukusekela ukubandulwa, ukuqashwa nokubekwa kwabasebenzi bezehlalakhle nokugega neminye iminyango ukuthi yenze okufanako ukuqinisekisa ukunikelwa kweensiza zangokomkhumbulo, ukuqalana nemiraro eyandako zezehlalakhle yabantu.
- Abocwepheshe abatjha abasemiphakathini nemazikweni, abanjengabocwepheshe bomkhumbulo, abasebenzi bezehlalakhle, abocwepheshe bokuthuthukiswa kwabantu abatjha, abasebenzi babantwana abase bancani nabasebenzi bezepilo emiphakathini kumele baqashwe ukuze baqinise ukusekelwa ngokomkhumbulo nezehlalakhle kubandakanya ukunikelwa kweensiza zezepilo zomndeneni nezomkhumbulo.
- Ukusekelwa okusisekelo ngaphakathi kokungenelela kwabantu abatjha kwakaMengameli kufanele kunikele isizo lomkhumbulo nezehlalakhle ebantwini abatjha.
- UMnyango Wezepilo kufanele usungule iluhlu labantu abatjha ngaphakathi kwetjhorensi yezamaphilo, ukuqinisekisa ukuthi abantu abatjha babekwa ehlangathini begodu bayabandakanyeka ngesikhathi sokuthoma ukusebenza.

6.3.2 Phakamisa ipilo yangokomkhumbulo phakathi kwabantu abatjha

- Khulisa ukuyelelisa ngeensiza zokululekwa kwabantwana, abantu abatjha nalabo abasemiphakathini edosa emhlweni nemaphandleni. Lokhu kufaka phakathi iinsiza -ISHP, zezepilo yengqondo ezisemiphakathini ezinikelwa yihlangano ezijameleko engalawulwa mbuso i-NGO, i-Childline nehlango esiza nabantu abathloriseke ngokomkhumbulo, i-South African Depression Action Group (SADAG).
- UMnyango wezamaPhilo uzosungula amaziko wezepilo yomkhumbulo emiphakathini, wokunikela ngeensiza begodu kufanele zinikelwe amagama angekhe adosa iingulani
- Yethula iinomboro zasimahla zebusuku nemini zokunikela ngefihlo engatholalaliko ebantwini abatjha nesizo lokwelulekwa

ngokomkhumbulo. Iinsiza zokukhulumisana nabeluleki abajayelekileko bomkhumbulo, nabasebenzi babantu abatjha abasebenza ngokomkhumbulo, abelaphi bezepilo yengqondo namkha abeluleki ababocwepheshe emahlangothini wezokuthindana afana neWhatsApp/Messenger ziyasiza begodu zingathindaniswa nehlelo lemininingwane yeendawo (i-GIS) ukukhomba indawo yomsebenzisi begodu inikele ipendulo ngokurhabako emuntwini onombono wokuzibulala namkha ezinye iintjhielo zepilo yomkhumbulo. Iinsiza ezinjalo zikhangiswe kabanzi ngesikhathi se-lockdown begodu kufanele zingezelwe, zikhitjwe begodu zisetjhenziswe nakuphela leengogwana.

- d) Boke abadlala indima kumele babukele indaba yezamaphilo ngokubanzi basebenzisa ilihlo lezamaphilo womphakathi, begodu baqalane nabonobangela wobudisi obuqalene nabantu abatjha, njengamazinga aphezulu womguruguru oqaliswe kibobaba, ukusetjenziswa kumbi kweendakamizwa ukuzibulala, ubugebengu, iimphumela yebandlululo noma okhunye ukukhethululwa, kwemikhumbulo yabantu abatjha abangasebenziko. Amahlelo neensiza kufanele zelulwe ukusekela ababelethi nabambelekele abantwana nabantu abatjha abathindekileko.

6.3.3 Ukuqeda ukusetjenziswa kweendakamizwa ebantwini abatjha

- a) Sebenzisa ngokupheleleko ihlelo lenarha yoke leendakamizwa,
- b) uMbutho wamaPholisa weSewula Afrika ukubekela phambili ukwehlisa ukutholakala kweendakamizwa ezingasi semthethweni kubandakanya nokukhuphula iminyaka esemthethweni yokusetjenziswa kotjhwala ibe myaka ema-21.
- c) UMnyango wezamaPhilo usungula begodu usebenzise ikambiso nemikghwa yokwenza ukuhloliswa okuhlangene nokwelatjwa kokunzina phezu kweendakamizwa nokuphazamiseka okwenzeka ngokubambisana.
- d) Imithetho nemigomo eyenza kube lula ukuphathwa kotjhwala neendakamizwa kuthloga ukulungiswa okukatelelweko.
- e) Utjhwala akukafaneli buthengiswe eqadi kweenkolo nakwezinye iindawo ezivame ukuvakatjhelwa babantu abatjha.
- f) Abantu abatjha kufanele badlale indima emahlangothini weendawo ezilwa nobugebengu namkha iinkundla zokuvikela umphakathi (CPF) begodu bakhuthalele ukulwa nekhohlakalo ephazamisa imizamo yokulwa neendakamizwa.
- g) Imininingwane ngemiphumela emimbi yokusetjenziswa kweendakamizwa neengozi zokujayela iindakamizwa kufanele ikhambisane nemikhangiso yotjhwala kumabonakude. Ukuvinjelwa okupheleleko kwemikhangiso yotjhwala kufanele kuqaliswe mbuso.
- h) Ukuqalana nokufinyelela okulinganiselwe emazikweni wokuhlumelelisa isimilo, umNyango wezokuThuthukiswa komPhakathi kufanele uthomise begodu ungezelele amahlelo wokunciphisa ukulimala nokuhlumelelisa abantu abatjha abasemrarweni wokusebenzisa kumbi iindakamizwa enarheni yoke.
- i) Imithetho kamasipala eqalene nokuvimbela ukutholakala kotjhwala kufanele igandelelwe khudlwana.
- j) Kufanele kusungulwe imisebenzi ephathelene nokulwa nokusetjenziswa kweendakamizwa.

6.3.4 Ukuqeda komguruguru wobulili noqaliswe ebantwini ababoMma

- a) Kuthonyiswe ihlelo lenarha yoke lomguruguru lokusekelwa kwaboMma namano wokulwisana nokubulawa kwabomma (i-NSP) (2020-2030). Ukuqinisa umthetho okhona osebenza ngomguruguru wobulili ngokukhibelela imithetho emithathu eqakathekileko, okumthetho womguruguru wangekhaya i-Domestic Violence Act; UmThetho woBuleleshi eendabeni zokuthloriswa ngokomseme i-Criminal Law (Sexual Offences and Related Matters) Act; nomthetho wobugebengu neendaba ezikhambisanako.
- b) Ukuqalisa iinsiza zokukhandela nokungenelela kusenesikhathi kilabo abathloriswe base bantwana nasele babadala, nabenzi bokuthlorisa.

