

isiXhosa

#NYP2030

UMGAQONKQUBO WOLUTSHA WESIZWE 2020-2030

Ishumi leminyaka ukukhawulezisa iziphumo ezihle zophuhliso lolutsha

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i. INTSHAYELELO NGUMPHATHISWA

Uphuhliso lomgaqonkqubo lumalunga nokutshintshwa kobomi kunye nokujongana nentlupheko eyehlela ulutsha ngenxa yokungafumani misebenzi, benazo okanye bengenazo izakhono benemfundo yamaziko aphakamileyo, ngokunjalo neminye imiba enxulumene nentlalo kunye noqoqosho. Ezi zifuna ubunkokeli kunye nolungelelaniso olusebenzayo. ULawulo lwesi-6 olubekwe kukubhengeza kukaMongameli Cyril Ramaphosa iSebe lezabaseTyhini, uluTsha nabaNtu abanokuKhubazeka elisanda kusekwa. ISebe eli libekwe kakuhle ukuba likhokele, lixhase, lilungelelanise, libeke iliso kwaye lihlale ukuphunyezwa kophuhliso lolutsha kumacandelo awohlukeneyo kuwo onke amacandelo oluntu. Ukunika ubunkokeli, elinye lamagunya angundoqo eSebe kukuphuhlisa umgaqonkqubo kunye nomthetho wophuhliso lolutsha ongenelelayo.

Ngokuphathelene noku kungentla, inkqubo yokuphuhlisa uMgaqonkqubo woluTsha weSizwe (National Youth Policy) (NYP) 2020-2030 uzew nje emva kokugqitywa koQwalaselo kwaKhona lwemiNyaka engama-25. Ngo-2019, emva kokuqeshwa kwam njengoMphathiswa wezabaseTyhini, uluTsha nabaNtu abanokuKhubazeka, ndaye ndamisela ngokukhawuleza iQela loNgqinisiso lobuChwepheshe (Technical Reference Team) (TRT) elinamacandelo amaninzi ukuba likhokele kwaye lilungelelanise uphuhliso lomgaqonkqubo omtsha welizwe. Into yokuba kubekhona amacandelo awohlukeneyo amelweyo kukuba i-NYP 2030 ayingomgaqonkqubo karhulumente nje kuphela, kodwa sisibophelelo soluntu kuphuhliso lolutsha.

Kufanele kuqatshelwe ukuba i-NYP yaseMzantsi Afrika yaqwalaselwa kwakhona ngexesha ekwakusehliswa ngalo uqoqosho lwethu, ubunzima bezoqoqosho kunye nobhubhane we-COVID-19 obutshabalalisa, oko okwadala isiohithiphithi emhlabeni wonke, kusongela ubomi kunye nokuphila. Ngenxa kabhubhane, ukwenziwa komgaqonkqubo kuye kwanzima kakhulu. Kuye kwafuneka sitshintshe icala lethu, sehlise indlela ebasicwangcise ngayo, kwaye zonke iindawo zethu ngoku seziziqhelanise nesi siqhelo sitsha. Kufuneka silukhusele uluntu jikelele, kwaye ingakumbi idemografi yethu ebalulekileyo yolutsha, kwiimpembelelo ezimbi zemingeni yoqoqosho kunye nakubo bonke obunye ububi obuluchaphazelayo.

Abantu abatsha bebesele bethathelwa phantsi naphambi kwe-COVID-19, kodwa oku kuqhambuka kuseze sibi nangakumbi isimo sabo. Iye yaphazamiseka imfundo yabo, abaninzi baye baba ngamalolo ekuhlaleni, baxhalaba kwaye baba nokudakumba ngenxa yezithintelo zokuma ngxi kweentshukumo. Ubukho jikelele kobundlobongela obusekelwe kwisini nokubulawa kwabasetyhini (gender-based violence and femicide) (GBVF) kunyukile kananjalo, isondlo esilambathayo naso siye sanda ngenxa yokufumaneka kokutya okunempilo okwehlileyo, kuye akwabikho fikelelo jikelele kwiinkonzo zempilo yezesondo kunye neyokuzala, kwaye abo bebefuna imisebenzi khangela babe sakwazi ukukwenza oko ngenxa yokuvalwa okungaphaya koqoqosho, ngexa amashishini olutsha aye abetheka kanobomi ngenxa yelahleko yengeniso eye yasongela ubomi babantu abatsha.

Okukhathaza nangakumbi kukuba iNgxelo yoMgaqonkqubo yoHlahlo lwaBiwo Mali kweXesha eliPhakathi ka-2020 iveze ukuba uqoqosho lwelizwe kulindeleke ukuba lufinyele nge-7,8% kulo nyaka, ukuphela kwemisebenzi kunyuke ngokungaphaya. Akubonakali ngathi uqoqosho lwaseMzantsi Afrika lunokubuyela esiqhelweni kule minyaka mibini ukuya kwemithathu ezayo. Siyawamkela onke amanyathelo ezempilo kunye nawentalo nawoqoqosho abhengezwe nguMongameli ukujongana nobhubhane, kuquka namangenelelo akwiSicwangciso soKwakha ngokuTsha nokuFumana uQoqosho. Ezi zimema uthatho nxaxheba olukhulu lolutsha kuqoqosho oko kusenziwa ngokubeka phambili amashishini abanini bawo ilulutsha lawo Mancinane, aphakathi nangephi (small, medium and micro-enterprises) (SMMEs) kunye nookopoletyeni kunye nezicwangciso zezakhono ezijoliswe kulutsha. Baza kuxhasa imizi esesichengeni, amashishini nabantu bengabanye abahluphekayo ngenxa yentswelangqesho kunye nobunzima obahlukeneyo basekuhlaleni elizweni.

Kubo bonke ekusetyenziswana nabo elizweni liphela abathathe inxaxheba kuhambo lwethu lokuza ne-NYP 2020-2030, kuyabulelwa ukuzibophelela kwenu. Nakuba bekukhona ukuphazamiseka kwinkqubo yokudibana nabantu ngenxa yezithintelo zokuma ngxi kweentshukumo, abantu abaninzi ekusetyenziswana nabo baye bazibandakanya. Ndingathanda ukuvuma umsebenzi wokuzinikelo nowokungadinwa wabo bonke abo babandakanyekayo ekuququzeleleni lo msebenzi, ingakumbi iSebe loPhuhliso loluTsha leSizwe kunye nawo onke amalungu e-TRT. Uthatho nxaxheba lwamanye amasebe karhulumente kuqinisekise ukuba umgaqonkqubo uzinzile kwaye usabela kwizikhewu ezichongiweyo. Ukufaka isandla okungenambaliso kweQumrhu loLungelelaniso loPhuhliso loluTsha leSizwe, imibutho yoluntu ekuhlaleni, izifundiswa, imibutho yophando, abezoshishino, imibutho esebenzela ukutsha nekhokelwa lulutsha, kunye namaqumrhu olutsha nemibutho yabafundi inconywa kakhulu. Ndiyathemba ukuba lo mgaqonkqubo uza kusebenza njengengqinisiso kubo bonke abantu abatsha kunye nabo kusetyenziswana nabo babandakanyekayo kwisithuba sophuhliso lolutsha. Umzamo wethu ohlanganyelweyo ekwenzeni uphuhliso lolutsha lube yinyani ubonelela ngesiseko esisiso soMzantsi Afrika onempumelelo kunye nobomi obungcono kubo bonke.

UMphathiswa wezabaseTyhini,
uluTsha nabaNtu abanopkuKhubazeka

ii. INTSHAYELELO NGUSEKELA MPHATHISWA

EMzantsi Afrika ulutsha lwenza ngaphezulu kwesinye esithathwini sabemi, abo ke bekwiqela leminyaka eli-15 ukuya kuma-34 oko okwenza ama-34,7% abemi (UPhando lweenkcukacha manani nabeMi kwiXesha eliPhakathi eMzantsi Afrika luka-2020). Unoku engqondweni, abantu abatsha bayaqhuba ukujongana nemingeni engamandla, kwaye undoqo phakathi kwayo yingxaki yentswelangqesho ekhoyo. Ayikokubabaza ukuthi lo mngeni ufikelele kwimilinganiselo yentlekele. UPhando lweKota kwiMisebenzi (Quarterly Labour Force Survey) (QLFS) kwikota yokuqala ka-2020 lukhombisa ukuba intswelangqesho imi kuma-30,1%, ebilelona zinga liphezulu lokungabikho kwemisebenzi ukususela ku- 2008. Okukhathaza nangakumbi, izinga lentswelangqesho kulutsha olubudala buyiminyaka engama-25 ukuya kuma-34 belingaphezulu kweliphindwe kabini kwiqela lobudala obungama-45 ukuya kuma-54 (ama-37,3% kuthalekiswa ne-17,5%). Kuba buhlungu xa ujonga izinga lentswelangqesho lolutsha oluphakathi kweminyaka eli-15 kunye nama-24, ebelimi kuma-59,0% kwi-Q1 ngo-2020, okuthetha ukuba kubantu abatsha ngabanye abali-10 phantse ibe sisi-6 ebesingaphangeli.

Mbi lo mfanekiso ungentla kwabo baphakathi kwe-15 kunye nama-24 yeminyaka ubudala; kwabo bebengaphangeli, imfundo okanye uqeqesho (NEET) belumi kwinani elimalunga ne-3,5 yezigidi. Izinga lentswelangqesho liphezulu ngokufanayo kwabasetyhini abasebatsha, ngolutsha lwasemaphandleni lujongene nemingeni eyohlukeneyo kuleyo yemimandla esezidolophini. Ukongeza, abantu abatsha abanokukhubazeka bayaqhuba ukujongana nemingeni kwimarike yezemisebenzi kuba benokungaqakwa ekuhlaleni kwaye bathathelwe phantsi.

Ezi zingentla ayizonkcukacha manani nje; ukuba ngaba umntu ubenokuqala ukubeka iimpawu kuwo onke amanani ingxaki iba yeyokwenene. Aba ngabantu abanamathemba, amaphupha, izakhono, kwaye abanokuba negalelo kuluntu kunye nakwilizwe labo. Imeko yolu lutsha iye yenziwa mandundu nangakumbi kukuqhambuka kukabhubhane we-COVID-19 ngo-2020, osengela impilo nokuphila kwabantu, ingakumbi olo lutsha olunezigulo oluphila nazo. Umxholo wenziwa nzima nangakumbi ngokuthathela ingqalelo ukwehla koqoqosho okuzayo kwiHlabathi esinethemba lokuba luza kuba lufutshane.

Lo Mgaqonkqubo woluTsha weSizwe (National Youth Policy) (NYP) 2030 undulula okubalulekileyo okwahlukeneyo komgaqonkqubo ukomeleza uphuhliso, ukuxhotyiswa nokomelela ngokukhawuleza kolutsha lwethu ngexa kunye nasemva kwalio ilixa likabhubhane. Uxhasa imfuno yokuba abo badlala indima engundoqo kuluntu, abangaba urhulumente kunye namacandelo abucala nawoluntu, bandise ukuzibophelela kwabo ekugcineni uphuhliso lolutsha luphambili. Nokuba amacandelo awohlukeneyo ayasabela kubhubhane, kubalulekile ukuba umsebenzi wethu ujolise ekuqinisekiseni ukusabela kwaye ubonise iziphumo ezihle, eziya kuba neempembelelo zexesha elide. Siyakholwa ukuba ngokubandakanya abantu abatsha njengabo banendima abayidlala ngenkuthalo, siza kube sisendleleni echanekileyo yokubuyisela kunye nokukhawulezisa ukuxhotyiswa ngokwasekuhlaleni kunye nangokoqoqosho.

Isicwangciso esingundoqo sokusabela kunye nokubuyisa sesokuqinisekisa ukuba amandla eziko akhawulezisa uphuhliso lolutsha kunye nentsebenziswano phakathi kukarhulumente, amashishini, uluntu ekuhlaleni kunye nabantu abatsha. Oku kubalulekile njengoko ilizwe lisebenza ngokukhawuleza ukujongana ngokubonakalayo nemingeni ezingileyo ejongene nesikhewu sophuhliso lolutsha, ukuze kuvunwe iinzuzo zabantu abatsha abandileyo oko ke kuse uMzantsi Afrika phambili.

Kundivuyisa kakhulu ukuba iSebe labaseTyhini, uluTsha nabaNtu abanokuKhubazeka, ekuyiqwalaseleni kwakhona i-NYP, ngokubanzi liye ladibana nolutsha ngokunjalo nemibutho ekhokelwa lulutsha naleyo kusebenza ulutsha kuyo kumacandelo onke. Oko kudibana kucetyiswa kwenziwe ngomoya wobudlelwane obuphakathi kukarhulumente kunye nangomzamo wokwakha icandelo lasekuhlaleni eliluqilima eliza kuqinisekisa ukuba uqwalaselo kwakhona lwe-NYP ngumzamo ohlanganyelweyo, owakhelwe kwizimvo ezivela kuwo onke amacandelo oluntu. Oku, ngaphandle kwamathandabuzo, kuza kuqinisekisa ukuthathwa koxanduva ngabo bonke abadlala indima engundoqo kulutsha. Mna ngokwam ndizibophelela buqu ekuxhaseni iCandelo loPhuhliso loluTsha leSebe labaseTyhini, uluTsha nabaNtu abanokuKhubazeka (Department of Women, Youth and Persons with Disabilities') (DWYPD's) ekubeni liqinisekise ukuba likhupha umsebenzi wokubeka iliso nokuhlola wokulandelela ukuphunyezwa kwe-NYP 2030 ngokufanelekileyo.

Sekela Mphathiswa kwiOfisi kaMongameli
labaseTyhini, uluTsha nabaNtu abanokuKhubazeka

iii. IMIBULELO NGUMLAWULI JIKELELE

ISebe labaseTyhini, uluTsha nabaNtu abanokuKhubazeka (Department of Women, Youth and Persons with Disabilities) (DWYPD) liyabubulela ubunkokeli obunikwe nguMphathiswa kunye noSekela Mphathiswa ekuqulunqweni koMgaqonkqubo woluTsha weSizwe 2020-2030. Igalelo elikhulukazi lokuqulunqa uxwebhu lwesiseko kunye nokujonga ubulunga benguqulelo yokugqibela okwenziwe nguGqirha R. Bernice Hlagala, Mnu Emmanuel Kganakga, Mnu Calvin Mkasi, Mnu Oltman Fourie, Mnu Rudzani Neshunzhi, Nks Mologadi Leboho, Nks Aluwani Mudau, Nks Nhlanhla Manzini noMnu Nkululeko Mahlangu kuyabulelwa. ISebe libulela kananjalo intsebenziswano engatshintshiyo yeArhente yeNgxowamali yabeMi yeZlwe eziManyeneyo (United Nations Population Fund Agency) (UNFPA) phantsi kobunkokeli boMlawuli weLizwe, Nks Beatrice Mutali, ngokunjalo noNks Tlangelani Shilubane noNks Precious Magogodi. Umbulelo okhethekileyo uya kumalungu eQela loNgqinisiso lobuChwepheshe (Technical Reference Team) (TRT), ebelinoxanduva lokongamela iprojekthi kunye nokuqinisekisa ukucebisa nabo kusetyenziswa nabo babandakanyekayo. Abameli be-TRT baquka uNks Lato Mabaso (COGTA), Nks Laila Ncwana (DTIC), Nks Pebetse Maleka (uNondyabo weSizwe), Nks Hanlie Nel noMnu Fanani Manungu (DPSA), Nks Rebecca Sikhosana (DHET), Nks Kgomotso Moalusi noMnu Surprise Mokgope (DWYPD), Nks Malebo Mekoa, Nks Sandisiwe Tsotetsi (NYDA), Mnu Theminkosi Josopu (SAYC), Nks Sino Moabalobelo (BUSA), Mnu Luvuyo Manyi noMnu Thobela Maponya (BBC), ongasekhoyo uGqirha KJN Karel (UNISA), Njingalwazi Arianne De Lanoy (UCT – SALDRU), noGqirha Raymond Raselekoane (UNIVEN). Amagosa avela kwiBhunga loPhando lweNzululwazi ngabaNtu (Human Sciences Research Council) (HSRC), Oogqirha Mokhantso Makoe, Precious Tirivhanu, Mathias Fubah Alubafi noNtombizodumo Mkwana, abasebenze nzima kananjalo ukuqulunqa nokuhlaziya olu xwebhu.

Ukuqinisekisa ubunini kunye nokwamkelwa, bekukho iiseshoni ezibanzi nezinabileyo zokucebisa nabo bangqalene ngqo nolutsha kumasebe asebenza ngoko, iiofisi zeenkulumbuso kuwo olithoba amaphondo, oomasipala, uluntu ekuhlaleni kunye nemibutho yecandelo labucala ngokunjalo nolutsha ngokwalo ngeendlela zobuqu kunye nezobuchwepheshe beintanethi. Iingxoxo ezivulelekileyo nezingafihliyo ezivela kumaqonga amaninzi okucebisa, ezize namagalelo abalulekileyo ngabo bonke abo kusetyenziswa nabo bangundoqo, ziyabulelwa. Bonke bathe thaca iingqiqo ezibalulekileyo ngemiba echaphazela amadoda kunye nabasetyhini abasebatsha eMzantsi Afrika kwaye balutyebisa uxwebhu lomgaqonkqubo ISebe lithembele kubo bonke ekusetyenziswa nabo, bengabanye kunye nangokuhlengeneyo, ukuba baqhube ukwabelana ngolwazi kunye nokuwenza udume lo mgaqonkqubo de ufikelele kubantu abaninzi abatsha abaninzi kangangoko kunokwenzeka.

I-NYP 2030 ixhaswa ziintsika zomgaqonkqubo ezintlanu ezilandelayo, ngokuNgena kokuSetyenziswa kooMatshini neziXhobo (Fourth Industrial Revolution) (4IR) kuchongwe njengomxholo ongena kuzo zonke ezi ntsika zomgaqonkqubo:

- a) Imfundo esemgangathweni, izakhono namathuba esibini.
- b) Utshintsho kwezoqoqosho, ukuba ngusomashishini nokudalwa kwemisebenzi
- c) Ukukhuthazwa kwempilo yasemzimbeni neyengqondo, kuquka nokunciphisa ku(oo)bhubhane we- COVID-19 pandemic(s).
- d) Unamathelwano ekuhlaleni nokwakhiwa kwesizwe
- e) Uphuhliso lokutsha olusebenzayo nolusabelayo ngezixhobo

Ukuyiphumeza ngempumelelo i-NYP 2030, iSebe liza kuphuhlisa inkqubo ye-M&E. Sithembele kubo bonke esisebenzisana nabo ukuba bangene ekumiseleni uluvo olukwinqanaba eliphezulu, isiphumo kunye nezikhombisi zeempembelelo zokulandela umzila wokuphunyezwa kwe-NYP 2030. UMphathiswa kunye noSekela Mphathiswa kwiOfisi kaMongameli enoxanduva lezabaseTyhini, uluTsha nabaNtu abanokuKhubazeka, bokuqinisekisa ukuzibophelela kwabo njengeentshatsheli zezopolitiko kuphuhliso lolutsha ukuqhuba besongamela ukukhawuleziswa kokuphunyezwa. Okokugqibela, sibongoza bonke ekusetyenziswa nabo ukuba baqhube bekubeka phambili ukuxhotyiswa kwabantu abatsha kwaye basebenzise i-NYP 2030 njengesixhobo esiyimfuneko sokuxhasa, esifuna ukwenza utshintsho oluhle oluzinzileyo kubomi bolutsha lwethu.

1. NGOBA KUTHENI UMGAQONKQUBO WOLUTSHA EMZANTSI AFRIKA?

UMgaqonkqubo woluTsha weSizwe ka-2020-2030 (NYP 2030) ngumgaqonkqubo ongena kumacandelo onke ojolise ekwenzeni kusebenze iziphumo zophuhliso lolutsha ezihle kubantu abatsha kwinqanaba lengingqi, lephondo nelesizwe eMzantsi Afrika. Uphuhliso ye-DWYPD idibene nabantu abaninzi ekusetyenziswana nabo kunye nabantu abatsha. I-NYP 2030 ngumgaqonkqubo walo lonke ulutsha olwahlukeneyo elizweni, uphuhliso ngenjongo yokulungisa obekungalunganga kunye nokungabikho kobulungisa kwangaphambili ukuze ujongane ngokukuko ngemingeni ezingileyo ngokunjalo nemitsha evelayo. Umgaqonkqubo uphuhliso ngexesha ilizwe lonke belisabela kubhubhane we-COVID-19, obe neempembelelo ezimbi zengqondo, zentlalo kunye nezozoqosho kumntu wonke, kuquka nabantu abatsha. UMongameli ubhengeze iSicwangciso soKwakha ngokuTsha nokuBuyisa uQoqosho ukudambisa iimpembelelo ezimbi zikabhubhane. Umgaqonkqubo uqonda ukuba ukubekwa phambili kwemithombo kuza kufaka uphuhliso lolutsha, kuthathela ingqalelo ezinye zeziphumo ebekungajoliswanga kuzo zezithintelo ze-COVID-19 kwimfundo yolutsha, uthatho nxaxheba kuqoqosho, kunye nempilo yasemzimbeni neyengqondo. Imeko ekhoyo ngoku yezozoqosho inika ithuba lotshintsho nohlengahleniso loqoqosho ukuze luquke ngokungaphaya kwaye kube khona ukulingana.

Lo mgaqonkqubo wolutsha ka-2020-2030 wakhelwa kwi-NYP eyokuqala neyesibini zaseMzantsi Afrika, ebezifaka amathuba ka-2009-2014 no-2015-2020, ngokwahlukahlukeneyo. Uphucula kwaye uhlaziya imigaqonkqubo yangaphambili ngokuqambisa imingeni yangoku kunye nemitsha leyo lunokujongana nayo ulutsha lwaseMzantsi Afrika. Uthathela ingqalelo iinyani zezembali elijongene nazo ilizwe, ingakumbi ukukhula ngokucutha koqoqosho kunye nemingeni yeAfrika kunye noninzi lwamazwe asaphuhlayo. I-2020-2030 NYP ichonga kananjalo amandla anokuba khona emveli ebantwini abatsha njengoko kunokwenzeka kungachukunyiswa ekufuneka kunyuswe ukuze kuxhamle uluntu ngokubanzi.

I-NYP 2030 inolwazi oluvela kumgaqonkqubo wesizwe kunye nowehlabathi kunye neenkqubo zikhokelo zomthetho. Iinkqubo zikhokelo ziquka uMgaqo-siseko waseMzantsi Afrika, iSicwangciso soPhuhliso seSizwe (NDP 2030), INkqubo zikhokelo yeNkonzo yoluTsha yeSizwe (2002), umThetho weArhente yoPhuhliso loluTsha weSizwe, 2008 (umThetho wama-54 ka-2008) ("umThetho we-NYDA"), i-NYP 2009-2014, NYP 2015-2020, ingxelo yohlolo yexesha eliphakathi yokuphunyezwa kwe-NYP 2015-2020, uQwalaselo kwaKhona loNyaka wama-25, kunye neSicwangciso soKwakha ngokuTsha nokuBuyisa uQoqosho. Iinkqubo zikhokelo zehlabathi ziquka uMqulu woluTsha lwaseAfrika (2006), iNkqubo yokuThathwa kwamaNyathelo yeHlabathi yeZizwe eziManyeneyo kuluTsha kuNyaka ka-2000 nangaPhaya (1995), iNjongo zoPhuhliso oluziNzileyo (Sustainable Development Goals) (ii-SDG), uluNtu loPhuhliso lwamaZantsi eAfrika (Southern African Development Community) (SADC) uYilop neSicwangciso seShishini, iSicwangciso seZizwe ezinobuDlelwane kuManyathelo okuXhobisa uluTsha, kunye nezinye izixhobo ezahlukeneyo zesizwe nezehlabathi.

I-NDP ixhaswa ngumbono woMgaqo-siseko woluntu olunempumelelo, olunedemokrasi, olungacaluli ngokwesini, olungacaluli ngokohlango nolulinganayo. Ngo-2030, i-NDP ifuna ukudala uluntu oluqukayo olwakhela kwizakhono zabemi abasebenzayo. Yakhelwe kwinkolo yokuba ulutsha lwaseMzantsi Afrika lunawo amandla okwehlisa ubuhlwempu kunye nokungalingani kwishumi leminyaka elizayo. Oku kufuna indlela entsha yokwenza izinto - leyo isuka kubumi bokungenzi nto eya kuluntu oluqukayo ekuhlaleni kunye nangokoqoqosho apho abantu baziintshatsheli ezisebenzayo kuphuhliso lwalo, luxhaswa yimo engqongileyo evumayo.

Lo mgaqonkqubo undulula amanganelelo okuququzelela uphuhliso olupheleleyo, oluhle kubantu abatsha njengabantu bengabodwa kunye naxa bengamalungu eentsapho, uluntu, uluntu lwaseMzantsi Afrika kunye nehlabathi, ngokuqonda ukuba ukuba izakhono, amandla, ulwazi kunye nobugcisa bokuvelisa okutsha kolutsha zixhaswa kakuhle, uMzantsi Afrika unokukhutshwa kwimingeni ezingileyo emithathu yobuhlwempu, intswelangeliso nokungalingani. Kulo mxholo, i-NYP 2030 ijolise kwizakhono zabantu abatsha zokutshintsha uqoqosho kunye nelizwe.