6.3.5 Ukukhuthaza zepilo nezomseme namalungelo

- a) Fundisa ngokuziphatha kuhle ngeendaba eziphikisana nokuqatjangelwa kweendaba zobulili nokukhethululwa kwantu abatjha ukwenzela ukuthi bakhulise umuzwa wokuzithemba okusuka ngaphakathi, nokuzihlonipha nokuhloniphana, nokuzwisisa okungeneleleko kweendaba zomseme kwabantu abatjha. Ilutjha, ikakhulukazi aboMma abase batjha, kufanele bafundiswe ukuba namandla nabathatha iinqundo mayelana nepilo namalungelo wezemseme nokubeletha nokubika ukuphulwa kwamalungelo la. Lokhu kundzindze ekufundisweni okupheleleko eendabeni zomseme nesibopho seenkolo nemindeni.
- b) Khuthaza ukufinyelela iinsiza zezepilo ebantwini abatjha abasakhulako neminingwana ephathelene nezepilo zomseme, nokubeletha namalungelo begodu ukungezelele lokho ngemitholapilo yabomakhambangendlwana, emazikweni wezepilo zomphakathi nezangeqadi, neenkolweni, nakwezinye iindawo. Abantu abatjha kufanele bakwazi ukuzithathela iinqundo mayelana nokunakekelwa kwezepilo okudoswa phambili ngabezepilo abangabehluleliko nabanozwelo, abasebenzi bezhlalakahle nabomphakathi.
- c) Sebenzisa amahlangothi wezomthetho wokuvikela abantwana emazikweni wezempilo, eendabeni zamacala

wokudlwengulwa nayo yoke eminye imihlobo yokuthloriswa ngokomseme.

- d) Vumela abantu abatjha ukuthi basebenzise iinsiza zokunakekelwa kwezepilo, kubandakanya nemitholampilo yezepilo yabomakhambangendlwana ukuze basebenzise amajima wokukhuthaza zepilo namajima wokuvikela izifo; Ukululekwa nokuhlolelwa i-HIV begodu nokuzitjheja komuntu ngezamaphilo wakhe nokususa iinthezi ezikhona sesikhathi sengongwana ekhona kwagadesi neengogwana ezinye ezisezako .
- e) Vikela abantu abatjha emgurugurwini ophathelene nobulili, izifo ezithathelana ngokomseme, ukusetjenziswa kumbi kweendakamizwa nokuba sidisi kwabantu abajha. Sithloga ukuqalana ngepumelelo nemikhwa yamasiko athlorisa amalungelo wabo nokuqalana namahlangothi wezehlakalo zeentjijilo zezepilo.
- f) Sebenzisa iindlela zokungenelela ezinikela ngelwazi neentjijilo zeendaba ekungasiliqiniso, iinolwana, ukungazwisisi kuhle, ukuqabanga okungasi kuhle, nokubandlululwa okuhlobene nezomseme.
- g) Ukuhlomisa imindeni nemiphakathi ngamakghono wokuyivumela ukuthi ikwazi ukukhuluma nabantu abatjha ngepilo yezomseme nokubeletha ngetjhaphuluko nangokuzithemba isebenzisa ilimi layo lekhasa.

6.3.6 Nciphisa umonakalo obangwa kuqubuka kwengogwana

- a) Nikela ngempendulo epheleleko kuzakhamuzi, ikakhulukazi abantu abatjha, ngokujamelene nomthelela wengogwana le, ekubeni uqalene nokulawula ihlekelele.
- b) Ukunciphisa umthelela wengogwana le kwezehlalakuhle nakwezomnotho nokuvikela labo abasengozini, ngokuqinisekisa ukuthi zombili iindlela zokungenelela kwezehlalakuhle nezomnotho zitjengisa ilutjha eliyi-40% njengabahlomulako.
- c) Thuthukisa ukutholakala kweendlela ezitjha zokufunda (ngefundo ye-inthanethi neyamabanga amade).
- d) Ukunikela ngesizo lezehlalakuhle emindenini ethindeke khulu ngemirholo yayo ngenca yengogwana
- e) Sekela amabhizinisi aphethwe babantu abatjha ngokunileza isizo ngomthelo.
- f) Ukusiza imiphakathi ukuthi ifinyelele emanzini nekuthuthweni kwendle.
- g) Bandakanya abantu abatjha njengabazenda ekukhuthazeni iindlela zokuhlwengeka ezisisekelo njengokuhlamba izandla qobe nokusebenzisa iinhlanzekisi..
- h) Ukuqinisekisa ukudlala indima kwabantu abatjha emahlelweni wokwenza iinqundo, ukuqinisa i-ejensi yabo nephimbo labo.
- i) Khulisa amahlelo avezwa babantu abatjha ekuphenduleni ukusahlela kwezifo.
- j) Ukuqala ngokungatjhugu-tjhuguluki umthelela wezifo ezisahleleko ebantwini abatjha, kufaka phakathi ngokuthindana okufaneleko, imikhulumiswano, nehlobo njalo-njalo.

6.4 UKUHLALISANA NGOKUTHULA NOKWAKHIWA

Ihlelo lokuthuthukiswa kwenarha (-NDP) linombono wokuthi ngomnyaka ka-2030 abantu beSewula Afrika bazokuhlala emiphakathini ebumbeneko nebalekela ukwahlukana ngokobuhlanga, ubulili, nangeengaba begodu kwamukelwa ngokungezelelweko ubunikazi babantu abanengi. Ukwakha isitjhaba nokuhlangana komphakathi kuletha ibumbano lehloso, elifunekako ukwenzela ukwehlula iinqaba ezivimbela ipumelelo nokulingana. Abantu abatjha beSewula Afrika bakufakazele kanengi-nengi ukuthi bangaphalisana kiwo woke amazanga wemabubulweni wezobukghwari namasiko lapha ekhaya nephasini zombebele begodu isibonelo kufanele silingiswe ngabanye. Isibonelo, ngomnyaka ka-2020 ihlelo laka-Trevor Noah le-Daily Show, elirhatjwa ukusuka eNew York, lalibukelwa malanga woke ziingidi zabalandeli ephasini mazombe

IeSewula Afrika ikhiqize abambalwa abathumbe emaphaliswaneni kanobuhle ephasini u-Miss Universe kile minyaka edluleko, okubalwa kibo uDemi-Leigh Nel-Petersen ngo-2017, Zozibini Tunzi ngo-2019 noTamaryn Green owaba ngewokuthoma ukungenela iphaliswano laka-kaMiss Universe ngo-2018. Wathumba unongorwana wephasi wokuthoma ngomnyaka ka-2019, ukuvala umoya wokuthumba ngemizamo ehlangeneko. Abantu abatjha kufanele badose phabili ekufezekiseni umbono womthethosisekelo womphakathi obumbeneko, ongakhethululi ngokobulili, ongakhethululi ngokobuhlanga, wentando yenengi, ophumelelako begodu futhi olinganako. Zemidlalo nezobukghwari zinekhono eliqinileko lokusekela ukwakhiwa kwesitjhaba njengoba kutjengiswa ibumbano lapha abantu beSewula Afrika badlala indima noma baphumelela emidlalweni yokuphalisana efana nezemigijimo, ibholo erakghwako, ukududa nomakhakharakghwe. Umbuso ngokusebenzisa uMnyango wezemidlalo, ubuKghwari namasiko nama-ejensi wakhe batjengisa indima yomkhakha wezobukghwari, amasiko namagugu “ukufaka isandla ekuthuthukiseni komnotho okunzinde ekuthuthukiseni ukwakhiwa kwamathuba wemisebenzi ngokuvikela nokuthuthukisa zobukghwari, amasiko namagugu weSewula Afrika ukuze kuvikelwe isitjhaba esibumbeneko nentando yenengi” (UmNyango WwzobuKghwari namaSiko, 2017).