Njengenxenye yendlela yokuphumeza, isicwangciso esihlanganisiweyo sophuhliso lolutsha (integrated youth development strategy) (IYDS) kunye nenkqubo zikhokelo yokubeka iliso nokuhlola (monitoring and evaluation) (M&E) ziza kuphuhlisa kwiinyanga ezine kulandela ukuvunywa komgaqonkqubo. I-IYDS iza kuxela ngokweenkcukacha ukuba abadlali ndima abohlukeneyo baza kuzifaka njani na iinzame zabo ekuphumezeni amanganelelo achongiweyo. INkqubo zikhokelo ye-M&E iza kunika izikhombisi zeseti ekwinqanaba eliphezulu ukulandela umzila wokuphunyezwa koMgaqonkqubo ziirhente eziphumezayo kumacandelo onke kuwo onke amacandelo karhulumente. I-DWYPD iza kwenza indima yolawulo yokubeka iliso, ukuhlola kunye nophicotho lwe-NYP 2030, ngaloo ndlela iqinisekisa ukuthathwa koxanduva lolutsha.

Ukwenza ukuba abantu abatsha baphuhlise kwaye baphumeze izakhono zabo, umgaqonkqubo uza kuphepha ulungiso olukhawulezayo olususa ingqalelo kwimiba enzima kwinkqubo. Oku akufanelanga ukuba kubonwe njengesisombululo kuyo yonke imingeni yophuhliso lolutsha, kunoko njengenkxaso ejolise ekuqinisekiseni ukuba uphuhliso lolutsha lubekwa phambili kuwo onke amaqanaba oluntu. Kule meko, umgaqonkqubo uxela imfuno yokukhawulezisa ukuphunyezwa ngokunyusa amanganelelo awohlukeneyo aneempembelelo eziphezulu ukuze kufikelelwe kubantu abatsha abaninzi baseMzantsi Afrika. Oku kufunyanwa ngokwazisa amanganelelo amatsha, ukomeleza lawo sele ekhona kunye nokusebenzisana nabadlali ndima abangundoqo ekunyuseni nasekuphumezeni. Izibophelelo ezibonakalayo, imithombo, ukuthathwa kwamanyathelo kunye nokuthathwa koxanduva ngabo bonke ekusetyenziswana nabo, abasebenza ngobuhlakani nabantu abatsha, kuyaqhuba kubalulekile.

2. INKCAZO NEPROFAYILI YOLUTSHA LWASEMZANTSI AFRIKA

Ii-NYP 2009, 2015 ne-2030 zichaza abantu abatsha njengabo babudala buphakathi kwe-14 nama-35 yeminyaka ubudala. Nakuba kuninzi okutshintshileyo ebantwini batsha ukusukela kqidemokrasi ngo-1994, inkuthazo kumda wobudala wama-35 eminyaka ayikatshintshi okwangoku ngexa yemfuno yokulungisa ngokupheleleyo ukungalingani kwezembali elizweni. Le nkcazo yolutsha iyangqinelana naleyo iqulethwe kuMqulu woluTsha lwaseAfrika njnegokuba ngabo phakathi kweminyaka eli-15 nama-35 yeminyaka ubudala (iKomishoni yeManyano yaseAfrika, 2006). NgokweeNkcukacha manani zaseMzantsi Afrika (2019), ulutsha oluphakathi kweminyaka eli-15 nama-35 eminyaka ubudala lwenza ngaphezulu kwama-37% abemi belizwe (20 640 722).

Abantu abatsha bamele umthombo onamandla welizwe, ngaphandle kokuba bayaxhaswa kwaye benziwe babe ngamalungu asebenzayo oluntu. I-NDP 2030 ithi: "Ukuba nabemi abatsha kunokuba kuhle, ukuba nje uninzi lwabo bantu kufanele ukuba bakubudala bokuba babe bayasebenza bayaphangela. Umngeni ukuguqulelo loku kwisahlulo sedemografi. Oku kunokwenzeka ukuba abantu abakubudala bokuphangela banokuqeshwa kwimisebenzi evelisayo..." (2012: 98). Kodwa ke izithethe zenkcubeko ekuhlaleni, zezopolitiko nezozoqosho ziyaqhuba ukubabekela ecaleni abantu baseMzantsi Afrika abatsha, besenza ukuba uthatho nxaxheba kwezopolitiko nakwezozoqosho lube lolwabantu abadala, yiloo nto ke kukho imfuno yemigaqonkqubo kunye nokuphunyezwa kweenkqubo zikhokelo ezinika ingqalelo kwiinkxalabo zolutsha.

Ekuqineni/ekuyileni amanganelelo kulutsha, amanganelelo ajolise kulutsha ayafuneka ukwenza ukuba bonke abantu abatsha baseMzantsi Afrika bathathe inxaxheba ngenkuthalo kwaye bazibandakanye kubomi benkcubeko ekuhlaleni, uzoqosho nakwezopolitiko eluntwini. Ngoko ke, njengee-NYP zangaphambili, i-NYP 2030 iyaqonda ukuba abantu abatsha abaloqela lifanayo, yiloo nto ke lithathe indlela eyahlukileyo, lixhasa amanganelelo ekujoliswe kuwo ngokwamaqela obudala (umzkl. abantwana abafikisayo bethlekiswa nolutsha oludadlana), iqela lohlanga, isini, isimo sokuba nokukhubazeka, indawo yejografi, isimo sokufunda, ukuzazi ngokwesini, ukuba sesichengeni neengozi. La maqela ngqo kwibhendi ebanzi yobudala "yolutsha" alungisa imingeni kunye neemfuno zawo ngqo. Indlela enjalo yojoliso iza kulungisa iimfuno ngqo zamaqela awohlukeneyo, umzekelo abasetyhini abathandana nabanye, amadoda athandana namanye, abazini zibini, abazelwe bezezinye izini, ikhwiye kunye nabalungu esini ohlukileyo (lesbian, gay, bisexual, transgender, queer and intersex) (LGBTQI+) ukuzazi ngokwesini kulutsha kunokukhokelela kwimiqobo yokungaqukwa kwezozoqosho kunye nasekuhlaleni oko okunxulumene nokungalingani ekuhlaleni kunye nokubekwa ibala ekuhlaleni (Nyeck, Shepherd, Sehoole, Ngcobozi & Conron, 2019). Le ndlela yohlukileyo yenza ukuba i-NYP ithathele ingqalelo ezinye iinkcazo ezixelwe kumthetho nakwimigaqonkqubo ebandakanyekayo, ngenkcazo yomntwana njengomntu ofika kwi-18 leminyaka ubudala kumThetho wabaNtwana, 2005 (umThetho wama-38 ka- 2005) inkqubosikhokelo yomgaqonkqubo wempilo womntwana ofikisayo nolutsha, kunye nokubhekisela kwenkqubo yobulungisa kulwaphulo mthetho kuboni abancinci njengabo phakathi kobudala be-14 nama-25 eminyaka ubudala ngokunjalo nokewahlula phakathi komntu omtsha kunye "nomntu omdala omtsha". Ngexa kukho imiqobo kunye namanyathelo omgaqonkqubo asebenza gabalala kuwo onke amaqela olutsha, kukho imfuno yokohlula izikali kunye nohlobo lwenkxaso kumaqela ekujoliswe kuwo olutsha awohlukeneyo.

3. AMANDLA ESICWANGCISO

3.1. Umbono

Umbono we-NYP 2030 ngulo:

"uphuhliso lolutsha oluhlanganisiweyo, olupheleleyo noluzinzileyo, olukuqondayo ukungalingani ngokwembali, iinyani kunye neyantlukwano yangoku ekuphuhliseni kwezakhono ebantwini abatsha, ukuze nabo babe negalelo ekwakheni ubomi obungcono kumntu wonke."

3.2. Imishini

Imishini ye-NYP 2030 kukukhuthaza iziphumo ezihle zophuhliso lolutsha ekulungiseni iimfuno zabantu abatsha.

3.3. Injongo

Injongo ye-NYP 2030 kukunyusa izakhono zabantu abatsha, ukuze babe ngamalungu anoxanduva kwaye anegalelo eendawo abahlala kuzo kunye nakuluntu.

3.4. Iinjongo

Iinjongo ze-NYP 2030 zingokulandelayo:

- a) Ukuhlanganisa uphuhliso lolutsha kwimigaqonkqubo esebenzayo, kwiinkqubo kunye nakuhlahlo lwabiwomali lwesizwe.
- b) Ukukhawulezisa ufikelelo lwabantu abatsha kumathuba asemgangathweni asekuhlaleni, awezopolitiko nawoqoqosho.
- c) Ukuphucula ubambelela kunye nofikelelo lwabaniki nkonzo zophuhliso lolutsha.
- d) Ukuququzelela inguqu engenangxaki yabantu abatsha bangene enkululekweni.
- e) Ukonyusa nokomeleza inkcubeko yobuthandazwe phakathi kwabantu abatsha.
- f) Ukomeleza amaziko ophuhliso lolutsha ekunikeni iiphakheji ezilungelelanisiweyo zeenkono.
- g) Ukuhlangana nolutsha ekwakheni uMzantsi Afrika ongcono, iAfrika engcono nehlabathi elingcono

3.5. Isiphumo esinqwenelekayo

Isiphumo esifunwayo lolutsha oluxhotyiswe ngolwazi nezakhono ezenza ukuba luthathe amathuba kwaye luthathe uxanduva ngempumelelo ekubeni negalelo elibonakalayo kuphuhliso loMzantsi Afrika onedemokrasi nonempumelelo.

3.6 Iinqobo ezisemgangathweni nemithethosiseko

Uphuhliso lolutsha eMzantsi Afrika lubunjwwe yimbali ende yokusokola ngenxa yokungaqukwa kunye nocalulo. Kuyo yonke imbali yethu, abantu abatsha basebenze kunye kwaye njengebaqhubi botshintsho, bethatha inxaxheba ngenkuthalo kuphuhliso loluntu oluqakayo ngokwentlalo nokuxhotyisiweyo ngokoqoqosho. Uphuhliso lolutsha lukhokelwa ngumbono wendawo zoluntu ezingacaluli ngokohlana nezingacaluli ngokwesini olwakhiwe ngotshintsho, ukwakhiwa ngokutsha nophuhliso. Oku kwenza iinqobo ezisemgangathweni nemithethosiseko elandelayo ibaluleke kulutsha lwethu kwi-NYP 2030:

3.6.1 Iinqobo ezisemgangathweni:

I-NYP ikhuthaza iinqobo ezisemgangathweni ezilandelayo:

- **Iiarhente zotshintsho** – abantu abatsha zizixhobo kunye neearhente zotshintsho lophuhliso lwabo. Abantu abatsha kufuneka bathathwe njengeearhente zotshintsho, hayi abamkeli abengenzi nto beenkonzo zikarhulumente.
- **Ixabiso kunye nesidima semveli solutsha** – ulungiselelo lweenkonzo kufuneka lubonise intlonipho ukuya ekuxabisekeni kunye nakwisidima sabantu abatsha. Abantu abatsha kufuneka baxhaswe ukuba baphuhlise amandla kunye nezakhono zabo zemveli.
- **Ukuziphatha ngokwemigangatho eyamkelekileyo** - ukukhuthazwa kokuziphatha okulungileyo kunye nokwasemoyeni okuhambelana neenqobo ezisemgangathweni zoUbuntu kunye nokhathalelo lweenqobo ezisesikweni.
- **Abantu ekuhlaleni** – abantu abatsha ngabantu ekuhlaleni abangena kuluhlu lothungelwano olubalulekileyo kwinqanaba lengingqi, isizwe, ummandla nehlabathi. Kubalulekile ukuba olu thungelwano lomelezwe ukuze lube yinkxaso eyimfuneko ebantwini abatsha kwaye lujoliswe kulutsha ekulungiseni ngempumelelo iimfuno zalo.
- **Inggesho yolutsha** – amangenelelo kufuneka axhobise abantu abatsha njengeeasethi kuphuhliso lwesizwe ngokonyusa ukuzithemba kwabo ukuze babe negalelo ngokunentsingiselo kuphuhliso lwabo kunye nakolo loluntu ngokubanzi.
- **Ulingano** – amangenelelo kufuneka alungise ukungangqinelani kuhlana, isini nokuba nokukhubazeka kwaye amkele izilanga zolutsha.

3.6.2 Imithethosiseko:

I-NYP ikhuthaza iinqobo ezisemgangathweni ezilandelayo:

- **Ufikelelo** – abasetyhini kunye namadoda amatsha abamvelaphi zahlukeneyo kufuneka babe nofikelelo kwimithombo nakwiinkonzo ezibalulekileyo kuphuhliso lwabo xa lulonke.
- **Uphuhliso oluzinzileyo olusekelwe kwiiasethi** – iiasethi zabantu abatsha, izakhono amandla nokuba nako kufuneka zonyuswe ukuze babe nako ukusabela ngempumelelo nangokonelelo kwimingeni, bengasusi ukukwazi kwezizukulwana zexesha elizayo ukuhlangabezana nezabo iimfuno.
- **Iyantlukwano** – amangenelelo kufuneka anakane iimvelaphi ezahlukeneyo ezo bavela kuzo abantu abatsha kwaye abhiyozele iindima ezidlalwa ziirhente ezahlukeneyo ekudibaneni, isiko, inkcubeko nomoya ekuphuhliseni abasetyhini namadoda asematsha.
- **Ukusabela kwisini** – amanyathelo athile akhuthaza ukulingana ngokwesini ukuqinisekisa ukuba abasetyhini abatsha bangamaqabane alinganayo kumadoda amatsha kufuneka aphunyezwe ukulungisa ukungalingani okusekelwe kwisini kwiimeko zezopolitiko, ekuhlaleni nakuqoqosho kunye nakwinkcubeko.
- **Ngokupheleleyo** – ukunamatshelana kwicandelo lophuhliso lolutsha ukuqinisekisa ukuba iimfuno ezohlukeneyo zabantu abatsha kuyahlangatyezwana nazo kunye nokuba amava okufikelela kwiinkonzo abazifunayo, awanazingxaki kwaye aqondakala kangangoko kunokwenzeka, kuqinisekiswa ukuba bafumana ulwazi oluyimfuneko, izakhono kunye namava afunekayo ukuqinisekisa utshintsho oluhle lokungena kubomi babantu abadala.
- **Ukuhlanganisa** – abadlali ndima abohlukeneyo, abafana norhulumente, uluntu ekuhlaleni kunye necandelo labucala, kufuneka balungelelanise iinzame zabo ukuqinisekisa iimpembelelo ezinkulu ekuxhaseni uphuhliso lwabantu abatsha.
- **Ukungacaluli** – amaphulo ophuhliso lolutsha kufuneka angacaluli ulutsha ngokusekelwe kubudala, isini, uhlanga, indlela akhetha ukuziphilela ngayo umntu ngokwesini, ukukhubazeka okanye naluphi na olunye uhlobo lokucalula njengoko kuxeliwe kuMgaqo-siseko.
- **Uthatho nxaxheba kunye noquko** – amasebe/amaziko enkonzo kufuneka ayile imigaqonkqubo, izicwangciso neenkqubo nabantu abatsha, abelane ngolwazi, adala amathuba kwaye ababandakanye ekwenziweni kwezigqibo njengabathathi nxaxheba abasebenzayo kolwabo uphuhliso kunye nophuhliso lwelizwe.
- **Ukulungisa** – kubalulekile ukuqonda iindlela ezahlukeneyo ezo abantu abatsha abachatshazelwe ngazo kwaye abasaqhuba bechatshazelwa ngazo kukungabikho kobulungisa kwaye kufuneka zilungiswe ezi ngemigaqonkqubo enobulungisa, iinkqubo kunye nolwabiwo lwemithombo.
- **Ukomelelela** – uphuhliso lolutsha kufuneka lube malunga nokunceda ulutsha luphume kuko nakuphi ukothuka okanye ubunzima ngokufumana amathuba afumanekayo.
- **Ukusabela** – abaniki nkonzo zophuhliso lolutsha kufuneka basabele kwiimfuno kunye neenkxalabo zabantu abatsha

kwaye benze oko kusemdleni wabo, ukuze babe neempembelelo ezintle kuluntu.

- **Unamathelwano ekuhlaleni** – amangenelelo ophuhliso lolutsha kufuneka akhuthaze ukuqokwa kwabantu abatsha njengenxenye ebalulekileyo yasekuhlaleni ngokubabandakanya kwimisebenzi yedemokrasi neyokwakhiwa kwesizwe.
- **Ukungafihli** – amaziko kunye nemibutho ebandakanyekayo kuphuhliso lolutsha kufuneka asebenze ngendlela engafihliyo nethatha uxanduva.
- **Inkonzo yolutsha** – abantu abatsha kufuneka babandakanyeke ngokubonakalayo kwimisebenzi enceda uluntu, ngexa bephuhlisa obabo ubuthandazwe kunye nokukwazi kwabo ngokufunda nenkonzo.

4. INKQUBELA EYENZIWEYO NGOKUBHEKISELE KWIMIGAQONKQUBO YANGAPHAMBILI

Ukuphuhliswa kunye nokuxhotyiswa kolutsha kwenza ujoliso olungundoqo lwamangenelelo karhulumente. Inxelo eqwalaselweyo kwakhona yeminyaka engama-25 iqaqambisa impumelelo engundoqo ngokunxulumene nemimandla emihlanu yojoliso lwesicwangciso ebekwa phambili yemigaqonkqubo yolutsha ka-2009-2010 no-2015-2020, eyile (i) imfundo, izakhono namathuba esibini; (ii) uthatho nxaxheba notshintsho kwezoqoqosho; (iii) impilo nokuphila; (iv) unamathelwano ekuhlaleni kunye nokwakhiwa kwesizwe; kunye (v) nendlela esebenzayo nesabela kakuhle kuphuhliso lolutsha.

Xa sihlola inkqubela kwezemfundo, izakhono kunye namathuba esibini, injongo kukuphucula ufikelelo kwimfundo esemgangathweni evulela abantu abatsha ngokwakha izakhono zabo. Uzuzile uMzantsi Afrika ekukhuthazeni ufikelelo kwimfundo noqeqesho. Oko kungqinelwa ziziphumo ezifunyenwe kwimfundo, eziqhubayo ziphucuka. Malunga nama-52% abo baneminyaka engama-24 elizweni abagqibe iBanga le-12, nakuba oku kusesezantsi xa kuthelakiswa nama-70% kuninzi lwamazwe asaphuhlayo. Izinga lesizwe lokuphumelela kwiimviwo zeSitifiketi esiPhezulu seSizwe (National Senior Certificate) (NSC) lenyuke ukusuka kuma-75,1% ngo-2017 ukuya kuma-78,2% ngo-2018, kwaye izinga lokuphumelela lama-81,3% lifunyenwe ngo-2019, eyona pesenti yokuphumelela yake yankulu irekhodiweyo kule minyaka ingama-25 idlulileyo. Ukusukela ku-1994 ukuya ku-2016, kubekho ukonyuka kwinani labafundi abaneziqinisekiso ezingaphaya kokuphuma esikolweni ukusuka kwi-1,7 yezigidi ukuya kwi-3,6 yezigidi. Ngaphaya koko, phakathi kuka-1994 no-2016, ukubhalisa eziyunivesity phantse kuphindwe kabini, ngokonyuka okusuka kuma-495 356 ukuya kuma- 975 837. Uphando lweMizi Jikelele luka-2013 luqikelelele ngokungaphaya ukuba ama-705 397 abafundi bebebhalise kwiikholeji ze-TVET ngo-2016. Ekupheleni kuka-2018, inani labafundi ebebhalise kumaziko emfundo yamaziko aphakamileyo karhulumente ibisisi-1 036 984 (linkcukacha manani kwiMfundo noQeqesho eMva kokuPhuma eSikolweni eMzantsi Afrika, 2017). Kubekho nothatho nxaxheba olonyukileyo kananjalo kulo maqela ebehelelekile ngaphambili kwimfundo kuwo onke amanqanaba kula mashumi eminyaka mabini adlulileyo, ingakumbi kwimfundo yamabanga abasaqalayo kunye nesekondari. Ukongeza, kukho ufikelelo oluphucukileyo kwizibonelelo neenkonzo zemfundo ngokunjalo namathuba emfundo kuboni, oko kuququzelela ukubuyiselwa kwakhona kwabo kuluntu. Kukonke, imfundo ephunyeziweyo iyaghuba iphucuka ngothatho nxaxheba olonyukileyo kwinkqubo yemfundo esisiseko oko okubalelwa kwimigaqonkqubo exhasayo eyohlukeneyo ephunyeziweyo ngokuhamba kwexesha, kuquka ukuphunyezwa komThetho weziKolo waseMzantsi Afrika, 1996 (umThetho wama-84 ka-1996), owenza ukuba kunyanzeleke ukuya esikolweni ukusuka kwibanga loku-1 ukuya kwele-9.¹

Inkxaso yezimali enyukileyo karhulumente kubafundi abahluphekayo, ingakumbi kwezo zikolo kungahlawulwa mali yasikolo kuzo kunye neSikim sokuNceda abafundi ngeziMali seSizwe (National Student Financial Aid Scheme) (NSFAS) kubafundi abafanelekileyo kwaye benemfundo, ilungisa ukungalingani okunxulumene noqoqosho ekuhlaleni oko okuphumela kaninzi kwimiba yohlanga, ingabantu abamnyama abona bahleleleke kakhulu. Intshukumo ye- #FeesMustFall, efune ukuba kukhululwe imfundo yenziwe ifumaneke simahla kubo bonke abafundi kwiyunivesity zikarhulumente, ikhokelele ekubeni urhulumente abhengeze ulwabiwo lwama-R57 eebhiliyoni kwiminyaka emithathu (2018/19-2020/21) ukuxhasa imfundo yasimahla kubafundi abavela kwiintsapho ezihluphekayo okanye ezisebenzayo kodwa zingarholi mali ingako ezinengeneso xa idityanisiwe eyokuma kuma-R350 000.

Urhulumente waseMzantsi Afrika umisele imigaqonkqubo nomthetho ngobuninzi ukubonelela ngofikelelo kunye nofikelelo kulwakheko lobuchwepheshe bolwazi lonxibelelwano (information communication technology), ukukhuthaza ukusetyenziswa kwe-ICT kumaziko mfundo ukuze luqhubele phambili ulutsha. Inkqubela itshintshwa ngokukhawuleza kwaye iphazanyiswa kukuNgena kooMatshini neziXhobo zobuchwepheshe (Fourth Industrial Revolution) (4IR), ezinemo engqongileyo enohlobo lwezinto kunye nobuchwepheshe obutsha obudibanisa ihlabathi lobuqu, ledijithali nelebhayoloji kwiinkalo nakwiijografi zonke ziyasetyenziswa ukulungisa indlela esiphila, sisebenze kwaye sinxulumane ngayo. I-4IR ifuna ukuba ulutsha luxhotyiswe ngezakhono zobuchwepheshe nezedijithali ngokunjalo nemo engqonge umgaqonkqubo eyenza ukuba ulutsha luthathe inxaxheba kokutsha okuvelayo kwidijithali kunye nakuqoqosho, kuquka imisebenzi yehlabathi esekelwe kuqoqosho kunye neye "Datha eNkulu". Ngokuka-Butler-Adam (2018), "ubungqondi obenziweyo buza kungena endaweni yemisebenzi emininzi kunokuba buyidale – ngemisebenzi engaphezulu kwesiqingatha ekhoyo namhlanje isenziwa ngoomatshini kule minyaka ingama-35 izayo".

Kule meko ingentla, ukuqoqosho lwedijithali lolutsha lwaseMzantsi Afrika lusahlali iluvuselelo olungundoqo, ngenxa yokuba kuthiwa lelinye lamabali angundoqo empumelelo, elibonisa ukuphunyezwa ngempumelelo kweziphakamiso zeSicwangciso samaNyathelo oMgaqonkqubo wezoShishino (Industrial Policy Action Plan) (IPAP) 2018/19-2020/21. Oku kubonakalisa inkqubela ekuphunyezweni kweziphakamiso ze- IPAP, ezikhuthaza ukukhula kwedijithali kunye nokudalwa koluntu "lwedijithali".

ebe leMfundo esiSiseko 2020. Report on the 2019 National Senior Certificate Examination. Available at: <https://www.education.gov.za/Portals/0/Documents/Reports/2019%20NSC%20Examination%20Report.pdf?ver=2020-01-07-155811-230>

Zonke ezi zibe nempumelelo ekuqinisekiseni ukuba bekukho (i) inkqubosikhokelo evumayo yokukhula kwedijithali; (ii) izakhiwo eziyimfuneko zokusingatha uluntu "lwedijithali"; (iii) ufikelelo jikelele kwi-hardware nobucukubhede bekhompyutha bedijithali. ISicwangciso se-Eletroniki seSizwe esipapashwe ngo-2017 kwakulindelwe ukuba sakhele ngokungaphaya kwimpumelelo ye-IPAP. ISicwangciso silumkisa ngokungaphaya malunga nokuba ngexa ukungena komatshini nezixhobo zobuchwepheshe bedijithali ingumba obalulekileyo womgaqonkqubo wophuhliso lwamashishini waseMzantsi Afrika, iimfuneko zangaphambili zezakhono ziyakodlula ukuba nouvelisa kwecandelo lezemfundo. Ngoko ke, "ibeka umngeni omkhulu kwaye kunika amathuba ambalwa akhawulezayo kuqoqosho lwasekhaya" (iSebe lezoRhwebo, uShishino noKhuphiswano IPAP, 2018, iphepha le- 101).