UmNyango wezemidlalo, ubuKghwari namaSiko usungule i-“Mzansi Golden Strategy” ngo-2012, ngehloso yawo eyihloko njengokuthuthukisa amakhono nokwakha amathuba wemisebenzi anzinde phezu kwabavumi. Amano la asiza ihlelo leminyaka

yoke lokusekela ngeemali zobukghwari, amasiko nomkhakha wamagugu oqalene nokunikela ngeemali kubavumi abase batjha, abaphathi, abasebenza ngamagugu, iinhlango eziwezincani, amaziko wokuhlaziya kanye nomphakathi wokana. UmNyango wezemidlalo, ubukghwari namaSiko ama-ejensi anjengomKhandlu weNarha yoke wezamagugu nawo unikela ngeemali ekuvuleni amathuba wemisebenzi. Phezu kwalokho, i-National Lottery nayo inehlelo eliragela phambili lokusekela ngeemali ama-phrojekthi wezobukghwari, amasiko namagugu kanti labo abahlomulileko ekuqaliswe kibo khulu babantu abatjha. Noma iimbalo zezinga lemisebenzi eyakhiwe mkhakha wezobukghwari, amasiko namagugu zingatholakali, lo mkhakha unamandla amakhulu wokwakha amathuba wemisebenzi wabantu abatjha begodu kufanele unakekelwe. Noma ngiliphi ihlelo elihlose ukwakha amathuba wemisebenzi wabantu abatjha begodu libasize bakwazi ukuzijamela, kufanele liveze khulu ukukhuthazwa kwezobukghwari namasiko netuthuko nokubabalelwa kwamagugu. Ilutjha leSewula Afrika nalo kufanele lijamelane nokungabi nobulungiswa, eSewula Afrikanephadini zombelele, begodu kufanele lidlale indima kibonobangela abafuna amatjhuguluko ahlelekileko. Lokhu kufaka phakathi ukusikinyeka okufana ne- #DataMustFall; #BlackLivesMatter; #LGBTQLivesMatter; nezinye ezingavela ngokukhamba kwesikhathi.

limphakamiso zokungenelela:

6.4.1 Sebenzisa indlela yamahlangothi amanengi, yokunabisa ukuhlalisana ngokuthula nokwakhiwa kwesitjhaba

- Umbuso nabalingani bawo kwezehlalakhule kufanele basungule amahlelo wemitapo yelwazi neendawo ezimagugu zomphakathi nokunakekelwa kweendawo ezimagugu eziwezingeni eliphezulu ukukhulisa zevakatjho nokwakha amathuba wemisebenzi.
- Ibubulo lezobukghwari kufanele lamukele begodu lisebenzise inzuzo ebuya ku-4IR. Isibonelo, ukusetjenziswa kweBlockchain kungahlathulula kabutjha ukuthi abavumi babhadlelwa bunjani ngokuba yikundla yabenzi bepahla enobuhlakani yokuthola inani lomsebenzi wabo (WEF, 2017). Lokhu kwehlisa ukusekelwa balamuli abazifaka erhelweni lenani phakathi kwabavumi neenthekeli zabo.
- Zamabhezini zikhambisana namabubulo wokwakha nezamasiko begodu kufanele zikhuliswe, zikhuthazwe njengendlela yokwakha amathuba wemisebenzi wabantu abatjha.
- Ukukhiqizwa komvumo, idrama, ifilimu nokwenziwa kwamabhayis'kobho, ikundla yezokuthindana, iinthombe, izindlu zefatjheni, imidlalo yetjhatjhazi, namahlala nobukghwari bokudlala obufanako kufanele busekelwe njengemikhakha ekhula ngebolo elikhulu emabubulweni wezobukghwari namasiko.
- Aborhulumente bangekhaya nomNyango wezemidlalo, ubukghwari namaSiko kumele bavulele abantu abatjha amathuba wokuthindana ngokweengaba zomphakathi nemihlobo namahlelo ekumele afakwe emahlelweni wezetuthuko ezivanganiweko.
- UNyango wezemidlalo, ubukghwari namaSiko usebenza neminye iminyango neenhlango zomphakathi ukwenzela ukudlala indima ebonakalako ekwakheni ihlelo lokuziphatha kwabantu abatjha ukuze kuqinisekise ukuzibophelela kwabo ipilo yoke ekuthembekeni kwabo nezenzweni zokuziphatha emiphakathini. Ngokwefanelo, lokhu kufanele kuthuthukise ukuqabanga okunengqondo kokuziphatha ukuze ukwazi ukuqalana namaqiniso wokuziphatha begodu wenze iinqundo zomuntu siqu ezinzinze ekuvuthweni okubandakanya ukwazi ukujamelana nekhulakalo.

6.4.2 Iinsiza ezaneleko begodu ezilinganise ihlelo lenarha yoke leinsiza zabantu abatjha

- Imikhakha yombuso, yangeqadi kanye nomphakathi kufanele ikhuthaze, ivuselele, begodu ithole iinsiza ezilingana iphiko leinsiza zabantu abatjha i-National Youth Service (i-NYS) ingezelele nokufinyelela kwayo. Lokhu kukhambisana neenarha ezinengi ze-Afrika njengeNamibia, iKenya neTanzania, lapha umNyango wezokuVikela usekela ihlelo le-NYS, ukusekela amatjhuguluko wamakghono eendaweni ezibekelwe phambili begodu kudziyelelwe ekufundiseni inarha. Ukufeza lokho, isiqundo(-50%) seendawo ezibekelwe ngeqadi zokubandula kufanele zisekelwe Mnyango wezamaJoni weNarha nokuVikela ngemali ebuthelwe yi-SETA.
- Beka phambili umthetho wehlelo elikatelelako le-NYS. Abadlali bendima embusweni, amabhezini neenhlango zomphakathi kufanele banikele ukuthindana phakathi kwamathuba we-NYS nethuba lokuphuma elifaka abantu abatjha emikhakheni yokusebenza kwelutjha nakweminye imikhakha.
- Yakha begodu ukhuthaze amathuba wokubambisana kweenarha zangaphandle naphakathi kwenarhakazi phakathi kwelutjha leSewula Afrika nelutjha elivela kwamanye amahlangothi wenarhakazi ye-Afrika nephadini loke njengeminyanya yobukghwari namasiko, amahlelo wokutjhentjhana kweenkolo neminye imisebenzi ekhambisanako engakhuthaza ukuzwisisa amagugu we-Afrika.
- Vumela ilutjha lenarha le ukuthi lifunde ukuthi abanye abantu abatjha bakwezinye iinarha bazakhela bunjani amathuba kilezo ndawo.

6.4.3 Veza abantu abatjha eenjamisweni ezihle zomthethosisekelo ezikhuthaza ubunikazi besewula Afrika

- Abantu abatjha kufanele bafunde, betjise ilwazi begodu benze bahlaziye umthethosisekelo, njengoba uhlathulula nje ukuthi, kutjho ukuthini ukuba mSewula Afrika. Isihlongozo se-NDP sokuthi umthethosisekelo uzokufundwa kiyo yoke imibuthano yeenkolo, kulandelwe ukuvunywa kwengoma yesitjhaba vele sekuthonyiswe eenkolweni, begodu kufanele

kube yinto ejwayelekile kizo zoke iinkolo.

- b) Boke abantu abatjha kufanele bazijwayeze nomthethosisekelo nothethomlingwa wamalungelo begodu baphile ngeenjamiso ezingaphakathi kwalokho. Umthethomlingwa womthwalo ugunyaza abantu abatjha ukuthu "bamukele ukubizelwa emisebenzini okuza namalungelo amanengi netjhaphuluko abayitholileko njengelungelo lokuzuza njengelifa ngokuzidela nokuthlaga kwalabo abeze ngaphambili".
- c) Imikhandlu ejamele abafundi kufanele igandelele amatjhuguluko eenkolweni nemazikweni wefundo ephakemeko begodu iqinisekise ukuthi amaziko wayo athuthukisa begodu asebenzise amano wokwakha amasiko, ikambiso yokuziphatha, ne- nekhrikhulamu engabandlululi ngokobuhlanga.
- d) Beendaba nabadidiyeli kufanele bakhuthaze imibono yeSewula Afrika engakhethululi ngokobuhlanga, engakhethulilo ngokobulili, nentando yenengi kikho koke ukubika kwabo begodu banikele isikhathi esaneleko eendabeni ezisiza ngokwelatjhwa, ukwakha isizwe, nemikhulumiswano.
- e) UMnyango wezemiDlalo, ubuKghwari namaSiko kufanele uragele phambili nokwenza amatshwayo welizwe atholakale lula eenkolweni nemazikweni wefundo. Amatshwayo wenahra yoke kufanele atjengiswe ngamagabhadhlela emakhiweni yombuso nemakhamphanini azijameleko nenge kukghoneka, ukuhlonipha ukubaluleka kweSewula Afrika ebumbeneko.
- f) UMnyango wezemiDlalo, ubuKghwari namaSiko nezokuziGedla kufanele uragele phambili nokuqinisa begodu ulonde amahlelo aqaliswe ekwakheni isitjhaba nekuhlanganeni kwezehlalakhule njengeminyanya emikhulu yobukghwari yenarha yoke, nemisebenzi yezemidlalo.

6.4.4 Sekela abantu abatjha beSewula Afrika ekuqalaneni nayo yoke imihlobo yokubandlululwa ebandakanya ukubandlululwa ngokombala wesikhumba okuhlelekileko

- a) UMnyango wezemiDlalo, ubuKghwari namaSiko, namaziko wombuso ahlukeneko, aborhulumende bangekhaya, iinhlango zomphakathi nelutjha ngokwalo kuhlonywe ihlelo lokusebenza lenarha yoke ekulwisaneni nokubandlululana ngokombala wesikhumba, nokubandlululwa kwabantu beenarha zangaphandle, nokungabekezelelani okuhlobene nalokhu kufaka phakathi ukukhethululwa ngeenzathu zomseme. Umukghwa, nomguruguru wokuzonda labo abathandana nabobulili obufanayo.
- b) Ukuphumelelisa amajima wokuyelelisa nokutjhugulula indlela yokuziphatha mayelana nokuninana ngokobuhlanga nubuzwe, lokhu kufaka hlango ukujayeza ilutjha ngeHlelo leNarha lokulswana nokukhethululana nokubandlululana ngokobuhlanga, ubulelesi bokuhloyana, ukubandlululwa kwabahlali bangaphandle, neminye imihlobo yokungabekezelelani nokuvimbela ubulelesi bokuhloyana nokuveza umthethomlingwa wekulumo yokuhloyana namanaye amahlelo. c) Urhulumende nabalingani bakhe, kufaka phakathi ukuthuthukiswa kwezobukghwari ngokunikela ngesizo leemali ne -ICT kubavumi abase batjha ukwenzela ukuthi bakwazi ukwenza umsebenzi oveza ukwakha isitjhaba nokwakha iinkundla zemikhulumiswano.

6.4.5 Ukuletha uburholi nokuba majadu kwabahlali phakathi nabantu abatjha

- a) Ukusekela ngekuthalo ukuthuthukiswa koburholi belutjha ebujaeni bobudlelwano phakathi kwakarhulumende. Woke amalunga womphakathi kufanele aqalane nokwakha indawo evumela ukuthuthukiswa kwesizukulwana esilandelako saburholi. Abantu abatjha kufanele banikelwe amathuba wokufunda nokwenza ngcono amakhono woburholi. Kufanele kube nephesende ehlose ukujanyelwa kwabantu abatjha emikhakheni ethatha iinqundo kiwo woke amazinga wombuso, iinhlango namakhamphani azijameleko. Iimfundiswa ezisese zicani nazo kufanele zikhuliswe be godu zisekelwe.
- b) Ukwa mukela amathulusi wokuzibandakanya womphakathi asetjenziswayo, asebenzisanako nakhambako njengama-GovChat, i-LetsChat nokhunye okutjha okufuna imibono noma isenzo sabantu abatjha embusweni kufanele kube sibopho. Abomasipala kufanele basebenzise abantu abajtha bendawo ukwenza ihlolombono ngezenzo zomphakathi nokuzwisisa imininingwana yokwenza ngcono ukuhlela netuthuko kamasipala.
- c) Imikhandlu kamasipala ukukhuthaza ukufundiswa kwezakhamizi nokusebenzisa amahlelo amatjha minyaka yoke kufundisa abantu abatjha ngemisebenzi yabo yezehlalakhule namalungelo nemithwalo yeemfanelo njengezakhamizi. Lokhu kungenziwa ngeendleko ngepumelelo ngemirhatjho yomphakathi, amabhodi wokukhangisa abomasipala, imithombo yeendaba egadangisiweko namakhasi weenkundla zokuthindana kamasipala.
- d) Imikhandlu yendabuko kufanele ivikele futhi igcine amasiko wayo ngokukhuthaza ukuzikhakhazisa ngokuba mhlali we-Afrika, ngokukhuthaza ilwazi lendabuko, amaLimi nemikghwa.