Ukuqinisekisa uthatho nxaxheba kwezoqoqosho kunye notshintsho, urhulumente uphumeze iinkqubo ezininzi zoluntu, ezo kakhulu zijolise kulutsha, kuquka iNkqubo yeMisebenzi yoluNtu (Community Works Programme) (CWP), iNkqubo yeMisebenzi kaRhulumente eyaNdisiweyo (Expanded Public Works Program) (NARYSEC), ookopoletyeni bolutsha kunye noosomashishini abalututsha (umzkl. exhaswa yi-NYDA), iNkqubo yeNkonzo yoluTsha (National Youth Service) (NYS), uqeqesho kwizakhono (umzkl. ukufundela umsebenzi emsebenzini exhaswa yiMfundo yecandelo nooGunyaziwe boQeqesho (Sector Education and Training Authorities) (ii-SETA), iNgxowamali yeMisebenzi, amaQithiqithi eRhafu kwiNgqesho (Employment Tax Incentive) (ETI), kunye neNkonzo yeNgqesho yoluTsha (Youth Employment Service) (YES). Imizekelo ethile yenkqubelo kwezentlalo noqoqosho iquka amathuba adalelwe ulutsha nge-EPWP, YES ne-ETI, ushishino, kunye nokuphuculwa kwimpilo nempilontle yabantu abatsha. Ukususela ngoDisemba ka-2018, kwi-4,3 yezigidi zamathuba engqesho adaliweyo e-EPW, izigidi ezi-2 zazijoliswe kulutsha.

I-YES liphulo elisekwe ngentsebenziswano necandelo labucala noluntu ekuhlaleni elijolise ekunyuseni ukuba nokuqesheka kolutsha. Ijolise kolo lutsha beluhlelekile ngaphambili oluphakathi kwe-18 nama- 35 eminyaka ubudala ngokubanika amava omsebenzi onyaka omnye, oko kunika abantu abatsha ithuba lokubonisa izakhono zabo. Impumelelo yayo erekhodliweyo ngama-33 986 amathuba emisebenzi evela kumashishini angama-662, asayinela inkqubo le ngoMatshi ka-2020. Kubekho inkqubela kananjalo, ebalelwa kwi-ETI, eqale ukusebenza ngo-2014. I-ETI ibe neempembelelo ezintle kumanani engqesho yolutsha, ixhasa imisebenzi yolutsha engama-645 973 ngoMatshi ka-2017. Liphulo lomgaqonkqubo othembisayo elinokusetyenziswa ukusa phambili ingqesho yolutsha. I-ETI kufuneka yonwabele iprofayili enkulu phakathi kwabaqeshi ukukhuthaza ukuthathwa kwabantu abatsha. Nakuba kunjalo, ezi nkqubo zifuna i-M&E ukunyusa kunye nokuqhubeka.²

Ulutsha luvakalise izimvo ezintle malunga nekharityhulam eqwaseleweyo kwakhona ukuba ingqinelane namakhondo emisebenzi anokulandelwa kunye nemvumelwano ekhulayo yokuba imfundo nophuhliso lwezakhono kufuneka zixhase ulangazelelo lolutsha ukuba lube negalelo kwiinjongo zoluntu ekuhlaleni kwaye luzuze kumathuba anikwe ngamacandelo awohlukeneyo oqoqosho. Amacandelo avelisayo, kuquka elokwenza impahla, imigodi nezolimo anezicwangciso zophuhliso lolutsha kunye necandelo labucala kufuneka akhuthazwe ukuba athathe inxaxheba kwi-ETI: "... kuninzi ekufuneka kwenziwe ukufundisa aboshishino ngamqithiqithi erhafu. Kufuneka sibe 'noluhlu' lweekhosi ekufuneka zinikwe ziikholeji – oku kuza kuqinisekisa ukuba uqeqesho alujoliswanga kwiikhosi ezingasabalulekanga ebantwini abatsha."

IQumrhu loPhuhliso lwamShishini kunye neArhente eXhasa amaShishini amaNcinci babophelele iibhiliyoni ezi- R2,7 zidityanisiwe ukuxhasa amashishini abanini bawo ilulutsha. I-NYDA ixhase kananjalo uluhlu lwamashishini kunye nookopoletyeni bolutsha. Amashishini amaninzi olutsha axhamle kwiinkqubo zokufunwa kweenkonzo kunye nezophuhliso lwamashishini zikarhulumente kunye nezecandelo labucala. Amanathelo athathwe licandelo labucala, afana notyalomali kwizakhiwo, anyuse ingqesho yolutsha kwezokwakha. Ukwenza inkcitho kwirhafu yophuhliso lwezakhono kuthalekelelwa ukuba kuza kunyuka nge-3,6% ngonyaka kwithuba eliphakathi. Ii-SETA ziza kuxhasa iinkqubo zezakhono, ukufundiswa komsebenzi kunye nokufundela umsebenzi usemsebenzini, kunye namava asemsebenzini. Okuyinene, asemva amanani kwiNkxaso yoluTsha ejolise kwi-5% yesiseko esipheleleyo, kunye nokuthathwa kwalo kwingqesho esisigxina kusenzima. Abo babengaboni batsha bayaqhuba ukujongana umngeni ophindiweyo wengqesho jikelele ngenxa yeerekhodi zabo zolwaphulomthetho ngenxa yokubanjwa kwabo. Inkxaso engonelanga inikwa bona ukuze bakwazi ukungena kwimarike yezemisebenzi kwaye oku kaninzi kuye kukhokelele ekuziphatheni kokona kwakhona, oko ke kuthathela pantsi iinzame zokubabuyisela kwimo yangaphambili yeSebe lezobuLungisa neeNkonzo zoLuleko.

Ngokwengxelo yoqwalaslo kwakhona yeminyaka engama-25, ngokoshishino, kube khona ukonyuka kumashishini abanini bawo ilulutsha, ukusuka kuma--595 000 ngo-2015 ukuya kuma-641 000 ngo-2016. Kukonke, amashishini abanini bawo ilulutsha onyuke nge-7,7%, iGauteng ibalelwa kwikota yawo (26%) onke amashishini olutsha eMzantsi Afrika. Ukukhula okuzingileyo kolwabiwo ngokobudala kumashishini amancinci kuyaqapheleka kumaqela obudala ama- 20-24 (15,9%) nama-30-34 (7,6%). Okokugqibela, ngokuphathelene nofikelelo emhlabeni, iinkcukacha manani zibonisa ukuba phakathi kukaEpreli 1994 noMatshi ka-2018, ngama-4 903 030 eehektare abawayo oko kusenziwa ngeNkqubo yoLwabiwo loMhlaba kunye nakuba kwakukho abaxhamli abangama-306 610, abo kubo ama-35 615 (ngaphezulu nje kwe-10%) yayilulutsha kunye nama-775 ingabantu abanokukhubazeka.³

Kubekhona amangenelelo amaninzi ajolise ekuphuculeni impilo nokuphila kolutsha, kuquka umthetho olandelayo, imigaqonkqubo, amaphulo namaphulo abacholi bendaba: (i) umThetho woThintelo noNyango lokuSebenzisa kakuBi iziYobisi, 2008 (umThetho wama-70 ka-2008); (ii) umThetho woLawulo lweMveliso yeCuba, 1993 (umThetho wama-83 ka-1993), kunye nemimiselo eyenzowe phantsi komThetho; (iii) ukwaziswa kwenkonzo zezibonelelo oko kusenziwa ngePhulo leeKliniki ezinobuBele kubaNtwana abafikisayo leSizwe (National Adolescent Friendly Clinic Initiative) (NAFCI) ngo-1999 kunye nendlela yeenkonzo ezinobubele kubantwana abafikisayo nakulutsha; (iv) umThetho woKhetho lokuKhupha Sis, 1996 (umThetho

2. <https://www.yes4youth.co.za/> (accessed on 18.03.2020)

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

wama- 92 ka- 1996); (v) ukungeniswa kweenkonzo zempilo ezikolweni oko kusenziwa ngoMgaqonkqubo weMpilo weziKolo oHlanganisiweyo (Integrated School Health Policy) (ISHP); (vi) linkxaso zesondlo sabantwana; (vii) I-She Conquers Campaign; (viii) amaphulo okucholwa kweendaba enziwa ngobuninzi afana ne "Soul City", "Love Life" ne "Khomanani"; (ix) iSicwangciso esinguNdoqo seziYobisi Plan 2013-2017; (x) iphulo le 'Ke Moja' (ndilungile ngaphandle kwezinyobisi); (xi) uMgaqonkqubo weMpilo yabaNtwana abafikisayo noluTsha weSizwe 2016-2020; kunye (xii) nanaZiko oKhathalelo eThuthuzela.

Imigaqonkqubo ejoliswe kubantwana abafikisayo kunye nolutsha iphuhlise ijolise kwiinkqubo ezivelisa okutsha, eziqhelanise nolutsha kunye nobuchwepheshe (i) bokukhuthaza impilo kunye nempilontle yabantwana abafikisayo kunye nolutsha, (ii) ukuthintela ubundlobongela kunye nokusetyenzisa kwezinyobisi, (iii) ukubonelela ngeenkonzo ezibanzi, eziqhelanisiweyo zempilo yezesondo kunye neyokuzala, (iv) ukuvavanya nokunyanga abantu abatsha abane-HIV ne-TB, kunye (v) nokugcina izigulane kwiinkonzo zokhathalelo lwempilo oko kusenziwa ngokuxhasa ukubambelela okungcono kunyango, ngaloo ndlela kukhuthazwa isondlo esinempilo kunye nokwehlisa ukutyeba kunye nokuxhobisa abantwana abafikisayo kunye nolutsha ukuba bazoibandakanye nomgaqonkqubo neenkqubo zempilo yolutsha. I-B'WISE Mobisite yecandelo lezempilo, eyaziswa ngo-2017, liqonga lamakhasi onxibelelwano elinika abantu abatsha ulwazi ngemiba entlobontlobo yezempilo. Le sayithi iyasebenza ngqo nabantu, yenza ukuba abantu abatsha babuze makunga nemiba yezempilo kwaye bafumane iimpendulo ngoko nangoko. Nakuba kunjalo, amanye amaphulo athetha ngengxaki ezinxulumene nempilo ezifana nosulelo lwe-HIV, ukukhulelwa kwabantwana abafikisayo, ubundlobongela kwezesondo nobusekelwe kwisini kunye nokusetyenziswa kwezinyobisi ngokucacileyo abe neempembelelo ezinomda, ngenxa yokuba imingeni yasekuhlaleni isekho jikelele kwaye iyaqhuba isanda.

Ujoliso lonamathelwano ekuhlaleni kunye nokwakhiwa kwesizwe lumalunga nokwakha umanyano ngenjongo yokoyisa imiqobo ethintela impumelelo nobulungisa. Uthatho nxaxheba lwakho kunye nobumi kakhulu zixelwa kusetyenziswa umba wemigaqonkqubo ekhuthaza imariki ekhululekileyo wokuba ngummi "onomsebenzi" kwaye "onoxanduva" obandakanyekayo kwezopolitiko zemveli ezifana namaqela ezopolitiko, ukuvota kunye nemisebenzi karhulumente (Makoe et al., 2018). Kwakusekelwe koku ke ukuba urhulumente eze kwaye aphumeze inkqubo ye-NY ngentsebenziswano nemibutho yasekuhlaleni yoluntu. Injongo yenkqubo kukufaka inkcubeko yenkonzo kunye nokufaka ubumi bokuba lithandazwe ngokubandakanya ulutsha kwimisebenzi yeenkonzo zoluntu ukunyusa unikezo lweenkonzo, ukufaka unamathelwano ekuhlaleni kunye nokunceda ulutsha olungaphangeliyo ukuba lufumane izakhono ezinxulumene nomsebenzi ngexa luphuhlisa kananjalo izakhono zokuba ngabo kunye nezobunkokeli. Kulutsha olungaphangeliyo nolungenazo izakhono, inkqubo inika abathathi nxaxheba ithuba lokufunda izakhono zobugcisa eziyimfuneko ekutshintsheleni kwiilabathi lokusebenza, imfundo okanye ushishino. Phakathi kuka-2016/17 no-2018/19, inkqubo yafikelela kubantu abatsha abangaphezulu kwe-127 000. Ukuphucula ulungelelaniso kunye nokukhutshwa kwemithombo ukuba ifikelele kwi-NYS, inkqubo sisikhokelo yeNkonzo yolutsha yeSizwe yaphuhliswa kwaye yavunywisa yiKhabhinethi.

Kwakhona, ngokuphathelene nothatho nxaxheba lwabantu abatsha kunyulo, kube khona ukonyuka ekubhaliseleni ukuvota kuwo onke amaqela obudala olutsha kunyulo loorhulumente beengingqi olwalubanjwe phakathi kuka- 2006 no-2016, kunye nonyulo jikelele olwalubanjwe phakathi kuka-2009 no-2014. Okunika umdla, amanani amva eKomishoni yoNyulo eziMeleyo (Independent Electoral Commission) (IEC) figures arekhode ngaphezulu kwama-500 000 abavoti abatsha ababhalisileyo, apho kubo ama-81% ebengaphantsi kweminyaka engama-30 obudala. Ukuqinisekisa ukuba ulutsha luthatha ubunkokeli ekuphunyezweni kombono womgaqo-siseko, iincwadi zokusebenzela kunye neencwadana ngoMqulu wokuThatha uXanduva, iflegi yeManyano yeAfrika (African Union) (AU), iflegi yaseMzantsi Afrika kunye nemiqondiso yesizwe ziye zenziwa zaze zaziwa ezikolweni. ISebe lezeMidlalo, ubuGcisa neNkcubeko lisahleli liphambili kwiinzame zkwakha ukuzazi kwesizwe kunye nokufaka umanyano. Nakuba kunjalo, ezi zisasele zinomda kuthatho nxaxheba lolutsha kuba azifaki ezinye iindawo ezisesikweni kunye nezo zingekho sikweni, kuquka amaqonga edijithali lawo abantu abatsha banokubanga ngawo amalungelo kunye namaxanduva abo obumi.

Uphuhliso lolutsha lufakwe ngokungqinelana nolungiselelo lwe-NDP lwamaziko karhulumente aqhutywa kakuhle kwaye asebenzayo ukuqinisekisa uphuhliso lolutsha olusebenzayo nulusabelayo. Kwicandelo lolutsha, amaziko azinikeleyo anika iinkonzo kakhulu kubantu abatsha ekuxhaseni uphuhliso olupheleleyo, oluhlanganisiweyo noluzinzileyo, asekwa ngo-1994, angala iKomishoni yolutsha yeSizwe (National Youth Commission) (NYC) kunye neekomishoni zolutsha zamaphondo, iBhunga lolutsha laseMzantsi Afrika (South African Youth Council) (SAYC), eliliqumrhu elongamele imibutho yasekuhlaleni, iNgxowamali yolutsha yeUmsobomvu (Umsobomvu Youth Fund) (UYF), iYunithi yolutsha kwi-DWYPD, iArhente yoPhuhliso lolutsha yeSizwe (National Youth Development Agency) (NYDA), iiyunithi/iidesika zolutsha kumacandelo omathathu karhulumente, kunye neQela eliSebenzayo lolutsha likaMongameli (Presidential Youth Working Group) (PYWG). I-DWYPD iza kuba noxanduva lokulungelelanisa kunye nokubeka iliso ekuphunyezweni kwe-NYP 2030.

Inkqubela eyenziwe ngamaziko azinzileyo ophuhliso lolutsha aphathelene nophuhliso lwemigaqonkqubo kunye nezicwangciso zesizwe nezephondo zolutsha, inkxaso, ukukhankasa, ukunika iqonga lokuba ulutsha luthathe inxaxheba kwiinkqubo zophuhliso, ukudalwa kwemisebenzi, uphuhliso lwezakhono, ukubeka iliso nokuhlola ukuphunyezwa kweenkqubo zolutsha, kunye nokucebisa kunye. Okubalulekileyo okungundoqo ibe kukuphuhliswa kwiMigaqonkqubo yolutsha yeSizwe ka-2009-2014 no-2015-2020, ekhokele abo kusetyenziswana nabo kuphuhliso lolutsha ngokuphambili kumgaqonkqubo kwicandelo.

Okokugqibela, inkqubosikhokelo ye-M&E ephuhliselwe ukulandela inkqubela ngokuphunyezwa komgaqonkqubo ibonelela ngeseti yamanyathelo asetyenzisiweyo ukuhlola ukuba ingaba imisebenzi yophuhliso lolutsha iyaziphumeza na iziphumo ezifunwayo kunye nokuba ifuna ukungqamaniswa ngokufanelekileyo na ngokuphunyezwa komgaqonkqubo.

5. IMINGENI EZINGILEYO ECHAPHAZELA ABANTU ABATSHA

Ngenxa yemiba yezembali kunye nekhoyo ngoku enxulumene nengqondo nezentlalo kunye noqoqosho nezentlalo echaphazela uninzi lweentsapho zaseMzantsi Afrika, ulutsha oluninzi lujongene nemingeni emininzi enokulandelelwa ivela kwintlungu yezizukulwana yocalulo, ukungalingani okuzingileyo kwinkqubo, ubuhlwempu ucalulo ngokwesini kunye nocalulo. Oku kungalingani kuneziphumo ezibi kuba umba ngamnye ukhokelela komnye. Umzekelo, ukuhlupheka kwabazali kunye noxinzelelo lunokukhokela kwisondlo esingonelanga kunye nofikelelo olulambathayo kuphuhliso lwabantwana beselula kunye nokhathalelo ekhaya, oko okukhokelela ekuqondeni okulambathayo kunye nakwiziphumo ezibi ekuziphatheni ebantwaneni oko okunokuchaphazela ukuqhuba kakuhle esikolweni kwaye kunokukhokelela kumazinga aphezulu okuyeka isikolo. Abantwana abayeke isikolo abanako ukubhalisa kumaziko emfundo ephakamileyo kwaye abaninzi abanawo umdla wokubhalisa kwiikholeji zoluNtu zeMfundo noQeqesho (Community Education and Training) (CET), oko okukhokelela kumathuba asezantsi okuba baqeshwe. Ulutsha olunokukhubazeka lujongene nemiqobo engaphaya kumathuba emfundo nawengqesho ubomi babo bonke.

5.1 Amanani aphezulu abafundi abashiya phakathi izikole kanye noshintsho oluncane ukusuka esikoleni ukuya emsebenzini

Into enegalelo kakhulu kubuhlwempu, ukungalingani nentswelangqesho phakathi kolutsha lwaseMzantsi Afrika ngamanqanaba asezantsi okufumana imfundo nezakhono. Iinkcukacha manani ezisemthethweni zikarhulumente zibonisa ukuba amazinga okuyeka isikolo kwabafundi anyukile ukusuka kwiBanga le-9 ukuya phezulu, efikelela phantse kwi-12% kuwo okmabini amabanga ele-10 nele- 11.⁴

Ipesenti yabantu abanama-20 eminyaka ubudala nangaphezulu ebebengenayo nayiphi imfundo yehlile ukusuka kwi-11,4% ngo-2002 ukuya kwi-4,5% ngo- 2018, ngexa abo banobuncinane besiqinisekiso seBanga le-12 banyuke ukusuka kuma-30,5% ukuya kuma-45,2% kwithuba elifanayo. Phantse sisibini esithathwini (66,4%) saba bafundi ebebemNyama, ama-22,3% emhlophe, i-6,7% ibabebala ne- 4,7% ingamaIndiya namaAsiya. Ulutsha olumnyama, ingakumbi, luhlelelekile kumacandelo ezakhono ezisezantsi, hayi kuphela ngenxa yokuba lungenazo izakhono nemfundo efunekayo, kodwa ngenxa yokungabi nazi kananjalo iindlela zasekuhlaleni zokubadibanisa nemisebenzi.

Amazinga aphucukileyo othatho nxaxheba ekufundeni asoloko ecinywa ngumgangatho olambathayo wemfundo kunye nokungangqinelani phakathi kwemfundo nonikezo kwemarike yezemisebenzi. Izakhono zigcwele imiqobo ethathela phantsi ufikelelo olulinganayo kumathuba emisebenzi kwimarike yemisebenzi. Izakhono zolwazi lokufunda nokubhala kwizikolo zamabanga aphantsi zingaphantsi kweziphakathi zehlabathi. Ukuthathwa ngokusezantsi kunye namazinga okuphumelela asezantsi kwimathematika nezenzululwazi kwiBanga le-12 kuthintela ukukhula kwimfundo yamaziko aphaqamileyo. ingakumbi kubunjinieli, ezenzululwazi, nokuveliswa kwezinto ezintsha.

Malunga nama-52% abo baneminyaka engama-24 elizweni abagqibe iBanga le-12 Nakuba kunjalo, iziphumo ezikumgangatho olambathayo kwizikolo zamabanga abasaqalayo zikhokelela kuthatho nxaxheba olubuthathaka kwamanye amanqanaba esikolo. Amanani amakhulu abafundi ayeka imfundo yesekondari engafumananga i-NSC okanye iBanga le-12, isitifiketi seMfundo noQeqesho oluNgaphaya (Further Education and Training) (FET) ckanye isitifiketi seMfundo esiSiseko noQeqesho lwabaDala (Adult Basic Education and Training) (ABET). Malunga nama- 60% olutsha lwaseMzantsi Afrika luyeka isikolo phambi kwematriki (iBanga le-12) okanye aliziphumelelanga iimviwo zematriki kwaye lusale lungenalo naluphi na uhlobo lwesiqinisekiso esiqondwayo semfundo. Ekuhambeni kwexesha ngumlinganiselo omncinci kuphela wabantu abatsha abagqiba iBanga le-12 kwaye balandele imfundo noqeqesho langaphaya kwesekondari ukuze bafumane izakhono zokumela nezobugcisa. Ngo-2011, ngama-31% kuphela abantu abatsha abagqibe imatriki yabo.⁵

Iindlela enezintlu ezininzi iyafuneka ukomeleza imfundo esisiseko, ukwehlisa amazinga abantwana abayeka isikolo kunye nokonyusa ulungiselelo lwabafundi. Esinye sezindululo esingeniswe ngabantu abatsha ibikukuba abantu abaninzi baseMzantsi Afrika kufuneka bafunde ngeelwimi zabo zenkobe, njengoko uphando lubonise ukuba abafundi bakhululeke ngokungaphaya kwaye beqhuba ngcono xa befundiswa ngolwimi abaluhlelileyo; oku kuquka ulwimi lokuthetha ngezandla ebantwini abanokukhubazeka bokuva. Iindlela le kufuneka iyile kananjalo iindlela ezinokusetyenziswa kwabo bashiye isikolo zokuba bafikelele kumathuba okufunda angaphaya kwesikolo kwaye ziqinisekise amazinga okugqiba aphuculweyo kuqeqesho lwezakhono ngexa ilungisa ukungabikho kwezakhono kunye namava omsebenzi phakathi kolutsha olungekho sikolweni kunye nolunye ulutsha olusesichengeni nolusengozini. Amathuba awohlukeneyo oqeqesho kwizakhono kunye nenkxaso yezimali kubantu abatsha abangasigqibanga isikolo kunye nabo bavela kwimizi enengeniso esezantsi nephakathi ayafuneka. Inkxaso ezikolweni ukuba zinike imfundo ekumgangatho ophezulu kumxholo lowo ulungele ukufundiswa nokufunda yimfuneko.

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

5. Branson, N., De Lannoy, A., & Kahn, A. (2019). *Exploring the transitions and well-being of young people who leave school before completing secondary education in South Africa*. NIDS Discussion Paper 2019/11. Cape Town: National Income Dynamics Study, University of Cape Town.

Ingxoxompikiswano malunga neSitifiketi seMfundo Jikelele (General Education Certificate) (GEC), esiza kuba kukuqondwa okusesikweni kokugqiba iBanga le-9, ibalulekile. Ulutsha kufuneka luzibandakanye nabo kusetyenziswa nabo ukuhlola iimpembelelo ezinokuba khona zesitifiketi, kunye nokuba singabakhuthaza njani abafundi ukuba basishiye kwangoko kunesiqhelo isikolo.

Uluvo olulandelayo oluvela kwizingeniso zoluntu kwi-NYP luqaqambisa umbono womba obalulekileyo wabo kusetyenziswa nabo bohlukeneyo:

"Umngeni omkhulu onxulunyaniswa nokwahlulwa ngokwedemografi (ukukhula kolutsha) ngowokuba inani labantu abatsha abangena kwimarike yemisebenzi (umzkl. ama-790 000 olutsha abhale iimviwo ngo-2019) liyaqhuba ukodlula inani lamathuba eadalwa ngamacandelo karhulumente nawabucala. Oku kucebisa ukuba urhulumente kufuneka acinge ngamangenelelo aza kufika kumakhulu amawaka endaweni yamawaka okanye amashumi amawaka olutsha." (Isingeniso semibutho yoluntu ekuhlaleni)

5.2 Amanqanaba asezantsi ezakhono nokungangqinelani kwezakhono

EMzantsi Afrika, ukugqiba naziphi na isiqinisekiso sangaphaya kwesikolo kuphucula kakhulu uthatho nxaxheba kwimarike yezemisebenzi, ukuqokwa kwezoqoqosho kunye nokwehliswa kobuhlwempu, ngexa izakhono zokumela zisehlisa ukungalingani kwingeniso. Linani elincinci kuphela labo baphuma kwinkqubo yesikolo babhalisa kwiikholeji zeMfundo noQeqesho kubuChwepheshe nakwiMisebenzi (Technical and Vocational Education and Training) (TVET) okanye abanofikelelo kulo naluphi uqeqesho emva kokuphuma esikolweni. Ngexa amazinga othatho mxaxheba kumaziko e-FET enyuke ngokubonakalayo, awakoneli ngenani kunye nomgangatho wokuhlangabezana nezakhono ezikhawulezayo zoqoqosho. Ngo-2018, kuphela ngama-780 000 abantu abatsha baseMzantsi Afrika ababhalisa kwiikholeji ze-TVET, kwaye ngo-2030, amangenelelo omgaqonkqubo kufuneka onyuse ukubhalisa kumaziko ee-FET.