6.4.6 Nabisa godu iinsiza ezaneleko zemidlalo ezikatelelwako eenkolweni nemiphakathini

- a) Umbuso kufanele uqinisekise ukuthi zikhona iindawo zomphakathi ezaneleko zokuzithabisa nezemidlalo ezenzelwe abantu abanengi.
- b) Abantu abatjha kufanele bazihlele ngeenqhema zomphakathi ukwenzela ukuthi baragele phambili nokudlala imidlalo. Lokhu kuyokwenza kube lula ukuthi iinhlango zezemidlalo nombuso basize ngemitjhini lapho kuthlogeka khona.

- c) IMinyango yezemiDlalo, ubuKghwari namaSiko nemiSebenzi yomPhakathi nomThangalasisekelo, isebenzisana namabhizinisi nabomasipala, kumele yethule amahlelo asebenzako wokuphila emiphakathini eyenzelwe abantu abatjha.

6.4.7 Sebenzisa amatjhuguluko wesine wamabubulo ekwakheni ibumbano lomphakathi nokwatjha isitjhaba

- a) Nabisa ukuthindana begodu uqinisekise ukufinyelela kwasimahla noma i-datha engabiziko.
- b) Ukunikela ngokutholakala kwemithangalasisekelo ye-broadband eendaweni ezingakatihejwa kuhle ikakhulukazi ezisemakhaya eSewula Afrika.
- c) Sekela ukufinyelela kwabantu abatjha emithonjeni yelwazi.

6.5. INDLELA ESEBENZAKO YOKUPHENDULA UKUTHUTHUKISWA KWABANTU ABATJHA

Ngokukhambisana nehloso yehlelo lokuthuthukiswa kwenarha i-NDP yokwakha umbuso onekghono ngokwenza umsebenzi wobukghwari kube ngewobucwepheshe, emikhakheni yabantu abatjha, ukwakha amandla emikhakheni yabantu abatjha kuletha ukuqinisa amaziko aqakathekileko azibophezele ukuletha iinsiza ebantwini abatjha nokuqinisekisa ukuthi abasebenza ngetuthuko yabantu abatjha njengabanikeli bokuthoma beensiza banamakghono aneleko. Mayelana nalokhu, amaziko alandelako la aqakatheke khulu ekusetjenzisweni kwemigomo le:

- a) UMnyango weeNdaba zaboMma, aBantu abatjha nabaPhila nokukhubazeka (i-DWYPD) utjheje ukuthuthukiswa kwemigomo, ukuthindana, ukuvikelanokuhlola. Eminye imithwaloye emfanelo zawo eqakathekileko ibandakanya ukwenza ihlolombono yabantu abatjha engeneleleko, ukufaka isandla nokubandakanyeka kwabadlali bendima nokusekelwa. Ngokusebenzisa uMnyango negatjha lenarha yoke lokuthuthukiswa kwabantu abatjha, uMnyango uzokwakha irhelo bewutjheje ukuhlela kokuphendula kwabantu abatjha, isabelo seemali, ukutjheja, ukuhlolwa nokuhlaziywa kweencwadi (i-YRPBMEA) kiyo yoke imikhakha yomphakathi ukuqinisekisa ukuhlanganiswa okungenamthungo nokuphendula okuhlelekileko kwetuthuko yabantu abatjha. Ezingeni leemfunda, lo msebenzi okhambisanayo uyokwenziwa boNdunankulu abasekelwa ziinhlangano zabantu abatjha ema-ofisini wabo aboNdunakulu.
- b) Ngaphezu kwalokho, kunamarhelo wabantu abatjha kiyoyoke imikhakha yombuso. Asungulelwe ukuthuthukisa imigomo/amano aqondene nomkhakha othize, ukuthuthukisa kwabantu abatjha ngaphakathi kwemigomo namahlelo wayo, nokudosa phambili ukuqabanga nokuthomisa amahlelo wemikhakha. Ezingeni leendawo kunama-ofisi wabantu abatjha aqalene nomsebenzi wokuletha iinsiza ebantwini abatjha nokuqinisekisa ukuthi zibekwa elihlwini nemaHlelweni wokuThuthukiswa okuHlanganisiweko (IDPs). Ama-ofisi wabantu abatjha wendawo kufanele asebenzisane neminyango ye-Local Economic Development (i-LED) ukusekela abantu abatjha ngelwazi namandla wokuphendula amathuba akhona. Woke la mahlangothi wokuqinisekisa ukusetjenziswa ngepumelelo kwemigomo.
- c) Ukuragela phambili nokuqinisa ukuthonyiswa kwePhiko lokuThuthukiswa kwaBantu abatiJha (i-NYDA) elasungulwa naphezu kokuthi lalimthetho we-National Youth Development Agency wendinyama yesi-54 ngomnyaka ka-2008. Ngokwalomthetho, i-jensi inikelwe amandla wokuhlanganisa abantu abatjha emnothweni, ngeenkathi kutjhugululwa iintjhisakalo zabo. Okubaluleke khulu kukuthi igunya lanjenganje le-NYDA libanzi begodu kubudisi ukulithomisa, kakhulukazi nakuqalwa ubudisi beensetjenziswa. Umthetho we-NYDA uyakhitjelelwa ukwenzela ukusebenza kuhle ukufinyeleleka kwawo.
- d) Umkhandlu wabantu abatjha weSewula Afrika (i-SAYC) wasungulwa eSewula Afrika ngomnyaka ka-1997 ukujamela iintjhisakalo zabantu abatjha. I-SAYC ineenhlangano ezahlukeneko ezimalunga. Enye yemikhakha enzinze kiyo ukuqinisekisa ukuthi iinhlangano zabantu abatjha zidlala indima eendabeni ezibanzi zezehlalukhule. Okukhambisana nemigomo kukuthi, noma indima ye-SAYC yokuba "lilizwi labantu abatjha" yamukelwa, lehlangothi ayaziwa ngokusemthethweni begodu iragela phambili nokuqalana neentjhihilo, ezibandakanya ukungabi khona kwemali nabasebenzi. Le miraro egandelelako ngoba ithinda ukukhuthazwa kwemikhakha yabantu abatjha. Ngalokho-ke kuqakathekile ukuthi i-SAYC yamukelwe ngokusemthethweni njengesigungu esiphezulu sabantu abatjha eSewula Afrika. Iinsiza zalo zabantu nezeemali kufanele ziqiniseke kobana zikwazi ukuze ngepumelelo emsebenzini wazo. I-SAYC nayo kulindeleke ukuthi iqiniseke amandla weenhlangano zayo ezimalunga zokubandakanya abantu abatjha ngetjhisakalo kuzakhamuzi ezikhutheleko.
- e) Isqhema esisebenzako sakaMengameli esiqalene nabantu abatjha (i-PYWG) sinikela ngelihlo elibukhali kwezepolitiki ekusetjenzisweni kwe-NYP 2030. Idoswa phambili nguMengameli, i-PYWG isebenza njengengxenywe yamahlelo wokuhlela nokubika ngeragelo-phambili. Kusiza ekuphenduleni kwabadlali bendima abahlukeneko ebantwini abatjha. Kukhanjelwa abadlali bendima abakhulu nabantu abatjha kurhulumente wonke, neenhlangano zomphakathi, amabhizinisi, kanye nabasebenzi abahlelekileko.
- f) Ikomidi yepalamende yaboMma, abantu abatjha nabaphila nokukhubazeka inikela ukwengamela isigungu ne-NYDA njengehlangano yombuso. Iragele phambili nokwenza iinqhema ziziphendulele ngokuthuthukisa abantu abatjha.
- g) Iinhlangano ezingekho ngaphasi kombuso ezidoswa phambili babantu abatjha zizijamele zisebenza ngaphandle