Linkqubo ezilambathayo kwimfundo yamaziko aphakamileyo zichaphazela ubuninzi babo bathwele izidanga banezakhono ezikwinqanaba eliphezulu. Ufikelelo kwimfundo nakuqoqosho emva kokuphuma esikolweni kunomda kwabo baphuma esikolweni, kwaye abo bafikelela kula mathuba ixesha elininzi abalungiselelwanga umsebenzi ngokwaneleyo ngenxa yomgangatho olambathayo wemfundo noqeqesho onikwayo. Umngeni ojongene nemfundo emva kwesikolo kukufumana iindlela zokunceda abo baninzi baphuma esikolweni abangafanelekanga ukuba bangene ngqo kwimfundo yamaziko aphakamileyo okanye kwingqesho ukuba bafumane izakhono. La manani makhulu abantu abatsha abaphume phambi kwexesha kwinkqubo yemfundo bengenazo izakhono zobugcisa okanye zobuchwepheshe, kubenza bangaqesheki; yiloo nto, malunga nama-60% olutsha olungaphangeliyo olungaphantsi kweminyaka engama-35 ubudala engekaze aphangele. Lungekho ungenelelo ekujoliswe kulo, baza kuhlala bengaqokwa kuqoqosho.

Nangona umba nesenzo sophuhliso lolutsha sixelwe kumba wophuhliso loluntu loMzantsi Afrika, kuncinci okwaziwayo malunga nolutsha olunokukhubazeka kunye nokuba balwenza njani utshintsho ukusuka ebuntwaneni ukuya kubuntu obudala. Ukusuka ebuntwaneni, abantu abanokukhubazeka abanalo ufikelelo olulinganayo kwimfundo kwaye ke ngoko basele emva ngophuhliso lwezakhono. UPhando loluNtu luka-2016 lufumanise ukuba i-7,7% yabantu baseMzantsi Afrika banokukhubazeka okuthile, ukuba nokukhubazeka ubukho babo busezantsi phakathi kwabantu abatsha (phakathi kwe-2,6% ne-3,4% kumaqela awohlukeneyo obudala bolutsha). Ubukho jikelele kokuba nokukhubazeka kwesizwe konyuke kancinci ukusuka kwi-7,5% ngo-2011 ukuya kwi-7,7% ngo-2016. Umgakonkqubo wabantwana abanokukhubazeka ngumsebenzi weSebe leMfundo esiSiseko (Department of Basic Education) (DBE) kunye neSebe loPhuhliso lwezeNtlalo. Nakuba kunjalo, xa befika kwibakala lolutsha kubonakala bewela kwiintanda. UMzantsi Afrika awunawo umthetho ekubeni nokukhubazeka, kwaye ulutsha olunokukhubazeka lujongene nokucalulwa kwaye lunokungabi nalo ufikelelo kwimfundo esisiseko. Okunye kokuba nokukhubazeka, kuquka iingxaki zokufunda, aziqondwa kakuhle ngokwenkcubeko, oko okukhokelela ekubeni ulutsha oluthile lunyinelwe kumakhaya alo kwaye lungathathi nxaxheba ngokupheleleyo kubomi basekuhlaleni njengokuya kwizibonelelo zemfundo, ukudlala kunye nokuzimela kwaye bafune imisebenzi.

Ulutsha luphakamise iinkxalabo malunga nokungaqokwa kolutsha olunokukhubazeka kwiinkqubo kunye nakwimisebenzi emininzi yophuhliso. Bakhankanye ukuba "Abantu abanokukhubazeka abalungiselelwanga ezikolweni naseziyunivesiti;" kwaye kukho imfuno "yokuyila iinkqubo ezibandakanya ulutsha olunokukhubazeka" ngokunjalo "nokuqinisekisa ukuba bayaqokwa kuzo zonke iinkqubo nakumathuba ophuhliso nawotshintsho kolutsha".

5.3 Ubukho kunye nolwakheko lwentswelangqesho yolutsha ngokunjalo nomoya ophantsi wokuba ngoosomashishini

Intswelangqesho, ingakumbi phakathi kolutsha, ibhengezwe njengentlekele yesizwe luLawulo lwesi-6 ngezinga eliphezulu lentswelangqesho yolutsha licaciswa ngokuzijonga zombini imfuno nonikezo. Amanqanaba aphezulu entswelangqesho phakathi kolutsha ixesha elininzi akhokelela kuluvo olunyukileyo lokungaqokwa kunye nokukhathazeka, ngeempembelelo ezimbi kwimpilo yomzimba neyengqondo, oko okudala umjikelo ombi (De Lannoy, Graham, Patel & Leibbrandt, 2018). Ukuze ilizwe lenze utshintsho olubonakalayo noluzinzileyo, kufuneka lithathele ingqalelo oko kunokuphelisa ukudluliseka kobuhlwempu busuku kwizizukulwana busiya kwezinye. Ukuba mtsha lelinye lamabakala abalulekileyo ebomini elo inkxaso eyoneleyo ingenza umahluko obalulekileyo. Intando engatshintshiyo yezepolitiko iyafuneka ukwehlisa intswelangqesho yolutsha oko kusenziwa ngoqoqosho kunye nolunye utshintsho, ukuqinisekisa iziphumo ezihle kwixesha elifutshane, eliphakathi nelide.

Ngokweziphumo ze-QLFS zekota yesibini ka-2020 ezikhutshwe zezeeNkcukacha maNani zoMzantsi Afrika, izinga eslisesikweni lentswelangqesho lime kuma-23,3%, eliye laphucuka xa kuthelekiswa ne-Q1. Nakuba kunjalo, oku kakhulu bekungenxa yentswelangqesho. Jikelele, intswelangqesho yolutsha isahleli iphezulu ngokungagungqiyo. Izinga lentswelangqesho kulutsha olubudala buyiminyaka engama-25 ukuya kuma-34 belingaphezulu kweliphindwe kabini kwiqela lobudala obungama-45 ukuya kuma-54 (ama-37,3% kuthelekiswa ne-17,5%) kwi-Q1 ngo-2020. Kwangeli thuba linye, izinga lentswelangqesho phakathi kolutsha oluneminyaka eli-15 nama-24 ubudala beliphantse libe ngama-60%. Intswelangqesho yolutsha ifikelele kwimilinganiselo yentlekele eMzantsi Afrika kwaye isahleli ingomnye wemingeni engundoqo ejongene nelizwe. Nangona intswelangqesho yolutsha ingeyongxaki yoMzantsi Afrika wodwa, ulutsha lwaseMzantsi Afrika lusesichengeni kakhulu xa luthlekiswa nolwehlabathi xa lilonke. Ingxelo ye-Spectator Index ibeka izinga lentswelangqesho yolutsha lwaseMzantsi Afrika kwelona zinga liphezulu emhlabeni. Uninzi sele lwehlele yiminyaka yokungafunwa xa lufuna imisebenzi, kwaye ke oku kukhokelela ekonakaleni emoyeni nasengqondweni.⁶

Uninzi lwabantu abatsha bayatyhafiswa yimarike yezemisebenzi kwaye abakheli kananjalo kwisiseko sezakhono zabo ngemfundo nangoqeqesho. Okulandelayo, abekho kwingqesho, imfundo okanye uqeqesho (not in employment, education or training) (NEET). Ipesenti yabantu abatsha abaphakathi kwe-15 nama-24 yeminyaka ubudala ebebekwi-NEET ibimi kuma-34,1% kwi-Q1 ka-2020. Oku kumele malunga ne-3,5 yezigidi zabantu abatsha abaphakathi kwe-15 nama-24 eminyaka ubudala. Ngaphaya koko, kukho utshintsho olukhathazayo lwesini kwizinga le-NEET, eliphezulu kwabasetyhini abatsha kunamadoda amatsha. Xa kuthelekiswa kwi-Q4 ku-2019, ipesenti yabantu abatsha abaphakathi kwe-15 nama-24 yeminyaka ubudala ebebekwi-NEET inyuke kancinci nge-1,1 %, oko kukuthi, ukusuka kuma-38,9% to 41,7% kwi-Q1 ka-2020. Kukonke, awona mazinga aphezulu entswelangqesho abonwa kwabo banama-20 ukuya kuma-24 eminyaka ubudala abenza utshintsho lokuqala lokusuka kwimfundo besiya kwimarike yezemisebenzi, kwabasetyhini abatsha ngaphezulu kwamadoda, ngokunjalo nakulutsha lwabamNyama nolwebala, abachatshazelwa kakhulu ngaphezulu kwabantu abatsha abamhlophe nabamaIndiya.

Ulutsha olunokuba nokukhubazeka lukhuphisanela kwale misebenzi minye nolutsha olungenako ukukhubazeka kwaye akukho ndlela inyanzelisayo yokuxhasa ukuphunyezwa kwenkqubo yonyino oluwisiweyo ngokunxulumene namaqela akhethiweyo njengoko kuxeliwe kumThetho woLingano kwiNgqesho, 1998 (umThetho wama-55 ka-1998). Amathuba engqesho apapashwa ngeendlela ezingundoqo zokucholwa kweendaba kwaye awathatheli ngqalelo abo bangeengxaki zokuva nokubona. Kuba ukuba nokukhubazeka kungalungelelaniswa kwindawo zokusebenza, kuquka icandelo likarhulumente, abantu abatsha abathile abaneengxaki zokubona, ukuva nezasemzimbeni ngeke bakhuphisanele amathuba engqesho akhoyo. Amathuba amaninzi emisebenzi afuna imbali emfutshane ngomntu echwetheziweyo (curriculum vitae) (CV) bengathatheli ngqalelo abo bangenazo izandla zabo zokuchwetheza. Ukuphunyezwa kwamanyathelo awenza ukuba ulutsha olunokukhubazeka luhlale ngokuzimeleyo kwaye luthathe inxaxheba kuyo yonke imiba yobomi kufuneka abekwe phambili.

Le ilandelayo yimiba ebe negalelo kuthatho nxaxheba olusezantsi lolutsha kuqoqosho olungundoqo eMzantsi Afrika:

- a) Uqoqosho lwaseMzantsi Afrika luye lwehlelewa kukwehla koqoqosho ukususela ngo-2014, kwaye izinga lokukhula koqoqosho unyaka nonyaka lihleli kwi-2%. Oku kwehla kunokubalelwa kakhulu ekupheleni kokusuka kumaxabiso athile empahla ngo-2011, ukwehla kwinkcitho karhulumente nakutyalomali ngokunjalo neentsolo zorhwaphezulu kumaziko angundoqo karhulumente, okusaqhubayo kuchaphazela kakubi ukuthemba komtyalimali. Ukwehliselwa kwakutsha nje koMzantsi Afrika ziirhente ezithelekelela ikhredithi kwenza ube luzizi lo mfanekiso.
- b) Inkqubela kuphuhliso lwezoqoqosho luphazanyiswa kukuphunyezwa okulambathayo komgaqonkqubo wezoqoqosho, ukusebenza okulambathayo kweerhente ezisemthethweni ezisekelwe ukukhawulezisa uphuhliso lwezintlobo noqoqosho, kunye nokungabikho kokunamathelana nolungelelaniso kwenkqubosikhokelo yomgaqonkqubo osele ukhona. Umzekelo, inkqubosikhokelo yoqoqosho lwesikeyile esikhulu khangela ixhase ukukhula okuzinzileyo kunye nokudalwa kwengqesho. Eminye imingeni kukuba ityala likarhulumente linyuka ngokuthe ngcembe, kwaye ulondolozo kuwo omabini amacandelo elikarhulumente nelabucala lusahleli lusezantsi ngokuxhalabisayo, oko ke kuthintela ukukhula.
- c) Isantya esikhawulezayo senkqubela yobuchwepheshe sineempembelelo ezimbi kwingqesho, ingakumbi kumacandelo okuvelisa oqoqosho lwaseMzantsi Afrika, ngenxa yomatshini nezixhobo ezizisebenzelayo. Umsinga okhoyo ngoku we-4IR uthi thaca ithuba kunye nomngeni kuba unako ukuphazamisa phantse ishishini ngalinye ngoomatshini abasetyenziswa ngesikeyile esikhulu, oko okufuna utshintsho kulwakheko lwemarike yezemisebenzi. Abantu abatsha abanizi abanazo izakhono ezingqinelana nolwakheko lwemarike yezemisebenzi eqhutywa kakhulu bubuchwepheshe kwaye exhomekeke kwizakhono eziphezulu. Intswelangqesho yolutsha ibeka esichengeni ngokungaphaya uphuhliso lwezakhono ezifunekayo ukugcina ukukhula koqoqosho.

Ngokwe-StatisticsSA, uninzi lolutshalwaseMzantsi Afrika kaninzi luwelakolunye lweendidiezintathu: ukungafundi, ukungaphangeli nokungaqesheki. Nabo na abantu abatsha abaneminyaka emininzi befunda kunokwenzeka bangaqeshwa kunabantu abadala ngenxa yokungabikho kwamava omsebenzi abandakanyekayo. Okuqaphelekayo, abantu abatsha abaneziqinisekiso zemfundo yamaziko aphakamileyo banethuba elingcono lokufumana ingqesho, ukuba nje imfundo kunye nezakhono zabo zingqinelana

6. International Labour Organisation. (2019). Labour Market Access-a persistent challenge around the world. A study based on ILO's global estimates for youth labour market indicators.
 7. Statistics South Africa. (2019). Quarterly Labour Force Survey Quarter 4: 2019. Available at: <http://www.statssa.gov.za/?p=12948>
 8. Graham, L. & Mlatsheni, C. (2015) Youth unemployment in South Africa: Understanding the challenge and working on solutions. In De Lannoy, A., Swartz, S. Lake, L. & Smith C. (eds) *South African Child Gauge 2015*. Cape Town: Children's Institute.

nemarike yezemisebenzi efunwayo. Kuthathelwa ingqalelo inqanaba lotyalomali lwasekuhlaleni kwimfundo esisiseko kunye nemfundo yamaziko aphakamileyo, abantu abatsha baseMzantsi Afrika abaphuma kwinkqubo yemfundo bengenazo izakhono kunye nabo banezakhono bangafunwa ngamanani aphezulu kuqoqosho nakumashishini banokuxhamla kumangenelelo ekujoliswe kuwo aphunyezwa kwangoko angokufunyanwa kwezakhono zomsebenzi kunye nezakhono zokuba ngusomashishini. Iinkcukacha manani zibonisa imfuduko phakathi kwamaphondo yolutsha oluphakathi kwe-15 nama-29 eminyaka ubudala lusiya kakhulu kwizixeko eziseGauteng kunye nakwamanye amaphondo afana neKwaZulu-Natal kunye neNtshona Koloni lusuka kakhulu kwimimandla esemaphandleni lufuna amathuba angcono ezoqoqosho, imisebenzi kunye nobomi obungcono. Ulutsha olufudukayo lujongene nomngcipheko wokuwela kubuhlwempu basezidolophini ngenxa yokungabikho kwenkqubo yenkxaso ngexa lotshintsho lwabo; ngoko ke, kufuneka kube khona amangenelelo athathwa kwangaphambili kwaye athatha ixesha elide ukulungisa iimeko ngqo, imingcipheko nokuba sesichengeni kolutsha olungabafuduki. Abasetyhini abatsha namantombazana bahlelelekile, kuba benza isininzi samaxhoba okuthutyeleziwa kwabantu oko kusenzelwa ukubasebenzisela kakubi ezoqoqosho kunye nezesondo.⁹

Uluvo olulandelayo oluvela kwizingeniso zoluntu kwi-NYP luqaqambisa umbono womba obalulekileyo wabo kusetyenziswa nabo bohlukeneyo:

"Ngelishwa, abantu abatsha kunye necandelo jikelele le-SMME kudala besokola ukufikelela kwinkxaso ye-SEFA [iArhente eXhasa ngeziMali amaShishini amaNcinci], ngenxa yemiqobo kunye neemfuneko ezininzi, kunye namaxwebhu amaninzi afunekayo ekubiza imali eninzi ukuwaqulunqa. Oko kuquka ufikelelo kubacwangcisi mali ukuba baqulunqe intelekelelo yezimali kwaye benze iiprojekthi ezilungileyo nezifanelekileyo. Ngoko ke, iimfuneko neenqobo zokulinganisa kwizicelo kufuneka zitshintshwe." (Isingeniso sikamasipala, 16 Matshi 2020)

Ukongeza, i-4IR ineempembelelo kumsebenzi wexesha elizayo kwimigaqonkqubo yolutsha, yeenkqubo zemfundo, yengqesho kunye neyoshishino. Ngexa kukhona ukuxela kwangaphambili ukuphazamiseka okungamandla kulwakheko lwemveli lomsebenzi kunye nokuphelelwa lixesha kwenkqubo yezemfundo, sikhona isikowupu sokudalwa kwengqesho. Ngoko ke, ikhona kananjalo imfuneko yokwakha oko kulungele i-4IR phakathi kolutsha ngokungqinelana "NgoShishino lweziNto ngelIntanethi" ukonyusa iinzuzo ze-4IR. Uluvo olulandelayo oluvela kwizingeniso zoluntu kwi-NYP luqaqambisa umbono womba obalulekileyo wabo kusetyenziswa nabo bohlukeneyo:

"Inkqubela kunye nophuhliso oluhlelwe njenge-4IR luthatha imisebenzi kwaye nangona sibuxhasa ubuchwepheshe kunye nolunye uphuhliso, njengoko ulutsha lunokubuza ngophuhliso olusichaphazela kakubi." (Isingeniso sombutho wolutsha wesizwe, 16 Matshi 2020)

Ikwamele amathuba amatsha kananjalo. Idatha enkulu kuthiwa yigolide entsha okanye ioyile entsha. Idatha yinto engundoqo eyenza kuveliswe okutsha kunye nophuhliso lwezisombululo ezifanelekileyo ebantwini nakuluntu. Kubalulekile kananjalo ukuba abo banokuba ngabavelisi bokutsha bafikelele kuyo, kwabelwane ngayo kwaye kwenziwe ukuba ifikeleleke ngemithethosiseko yofikelelelo.

Intlekele ye-COVID-19 iyenze mbi nangakumbi imeko yentswelangqesho yolutsha eMzantsi Afrika. Uqoqosho besele lukhula kakubi kakade, kwaye ukuma ngxi kweentshukumo, kuhamba nentelekelo yokwehliswa kwamazinga ekhredithi, bekunokunyina ukudalwa kwemisebenzi kunye nozinzo lwamashishini amancinci nasezantsi nangakumbi. NgoJuni ka-2020, iinkampani ezininzi, kuquka namashishini karhulumente, iinkampani zokuhamba emoyeni nezokwakha, kunye nezolonwabo, kunye namashishino ezolonwabo, ukuzonwabisa nawokwamkela iindwendwe, abhengeza izicwangciso zokudenda abasebenzi. Kwezinye iimeko, amashishini avala isigxina. Amashishini amancinci angeniso yawo iye yaphela athwaxeke kanobom.

Kubalulekile ukungathathi ngokuba oosomashishini abangamadoda kunye nabasetyhini abatsha, okanye amaqela eentlanga ezohlukeneyo, bajongene neningeni kunye namandla afanayo. Kuluntu olo kakhulu ingabasetyhini abamnyama abangaqukwayo kwizithethe zasekuhlaleni, zenkcubeko nezemveli, kufuneka kwenziwe iinzame ezikhethekileyo ukuqinisekisa ukuqoqosho olungaya ngaphaya, olunika amathuba afanayo emadodeni kunye nakwabasetyhini abatsha.

5.4 Iziphumo zempilo yasemzimbeni neyengqondo ebuthathaka

Abantu abatsha abaphilileyo kufanele ukuba bavelise kwaye babe negalelo ekukhuleni koqoqosho lwelizwe. EMzantsi Afrika, kubalulekile ukulungisa imingeni ezingileyo yempilo nempilonte yolutsha, kuquka izifo ezosulelayo, usulelo olusulela ngokwabelana ngesondo (sexually transmitted infections) (ii-STI) kunye neziphumo ezibi zempilo yezesondo kunye neyokuzala, iingxaki zempilo yengqondo kunye nokungacingi kakuhle ngenxa yokusetyenziswa kakubi kweesabstensi neziyobisi, ubuhlwempu, ukuvinjwa nophatho gadalala, kunye nobundlobongela nokwenzakala. Into esoloko iyinyani kukuba ukusetyenziswa kakubi kweesabstensi neziyobisi kunokuba ziziphumo zempilo yengqondo embi okanye isaihlo esenzakalisa emoyeni. Enye yeenkxalabo zempilo ezingundoqo engahoywayo ixesha elininzi sisifo sephepha semiphunga (pulmonary tuberculosis) (TB), nakuba isesinye sezifo eziphambili ngokosulela esibanga ukusweleka phakathi kolutsha. NgokweNkcukacha maNani zoMzantsi Afrika (2018:40), ngo-2016, isifo ssephepha sasingunobangela ophambili wokusweleka kweqela leminyaka eli-15 ukuya kuma-24 ubudala, sibalelwa kwi-7,0% yabantu abaswelekileyo. Besilandelwa sisifo sentsholongwane kagawulayo (human immunodeficiency virus) (HIV) (esibange ukusweleka kwe-5,7% yabantu). Nakuba kukho amanqanaba awehlayo okukholelwa kabantwana abafikisayo ecaleni kokuba phezu kobukho jikelele kwe-HIV phakathi kwabantwana abafikisayo eMzantsi Afrika, amazinga okukhulelwa kwabantwana abafikisayo asahleli ephezulu ngokungafunekiyo. NgokweArhente

9. <http://www.statssa.gov.za/?p=12362>

yoNcedo yeZizwe eziManyeneyo, ngo-2018, usulelo olutsha lwe-HIV phakathi kwabasetyhini abatsha abaneminyaka eli-15 ukuya kuma-24 ubudala bekuphindeke kabini kunolo luphakathi kwamadoda asematsha (ama-69 000 osulelo olutsha phakathi kwabasetyhini, xa kuthelekiswa nama-25 000 phakathi kwamadoda asematsha). Jikelele, abasetyhini bebenamazinga aphezulu obukho jikelele kwe-HIV kunamadoda. Ubukho jikelele be-HIV phakathi kwabantu abaneminyaka eli-15 ukuya kuma-49 ubudala eMzantsi Afrika bebukuma-20,6% (ama-26,3% phakathi kwabasetyhini kunye ne-14,8% phakathi kwamadoda) ngo-2018. Oku kungalingani kubukho be-HIV ngokwesini kwacelwa kakhulu ebantwini abadala abatsha abaneminyaka engama-20 ukuya kuma-24 ubudala kwaye bekuphezulu ngokuphindwe kathathu phakathi kwabasetyhini kunasemadodeni. Ukuqhambuka kukabhubhane we-COVID-19 kubeka esichengeni abantu abatsha abaphila ne-HIV kumthwalo wokugula.¹⁰

Ulungqina obuvela kumahlolo emeko ekhoyo ngoku yempilontle yasemzimbeni, enxulumene nengqondo kunye neyengqondo yolutsha bubonisa ukuba kukho ukusetyenziswa kakubi okugqithisileyo kweesabstensi ezidala uxhomekeko, njengeziyobisi, utywala necuba, utywala ibobona buselwa ngokugqithisileyo eMzantsi Afrika. ISebe loPhuhliso lwezeNtlalo lazise iSicwangciso esinguNdoqo seziYobisi seSizwe, ngokunjalo namaphulo esizwe afana ne 'Ke Moja' ukuthintela nokwehlisa ukusetyenziswa kakubi kweesabstensi ezidala uxhomekeko, kodwa la mangelolelo abe neempembelelo ezinyiniweyo. ISicwangciso esinguNdoqo seziYobisi esavunywa yiKhabhinethi ngo-2019-2024 sathembisa utshintsho olungamandla kunye nolungelano oluphuculweyo lokuncothula neengcambu ukusetyenziswa kakubi kweziyobisi kunye neesabstensi lulutsha. Ingxaki yezibonelelo ezingonelanga zonyango, kukho amaziko asebenzayo ali-10 kuphela elizweni lonke, kucebisa ukuba abantwana abafikisayo ababandakanyeka ekusebenziseni kakubi iziyobisi bahlala benganyangwa kwaye banokude babe ngabantu abadala beneziphumo ezithatha ixesha elide nezingatshintshekiyo zokusebenzisa kakubi iisabstensi. Kukho kananjalo ukuphunyezwa okulambathayo komThetho woThintelo kunye noNyango lokuSebenzisa kaKubi iisabstensi, 2008, ingakumbi ngokuphathelele nolungiselelo lokunqanda izibonelelo zonyango lokusebenzisa kakubi iisabstensi ezingabhaliswanga. UmThetho uyatshintshwa ukukhuthaza utshintelo kunye nongenelelo lwakwangoko. Ngaphaya koko, kunzima ukulinganisa amangelolelo ngenxa yokungabikho kokubeka iliso nohlolo olusekelwe kwidatha eyohlulwe ngobudala. Kuxelwe ukuba kukho imingeni emitsha nevelayo efana nokusetyenziswa kweziyobisi ezitsha ezingekho mthethweni, ukugculela okunyukileyo nokusetyenziselwa ezesondo kakubi ngabenzi bobubi abakwi-intanethi ngenxa yokonyuka kwemisebenzi yeintanethi eyenziwa lulutsha. Ukuphumeza kuza kufuna abo kusetyenziswan nabo abafana neSebe loPhuhliso lwezeNtlalo, uGunyaziwe onguNdoqo weziYobisi, iSebe lezeMpilo, iSebe lewMfundo yamaZiko aPhezulu noQeqesho (Department of Higher Education and Training) (DHET), kunye neebhodi zoogunyaziwe botywala zesizwe nezamaphondo ukuba zenze utyalomali kwiinkqubo eziqhelanise nempilo yoluntu, ezisekelwe kumalungelo nezokwehlisa ukwenzakala, kuthathelwa ingqalelo ezo zinto zibeka esichengeni kunye nengozi yokusetyenziswa kotywala neziyobisi kunye nokuthatha izifundo kumangelolelo asele ekhona, kuquka lawo aziswe ngexa lokusabela kwesizwe kwi-COVID-19.

Ukusebenzisa kakubi iisabstensi kubeka impilo yabantu abatsha engozini enkulu kwaye kunoukhokelela kwizinto ezimbi ekuhlaleni ezifana nobundlobongela, ulwaphulomthetho kunye nokungahlangani kosapho ngabantu abatsha bengamakhoba nabenzi bolwaphulomthetho. Uninzi lwabantu abatsha lwehlelwa bubundlobongela ebantweni babo bonke bade bafike ekufikiseni ngokohlobo lwamava amabi obuntwana abachaphazela kwiimeko bume ezohlukeneyo. Amava amabi obuntwana ixesha elininzi akhokelela ekuziphatheni okunobundlobongela mva ebomini kwaye obu bundlobongela kuneempembelelo ezimbi kuluntu. Oku kuye kuphelele kubundlobongela bolutsha (ukulwa, ukuzimanya namaqela emigewu kunye nokuziphatha okunaynzela ezesondo). I-GBV nokubulawa kwabasetyhini yimingeni ekhulayo echaphazela ngokungalinganiyo abasetyhini abatsha. NgokoMphathiswa wamaPolisa, ngoMatshi ka-2020, amatyala axeliweyo e-GBV ebephezulu ngama-37% kunalawo arekhodwe ngo-2019.¹¹

Izinga elonyukayo le-GBV kunye nokusetyenziswa kakubi kweesabstensi lenziwa mandundu nangakumbi yimeko ye-COVID-19. Njengoko ilizwe lisebenzisa amanyathelo okunyina ukunqanda ukunwenwa kwentsholongwane, kube khona ukuvalwa kwezikolo nokuphazamiseka kwemisebenzi eyenza ingeniso kunye neenkonzo eziyimfuneko. Oku kuye kwabeka esichengeni abasetyhini kunye namantombazana ekubeni basetyenziswe kakubi kwezesondo kunye nobundlobongela beqabane ekuthandana nalo. Kunokuba khona kananjalo amazinga aphezulu ezigulo ezixhaphakileyo zempilo yengqondo ezifana nodakumbo, inkxalabo kunye namanqanaba asezantsi okuzithemba kodwa ke ezi ziye zingaqondwa kakuhle kwaye noncedo alusoloko luhleli lufumaneka. Ngo-2019 uMbutho wezeMpilo weHlabathi waxela amazinga aphezulu okuzibulala (kuquka iingcinga zokufuna ukuzibulala kunye nemizamo yokuzibulala) kwi-12,8 nge-100 000 ngo-2016, ingamadoda aseMzantsi Afrika esengozini ephezulu yokuzibulala kunabasetyhini.¹²

Ulutsha olungenamakhaya, ekubhekiselwa kulo kaninzi "njengabantwana basesitalatweni", banyusa inkxalabo nabo ngokunjalo edityaniswa ngokusondelo nemo engqongileyo yasemakhaya engaxhasi impilontle yabantwana. Kuyaqapheleka ukuba esi senzeko sikho kakhulu ezixekweni xa kuthelekiswa nemimandla yasemaphandleni apho izithethe zasekuhlaleni zoluntu kunye nobuntu zisasele zingatshintshi. Imilinganiselo yolutsha olungenamakhaya uphezulu kwimimandla yasezidolophini njengoko abantu abatsha befudukela ezixekweni bekhangele amathuba lungekho uthungelwano losapho lokubanceda. Amaphononongo ngokungabi nakhaya afumanise ubukho jikelele obuphezulu obuqaphelekayo bamava amabi ngexa lobuntwana, ingakumbi iimbali zokungakhuleli ekhaya okanye ukubaleka ekhaya. Indlela enye yokujongana nalo mba kukuhlanganisa ulutsha olunjalo olungenamakhaya kunye kunye nokuzama ukulubuyisela kwimo yangaphambili nokulunika izakhono. Le nkqubosikhokelo yomgaqonkqubo igunyazisa iSebe loPhuhliso lwezeNtlalo ukuba liphuhlise kwaye liququzelele ukuphunyezwa kweeprotokoli ezibandakanyekayo ezikumacandelo ezinxulumene nokupheliswa kobuhlwempu, ukomelezwa kweentsapho, ukhuselo lwabantwana kunye nophuhliso lolutsha, ukuqinisekisa ukuba iinkqubo zothintelo nezongenelelo kwangoko ziphunyezwa kuwo onke amacandelo. Amaqela awohlukeneyo abantyu abatsha abasesichengeni afana nalawo angenazo izindlu ezoneleyo

10. South African National HIV Prevalence, Incidence, Behaviour and Communication Survey, 2018

11. <https://www.dailymaverick.co.za/article/2020-04-09-is-gender-based-violence-not-a-serious-and-violent-crime-minister-cele/#gsc.tab=0>

12. <https://www.businesslive.co.za/bd/national/health/2019-09-09-sa-men-four-times-more-likely-to-commit-suicide-than-women-who-report-finds/>

(abangenamakhaya kunye nabahlali basematyotyombeni) bafuna ujoliso ngohlolo, uvavanyo nonyango ngexa loobhubhane.^{13,14}

5.5 Amashishini enkubeko nokuyila angachukunyiswayo

Ezemidlalo kunye nemisebenzi yenkcubeko zingadala abemi abaphilileyo, abasebenzayo, ukufaka uluvo lwebhongo lesizwe, kwaye ke oku kunegalelo kunamathelwano ekuhlaleni kunye nakutshintso lwezentslalo noloqoqosho. La macandelo anako ukuba negalelo ekukhuleni koqoqosho eMzantsi Afrika kwaye enza umdla nangakumbi kulutsha lwaseMzantsi Afrika. Kukho imfuno yokujolisa ekufumaneni olo ncedo lukhulu kwiinkqubo kunye nakumaphulo akhoyo naceyiweyo ezemidlalo, ezolonwabo nezobugcisa nenkcubeko. La macandelo anako ukuba negalelo ekukuphuhliseni nasekukhuliseni izakhono, ukunika amathuba engqesho kunye nawokuba ngoosomashishini, kunye nokuba negalelo ekwakhiweni kwesizwe phakathi kwabantu abatsha. Amacandelo ezemidlalo noyilo kufuneka ajolise kuthabatho nxaxheba lwabantu abaninzi kwaye ajolise kwiimfuno zolutsha, ingakumbi kwimfundo nophuhliso lwezakhono, edala amathuba engqesho kwaye ekhuthaza iziphumo zempilo elizweni xa lilonke. Indima yenkcubeko, uphuhliso nokukhuthazwa kwamagugu esizwe kunamathelwano ekuhlaleni nakumashishini oyilo kuchazwa njengeyona mimandla iphambili kumgaqonkqubo.

Ubhubhane we-COVID-19 uveze imingeni emininzi kumagcisa nakwishishini loyilo xa lilonke. Uninzi lwabo abanazo iikontraki zemisebenzi, inkxaso yokungaphangeli, imihlalaphantsi nezinye iinkqubo zenkxaso. Ukusabela kuthathwa amanyathelo kwangaphambili kubhubhane kunye nemiba yomthetho kufuneka zisebenze ukunceda amagcisa kunye nokuthintela ukusetyenziswa kakubi.

5.6 Ukuphelisa kwefayibha yezentslalo nobumi obunenkuthalo

Abantu abatsha eMzantsi Afrika baphuhla ukuzazi kwisimo sentlalo esibanzi esineentsalela zocalulo olukwinkqubo kunye nokungalingani kwelinye icala, kunye nendawo yoluntu yasemva kwedemokrasi apho kulindeleke ukuba basebenzise amalungelo abo obumi kwelinye icala. NgokoPhando loLawulo, uKhuselo loluNtu nobuLungisa lweeNkcukacha maNani zoMzantsi Afrika luka-2018/19, ngaphezulu nje kwabantu abasibhozo kwabalishumi bayazidla okanye bazidla kakhulu ngokuba ngabaseMzantsi Afrika, phantse isiqingatha sabemi sizidla ngokuba ngabaseMzantsi Afrika (ezeeNkcukacha maNani zaseMzantsi Afrika, 2019). Uluntu lukuqonda ngokucacileyo ukubaluleka koluhlu lwimithethosiseko engundoqo enedemokrasi, kuquka unyulo olukhululekileyo nolufanelekileyo, ilungelo lokuhlangana nokuqhanlqalaza, idemokrasi yokunaba, ukuthatha uxanduva lonyulo, inkululeko yokuzivakalisa, kunye nokunyamezelana ngokwezopolitiko. Unyulo olukhululekileyo nolufanelekileyo lusahleli ilelona lubekwa phezulu ngokwedemokrasi. Nakuba kunjalo, abantu abatsha baziva bengaqakwa, kakhulu ngenxa yamazanga aphezulu entswelangqesho kunye nokungakwazi kwabo ukuthatha inxaxheba ngokoqoqosho. Uphando loLawulo, uKhuselo loluNtu nobuLungisa lubonisa ukuba malunga ne-13% yabantu baseMzantsi Afrika behlelwe lucalulo kwiminyaka emibini ephambi kophando. Ucalulo ngokobuhlanga lwehlele phantse i-6,8%, ngexa ucalulo ngenxa yendlela okhetha ukuziphilela ngayo ngokwesini kwehle ngeyona pesenti isezantsi ye-0,1%. Kubalulekile ukuqaphela ukuba ipesenti inokuba phezulu kwimimandla ethile yejografi xa kuthelekiswa nobukho jikelele kwisizwe. Amaziko ajolise kulutsha nasebenzela ulutsha kunye nemibutho yoluntu ekuhlaleni kufunwa ukuba babe negalelo kunamathelwano lwasekuhlaleni ngokuhlanganisa isicwangciso sokuthathwa kwamanyathelo sesizwe ukulwa ucalulo, ucalulo ngokohlanga, ukubukula abemi bamazwe angaphandle kunye nokunganyamezelani okunxulumene noko kwiinkqubo ozabo zokuphumeza. Jikelele, abantu abatsha bavakalisa amanqanaba asezantsi kakhulu okuthemba urhulumente kunye nakwiinkonzo ezinikwa ngurhulumente.¹⁵

Ukujongana neningeni engentla, umgaqonkqubo obanzi ojongene ngqo nolutsha oqonda iyantlukwano yolutsha; ojolise ekuphuculeni inkqubo yezemfundo; onyusa izakhono namathuba oqoqosho, kuquka amathuba engqesho nawokuba ngusomashishini ebantwini abatsha; ukhusela ulutsha olusesichengeni, kuquka nolo lunokukhubazeka, olungekho kwimfundo, ingqesho noqeqesho; ukhuthaza izimbo sokuphila esinempilo esithintela ukutyeba, izifo ezosulelayo nezo zingosuleliyo kunye neengxaki zempilo yengqondo; kwaye uqinisekisa ufikelelo kulwazi nakwiinkonzo ngempilo yezesondo kunye neyokuzala ezingacaluliyo ngokwesini, uyafuneka. I-NYP 2030 iza kubonelela kananjalo ngoyilo kuamziko karhulumente, uluntu ekuhlaleni, icandelo labucala kunye nolutsha kwiinzame zabo zophuhliso lolutsha, kuquka ukomeleza unamathelwano ekuhlaleni, nokuziphatha kwabantu kunye nokufakwa kuluntu.

Abemi bathemba amaziko awohlukeneyo anegalelo ekuthatheni uxanduva, ukungafihli, uthatho nxaxheba kwidemokrasi kwaye ufikelele kubulungisa kusahleli kungumba obalulekileyo woluntu olunedemokrasi apho amalungu axhasa imigaqonkqubo karhulumente kwaye efaka isandla ekwakheni ilizwe, kuquka nokuvolontiya. Ngexa ukungabinathemba koluntu koorhulumente besizwe isisenzeko esikhulayo kwiilabathi jikelele, kuyaxhalabisa ukuba eMzantsi Afrika ukuthemba inkqubo yezopolitiko kuyaqhuba nako kusehla. Oku kunokunxulunyaniswa nazo zombini iintsilelo zokwenyani nezo zibonwayo zikarhulumente, kuquka izinga elicothayo lokujongana norhwaphilizo kurhulumente. Ukufihla nokungabikho kokuthathwa koxanduva okubonwayo kunegalelo ekungabini nomdla kunye nokungazibandakanyi kolutsha.

13. Herman, DB, Susser, ES, Struening, EL & Link, BL, 1997. Adverse childhood experiences: Are they risk factors for adult homelessness? American Journal of Public Health 87(2), 249–55. www.ajph.org/cgi/reprint/87/2/249.

14. Mokomane, Z. & Makoe, M. 2015. An overview of programmes offered by shelters for street children in South Africa. Child & Family Social Work. <https://doi.org/10.1111/cfs.12251>

15. <http://www.statssa.gov.za/publications/P0340/P03402019.pdf>

5.7 Uphuhliso lolutsha olunemithombo engonelanga kunye neenkonzo ezilungelelaniswe ngokulambathayo

Ukucebisana nolutsha kuchonge imingeni emininzi kwisithuba sophuhliso lolutsha. Le iquka ukungadibani phakathi kwemibutho yophuhliso lolutsha, ukungabikho kwamagunya acacileyo, ukungabikho kokwahlula phakathi kweenxenyane zezopolitiko kunye nezolawulo zomsebenzi wophuhliso lolutsha. Kukho kananjalo ukungoneli ekukhutshelweni kophuhliso lolutsha imithombo, ukusuka kumbono wemithombo yezimali kunye naleyo inxulumene nabantu. Nakuba kunjalo, umsebenzi wolutsha kakhulu ujolise ekuceleni umngeni kumbono wokuba abantu abatsha basisithintelo kwinkqubela yesizwe. Ngokuphathelelene noku, inkalo yomsebenzi wolutsha ijolise kuphuhliso olupheleleyo lwabantu abatsha ngokubaxhasa ukuba bahlangabezane neemfuno zabo kwaye bafikelele kokona kuba nako kwabo kungakhathaliseki mingeni bajongene nayo kubudala babo bonke.

Nakuba izakhono zabantu abatsha zakhelwe ekuziqhelaniseni nomsebenzi wolutsha, le nkalo isahleli ingaziwa kwaye ingaqondwa, nangaphandle kokuba iququzelelwa phantsi kwebhena yendlela yophuhliso lolutsha esebenzayo nesabelayo. Umsebenzi wolutsha uchazwa njengemisebenzi efuna ngenjongo ukuphemelela abantu abatsha ngenjongo yokunceda kunye nokunyusa uphuhliso lwabo lobuqu kunye nolwasekuhlaleni oko kusenziwa ngothatho nxaxheba lwabo lokuzithandela; okongeza kwimfundo kunye noqeqesho lwabo olusesikweni, lwemfundo okanye lomsebenzi; kwaye ke oko kubonelelwe kakhulu yimibutho yomsebenzi wolutsha. Ukungabikho kwenkqubosikhokelo yomthetho kumsebenzi wolutsha ikwasisithuba esibalulekileyo ngenxa yemingeni emininzi abajongene nayo abantu abatsha ubomi babo bonke kumanqanaba okuba bengabodwa, belusapho, beluluntu kunye nasekuhlaleni. Uphononongo lukaHlagala (2012) lunxulumene nokuvela komsebenzi wolutsha ekusabeleni kwiingxaki zentlalo ezibangwa ziimeko ezibanzi ezinxulumene nezentlalo nezopolitiko. Ngokuphathelelene noku, ubudlelwane bomsebenzi olutsha ufuna ukuqonda okunzulu kwemixholo yasekuhlaleni kunye neendlela ezineenkalo ezininzi ujoliso olungundoqo ekuguquleni oko kuqonda lube sisombululo kwiingxaki zasekuhlaleni zabantu abatsha.

Zonke ezi zikhokelele ekusabeleni okuphezulu, kwaye abasebenzi abanzinzi abanentaphane yamava nothando baye bayishiya imisebenzi bekhangelanga amathuba angcono. Oku kukhokelele ekubeni zingananzwa iingxaki zolutsha ezifana nokuyeka isikolo, ukusebenzisa iisabstensi, ukuphemelela ulwaphulomthetho kunye nokungabi namakhaya. Abantu abatsha kufunwa ukuba baphuhlise izakhono ezoza kwenza ukuba baphumelele kwaye benze utshintsho olwanelisayo kuko konke ukufikisa kwabo ukuya ebuntwini obudala kwimixholo yabo yezentlalo neyoqoqosho kunye nanjengoko kubonelelwe ngumgaqonkqubo okhoyo kunye namalungiselelo eziko. IPhepha leNgcaciso Nkqubo ngeNtlalontle ekuHlalani lika-1997 licingela inkqubo yentlalontle yasekuhlaleni karhulumente ophuhliso apho abasebenzi abohlukeneyo bophuhliso lwezentlalo, kuquka nabasebenzi abalulutsha, baza kuphumeza iintlobo zeenkonzo kumanqanaba awohlukeneyo ongenelelo ukulungisa iingxaki zasekuhlaleni ezinokuphelisa iinzame zokuphuhlisa uqoqosho. EMzantsi Afrika, inkqubo yokuwenza ibe ngowobugcisa umsebenzi wolutsha yaqala ekupheleni koo-1980, kwaye umsebenzi wolutsha waqukwa kwi-NYP 2015-2020 njengomba ongundoqo weendela ezithembisayo kuphuhliso lolutsha.¹⁶

6. IMIMANDLA EPHAMBILI KUMGAQONKQUBO

6.1. IMFUNDO ESEMGANGATHWENI, IZAKHONO NAMATHUBA ESIBINI

Utyalomali kwimithombo enxulumene nabantu lolona tyalomali lunye lubalulekileyo olunokwenziwa lilo naliphi na ilizwe. Alikho ilizwe elike lenza utshintsho ngempumelelo ukusuka "kwelisaphuhliso" ukuya "kweliphuhlileyo" kungekho bantu bafundileyo (NDP, 2012). Imfundo kufuneka yenze abantu abatsha baphuhlise izakhono kwaye bafikelele koko banokufikelela kuko. I-NDP ichaza ukuba umbono wemfundo waseMzantsi Afrika ngowokuba ngo-2030 abantu baseMzantsi Afrika kufuneka babe nofikelelo kwimfundo noqeqesho bafumane elona nqanaba liphezulu banokulifumana oko kusenziwa ngeziphumo zokufunda eziphucuke kakhulu. Ukuqhuba kwabafundi baseMzantsi Afrika kwiimvavanyo ezifanayo zehlabathi kufuneka kube nokuthelekiswa nokuqhuba kwabafundi abavela kwamanye amazwe akwinqanaba elifanayo lophuhliso. Inkqubo yezemfundo kufuneka ilungiselele amaqela awohlukeneyo kwaye ivelise abantu abanezakhono eziphezulu ezifanelekele iimfuno zemarike yezemisebenzi.

Abo bathweswe izidanga kwiiyunivesity neekholeji zaseMzantsi Afrika kufuneka babe nezakhono kunye nolwazi lokuhlangabezana neemfuno zangoku kunye nezexesha elizayo zelizwe ngokunjalo nemizila yoqoqosho yehlabathi, kuquka utshintshi kwimarike yezemisebenzi evela kwi-4IR. Izakhono ezinjalo kufuneka zifake ukulungela umsebenzi kunye nezakhono ezithambileyo, zobuchwepheshe nezokuba ngusomashishini. Inkqubo yezemfundo iza kudlala indima enkulu ekwakheni uluntu oluqakayo, inika amathuba alinganayo kwaye isondla abantu abatsha baseMzantsi Afrika ukuba baphumeze ukuba nako kwabo okupheleleyo, ingakumbi abo bebehlelekile ngaphambili ngenxa yemigaqonkqubo yocalulo, njengabantu abamnyama, abasetyhini nabantu abanokukhubazeka. Ujoliso olumiselwe lo mbono luquka icandelo le-TVET elinama- 25% yolutsha oluneminyaka efanelekileyo yobudala, okuthetha ukonyuka ukusuka kuma-705 397 ngo-2016 (DHET, 2018) ukuya kwi-2,5 yezigidi zabantu abatsha baseMzantsi Afrika ngo-2030. Ukuthathwa kwimfundo yamaziko aphakamileyo kunye nemfundo engaphaya kuphucukile.

UMzantsi Afrika ufuna abasebenzi abanezakhono ukonyusa kukhula koqoqosho. Ezi zakhono ziquka iinjini, amagcisa ezempilo kwiindidi ezahlukeneyo zemisebenzi ukuze banike ukhathalelo lwempilo olusemgangathweni, abaphandi abavelisi bokutsha ukuba badlale indima ebalulekileyo ekudaleni imveliso entsha, kunye nemisebenzi emitsha kunye neendlela ezintsha zokuvelisa imveliso esele ikhona ingabizi mali ininzi kwaye yohluke ngokungaphaya, kuquka unikezo lweenkonzo zikarhulumente. Isiseko

16. Dutschke, M. (2008) Developmental social welfare policies and children's right to social services. South African Child Gauge – 2007/2008. Children's Institute. University of Cape Town

semfundo nokufunda ngumba wokhuselo obalulekileyo kwiziphumo ezibi kwaye yimfuneko ebantwini abatsha ukuba bafikelele ekuxhotyisweni ngokoqoqosho. Abantu abatsha, nokuba zinjani na iimeko zabo, kufuneka baxhaswe ukuze bafumane imfundo esemgangathweni nezakhono zokuphumelela kuqoqosho lwehlabathi.

Ukuphumeza ezi njongo, uphuhliso lwabantwana beselula nemfundo, imfundo esisiseko, imfundo emva kokugqiba isikolo kunye namacandelo oqeqesho kufuneka aphucule ulingano kufikelelo nakumgangatho wemfundo neziphumo zoqeqesho ngokunjalo nokuhlangana namacandelo elophuhliso lwezintlalo nelobulungisa ekunikeni iinkqubo ezisebenzayo zethuba lesibini kulutsha olusesichengeni. Onke amasebe karhulumente, kuquka oomasipala, kufuneka abe neenkqubo zokufunda umsebenzi usemsebenzini nezokufumana amava omsebenzi, ekufuneka zibekwe iliso ngokwamanani, ukuqoqosho nomgangatho. Utshintsho lokusuka ekufundeni ukuya ekuholeni kufuneka lugude, ukuze isahlulo sedemografi sivumwe lilizwe.

Amangenelelo andululwayo:

6.1.1 Ukuqinisekisa ufikelelo jikelele kuphuhliso lwabantwana beselula kunye neenkqubo zokufunda kubo bonke

- Ukubuyisela, ukwandisa nokubeka iliso ulungiselelo lofikelelo olunyanzelekileyo kuphuhliso lokufunda kwabantwana beselula (early childhood development) (ECD).
- Ukuphucula ubulunga kuzo zonke izikolo zikarhulumente ukuvala isikhewu esiphakathi kwezikolo zikarhulumente nezabucala.
- Ukunika imithombo yolwazi nenkxaso abafundi abanokukhubazeka ukuze bathathe inxaxheba kuyo yonke imiba yobomi besikolo nokufunda.
- Ukungenisa ulwimi lokuthetha ngezandla kunye nombhalo wamaqhuhquva kubo bonke kwinkqubo yemfundo, kuqala kwinqanaba le-ECD.

6.1.2 Ukuphuhlisa imo engqongileyo yokufunda ekhuselekileyo

- Ukuqinisekisa izithuba ezingenabo ubundlobongela, zokufunda ngokukhuselekileyo nezifanelekileyo kubafundi.
- Ukwazisa inkqubo yokhuseleko ezikolweni ukuqinisekisa ukuba ukufundisa nokufunda akuthintelwa lulo naluphi uhlobo lwentsongelo okanye ukwenzakala ngenxa yobundlobongela.
- Amasebe eleMfundo esiSiseko neleMfundo yamaZiko aPhakamileyo noQeqesho kufuneka asebenze ngokusondeleyo ne-SAPS kunye noluntu ekuhlaleni ukuze ngokuhlanganyelana, neenkokeli zabafundi, baphumeze imisebenzi yasesikolweni echasene nobundlobongela, kuquka nobundlobongela obusekelwe kwisini.