kombuso begodu ziletha iinsiza ezizwakalako zokuthuthukiswa kwabantu abatjha. Zisebenza eenarheni zephasi, ephasini loke, neendaweni kanti ezinye zenziwa mphakathi neKolo. Lo mgomo uyayivuma indima eqakathekileko ebanjwe ziinhlango lezi zokuthuthukisa abantu abatjha.

- h) Ukuzinikela kwemikhakha ezijameleko ekuthuthukisweni kwabantu abatjha kuhlala kuqakathekile, ikakhulukazi ngoba ukuqashwa kwabantu abatjha kusitjhiilo esikhulu kilo mkhakha. Umkhakha ozijameleko kufanele ubeke phabili ukufakwa kwabantu abatjha kwezomnotho, ngokwesibonelo, ngokuqinisekisa ukuphendula kwamakhawudu we-BBBEE ebantwini abatjha nangokunzinzisa i-YRPBMEA. Ukuhlela ngokuhlanganyela nokunikelwa kweensiza namakhampiani azijameleko nakho kuqakathekile. UMnyango wezaboMma, abaNtu abaNtjha nabaPhila nokuKhubazeka kufanele uqinise ukusebenza kwemitjhini yokuthuthukiswa kwabantu abatjha, nesakhiwo esididiyelweko sokuthuthukiswa kwabantu abatjha esakhiwe mikhakha ezijameleko, umkhakha wombuso nabadlali bendima beenhlango zomphakathi.
- i) Ukuhlukaniswa kweendaba zabantu abatjha kweenhlango zamazwe amanengi nakho kudlala indima eqakathekileko ehlanganweni yeenarha i-African Union, i-BRICS, i-Commonwealth Secretariat ne-Southern African Development Community.

Kuyahlathululeka ukuthi, ukwenzela ukunilela ngeensiza namahlelo anomthelela, iSewula Afrika iyaraga nokusebenzisa indlela eyamukelwa emahlangathi amabili wokuthuthukiswa kwabantu abatjha, okungila/Ukudzimelela ekuthuthukisweni kwabantu abatjha emikhakheni yoke ehlukeneko, ukunikela ngamahlelo neensiza ezikhethekileko eziqaliswe ebanwini abatjha. Lokhu kuthloga umzamo wokubambisana nokuhleleka okubuya kubadlali bendima abaphambili ekuthuthukisweni kwabantu abatjha, njengengcinye yesivumelwano sezehlo, kungakho kunesidingo sokwenza ngcono ubudlelwano phakathi kombuso wenarha yoke, nesifunda norhulumente wangekhaya ukuqinisekisa ukusebenzisana phakathi kwayo yonke imikhakha yombuso nabantu abatjha. Mayelana nalokhu, abantu abatjha kumele badlale indima ekuhloleni nekuthathweni kweenqondo, ekwakheni ukuthindana nokubamba ikulumo-pikiswano yezinga eliphezulu yokubonisana “ngemiraro yomphakathi” Esikhundleni salokho, kumele kuvulwe indawo evumela amandla wabo, ithuthukise uburholi babo, ifake nemibono emitjha ebakhuthazako njengezakhamuzi ezikhutheleko, ezikwaziko ukuqalana nemiraro yomphakathi beyisebenze ngamathuba. Ibambiswano liqakathekile, namamodeli wokulethwa kweendingo eziqinisekisa ukusekelwa kwamaziko nokudlala indima ekwakheni ukutjalwa kweemali okuqinileko emahlelweni wabantu abatjha emiphakathini engahlanganiko.

limphakamiso zokungenelela:

6.5.1 Qinisa amaziko nemakhiwo yabantu abatjha yokuqinisekisa ukusebenza nokuphendula

- a) Kumele kube nensiza zokusebenza ezitjhatjhalazi nezanele amaziko wokuthuthukisa abantu abatjha, namagadango aqinileko wokuziphendulela ekutheni iinsiza zisetjenziswa njani ekugcineni.
- b) I-DWYPD ukwethulwa kungenelela okuhlelekileko kuqinisekisa ukuhlangana kwamaziko ahlukeneko nokuqeda ukusebenza ngamunye kobana kukhuthazwa ukuhlanganiswa okufaneleko kwamahlelo wokuthuthukisa abantu abatjha nokubalekela ukubuyelelwa kanengi nokoniwa.
- c) Woke amaphiko wombuso kufanele afake ukuthuthukiswa kwabantu abatjha kiyo yoke imigomo namahlelo wemikhakha ukuqinisekisa ukuphendulela.
- d) Ukuthiya ngokufaneleko amahlelo wokuthuthukiswa kwabantu abatjha azokusetshenziswa mbuso, iinhlango zomphakathi namahlangathi wamabhizinisi. .
- e) Ukuqinisa igatsha lenarha yoke lokuthuthukiswa kwabantu abatjha ngaphakathi koMnyango waboMma, abaNtwana nabaPhila nokuKhubazeka ngeensiza ezaneleko zabantu nemali yokwenza umsebenzi wabo wokuqala ukuthomisa kwemigomo yokuthuthukiswa kwabantu abatjha ngokwefanelo.
- f) I-DWYPD kufanele irhabe iqedele ukukhitjhelelwa komthetho wenarha yoke wokuthuthukiswa kwabantu abatjha.
- g) Ukuqinisa amaziko namahlangathi wokuthuthukiswa kwabantu abatjha ezingeni lenarha yoke, leemfunda neendawo. Lokhu kuzokubandakanya Iforamu yenarha yoke yokuthuthukiswa kwabantu abatjha, -Iforamu yokuthuthukiswa kwabantu abatjha yeemfunda neendawo zemakhaya. Ihloso yemikhandlu le kuhlanganisa abadlali bendima emkhakheni wokuthuthukiswa kwabantu abatjha ukuze kuhlelwe ngepumelelo nangokuhlanganyela, ukufunda, ukubambisana nokuhlola phakathi kokhunye okubalulekileko. h) Umbuso kufanele wethule iinlinganiso ezihlukaniswe ngobulili, ubudala, nokukhubazeka kiwo woke amahlelo wabantu abatjha ukuze kwakheke kokungenelela iinqhema lezi ngobufakazi. i) Yoke imikhakha kiyo yoke imikhakha kumele ikhuthaze ukuthuthukiswa kwabantu abatjha kusetjenziswa iindawo eziqaliswe ebantwini abatjha emahlangathi wabo.
- j) Isisekelo somthethowokuthuthukiswa kwabantu abatjha eSewula Afrika (uMthetho wokuThuthukiswa kwaBantu abaNtjha eSewula Afrika) kufanele wenziwe bewuthunyelwe ePalamende uyokuhlaziywa khona.
- k) Sungula begodu uqinise iPalamende yabantu abatjha.