6.1.3 Ukuphuhlisa ootitshala kunye nokuyiqwalasela kwakhona ikharithyulam ukukhuthaza ukusonjululwa kweengxaki, ukuba nokuqesheka, ukuba ngusomashishini kunye nokuziqhelanisa ne-4IR

- Ukuphepha utshintsho olukhawulezayo kwikharithyulam kwinqanaba lemfundo esisiseko.
- Ukuqwalasela kwakhona inkqubo yemfundo kunye nenkqubosikhokelo yoviwo ukufaka ikharithyulam ehlangabezana nemigangatho yehlabathi, kuquka i-4IR kunye noncedo lokufaka isandla kwiimfuno zoqoqosho zelizwe.
- Ukuqeqesha ootitshala, iindlela zokufundisa ezisekelwe kubuchwepheshe.
- Ukutsala, ukufumana kunye nokugcina abantu abatsha kumsebenzi wokufundisa.
- Ukuziqhelanisa nexesha le-4IR ngokunyusa ufikelelo kwi-broadband ne-Wi-Fi ngoqhagamshelo kwi-intanethi ukuze kufundiswe ulwazi lwekhompyutha kunye nokusetyenziswa kweIntanethi, kuquka izikolo ezisemaphandleni, emakhaya nakuluntu.
- Ukonyusa iinzuzo ezivela kwishishini lobuchwepheshe obutsha njengenywe yezinto ezenza amashishini oyilo ukudalela ulutsha amathuba engqesho.
- Ukwenza kufaneleke ubuchwepheshe ngabunye obuziswa elizweni kwimo engqongileyo yaseMzantsi Afrika ukonyusa ngokungaphaya izakhono ezikhoyo elizweni.
- Ukuxhasa nokufaka inkcubeko exabisa ukuveliswa kokutsha, ukufundisa kunye nokucinga ngoshishino ukunceda abantu abatsha babe ngabathathi nxaxheba abakhutheleyo kunye neenkokeli kuqoqosho lwedijithali.
- Ukuphumeza nokwandisa uqeqesho kwizakhono kwabantu abatsha kwimimandla ye-4IR, njengobunjinieli bokubuyisa umva kwi-smart cars, ushicilelo lwe-3D, i-artificial intelligence, ii-robotics, i-autonomous vehicles, i-nanotechnology, i-biotechnology, idatha enkulu, i-intanethi yezinto, i-quantum computing, ukhetho lothungelwano olubonwayo, iinkozoz zosasazo ezibonwayo, kunye noholo lweendaba olubonwayo nothungelwano, njengoko kufunwa lishishini.

- (j) Ukuvelisa ngokuqhubayo izifundo ezinokwenziwa ezifana nezo zokuba ngusomashishini ne-e-commerce, ezolimo, ikhompyutha, urhwebo lwezimali kunye notyalomali, uqoqosho olunganxulumananga nekhlabhoni, izakhono zobuchwepheshe nomsebenzi wezandla (ubugcisa) kwinkqubo yonke yemfundo.
- (k) Bonke abafundi baseMzantsi Afrika kufuneka bafunde ezembali, izakhono zokuyila nokucinga nzulu, izakhono zokusombulula iingxaki, ukukhowuda nee-robotics, izakhono zobomi, unxibelelwano neelwimi zemveli.
- (l) Izikolo ezikwimimandla esemaphandleni kufuneka zisebenzise umhlaba wokulima wengingqi okanye ukufundela ukufumana amava kwinkqubo yezolimo, amafama engingqi esebenza njengemizekelo.
- (m) Iikholeji ze-TVET nezeMfundo noQeqesho loluNtu (Community Education and Training) (CET) kufuneka zinike iinkqubo ezingaphaya zokusebenza, phakathi kwezinye, iSicwangciso seLizwekazi kwiMfundo noQeqesho loMsebenzi ukuNika iNgqesho uluTsha (iManyano yeAfrika, 2018). Ulungiselelo lwezi zakhono kufuneka lusabele kwiimfuno zeshishini kunye nakwiimfuno zophuhliso zelizwe.
- (n) Ulutsha kufuneka ludlale indima ebalulekileyo kwi-4IR kunye nakuqoqosho kwaye kufuneka ludlale iindima zokuba ngoonozakuzaku kananjalo kuwo onke amacandelo karhulumente.

6.1.4 Ukuphumeza iinkqubo zongenelelo kwangoko ezineenkalo ezininzi ekukhuleni okunempilo kwabantu abatsha

- (a) I-DBE kufuneka inyuse amangenelelo afana neenkqubo zemfundo yoontanga kunye noKhathalelo neNkxaso yokuFundisa nokuFunda (Care and Support for Teaching and Learning) (CSTL) ukuxhasa abafundi abanemfuno ezinxulumene nengqondo nentlalo, kuquka izibonelelo zothutho ezikhuselekileyo nezifanelekileyo kwizikolo zasemaphandleni kunye nakubafundi abanokukhubazeka.
- (b) Inike iinkqubo zasemva kokuphuma kwesikolo, kuquka iikhosi ezineziTifiketi zoMenzi weziXhobo wokuQala (Original Equipment Manufacturer) (OEM) eseziphakathi kuqoqosho. Ezi zinokufana neenkqubo ze-Microsoft ezinokwaziswa kwangoko ekufundeleni umsebenzi usemsebenzini kwicandelo labucala.
- (c) Amasebe eloPhuhliso lwezeNtlalo, iMfundo esiSiseko, nelezeMidlalo, ubuGcisa neNkcubeko kufuneka, ngentsebenziswano noluntu ekuhlaleni kunye nemibutho esekelwe kwinkqubo, ayile kwaye aphumeze iinkqubo zongenelelo kusekwangoko ebantwaneni kunye nakulutsha ekufakeni uluvo lokuzithemba, amalungelo namaxanduva ngexa efaka ukuzihlonipha.
- (d) Iinkqubo ezigcina abantwana ukuphuma kwesikolo ezizinzileyo eziphucula ukuqhuba ezifundweni kwaye ezilungisa ububi bezentlalo zinokunikwa ngabasebenzi bophuhliso lutsha oko kusenziwa ngokwazisa ekuhlaleni. Imisebenzi inokuquka iinkqubo zokufundisa, ukuba ngumzekelo, izakhono zobomi nezobunkokeli, amakhondo emisebenzi anokulandelwa kunye nemiboniso, ubugcisa, imidlalo nezolonwabo.
- (e) Ukwazisa kunye nokukhuthaza imfundo noqeqesho lokuba ngusomashishini ezikolweni ukunceda ukuququzelela uphuhliso olubanzi lwenkcubeko yasekuhlaleni kunye nokuba ngusomashishini kwindalo.

6.1.5 Ukubonelela ngamathuba okuququzelela ukugqitywa nokulungiswa kwakhona kwamaziko emfundo

- a) I-DBE, ngentsebenziswano nababoneleli babucala kunye noluntu ekuhlaleni (ingakumbi imibutho ekhokelwa lulutsha), kufuneka ixhase abafundi abafuna ithuba lesibini ukuba baphumelele imatriki. Iiprojekthi zokubhalwa kwakhona kwematriki kufuneka zixhaswe ukuze abantu abatsha kuzo iindawo zoluntu bazi ukuba bangakwazi ukufumana iziqinisekiso ngeekholeji zoluntu kunye nangamaziko oqeqesho nemfundo yabadala.
- b) Amasebe eleMfundo yamaZiko aPhakamileyo noQeqesho nelezeNzululwazi nokuVeliswa kokuTsha kufuneka anike abantu abatsha abashiye amaziko emfundo angaphaya ngenxa yezizathu ezingezizo ezemfundo, ithuba lokugqibezela imfundo yabo ukuze bakwazi ukukhuphisana kwimarike evulekileyo yezemisebenzi.
- c) Bonke abantu abatsha kufuneka babe nofikelelo kwiindlela ezininzi ezixhasa iindlela zokuphuma ezininzi ezibhekisele kuqeqesho lobuchwepheshe, uphuhliso lwamashishini kunye nokuqhuba ngemfundo yabo. Abo kusetyenziswana nabo babandakanyekayo (i-DBE ne-DHET) kufuneka baphuhlise umgaqonkqubo ukuqinisekisa ukuxela okucacileyo phakathi kwezikolo, amaziko emfundo yabadala noqeqesho, iikholeji zoluntu, iikholeji ze-TVET, iiyunivesiti kunye nabanye ababoneleli ngemfundo noqeqesho. Oku kuza kwenza kuvumeleke iindlela ezahlukeneyo, ezingezizo ezemveli kodwa ezivunyiweyo zokufumana uqeqesho.
- d) Abantu abatsha, ingakumbi amantombazana amancinci, kufuneka acetyiswe ukuze afunde izifundo ze-STEM (inzululwazi, ubuchwepheshe, ubunjinieli nemathematika) nojoliso lokusingqongileyo.
- e) I-DBE kufuneka imisele iqonga leintanethi elingahlawulelwayo elifanele ithuba lesibini lematriki, kunye nabantwana abangenamali okanye ufikelelo kwi-TVET nemfundo yabucala. Iqonga elinjalo linokuyenza ibe yeyesiqhelo imfundo yeintanethi kwinqanaba lemfundo yezikolo zamabanga aPhakamileyo kwaye linokufikelela kude nakuluntu olusezilalini.

6.1.6 Ukunika isikhokelo samakhondo emisebenzi enokulandelwa kumacandelo obuchwepheshe, asekelwe kubuchwepheshe nawokuvelisa oqoqosho

- a) Amasebe eleMfundo esiSiseko, iNgqesho neMisebenzi, eleMfundo yamaZiko aPhakamileyo noQeqesho nelezeNzululwazi nokuVeliswa kokuTsha kunye ne-NYDA kufuneka aqinisekise ukuba bonke abafundi banofikelelo kulwazi olusemgangathweni lwamakhondo emisebenzi enokulandelwa kunye nesikhokelo esoneleyo samakhondo emisebenzi enokulandelwa. Imiboniso yamakhondo emisebenzi enokulandelwa kufuneka inike ulwazi ngamathuba oqeqesho, ingakumbi kwizakhono ezifunekayo kumacandelo okuvelisa oqoqosho (ezolimo, ubugcisa bokuyila, i-ICT, ukuba ngusomashishini, ukwenza impahla, ukhenketho), kunye nokudibana nemarike yezemisebenzi edalekayo kufuneka iyilwe.
- (b) Izikhokelo zamakhondo emisebenzi enokulandelwa kufuneka ziqale kwangoko kuze kufakwe nokukhubazeka ukuze abantu abatsha bakwazi ukwenza ukhetho oluchanekileyo lwezifundo ezingqamene namakhondo emisebenzi abawakhethayo.
- (c) Bonke ababoneleli ngenkonzo zeintanethi kufuneka banike ulwabiwo lwedatha lwasimahla kunye neewebhusayithi zemfundo ezingahlawulelwayo kulutsha olufanelekileyo njengento engxamisekileyo ukunceda abantu abatsha bafikelele kumathuba okufunda nokuqhubela phambili.

6.1.7 Amathuba anyukileyo kwizakhono zoqeqesho ekugqibeni isikolo kumntu wonke

- a) Amathuba anyukileyo kwizakhono zoqeqesho ekugqibeni isikolo kumntu wonke
- (a) Kwisithili ngasinye semfundo kufuneka kube khona isikolo samabanga aphakamileyo se-TVET kunye nemiboniso ye-TVET ukwazisa la maziko.
- (b) Emva kohlolo, amasebe anoxanduva lwemfundo kufuneka aseke izikolo neekholeji zokugqwesa kwezolimo kwiphondo ngalinye kwaye omeleze izibonelelo esele zikhona zezolimo.
- (c) Ukwazisa iinkqubo ezifanelekileyo kubafundi ababhalisa kwiikholeji ze-TVET abangenaso isiqinisekiso sematriki okanye abangene kwizikolo ezineziqinisekiso ezisezantsi.
- (d) Ukuseka amaziko amatsha, ophuhliso anezakhono ezibonewayo esele zilungile ezinika iinkqubo zezakhono ezimfutshane nezahlukeneyo kulutsha. Indawo kunye nodidi lwentlalo makungaze kube sisithintelo kulutsha.
- (e) Urhulumente kufuneka akwandiswe ngokuqhubayo ukuphunyezwa kwemfundo yasimahla kwaye aphucule ukusebenza nempumelelo ye-NSFAS.
- (f) Ukwenza kufumaneke ulwazi ngamathuba enxkaso kubafundi kuzo zonke iindawo zoluntu kunye namaziko emfundo oko kusenziwa ngamaqonga awohlukeneyo eendaba.
- (g) Amasebe eleMfundo yamaZiko aPhakamileyo noQeqesho nelezeNzululwazi nokuVeliswa kokuTsha kufuneka aphuhlise isicwangciso esibanzi ngokunxulumene netyala elikhoyo kubafundi, okungumngeni ke oko kubafundi abaninzi.
- (h) Onke amaziko angaphaya kwesikolo kufuneka aquke ukuqinisekisa ukuba amalungelo abafundi abanokukhubazeka kwimfundo akhuselwe. Iikholeji ze-TVET kufuneka zenziwe zifikeleleke ebantwini abanokukhubazeka. Imali ehlawulelwa isikolo kunye nemathiriyeli yokufunda kumaziko angaphaya kwesikolo kufuneka zilungiselelwe abafundi abanengxaki yokubona nokuva, kuquka nemathiriyeli yethala lencwadi.
- (i) I-DBE kufuneka ikhawulezise ukuphunyezwa kwePhepha leNgcaciso Nkqubo kwiMfundo yeeMfuno eziKhethekileyo ukuqinisekisa ufikelelo olulinganayo noluzinzileyo kwimfundo kulutsha olunokhubazeka.
- (j) Ubudlelwane phakathi kweekholeji namashishini kufuneka bakiwe ukuqinisekisa utshintsho oloneleyo kubafundi abasuka kumaziko emfundo besiya emsebenzini beyokuphangela okanye beyokugqibezela iikhosi.
- (k) Abo bathweswe izidanga basebatsha abavela kwiikholeji ze-TVET kunye nakuwo onke amanye amaziko kufuneka baxhaswe ekufumaneni iindawo abanokuya kuzo beyokufunda ukuze bafumane amava, okanye ukusebenzela ukufumana amava emsebenzini kufuneka oko kwandiswe ngurhulumente kunye necandelo labucala.
- (l) Ukunyusa iinkqubo zokufundela umsebenzi umsebenzini kwinkonzo karhulumente kunye nokulungelelanisa ezi kwiimfuno zemarike yemisebenzi. Amasebe karhulumenthe, amaphondo noomasipala kufuneka kufunwe badibanise iinkqubo zokufundela umsebenzi usemsebenzini kwizicwangciso zabo zophuhliso olunxulumene nabasebenzi kunye nokuseka uvimba weenkukacha ohlaziyiweyo weqela letalente lowo wokufuna abasebenzii xa kukho izithuba. Oomasipala kunye namashishini neearhente zikarhulumente kufuneka nazo ziphuhlise kananjalo iinkqubo zokufundela umsebenzi usemsebenzini nezabathweswe izidanga njengenxenywe yezicwangciso zazo zokuxhobisa ulutsha.

- (m) Ukwandisa uqeqesho lwabantu abatsha njengamagcisa noochwepheshe abaluncedo ekukhuliseni uqoqosho. ISicwangciso soPhuhliso lqwezaKhono seSizwe (National Skills Development Plan) (NSDP) 2030 kufuneka siphunyezwe ukuqinisekisa ukuba icandelo labucala libonelela ngoqeqesho emsebenzini.
- (n) Ukuphumeza i-NSDP kunye nokubeka iliso uxanduva lwamahlakani ukuqinisekisa ukuba nokuqesheka kolutsha okunyakileyo kunye nokunyusa ukuba nokuvelisa ngokoqoqosho.

6.2 UTSHINTSHO KWEZOQOQOSHO, UKUBA NGUSOMASHISHINI NOKUDALWA KWEMISEBENZI

Ibiphezulu naphambi kukabhubhane we-COVID-19 intswelanguqesho yolutsha. Idatha ka-2020 Q1 GDP kunye noPhando lwaBasebenzi kwezeMisebenzi lweKota ngeli thuba linye ikhombise ukuba ubhubhane uyenze mandundu nangakumbi intlekeke yentswelanguqesho. UMongameli waseMzantsi Afrika wabhala ngoJuni ka-2020 ukuba "kukho amaxesha anzima ezaya. Akukho zisombululo zikhawulezayo kwaye kufuneka zinyaniseke ngoko sinethemba lako, ingakumbi malunga nexesha eliza kuthathwa luqoqosho lwethu ukuba luvuke." Amanathelo andululwe ngezantsi ajolise ekuqinisekiseni ukuba uphuhliso lolutsha yinto ephambili kumgaqonkqubo njengoko ilizwe liqala ukuvuka emva kukubhubhane wentsholongwane yecorona ngokusekelwe kwimithethosiseko yolingano nobulungisa.

Bonke abantu abatsha bafanelwe lufikelelo kwingqesho ephucukileyo. Kuthathelwa ingqalelo ubunzima obungamandla bezoqoqosho, ngenxa yokuma koqoqosho kweli shumi leminyaka lidlulileyo kunye nokwandiswa ngaphaya koko ngubhubhane, iinzame zokujongana nokungalingani ngokwezembali, intswelanguqesho nobuhlwempu, ingakumbi phakathi kolutsha, khange ziphumelele. Ngokungqinelana nento ethethwe nguMongameli, uthe "Sizimisele ukungabuyeli nje kwindawo ebelukuyo uqoqosho lwethu phambi kwentsholongwane yecorona, kodwa kodwa sidala uqoqosho olutsha kwinyani entsha yehlabathi," lo mgaqonkqubo uxhasa utshintsho lwezoqoqosho ukuqinisekisa icala eliquka ngokungaphaya kuqoqosho oluphezulu. Onke amanyathelo okuvuselela uqoqosho kufuneka abake ulutsha embindini, kuquka izakhiwo zesikeyile esikhulu ezijolise ekudaleni imisebenzi ngesikeyile. Abantu abatsha bakulungele kwaye banako ukuthatha inxaxheba kwiiprojekthi zezakhiwo ezisisiqalo ezindululwayo emanzini, kuthutho, amandla ombane, izakhiwo zedijithali, iindawo zokuhlaliswa kwabantu, nakwezolimo, oko abanokukwenza, ulawulo lweprojekthi, unikezo, nemiba yezemisebenzi. Umntu ngamnye omtsha kufuneka afikelele kumathuba anyusa amathuba akhe okufumana ingqesho enentsingiselo. Umgakonkqubo umema kananjalo amahlakani ecandelo labucala ukuba adala amaphulo emisebenzini ukunceda ukulungisa intswelanguqesho yolutsha engapheliyo elizweni. Izigaba ezibini zokugqibela zeSicwangciso soKwakha ngokuTsha nokuBuyisa uQoqosho saseMzantsi Afrika sijolise ekwakheni uqoqosho oluzinzileyo, olomelela ngokukhawuleza noluqakayo oko kusenziwa ngamanyathelo okwakha ngokutsha notshintsho.

Amangenelelo andululwayo:

6.2.1 Ukuphumeza iPhulo leNgqesho yoluTsha likaMongameli kunye noKwakhiwa ngokuTsha koQoqosho neSicwangciso sokuBuyisa

- a) Ukudala uthungelwano lolawulo lwesizwe ukuze libonelele abo bafuna imisebenzi ngofikelelo kwiphakheji esisiseko yenkxaso kunye noqoqosho lokulungela umsebenzi ukuze bangqinelane ngcono namathuba oqoqosho.
- b) Ukuxhobisa abantu abatsha ngezakhono kumacandelo angundoqo okukhula ukuze bafikelele kumathuba oqoqosho afana nokungakhutshwa kwekhabhoni, inkunkuma nokutya kunye nokuxhasa uphuhliso lwesicwangciso sokufika kwabanye kwabo basele emva ngenxa yokuyeka isikolo.
- c) Ukuvelisa iindlela ezivelisa okutsha ukuxhasa abantu abatsha abangoosomashishini ngendlela ebeka phambili ukususwa kwemiqobo kunye nokudalwa kwezithuba zokunceda amashishini aphumelele ngokwenza ukuva idatha ifikeleleke kunye nokujolisa kumacandelo anokuvelisa okutsha.
- d) I-NYDA neSebe loPhuhliso lwamaShishini amaNcinane baza kuphumeza inkxaso yezimali kunye nenkxaso yamashishini koosomashishini abatsha abali-100 000 kule minyaka mithathu izayo.
- e) Ukunika amava anokusebenziseka ebantwini abatsha ngokukhawulezisa i-YES, eyintsebenziswano ekhokelwa lushishino norhulumente kunye nezemisebenzi ukunceda abantu abaatsha bazuze amava omsebenzi ukuze baqhubele phambili baye kwimarike yemisebenzi.
- f) Ukuphumeza iNkqubo yeNkonzo yoluTsha kaMongameli (Presidential Youth Service Programme) (PYSP) ukwandisa iNkqubo ye-NYS kunye nokukhuthaza amathuba omsebenzi ebantwini abatsha abavumayo ukubuyisela kuluntu lwabo, kuquka icandelo lezentlalo nelokhathalelo. I-PYSP iza kusebenza njengebhulorho yokujonga amathuba kwezemfundo, umsebenzi okanye ukuqala ishishini kwiya elizayo.
- g) Ukudala imisebenzi esemgangathweni nenentsingiselo kulutsha, ukuze lube sembindini wawo onke amangenelelo okudalwa kwamathuba emisebenzi.

- (h) Ukuyeka imfuneko yamava kwimisebenzi yabaqalayo ukuze ulutsha lungene kwimarike yezemisebenzi kwaye luzuze amava emsebenzini.

6.2.2 Ukuzisa inkxaso yengeniso esisiseko ekho kulutsha olungaphangeliyo

- a) Ukuxhasa iinzame zabantu abatsha kunye nabafuni misebenzi abatsha abatyhafileyo ukuba bangene kwimarike yezemisebenzi ngokwazisa inkxaso yengeniso jikelele esisiseko - amaqithiqithi afanayo nalawo eNkxaso yoNcedo lwe-COVID-19 ukuxhasa kakhulu utshintsho lolutsha lokungena kwingqesho okanye ekubeni ngoosomashishini.

6.2.3 Ukuphumeza oko kubekelwe ulutsha ecaleni kuwo onke amacandelo

- a) Ukuphumeza nokubeka iliso ama-30% abekelwe ecaleni ebekelwe ingqesho yolutsha kulo macandelo aphambili kujoliswe kuwo anako ukuthatha ngobuninzi, afana nelezolimo, elokovelisa, ukhenketho, uqoqosho leelwandlekazi, uqoqosho lokuyila, uqoqosho olungakhuphi khabhoni kunye noqoqosho lwenkunkuma. Ama-50% othatho nxaxheba lwabasetyhini abatsha kunye ne-7% yothatho nxaxheba lolutsha olunokukhubazeka kufuneka lube namaqithiqithi kula macandelo.
- (b) Ingqesho kunye nokuba ngoosomashishini kolutsha kufuneka zinyuswe njengezona zinto ziphambili ngengqesho kurhulumente kunye nokufunyanwa kweenkonzo koko kubekelwe ulutsha ecaleni kurhulumente wesizwe, wephondo nowengingqi.
- (c) Urhulumente kufuneka asebenzise ukufunyanwa kweenkonzo kukarhulumente kwaye aphumeze aze abeke iliso kubuncinane bemfuneko yama-30% yoko kubekelwe ulutsha ecaleni ekunikeni iikontraki "amashishini amancinci akhuselweyo" (ii-EME) njengenxenywe yenkqubo yokufunwa kweenkonzo okunokhetho ukusa phambili uphuhliso lwamashishini olutsha. Onke amasebe esizwe nawamaphondo, ngokunjalo noomasipala, kufuneka anike ingxelo rhoqo ngokufunwa kweenkonzo okunikwe okanye iikontraki zazo ezinikwe amashishini olutsha.
- (d) Ukubeka iliso ekuphunyezweni kwemithetho yezemisebenzi yaseMzantsi Afrika, exela ukuba abantu baseMzantsi Afrika kufuneka kukhethwe bona kumathuba emisebenzi. Kunjalo ke, izenzo zamacandelo ezophula imithetho enjalo kufuneka kujongwana nazo ngokutshutshisa abaqeshi abaqesha ngokungekho mthethweni abemi bamazwe angaphandle abangabhaliswanga.

6.2.4 Ukuphumeza izikim zengqesho eziphuculiweyo kurhulumente ezibonelela ngamathuba omsebenzi anentsingiselo kulutsha (isicwangciso sokuqesha ngobuninzi)

- a) Ukonyusa uthatho nxaxheba lolutsha kwizikim zengqesho zikarhulumente, kuquka iNkqubo eyaNdisiweyo eyiNkxaso kwezeMisebenzi yoLuntu, iNkqubo yeMisebenzi yoluntu, ukulungiswa kwezakhiwo, kunye nokuLungiswa kweeNdlala zasemaPhandleni neNkqubo yokuLungisa, ibe ngaphezulu kwama-50%. Amathuba amaninzi kufuneka aye ebantwini abatsha (kuquka i-NEET, abasetyhini abatsha kunye nolutsha olunokukhubazeka) kwaye olu lutsha kufuneka luhlanganiswe ukuze luncede uluntu, ngexa lifumana ingeniso kwaye lifumana amava okusebenza axabisekileyo.
- (b) Ukuphucula ukuhlanga phakathi kwamacandelo abucala nakarhulumente ngokunjalo nemibutho yoluntu yasekuhlaleni ngeenjongo zokudala imisebenzi emininzi.