6.5.2 Hlela ukulethwa kwezenzelo ngezinga lomthelela ophezulu

- a) UMnyango waboMma, abaNtwana nabaPhila nokuKhubazeka kufanele ulungise ukuthuthukiswa nokuthonyiswa kwekambiso namazinga amancani wokuthuthukiswa kwabantu abatjha, ukuqinisekisa ukuthi abantu abatjha

bayakghona ukuthola iinsiza namahlelo asezingeni elifaneleko kungakhathalekile ukuthi kukuphi.

- b) Iindlela zokuthuthukisa abantu abatjha kumele zamukelwe kiwo woke amazinga kiwo womathathu amahlangothi wombuso. Abomasipala kufanele baqinisekise ukufakwa kwamaziko wokuthuthukiswa kwabantu abatjha ngaphakathi kwekambiso yabo, ngoba basigaba sombuso esiseduze khulu nabantu abatjha.
- c) I-DWYPD, i-COGTA nama-OTP kufanele asekele abomasipala ukuthi benze amano apheleleko, ekukhulunyiswana ngawo wokuthuthukisa abantu abatjha (aqondaniswe ne-NYP 2030 namaqiniso wendawo), angamukelwa futhi asekelwe mikhandlu kamasipala.
- d) Abomasipala kumele basungule imitjhini yokuthuthukisa abantu abatjha bendawo yokuthindanisa ukulethwa kweendingo ezingeni lendawo. Imikhandlu yendabuko nayo kufanele ilandele indlela efanayo begodu ngaphezu kwalokho iqinisekise ukuthi iintjhijilo ezithinta abantu abatjha emikhandlwini yendabuko zihlanganiswa nehlelo lakamasipala lokuthuthukisa abantu abatjha.
- e) Sebenzisa imodeli yetuthuko esekelwa esifundeni ukuqinisekisa umthelela ongcono wemigomo yabantu abatjha, amano, namahlelo.
- f) Ukwenza lula ukusungulwa kwemikhulumiswano esezingeni eliphezulu ekuthuthukisweni kwabantu abatjha edoswa mkhakha ozijameleko

6.5.3 Ukwenza lula ukwamukelwa komukghwa wokuthuthukisa abantu abatjha njengamabizelo

- a) Ukwenza lula ukuqatjiswa komukghwa wokuthuthukiswa kwabantu abatjha/umsebenzi wabantu abatjha njengomsebenzi ohlukileko.
- b) Ukwenza lula ituthuko yabantu abatjha njengomkhakha okhethekileko wemikhakha ehlukenekene.
- c) Ukwakha irhelo lezomthetho lokuzijwayeza ukuthuthukisa abantu abatjha.
- d) Khuthaza ukuthuthukiswa kwehlangano yelwazi ukusekela umukghwa wokuthuthukiswa kwabantu abatjha.
- e) Sungula ihlangano yobukgoni yokuvezisa ubunikazi bomsebenzi nokwabelana ngemikghwa emihle.
- f) Kusungulwa amazinga wamaphiko ahlobene nokwenzelwa kwabantu abatjha nokwethulwa kwamahlelo wamalayisenzi wabantu abatjha okususelwa ebujameni babo bokubandulwa.
- g) Ukuqabanga amahlelo wabantu abatjha anomthelela ohlosiweko.
- h) Ukwenza lula ukutholakala kwefundo yangaphambilini njengengcinye eqakathekileko yokwenza ubucwepheshe.
- i) Beka amahlelo wokubika alungele ihloso, begodu aqinisekisa ukuphendula.

7. IINSETJENZISWA ZOKUBEKA ILIHLO NOKULINGANISA

Ukuthonyiswa kwemigomo yenarha yoke yabantu abatjha esikhathini esiphakathi kwaka-2020-2030, kuzokuqalwa ngokuragela phambili Mnyango wezaboMma, aBantu aBatjha nabaPhila nokuKhubazeka, ngokubambisana nemikhakha efaneleko nabadlali bendima kiwo wonke amazinga. Umnyango uzokwakha irhelo lokulinganisa nokubeka (i-M&E) elinomphumela osezizingeni eliphezulu, umphumela, nemithelela yamatshwayo we-M&E kokhanye okubalulekileko kokuragwa kwemigomo. Irhelo lizokulungiswa le -M&E eluvunyiweko lango-2018 le-NYP 2020 nerhelo lombuso elibanzi le-M&E kanye neRhelo leNarha yoke lemiGomo yokuhlola (i-NEPF) eliqinisa ukuzibophelela kombuso weSewula Afrika enjamisweni zokubandakanya nekusebenziseni okuphambene nalokho iindlela ezahlukenekile zokubeka ilihlo nokuhlola ezikhuthaza ukubandakanywa (i-DPME, 2019: 6). Irhelo elihlongozwayo le-M&E lizokunikela tihatjhalazi amatshwayo nokubuthelelwa kwe-datha namathulisi wokulandela umkhondo wokusetjenziswa.

Isisekelo liyokulandelela ukuthonyiswa kwe-NYP kiyo yoke imikhakha nabanikeli beensiza abafanele ukuqinisekisa ukuthi ipumelelo ayisi phezu kwemiphumela yokungenelela (isib. Abazuzi beenomboro) kuphela, kodwana indzinda nemiphumeleni yokungenelela yesikhathi esiphakathi-naphakathi, nesikhathi eside (isb. Ukuthi amaphilo wabahlomulako angatjhuguluka njani ngenca yokungenelela kwemigomo). Kuzoba nokwakhiwa kwamakghono okutjheje nokuhlola kibo boke abadlali bendima abaqakathekileko nabasebenzako. Lokhu kuyibandakanya ukutjengisa abantu abatjha ukuthi babe banikazi bemiphumela yokuraga kwemigomo yetuthuko ngokubandakanyeka ekubekweni kwelihlo nekuhloleni, ngaleyo ndlela kukhuthazwa ukuziphendulela okudoswa phambili babantu abatjha ngokuqala amalungelo wabantu njengewesisekelo etuthukweni. Ilwazi lomsebenzi elibuya ku- NYP yangaphambilini litjengisa ubutjhapha bokubhalelwa kuthomisa ituthuko edlulelwe sikhathi nekwamukelweni kwerhelo le-M&E. Ukulinganiselwa okunjalo kuqalanwa nakho ngehloso yokubalekela ukoniwa kweensiza nezenzelo ezihlukanisiweko. Ihlelo lokulawulwa kwe-datha eku-inthanethi nalo liqalwa njengelisiza ukukhuthaza ukwenziwa lula kokubika nokuphucula indlela yokuphendula.