6.2.5 Ukubandakanya ulutsha kutshintsho lomhlaba, uphuhliso lwamaphandle kunye nakwezolimo

- a) ISebe lezoLimo, uTshintsho loMhlaba noPhuhliso lwamaPhandle liza kuyiphucula imeko yamafama esikekile esincinci naworhwebo ngokwandisa ezolimo ezihlanganisiweyo, ukuqesha amagosa angaphaya, ukuxhasa izixhobo zamafama kunye nokunceda ulutsha luchonge imimandla enemisebenzi ebanzi kwaye ekunokusetyenzwa kuyo kwaye enokudibana nemarike, njengomdiliya owomileyo, iinqoba nembewu yeoyile.
- (b) Lisebenzise indlela egxile kulutsha kuphuhliso lwamaphandle ekuxhaseni abantu abatsha, kuquka oosomashishini abatsha abasebenza ngomhlaba abathatha inxaxheba kwimisebenzi enxulumene nezolimo, oko likwenza ngokunika ufikelelo emhlabeni, kunye nezakhiwo zezimali nezasekuhlaleni.
- (c) Ukutsala, ukufuna kunye nokugcina abantu abatsha ukuba balandele amakhondo abo emisebenzi kwimisebenzi enxulumene nezolimo (umzkl. oosonzululwazi besilimo, abaphathi bemfuyo, iinjini zezolimo, oochwepheshe bezolimo, oosonzululwazi bemfuyo, oogqirha bemfuyo noochwepheshe bemfuyo), kuquka neemali zokufunda (ukufunda ekhaya naphesheya) kunye nokuqinisekisa inkxaso kwiinzame zabo zoshishino okanye ukufaka kwimisebenzi yokufumana amava/imisebenzi ekuthwesweni kwabo izidanga.
- (d) Ukuhlanga icandelo labucala ukuba longeze kwinkxaso karhulumente ekuxhaseni ukufunyanwa komhlaba kakhulu ngeenjongo zezolimo. Oosomashishini abatsha bezolimo nabo kufuneka baxhaswe kwaye badityaniswe namafama asezinzile njengomzekelo.
- (e) Ukudibanisa amafama amatsha kwinkqubo yezakhono ezisuka kwamanye amafama zisiya kwamanye amafama kunye

nolwandiso lwezolimo ukuqinisekisa ukuba uqeqesho lwabo luyasebenzisana neshishini.

6.2.6 Ukuxhasa uqoqosho lweelokishi nolwamaphandle kutshintsho lwezoqoqosho, ukudalwa kwemisebenzi nengqesho kakhulu kangangoko

- a) ISebe lezeNgqesho neMisebenzi, lisebenza nabo kusetyenziswa nabo baabndakanyekayo, liza kuphuhlisa iSicwangciso seNgqesho yoluTsha esiBanzi esiHlanganisiweyo.
- (b) ISebe lezeNgqesho neMisebenzi, lisebenza namashishini, ukukhusela imisebenzi esesichengeni ngenxa ye-4IR.
- (c) Landise iikhosi zokulungela ukusebenza ngedatha engephi kwaye lenze ifikeleleke ngeeselula. Eneneni, amaxabiso edatha kufuneka angabikho eMzantsi Afrika, kwaye izakhiwo zobuchwepheshe bekhompyutha kufuneka zandise ukuvala ukwahlukana kwasemaphandleni nasezidolophini ngokwamathuba ofikelelo kumathuba ekhompyutha. Lonke ulutsha kufuneka lukwazi ukuba nofikelelo kwi-Wi-Fi kumakhaya alo.
- (d) Ukuxhasa uqoqosho lwasezilokishini nolwasemaphandleni ngokudala iimarike eziqukayo kwimimandla enamathuba efana noqoqosho lokutya, uqoqosho lokungakhuphi ikhabhoni, impilo nemfundo. Urhulumente (ngokufunyanwa kweenkonzo kurhulumente) kunye namashishini amakhulu banendima ebalulekileyo ekufuneka bayidlale apha.
- (e) Urhulumente, ngeSebe lemiThombo yezeMbiwa naMandla, kufuneka aqinisekise uxhamlo ngqo oluvela kwimithombo yendalo yelizwe. Ukusekwa okucetywayo kokusekwa kwengxowamali yobutyebi belizwe njengoko kubhengeziwe nguMphathiswa weziMali kwiNtetho yoHlahlo lwaBiwo Mali 2020 iyaxhaswa.
- (f) ISebe lezeMidlalo, ubuGcisa neNkcubeko lisebenza namasebe ecandelo lezoqoqosho kufuneka liphuhlise kwaye lomeleze izicwangciso zothatho nxaxheba lolutsha kumashishini okuyila, ukhenketho nezemidlalo nolonwabo. Ezi kufuneka zakhelwe kwizicwangciso esezikhona ezifana neMzansi Golden Economy.
- (g) UNondyebo weSizwe, i-NYDA neSebe leNgqesho neMisebenzi kufuneka baqinisekise ukuba iphulo lamaQithiqithi eRhafu yeNgqesho (Employment Tax Incentive) (ETI) alikhupheli ngaphandle amashishini asaqalayo kunye nawolutsha ukuze kuzuze amashishini amakhulu asezinzile.
- (h) Ukukhuthaza ufikelelo jikelele ngokususa imiqobo yenkcubeko, yobuqu, yezentlalo kunye neminye ethintela abantu abanokukhubazeka ekubeni bafikelele, basebenzise okanye baxhamle kwiinkqubo ezahlukeneyo zoluntu ezifumanekayo kwabanye abantu kuba iyeyona ndlela ikuphela kwayo leyo abantu abanokukhubazeka banokonwabela ngayo amathuba neenzuzo ezilinganayo kwaye bangene kuluntu olungundodo. Ngundoqo ekusebenziseni amalungelo asekuhlaleni, ezopolitiko, oqoqosho, ezentlalo, enkolo kunye nawenkcubeko ekuhlaleni.
- (i) Ukukhuthaza ufikelelo jikelele kuyilo lwemveliso, imo engqongileyo, iinkqubo neenkonzo ngabo bonke abantu ukuya kokona kuphezulu kunokwenzeka kungekho mfundo yoyilo lokuqhelanisa okanye lukhethekileyo, kuquka izixhobo kunye nobuchwepheshe bokuncedisa kumaqela athile abantu abanokukhubazeka apho zifunekayo ezi. La mangelalelo ongozelekileyo alandelayo ayafuneka ukuqinisekisa ukuba ulutsha olunokukhubazeka alukhutshelwa ngaphandle:
 - (i) Umsasazeli woluntu kufuneka abe nejelo le-TV labaNgavayo, oko kudala imisebenzi ebantwini abanokukhubazeka.
 - (ii) Kufuneka ibe sisinyanzelo esokuba zonke izakhiwo zibe namanqwanqwa okuhamba izitulo ezinamavili, kuquka nezibonelelo neendawo zempilo nezemfundo.
 - (iii) Uwimi lokuthetha ngezandla kufuneka luqukwe kuzo zonke izaziso zikawonkewonke.
 - (iv) Amaziko okubuyisela kwimo yangaphambili oluntu kufuneka asekelwe ulungiselelo lwenxaso enxulumene nengqondo nentlalo kwabo bazelwe benokukhubazeka kunye neentsapho zabo.
 - (v) Abaqeshi kufuneka bathathele ingqalelo yokuba ayinguye wonke umntu onokuchwetheza i-CV yakhe kwaye balungiselele kananjalo abo banokuaplowuda ii-MP3 kwaye bafake ii-CV zabo ngokorekhodo olumanyelwayo.

6.2.7 Ukuphuhlisa nokuxhasa amashishini nookopoletyeni bolutsha (okunyusa oosomashishini)

- a) Sebe loPhuhliso lwamaShishini amaNcinane kufuneka likhuphe ingxelo yekota edityanisiweyo engamashishini olutsha axhasiweyo kwaye liyile mlinganiselo wozinzo kumashishini olutsha ukulandela inkqubela. Kubalulekile kulutsha ukuba kube luziqondile iinkonzo/iinkqubo zenkxaso ezinikwa ngurhulumente okanye licandelo labucala. Ezi ziquka, phakathi kwezinye, ulungiselelo lwenkxaso yophuhliso lweshishini, iikontraki zikarhulumente kunye nenkxaso yezimali.
- (b) Amaziko namasebe abandakanyekayo ukuba anike ufikelelo kwinkxaso esisiseko kunye nenkxaso yokukhulisa kwibakala lakwangoko ebantwini abatsha abaqala kunye nabakhulisa amashishini abo. Indlela yotshintsho kumashishini amancinci kwibakala lakwangoko ngendibaniselwano yemveliso yezimali enokutshintsha eyilelwe ukwenza abantu abatsha ukuba batshintshele kwibakala elo bakwaziyo ukufikelela kulo kwinkxaso yeshishini ukwandisa amashishini abo ayafuneka.

- (c) Ukudala nokuxhasa amashishini olutsha kunye nawabasetyhini kumacandelo ekongamele abasetyhini kuwo, njengokhathalelo lobuhle, iinkonzo zentlalo, ukhenketho, ezolimo ezingundoqo, ukutya norhwebo.
- (d) Onke amacandelo namashishini ezoqoqosho kufuneka enze ngokungaphaya ukuphucula uthatho nxaxheba lwabantu abamnyama, ulutsha kunye nabasetyhini, kunye nokuxhasa amashishini olutsha oko kusenziwa ngokufunwa kweenkonzo nophuhliso lwamashishini. Apho kufanelekileyo, uxhamlo kufuneka lusetyenziswe njengesixhobo sokudala oosomashishini bexa elizayo.
- (e) ISebe loPhuhliso lwamaShishini amaNcinane kufuneka liququzelela ukulenza libe sesikweni icandelo lamashishini amancinci ngokulungisa imingeni ejongene noosomashishini abatsha.
- (f) Unyenyiselo lwerhafu kulutsha olusaqalayo kufuneka luphonongwe njengendlela yokuphucula uzinzo lwabo.
- (g) Iinkqubo zesikhokelo kumakhondo emisebenzi enokulandelwa kufuneka ziquke uphuhliso lwamashishini nookopoletyeni kunye nokukhuthaza okwenziwa ngoosomashishini abaphumeleleyo ukuqinisekisa imbonakalo entle nenkuthazo kwabo batsha. Oku kufuneka kukhatshwe kokulandelayo:
 - (i) Ukudibanisa amashishini olutsha kumathuba enkxaso anikwa ngurhulumente kunye nalicandelo labucala ngokukhawulezisa izinga lokuseka iingxowamali zokuxhasa amashishini nookopoletyeni bolutsha.
 - (ii) Ukwamkela indlela yecandelo yokudibanisa oosomashishini abatsha kumathuba kumacandelo awohlukeneyo oqoqosho kunye neenkqubo ezohlukeneyo, ezifana nenkqubo yokwakhiwa kwezakhiwo kunye nokufumana iinkonzo koluntu jikelele. Ingqalelo ekhethekileyo kufuneka inikwe ulutsha lwasemaphandleni kwaye izixhobo ezisekelwe kwicandelo kufuneka ziphonongwe kwaye ziphuhliswe. Inxkaso kuthungelwano loosomashishini abatsha kunye nezixhobo zeshishini kufuneka zinyuswe.
 - (iii) Ukudibana kwiimarike ezisisiqalelo ukukhuthaza imfuno yemveliso eveliswe ngoosomashishini abatsha. Malunga noku, isicwangciso sokwandisa ukufunyanwa kweenkonzo kurhulumente nabucala ukuxhasa amashishini olutsha kufuneka siphuhliswe. ISebe lamaShishini kaRhulumente kufuneka lilungelelanise iinzame kwaye livule amathuba kuphuhliso lwamashishini abantu abatsha kumashishini karhulumente.
 - (iv) Ukunika izakhono kunye nokufaneleka ulutsha njengethuba lokuqondwa, ucwangciso lwamashishini kunye nokulinga amashishini, kuquka izakhono ezingelukhunanga njengephulo nokuyila.
- h) Abo babengaboni batsha, abajongene nomngeni ophindiweyo wentswelangqesho jikelele kunye neerekhodi zolwaphulomthetho njengesiphumo sokubanjwa kwabo, kufuneka baxhaswe babuyiselwe kuluntu kwaye kuququzelelwe ukufakwa kwabo kwimarike yezemisebenzi, oko kuthintela ukona kwakhona ngexa kukhuthaza iinzame zokubuyiselwa kwimo yangaphambili.
- (i) Urhulumente kufuneka akhuthaze ukusetyenziswa kwekhowudi jikelele, ukusetyenziswa nobuchwepheshe obakhelwe kwaye obumnini wabo ingabantu abatsha baseMzantsi Afrika, kwaye abasomashishini kufuneka banikwe inkxaso kunye nokhuselo kwiziphumo ebi zeemarike zehlabathi.
- (j) Apho ufikelelo kwizakhiwo zoshishino isisithintelo, urhulumente wengingqi kufuneka ababoneleli ngenkxaso yezoshishino oko kusenziwa ngolungiselelo lwamanyathelo enkxaso yezakhiwo.
- (k) Ukukhuthaza ukubekwa kwingingqi ngesicwangciso, ushishino kwakhona, ukukhuthaza ukuthunyelwa kwempahla ngaphandle, kunye nokuhlanganiswa kwamashishini olutsha kuqoqosho kwilizwekazi laseAfrika.

6.3. UKUKHUTHAZWA KWEMPILO YASEMZIMBENI NEYENGQONDO

Ukuqinisekisa ukuba uMzantsi Afrika uphumeza iinjongo zempilo kubemi, abantu abatsha kufuneka baxhaswe ngolwazi, izakhono neenkonzo ezibanceda ukuba bathintele izifo ezingosuleleliyo kunye nezo zosulelayo, kuquka oobhubhane, ngokunjalo neengxaki zempilo yengqondo. Impilo kufuneka ijongwe ngokupheleleyo, kufakwa amacandelo okuchukumiseka nawasemoyeni. Ukujongana noobhubhane kunye nokufaka isandla ngenkuthalo kwiinzame zokwehlisa ukunwenwa kweentsholongwane kunye nokunciphisa iimpembelelo zazo, abantu abatsha baseMzantsi Afrika kufuneka babe yinxenye ebonakalayo yesisombululo.

Ngokunxulumene nempilo yengqondo ingakumbi, uMzantsi Afrika kufuneka ulungise uJoliso lwe-SDG lwe-3.5 "ukuqinisa uthintelo nonyango lokusetyenziswa kakubi kweesabstensi (izikhombisi: ukubandakanya amangenelelo onyango lweengxaki zokusebenzisa kakubi iisabstensi; ukusetyenziswa ngokuyingozi kotywala kwaye ukujongana namangenelelo ebantwaneni abafikisayo nakulutsha kuza kuwehlisa umthwalo wempilo embi)". Ulwazi ngeziphumo zokusetyenziswa kakubi kweesabstensi kufuneka lwenziwe lufumaneke ngababoneleli ngeenkonzo abafanelekileyo.

Abantwana kunye nabantwana abafikisayo bachatshazelwa luxinzelelo olukhulu, kuquka iziphumo ze-HIV kusapho, ukusetyenziswa kakubi kweesabstensi neziyobisi ngabazali, ubundlobongela basekhaya kunye nokuphathwa gadalala nokungahoywa kwabantwana, ubuhlwempu kunye nokohlukana kosapho, ubudlelwane obulambathayo boontanga kunye noxinzelelo ekufundeni olubeka esichengeni abantu abatsha abenesigulo sengqondo ebomini babo. Ukuphela kwemisebenzi okunxulumene nobhubhane, ukuvalwa kwamashishini kunye nelahleko yabo bathandwayo kulindeleke ukuba zikhokelele kuxinzelelo lwasemoyeni kulutsha oluninzi. Ngexa lotshintsho lokuya ebuntwini obudala, iingxaki ezifana nokungaphumeleli esikolweni, ukuselwa kotywala, iingozi zeemoto, ubundlobongela ngokunxulumene nabanye, ucalulo nokungabi namsebenzi kunokuchaphazela kakubi ukuzixabisa kwaye kuphelise umgangatho wobomi wabantu abatsha. Ixesha elininzi, ukubekwa ibala kuphazamisa ukusetyenziswa kwemithombo kunye nenkxaso efulanekayo yempilo yengqondo ngabantu abatsha.

UYilo lweSicwangciso sobuNdlolobongela obuSekelwe kwiSini nokuBulawa kwabaseTyhini lweSizwe (National Gender-based Violence and Femicide Strategic Plan) (NSP) (2020-2030) lwaphuhlisa ngenkqubo yokucebisana nabaninzi babo kusetyenziswa nabo olwabandakanya abantu abatsha. I-NSP ibonelela ngenzame ezivuselelweyo kumacandelo amaninzi zikarhulumente kunye noluntu ekuhlaleni sokukhupha uMzantsi Afrika kubuNdlolobongela obuSekelwe kwiSini nokuBulawa kwabaseTyhini (gender-based violence and femicide) (GBVF). Iqonda bonke ubundlobongela obubhekiswe kwabasetyhini (ababudala bonke, indawo, ukukhubazeka, ukuzazi ngokwesini, ukuzazi ngokwesini nobuni, ubuzwe kunye nenye iyantlukwano) nabantwana. I-NSP inika inkqubo yokukhokelela yenkqubo eza kukhokelela amangenelelo anxulumene nolutsha ukuba asabele ngokukhawuleza kumaxhoba namaqongqolo e-GBV, isandisa ufikelelo kubulungisa kwamaxhoba, ukutshintsha izithethe zasekuhlaleni kunye nokuziphatha oko kusenziwa ngokwazi okukwinqanaba eliphezulu kunye namaphulo okuthintela, ukomeleza iinzululwazi ngokwakha esele zikhona ezisabelayo kwi-GBVF kunye nokukhuthaza ukuthatha uxanduva, kunye nokudala amathuba angaphaya oqoqosho kwabasetyhini abasebatsha abasesichengeni sokuphathwa gadalala ngenxa yobuhlwempu (DWYPD, 2020).

I-4IR izisa amathuba amashishini amatsha kunye neemodeli zokuziswa kokhathalelo ezinokuphucula unikezo lokhathalelo lwempilo yasemzimbeni neyengqondo, incediswa bubuchwepheshe bedijithali obunokunyusa ukufikeleleka, ufikelelo kukhathalelo lwempilo olukumgangatho ophezulu kumntu wonke. Umzekelo, ubuchwepheshe obuhambahambayo kube liqonga lokuphucula idatha yezonyango kunye nonikezo lweenkonzo. Ukongeza, ukubonwa kwesigulo kunye nokuveliswa kwezoxubomayeza kuye kwaxhamla ngoko nangoko kwezidijithali. Imibutho namaziko awohlukeneyo asebenza nolutsha kufuneka afake uhlobo lwempilo yengqondo, ukuthunyelwa nokubeka iliso kwiinkqubo zawo.

Ukuvala, i-Inshorensi yeMpilo yeSizwe (National Health Insurance) (NHI) isendleleni yokuba iphunyezwe. Le nkqubo yenkxaso yempilo iyilewe ukuhlanganisa imali ukuze inike ufikelelo kwinkonzo zempilo yobuqu ezifikelekayo ezisemgangathweni kubo bonke abantu baseMzantsi Afrika ngokusekelwe kwiimfuno zabo zempilo, kungakhathaliseki simo sabo sentlalo nesinxulumene noqoqosho. Lo mgaqonkqubo uxhasa ukuqokwa kolutsha hayi njengabaxhamli benkqubo kodwa njengabo banegalelo kuyilo lwayo kunye nokuhanjiswa kwayo. Imodeli yenkxaso ye-NHI iza kwenza kusebenze imithethosiseko emithathu engundoqo ye-NHI: ulungiselelo jikelele lokhathalelo lwempilo olusemgangathweni, umanyano lwasekuhlaleni ngenkxaso eya kuwo onke amacala, nolingano.

Amangenelelo andululwayo:

6.3.1 Ukuxhasa izimbo zokuphila ngokukhuthazwa kwempilo yasemzimbeni neyengqondo

- Ukungenisa ukuzilolonga okunyanzelekileyo kwisikolo ngasinye, kwiyunivesti nasentolongweni ukulwa izifo zesimbo sokuphila ezifana nesifo seswekile noxinzelelo oluphezulu lwegazi. Ngaphaya koko, iSebe lezeMidlalo, ubuGcisa neNkcubeko noomasipala kufuneka liqinisekise ulungiselelo lwezobonelelo zolonwabo, kuquka iindawo zokuzilolonga nezemidlalo kwiindawo zoluntu.
- Izikolo zikarhulumente nezabucala ngokunjalo namaziko emfundo ephakamileyo kufuneka abe nolungiselelo lweenkonzo ezinxulumene nengqondo nentlalo ezikwiziko elo ukujongana neningeni efana nempilo yengqondo, ukugculela, ubundlobongela obusekelwe kwisini nodlwengulo.
- ISebe loPhuhliso lwezeNtlalo kufuneka lixhase uqeqesho, ukufunwa, ingqesho kunye nokugcinwa konoontlalontle, nokufuna kananjalo amanye amasebe ukuba nawo enze njalo ukuqinisekisa ulungiselelo lweenkonzo ezinxulumene nengqondo nentlalo ukujongana nezigulo ezinyukayo ekuhlaleni.
- Amagcisa amatsha asekelwe kuluntu kunye nakumaziko, afana neengcali zezifo zengqondo, abasebenzi abasebnza nabantwana beselula kunye nabasebenzi bempilo boluntu, kufuneka baqeshwe ukomeleza kunye nokwandisa inkxaso yengqondo enxulumene nentlalo, kuquka ulungiselelo lweenkonzo zempilo zosapho nezengqondo.
- Iphakheji esisiseko yenkxaso kuNgenenelelo loluTsha kaMongameli kufuneka inike uncedo yokhathalelo lwempilo olunxulumene ngqondo nasekuhlaleni ebantwini abatsha.
- ISebe lezeMpilo kufuneka liseke iqumrhu lolutsha kwi-NHI ukuqinisekisa ukuba lubekwa phambili ulutsha kwaye luyabandakanyeka ngexa lesigaba sokuphunyezwa.

6.3.2 Ukukhuthaza impilo yengqondo phakathi kolutsha

- a) Ukonyusa ukuqondwa kweenkonzo zoluleko ngqondo ebantwaneni, abantwana abafikisayo nolutsha, kuquka ulutsha olukwiindawo ezihlelekileyo nolusemaphandleni. Ezi ziquka iinkonzo zeNkqubo yeMpilo eHlanganisiweyo yeSikolo (Integrated School Health Programme) (ISHP), iinkonzo zempilo yengqondo ezisekelwe kuluntu ezinikwa zii-NGO, umnxeba woncedo wabaNtwana kunye neQela lamaNyathelo oDakumbo laseMzantsi Afrika (South African Depression Action Group) (SADAG).
- (b) ISebe lezeMpilo kufuneka liseke amaziko empilo yengqondo asekelwe kuluntu kulungiselelo lwezi nkonzo, ekufuneka anikwe amagama angeke abeke ibala izigulane.
- (c) Ukuza neenombolo zeminxeba engahlawulelwayo zenkonzo yama-24/7 ezinikeleyo eyimfihlo olunokufikelela kuyo ulutsha olufuna ululeko ngqondo. Iinkonzo zokuncokola ezinaboluleki ngqondo, abasebenzi bolutsha, iingcali zezifo zengqondo, abasebenzi ngempilo yengqondo okanye aboluleki ngqondo abangamagcisa kumaqonga afana ne-WhatsApp okanye i-Messenger aluncedo kwaye anokudityaniswa nenkqubo yolwazi lwejografi (geographic information system) (GIS) ukuchonga indawo kumsebenzisi kwaye anike impendulo ekhawulezileyo kwimeko yokuba abe umntu ufuna ukuzibulala okanye eminye imingeni yempilo yengqondo. Iinkonzo ezinjalo kufuneka zaziswe ngokubanzi ngexa lokuma ngxi kweentshukumo ngenxa kabhubhane kwaye kufuneka zandiswe, zivulwe kwaye ziphunyezwe ngaphaya kukabhubhane.
- (d) Bonke abadlala indima kufuneka babone umba wempilo yengqondo ngokubanzi besebenzisa isilanga sempilo karhulumente kwaye bajongane nonobangela wemingeni olujongene nayo ulutsha, efana namanqanaba aphezulu obundlobongela obusekelwe kwisini, ukusetyenziswa kakubi kweziyobisi, ukuzibulala, ulwaphulomthetho, amava ocalulo, kunye nengxaki yentswelangqesho ebantwini abatsha. Iinkqubo kunye neenkonzo kufuneka zandiswe ukuxhasa abazali nabagcini babantwana kunye nolutsha oluchaphazelekileyo.