Ngaphezu kwalokho, ihlelo lokuthuthukiswa kwabantu abatjha elihlanganisiweko (i-IYDS) lizakwakhiwa yi-ejensi yenarha yoke yokuthuthukiswa kwabantu abatjha, ukwenzela ukuphumelelisa ukusetjenziswa kwemigomo yelutjha. Ngokulinganisa, ukuhlolwa okuzijameleko okwenziwe ekusetjenzisweni kwemigomo kuyokwenziwa ngomnyaka ka-2025 ukwenzela ukukhibelela ekungenzeka kube khona ku-IYDS, ngesikhathi ukuhlolwa okuzijameleko kokugcina kuzokwenziwa ukuhlola umthelela wemigomo

nenzuzo etholwe babantu abatjha, umkhakha wabantu abatjha nomphakathi obanzi. Abantu abatjha bazokukhuthazeka ukuthi badlale indima ngaphakathi kwe-YRPBMEA njengabasebenzisi bokugcina/abamukeli beensiza/abazuzi.

8. UKUSONGA

Iimfundo ezibuya ekuthonyisweni kwemigomo yenarha yoke yabantu abatjha yomnyaka ka-2020 ziphakamise ukuthi kunesidingo sokuphendula iindingo eziyihlekelele, ezikhulayo nezitjhugulukako zabantu abatjha. Lezi zimpendulo ekufanele zenziwe ngokurhabakoo nakuqalwa ukuthi abantu abatjha basesigabeni esibudisi sokuthuthuka, begodu boke abantu abatjha kufanele banikelwe amandla ukuze bakwazi ukudlulela phambili butjhelelezi ekubeni abantu abadala. Imigomo yenarha yoke yabantu abatjha yomnyaka ka-2030 kuhloswe ngayo ukuqalana neentjhijilo eziqalene nabantu abatjha beSewula Afrika, kanye nokwakha indawo eyokwazi ukwenza ukuthi abantu abatjha bafeze amakhono wabo. Ngalokho-ke, ukuba nerhelo lokubeka ilihlo nokuhlola ukulandelela ukuthomisa imiphumela yemigomo yabantu abatjha nokukhitjha kwayo kusenesikhathi kuqakathekile. I-NYP 2030 ihlose ukuba namahlelo wokuthuthukiswa kwabantu abatjha azokuqalana neentjhijilo eziqalene nabantu abatjha beSewula Afrika ngokusebenzisa i-IYDS ukuze ikwazi ukwenza abantu abatjha bakwazi ukuzijamela bakwazi ukuphatha ikusasa labo.

Le migomo yabantu abatjha yakhiwa ngesikhathi se -4th Industrial Revolution. Ngalokho-ke, ukuba msinya kwemigomo ye-NYP 2030, amagadango aphakanyisiweko afaka hlangana ifundo esezingeni eliphakemeko nokutjhugululwa kwamakhono, ukudlala indima kwezomnotho, imizamo yokwenza ngcono ukufakwa kwabasebenzi emnothweni, ipilo ethuthukisiweko yomkhumbulo neyangokwenyama nokusebenza kuhle kwamahlangathi wabantu abatjha wezetuthuko. Koke lokhu kufanele kusekelwe ngendlela ebonakalako, ngokunikelwa ngokwaneleko kwemizamo yokulethwa ekhambisanako ebikade ingasasebenzi kuhle ngaphambilini. Iinsiza zilinganiselwe, begodu umbuso kufanele ulwe nezinto ezingaphambili eziphalisanako, kodwana-ke ukutjhalwa kweemali ebantwini abatjha kukutjalwa kwemali ekuthuthukiseni umphakathi weSewula Afrika. Ukuthomisa lokhu ukungenelela eminyakeni elisumi ezako kuzosiletha eduze neSewula Afrika lapha abantu abatjha neenhlangothi ezisebenzela abantu abatjha zifeza khona amandla wazo ngokuzeleko emikhakheni yezepilo, zomnotho nezepolitiki, begodu sibone, zenze imisebenzi yazo yokwakha ipilo engcono yabo boke.

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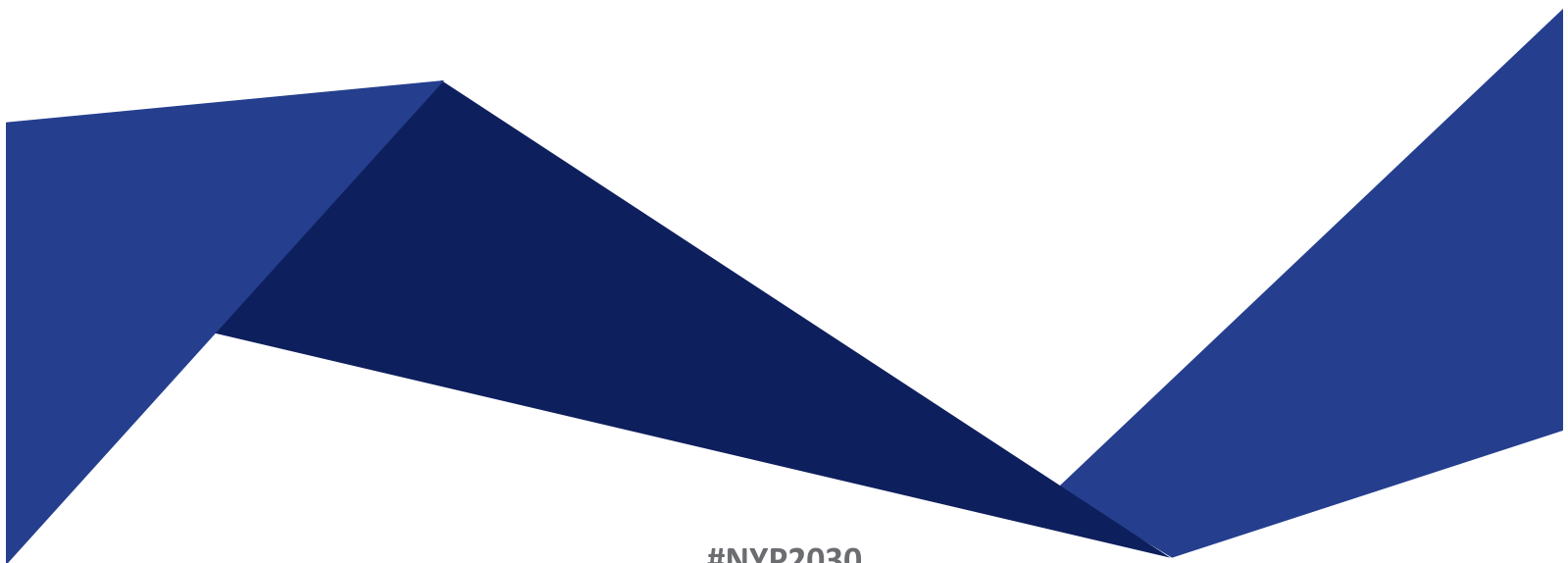
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