6.3.3 Ukulwa ukusetyenzwa kakubi kweziyobisi phakathi kolutsha

- a) Ukuphumeza ngokupheleleyo iSicwangciso esinguNdoqo seziYobisi seSizwe.
- (b) Iinkonzo yamaPolisa aseMzantsi Afrika kufuneka ibeke phambili ukwehlisa kokufumaneka kweziyobisi ezingekho mthethweni, kuquka nokonyusa ubudala obusemthethweni bokusetyenziswa kotywala buye kuma-21.
- (c) ISebe lezeMpilo liza kuphuhlisa kwaye liphumeze iiprotokoli kunye nemisebenzi yokufumanisa ngoxilongo kunye nonyango lweengxaki zokuxhomekeka kwiisabstensi kunye nokwenzeka kwakhona.
- (d) Imithetho nemigaqonkqubo eququzelela ulawulo olusebenzayo lotywala neziyobisi kufuneka ifaniswe kwaye inyanzeliswe.
- (e) Utywala akufanelanga ukuba buthengiswe kufutshane nezikolo kunye nezinye izibonelelo ekuya abantu abatsha kuzo.
- (f) Abantu abatsha kufuneka bathathe inxaxheba kwimibutho yokulwa ulwaphulomthetho yengingqi kunye namaqumrhu okugada uluntu (e zokulwa iziyobisi).
- (g) Ulwazi ngeziphumo ezibi zokusetyenziswa kakubi kweesabstensi kunye neongozi zokurhurha kufuneka zihambe neentengiso zotywala kumabonakude. Ukuvalwa ngokupheleleyo kweentengiso zotywala kufuneka kuthathelwe inqalelo ngurhulumente.
- (h) Ukulungisa ufikelelo olunyiniweyo kumaziko okubuyisela kwimi yangaphambili, iSebe loPhuhliso lwezeNtlalo kufuneka lazise kwaye landise iinkqubo zokwehlisa ukwenzakala kunye nezokubuyisela kwimo yangaphambili kubantu abatsha abasokola ngokusebenzisa kakubi isabstensi elizweni lonke.
- (i) Imithetho kamasipala ephathelene nofikelelo olunyiniweyo etywaleni kufuneka inyanzeliswe ngokungqongqo.
- (j) Imisebenzi enxulumene nokulwa ukusetyenziswa kakubi kweesabstensi kufuneka idalwe.

6.3.4 Ukulwa ubundlobongela obusekelwe kwisini kunye nokubulawa kwabasetyhini

- a) Ukuphunyezwa koYilo lweSicwangciso sobuNdlolobongela obuSekelwe kwiSini nokuBulawa kwabaseTyhini lweSizwe (National Gender-based Violence and Femicide Strategic Plan) (NSP) (2020-2030). Ukomeleza umthetho okhoyo ngoku osebenza ngobundlobongela obusekelwe kwisini ngokutshintsha iindawo ezintathu ezingundoqo zomthetho, ezizezi uMthetho wobuNdlolobongela baseKaya; umThetho woLwaphulomthetho (amaTyala ezeSondo neMlombi eNxulumene nayo); umThetho woLwaphulomthetho neMicimbi eNxulumene nawo.
- (b) Ukuphumeza iinkonzo zokuphumeza kunye namangenelelo akwangoko kumaxhoba nabaphembeleli bobundlobongela bobuntwana kunye nobuntu obudala.

6.3.5 Ukukhuthaza impilo namalungelo ezesondo kunye nawokuzala

- Ukufaka iinqobo ezisemgangathweni ngokuchasene nabo bangcinga ingatshintshiyo nabagwebayo kwisini ebantwini abatsha ukuba bafake inkolo yangaphakathi, ukuzihlonipha kunye nentlonipho efana macala, kunye nokubuqonda nzulu ubuni bomntu. Ulutsha, ingakumbi abasetyhini abatsha, kufuneka bafundiswe ukuzithemba xa besenza izigqibo malunga nempilo kunye namalungelo ezesondo kunye nawokuzala, kwaye baxele nakuphi ukugxojwa kwala malungelo. Olu lujoliso olungundoqo lwemfundo ebanzi yezesondo kunye noxanduva lwezikolo neentsapho.
- Ukukhuthaza ufikelelo kwiinkonzo zempilo zabantwana abafikisayo kwaye ezifanelekileyo kulutsha kunye nolwazi olunxulumene nempilo kunye namalungelo ezesondo nawokuzala kunye nokwandisa oko ngeekliniki ezihambahambayo kwizibonelelo zikarhulumente nezabucala, ezikolweni nakwezinye iindawo. Abantu abatsha kufuneka bakwazi ukweza ezabo izigqibo malunga nokhathalelo lwabo lwempilo, bekhokelwa ngabasebenzi bezempilo, basekuhlaleni naboluntu abangagwebiyo nabanovelwano.
- Ukuphuyezwa kweenkqubosikhokelo ezisemthethweni zokukhusela abantwana kwizibonelelo zempilo kwimiba yamatyala odlwengulo kunye nazo zonke ezinye iintlobo zokuphathwa gadalala ngokwesondo.
- Ukwenza ukuba abantu abatsha basebenzise iinkonzo zokhathalelo lwempilo, kuquka neekliniki zempilo ezihambahambayo, ukuphakamisa ukukhuthazwa kwempilo kunye namaphulo othintelo lwezifo kunye noluleko ngqondo nokuvavanyelwa i-HV kunye nokuba nomdla kwimpilo yobuqu kunye nokususa kananjalo imiqobo efakiweyo kunye nemiqobo ngemixholo ngexa loobhobhane kunye nolunye uqhambuko lwexa elizayo.
- Ukukhusela abantu abatsha kubundlobongela obusekelwe kwezesondo nesini, usulelo olosulela ngokwabelana ngesondo, ukusetyenziswa kakubi kweesabstensi kunye nokukhulelwa kwabantwana abafikisayo. Kufuneka sijongane ngamandla nezenzo zenkcubeko eziphatha kakubi amalungelo azo oluntu kwaye kulungiswe oko kumisela imingeni yempilo.
- Ukuphumeza amangenelelo anika ulwazi kwaye sicele umngeni koko kungathethwa ngako, iintsomi, ukungachaneki, iingcinga ezingatshintshiyo nocalulo olunxulumene nobuni.
- Ukunika iintsapho noluntu izakhono zokwenza ukuba luthethe nabantwana abafikisayo ngempilo yezesondo neyokuzala ngokukhululekileyo nangokuzithemba besebenzisa ulwimi lwabo lwenkobe.

6.3.6 Ukunciphisa iimpembelelo zikabhubhane

- Ukunika ukusabela okubanzi ukukhusela abemi, ingakumbi abantu abatsha, kwiimpembelelo zikabhubhane, ngexa kulawulwa iingozi zawo.
- Ukunciphisa iimpembelelo zasekuhlaleni nezoqoqosho zikabhubhane kunye nokukhusela abo basesichengeni ngokuqinisekisa ukuba amangenelelo asekuhlaleni nawoqoqosho ajoliswe kuma-40% olutsha njengabaxhamli.
- Ukukhuthaza ufikelelo kwiindlela ezintsha zokufunda (ngeintanethi kunye nokufunda ukude)
- Ukunika uncedo kwintlekele kwiintsapho ezo ingeniso yazo ichatshazelwe kakubi ngubhubhane.
- Ukuxhasa amashishini olutsha ngonyenyiso lwerhafu.
- Ukuququzelela ufikelelo loluntu emanzini kunye nakugutyulo.
- Ukubandakanya oonozakuzaku bolutsha ekukhuthazeni izenzo zococeko olusisiseko olufana nokuhlanjwa kwezandla rhqoo kunye nokusebenzisa izibulala ntsholongwane zezandla.
- Ukuqinisekisa uthabatho nxaxheba lwabantu abatsha kwiinkqubo zokwenziwa kwezigqibo ukumoleza ukubaluleka kunye nelizwi labo.
- Ukukhawulezisa ukuveliswa kwezinto ezintsha lulutsha kusatyelwa kubhubhane.
- Ukubeka iliso ngokungatshintshiyo iimpembelelo zikabhubhane kulutsha, kuquka nangokuzibandakanya okungqalileyo, iingxoxo mpikiswano, uphando, njl. njl.

6.4 UNAMATHELWANO EKHULALANI NOKWAKHIWA KWESIZWE

I-NDP inombono wokuba ngo-2030 abantu baseMzantsi Afrika baza kuhlala kuluntu olunamathelene ngokungaphaya olungenalo ulwahlulo ngokohlana, isini nodidi, kwaye ke oku kwankela ngokungaphaya ukuzazi kwabantu. Unamathelwano ekuhlaleni kunye nokwakhiwa kwesizwe kwakha umanyano lwenjongo, olufunekayo ukoyisa imiqobo ethintela impumelelo nokulingana. Ulutsha lwaseMzantsi Afrika luzibonakalisile ngokuphindiweyo ukuba lunako ukukhuphisana kuwo onke amanqanaba amashishini okuyila nenkcubeko ekhaya kunye nakwihlabathi kwaye kufuneka ulinganiswe nangabanye umzekelo wabo. Umzekelo, ngo-2020 inkqubo ka-Trevor Noah i-Daily Show, isasazwa eNew York, yayibukelwa yonke imihla zizigidi zabathandi bayo ihlabathi lonke. UMzantsi Afrika ukhuphe abaphumeleleyo abambalwa kukhuphiswano luka-Miss Universe kule minyaka yakutsha nje, kuquka uDemi-Leigh Nel-Petersen ngo-2017, uZozibini Tunzi ngo-2019 noTamaryn Green, owaba

ngolandela owokuqala osekuqaleni kukhuphiswano luka-Miss Universe ngo-2018. Ilizwe liphumelele kananjalo iNdebe yeHlabathi yoMbuxo ngo-2019, ukubamba umoya woyiso ngeenzame ezihlanganyelweyo. Xa kunjalo ke, abantu abatsha kufuneka bakhokele ekuphumezane umbono womgaqosiseko woluntu olumanyanayo, olungacaluli ngokwesini, olungacaluli ngokohlanga, olusinedemokrasi, olunempumelelo nolulinganayo. Imidlalo nobugcisa zinako ngamandla ukuxhasa ukwakhiwa kwesizwe njengoko kubonakaliswe lumanyano xa abantu baseMzantsi Afrika bebethatha inxaxheba okanye bephumelela imidlalo yokhuphiswano efana neeatletiki, ibhola ekhatywayo, ukudada nebhola yombuxo. Urhulumente, ngeSebe lezeMidlalo, ubuGcisa neNkcubeko kunye neearhente zalo, uza kuchonga indima yamacandelo ezobugcisa, inkcubeko namagugu esizwe ukuba "afake isandla kuphuhliso oluzinzileyo lwezoqoqosho kwaye banyuse ukudalwa kwemisebenzi ngokugcina, ukukhusela nokuphuhlisa ubugcisa, inkcubeko namagugu esizwe aseMzantsi Afrika ukugcina isizwe esinamatheleneyo ekuhlaleni nesinedemokrasi" (iSebe lezobuGcisa neNkcubeko, 2017).

ISebe lezeMidlalo, ubuGcisa neNkcubeko lisahleli liphuhlise iSicwangciso seMzansi Golden ngo-2012, injongo engundoqo ikukuphuhlisa izakhono kunye nokudala amathuba emisebenzi azinzileyo eMzantsi Afrika. Isicwangciso siququzelela inkqubo yenkxaso yonyaka kwicandelo lobugcisa, inkcubeko namagugu esizwe elinomsebenzi wokunika inkxaso kumagcisa amatsha, ababumbi, abasebenzi ngamagugu esizwe, imibutho yolutsha, amaziko ophando kunye noluntu jikelele. Iiarhente zeSebe lezeMidlalo, ubuGcisa neNkcubeko ezifana neBhunga lezobuGcisa leSizwe kunye neBhunga lamaGugu eSizwe leSizwe akwanika inkxaso ngokubhekisele ekudalweni kwemisebenzi. Ukongeza, iLotho zeSizwe inenkqubo yenkxaso eqhubayo kananjalo yeeprojekthi zobugcisa, inkcubeko namagugu esizwe, kwaye abaxhamli bayo ekujoliswe kubo ngabantu abatsha kakhulu. Ngexa iinkcukacha manani kwinani lemisebenzi edalwe licandelo lezobugcisa, inkcubeko namagugu esizwe zingafumanekiyo, icandelo linako kakhulukazi ukudalela abantu abatsha imisebenzi kwaye kufuneka likhuliswe. Nayiphi inkqubo ejolise ekudaleni amathuba emisebenzi ebantwini abatsha kunye nokubanceda bazimele kufuneka ifake ukukhuthazwa kobugcisa nenkcubeko kunye nophuhliso nokugcinwa kwamagugu esizwe. Abantu abatsha baseMzantsi Afrika kufuneka beme ngokunjalo bachase ukungabikho kobulungisa, eMzantsi Afrika nakwihlabathi kwaye kufuneka babe negalelo kwimiba efuna kutshintshwe inkqubo karhulumente. Le iquka iintshukumo ezifana ne- #DataMustFall, #BlackLivesMatter, #LGBTQILivesMatter kunye nezinye ezinokucela kwixa elizayo.

Amangenelelo andululwayo:

6.4.1 Ukusebenzisa iindlela ezininzi zokwandisa unamathelwano ekuhlaleni kokwakhiwa kwesizwe

- Urhulumente namahlakani akhe asekuhlaleni kufuneka aseke iiprojekthi zezakhiwo ezifana namathala eencwadi oluntu kunye nokugcinwa kweedawo zamagugu esizwe ezikudidi lwehlabathi ukunyusa ukhenketho nokudala amathuba emisebenzi.
- Ishishini loyilo kufuneka lisebenzise lize lizebenzisele kananjalo iinzuzo ezivela kwi-4IR. Umzekelo, ukusetyenziswa kwe-blockchain kunokuchaza ukuba eberholelwa njani na amagcisa ngokuba liqonga kubayili bamalungelo awodwa abenzi ukuba bafumane ixabiso lomsebenzi wabo (WEF, 2017). Oku kunciphisa ukuzisebenzisela ngabameli abazifaka kumjikelo phakathi kwamagcisa kunye nabaphulaphuli okanye ababukeli bawo.
- Ukuba ngusomashishini kuhamba kunye namashishini okuyila nawenkcubeko kwaye kufuneka kukhuliswe kwaye kukhuthazwe njengendlela yokudalela abantu abatsha amathuba emisebenzi.
- Umculo, idrama, ibhanyabhanya noveliso lwebhanyabhanya, okweendaba, ukufota, izindlu zefashoni, imidlalo yeqonga kunye nemidlalo ehlekisayo kunye nobugcisa bokudlala obunxulumeneyo kufuneka zixhaswe njengamacandelo akhula ngokukhawuleza amashishini okuyila nenkcubeko.
- Urhulumente wengingqi kunye neSebe lezeMidlalo, ubuGcisa neNkcubeko kufuneka adala emathuba okuba abantu abatsha badibane kwiindidi zonke zasekuhlaleni nakwezohlanga, kwaye inkqubo kufuneka ziqukwe kwizicwangciso zophuhliso ezihlanganisiweyo.
- ISebe lezeMidlalo, ubuGcisa neNkcubeko lisebenza namanye amasebe kunye nemibutho yoluntu ekuhlaleni kufuneka lithabathe inxaxheba ekwakheni inkqubo yokukwazi okulungileyo kubantu abatsha ukuqinisekisa ukuzibophelela kwalo kobomi kwimfezeko yobuqu kunye namanyathelo okulungileyo ekuhlaleni noluntu ngokubanzi. Ngokufanelekileyo, oku kufuneka kuphuhlise ukukwazi ukubona okulungileyo ukuze ukwazi ukujongana nokuyinyani kwiinqobo ezisesikweni kunye nokwenza ukhetho lobuqu ngokusekelwe kwimfezeko, kuquka nokukwazi ukungalufuni urhwaphilizo.

6.4.2 INkqubo yeNkonzo yoluTsha yeSizwe enemithombo eyoneleyo nephezulu

- Urhulumente, amacandelo abucala nawoluntu ekuhlaleni kufuneka akhuthaze, avuselele kwaye baxhase ngemithombo ngokwaneleyo iNkqubo ye-NYS kwaye bandise ufikelelo lwayo. Oku kuyangqinelana namazwe amaninzi aseAfrika afana neNamibia, Kenya neTanzania, apho iSebe lolezoKuselo lixhasa inkqubo ye-NYS ukuxhasa ukuveliswa kwexkhono kwiindawo ezichongwe njengeziphambili kunye nokufaka ingqeqesho nobuthandazwe. Ukuphumeza oku, ama-50% emimandla yoqeqesho echongiweyo kufuneka ixhaswe nguMkhosi woKhuselo waseMzantsi Afrika weSizwe ngenkxaso ye-SETA.

- (b) Ukubeka phambili ukuba nomthetho wenkqubo enyanzelekileyo ye-NYS. Abo kusetyenziswa nabo kurhulumente, amashishini noluntu ekuhlaleni kufuneka banike iqhagamshela phakathi kwamathuba e-NYS kunye nethuba lokuphuma elisa abantu abatsha kwicandelo lomsebenzi wolutsha kunye nakwamanye amacandelo.
- (c) Ukudala kunye nokukhuthaza amathuba okudibana kulo kunye naphakathi kwalo ilizwekazi phakathi kolutsha lwasekhaya loMzantsi Afrika kunye nolutsha oluvela kwezinye iinxenye zelizwekazi laseAfrika kunye nehlabathi, njengeminyhadala yobugcisa neyenkcubeko yamagugu esizwe, iinkqubo zokutshintshiselana zezikolo kunye nemisebenzi enxulumene noko enokufaka ukuqondwa kweenqobo ezisemgangathweni zaseAfrika.
- (d) Ukuvumela ukuba ulutsha lwaseMzantsi Afrika lufunde ukuba luzidalela njani na amathuba ulutsha kule mimandla.

6.4.3 Ukuveza ulutsha kwiinqobo ezisemgangathweni ezikhuthaza ukuzazi kokuba ngowaseMzantsi Afrika

- a) Abantu abatsha kufuneka bafunde, bangenise ngaphakathi kwaye baziqhelanise nesingeniso soMgaqo-nkqubo, kuba sifaka ukuba kuthetha ukuthini ukuba ngumntu waseMzantsi Afrika. Isindululo se-NDP kwisingeniso soMgaqo-siseko kufuneka sicengcelelwe kuzo zonke iindibano zezikolo, silandelwa kukuculwa komhobe wesizwe, sele kuphunyeziwe ezikolweni kwaye kufuneka kube sisithethe kuzo zonke isikolo.
- (b) Bonke abantu abatsha kufuneka baziqhelanise noMgaqo-siseko kunye noMqulu wamaLungelo kwaye baphile ngeenqobo ezisemgangathweni eziqulethwe zezi. UMqulu wamaXanduva ubongoza abantu abatsha ukuba "bamkele isimemo sokuthatha uxanduva esiza namalungelo kunye neenkululeko ezininzi abanelungelo elikhethekileyo zokuzifumana kuvela ekuzinikeleni kunye nakwintlupheko yabo bebengaphambili".
- (c) Amabhunga abameli abafundi kufuneka atyhalele utshintsho ezikolweni nakumaziko emfundo ephakamileyo kwaye aqinisekise ukuba amaziko abo aphuhlisa kwaye aphumeze izicwangciso zokwakha inkcubeko engacalulilyo nequkayo nezithethe nekharityhulam.
- (d) Abacholi beendaba nabavelisi kufuneka bakhuthaze imiba yoMzantsi Afrika ongacaluliyiyo, ongacaluli ngokwesini nonedemokrasi kuzo zonke iingxelo abazinikayo kwaye banike i-airtime eyoneleyo emabalini aququzelela ukuphila, ukwakhiwa kwesizwe nengxoxo mpikiswano.
- (e) ISebe lezeMidlalo, ubuGcisa neNkcubeko kufuneka liqhube ukwenza ukuba ihlale ifumaneka imiqondiso yesizwe ezikolweni kunye nakumaziko emfundo. Imiqondiso yesizwe kufuneka iboniswe kakhulu ngokunjalo kwizakhiwo zikarhulumente kunye, apho kwenzekayo, kwiinkampani zabucala, kunikwa imbeko uMzantsi Afrika omanyeneyo.
- (f) ISebe lezeMidlalo, ubuGcisa neNkcubeko kufuneka liqhube ukomeleza kunye nokugcina iinkqubo ezibhekiselwe ekwakheni isizwe nokunamanthelana ekuhlaleni, ezifana neminyhadala yobugcisa yesizwe nemisetyenzana yezemidlalo.

6.4.4 Ukuxhasa abantu abatsha baseMzantsi Afrika ekubeni bajongane nazo zonke iintlobo zocalulo, kuquka nocalulo olukhoyo kwinkqubo.

- a) ISebe lezeMidlalo, ubuGcisa neNkcubeko, kunye namaziko awohlukeneyo karhulumente, urhulumente wengingqi, imibutho yasekuhlaleni kunye nolutsha ngokwalo, kufuneka baphumeze iSicwangciso sokuThathwa kwamaNyathelo seSizwe ukulwa ucalulo olwendeleyo, ucalulo ngokohlanga, ukubukula abemi bamazwe angaphandle kunye nokunganyamezelani okunxulumene noko, kuquka ucalulo ngokwendlela okhetha ukuziphilela ngayo ngokwesini, kunye nobundlobongela kwabo bathandana nabezini ezifana nezabo.
- (b) Ukuphumeza amaphulo ajolise ekuphakamiseni ukuqonda kunye nezimvo ezitshintshayo nokuziphatha ngokunxulumene nemikhwa yocalulo kunye neyokubukula abemi bamazwe angaphandle. Ezi kufuneka ziquke ukuqhelanisa abantu abatsha neSicwangciso sokuThatha amaNyathelo seSizwe sokulwa ucalulo, ulwaphulomthetho lwenzondo, ukubukulwa kwabemi bamazwe angaphandle kunye nezinye iintlobo zokunganyamezelani kunye nomThetho oYilwayo wokuThintela nokuLwa uLwaphulomthetho lweNzondo neNtetho yeNzondo ngokunjalo neenkqubo ezinxulumene noko.
- (c) Urhulumente namahlakani akhe, kuquka icandelo lezoshishino, kufuneka bakhuthaze ubugcisa ngokubonelela ngenkxaso yezimali neye- ICT kumagcisa amatsha ukudala imisebenzi evakalisa ukwakha isizwe nokudala amaqonga eengxoxo mpikiswano.

6.4.5 Ukufaka ubunkokeli kunye nokuba ngummi osebenzayo phakathi kolutsha

- a) Ukuxhasa ngokubonakalayo uphuhliso lobunkokeli bolutsha ngokomxholo wobudlelwane obukurhulumente. Onke amalungu oluntu kufuneka abe noxanduva lokudala imo engqongileyo evumayo ekuphuhliseni kweenkokeli zesizukulwana esizayo. Kufuneka lunikwe amathuba ulutsha ukuze lufunde kwaye lucolisise ubunkokeli balo. Kufuneka kube khona ipesenti ekujoliswe kuyo yomelo lolutsha kulwakheko lokwenza izigqibo kuwo onke

amanqanaba karhulumente, uluntu ekuhlaleni kunye necandelo labucala. Izifundiswa ezitsha kufuneka zikhuliswe kwaye zixhaswe kananjalo.

- (b) Ukwamkela izixhobo zokuzibandakanya ezitsha, zokudibana nezinokusetyenziswa luluntu ezinjenge-GovChat, LetsChat kunye nokunye okutsha okufana noko okufuna izimvo okanye amanyathelo abantu abatsha kurhulumente. Oomasipala kufuneka basebenzise abantu abatsha bengingqi ukwenza uphando lwamanyathelo amawathathwe kuluntu kunye nokuqokelela idatha esekelwe kwiiwadi ukuphucula ucwangciso nophuhliso lukamasipala.
- (c) Amabhunga kamasipala kufuneka akhuthaze imfundo yasekuhlaleni kwaye aphumeze iinkqubo eziza nezinto ezintsha ngonyaka ukufundisa abantu abatsha ngemisebenzi yasekuhlaleni ngokunjalo namalungelo kunye namaxanduva abo njengabemi. Oku kunokwenziwa ngendlela engabizi mali ininzi ngesikhululo sikanomathotholo soluntu, iibhodi zentengiso zikamasipala, iindaba ezishicilelweyo kunye namakhasi onxibelelwano kamasipala.
- (d) Amabhunga emveli kufuneka akhusele kwaye agcine iinkcubeko zawo ezahlukeneyo ngokukhuthaza ukuzingca ekuzazini ngokobuAfrika oko kusenziwa ngokukhuthaza ulwazi lwemveli, iilwimi nezenzo.

6.4.6 Ukwandisa kunye nokufaka imithombo yolwazi enyanzelekileyo ezikolweni kunye nezemidlalo kuluntu

- a) Urhulumente kufuneka aqinisekise ukuba izibonelelo zoluntu zolonwabo nemidlalo, ezigcinwe kakuhle zikhona kuninzi lwabantu.
- (b) Ulutsha kufuneka luwaququzelele ngokwalo amaqela oluntu ukuze lube nokuqhuba lidlala imidlalo. Oku kuza kwenza kube lula kwimibutho yezemidlalo nakurhulumente ukunceda ngezixhobo apho kuyimfuneko.
- (c) Amasebe elezeMidlalo, ubuGcisa neNkcubeko kunye neleMisebenzi nezaKhiwo zikaRhulumente, esebenza namashishini noomasipala, kufuneka azisele ulutsha iinkqubo zokuphila ngokusempilweni kwiindawo oluhlala kuzo.

6.4.7 Ukusetyenziswa kooMatshini endaweni yabaNtu ekufakeni unamathelwano ekuhlaleni nokwakhiwa kwesizwe

- a) Ukwandisa uqhagamshelo kunye nokuqinisekisa ufikelelo lwasimahla kunye/okanye idatha efikelelekayo.
- (b) Ukunika ufikelelo kwizixhobo ze-broadband kwiindawo ezingancedwa kakhulu kwaye kakhulu kwimimandla yasemaphandleni eMzantsi Afrika.
- (c) Ukuxhasa ufikelelo lwabantu abatsha elwazini.

6.5. UPHUHLISO LOLUTSHA OLUSEBENZAYO NOLUSABELAYO NGEZIXHOBO

Ngokungqinelana nenjongo ye-NDP yokudala ilizwe elinako oko kusenziwa ngokwenziwa ibe nobugcisa inkonzo karhulumente, kwicandelo lolutsha, uphuhliso lwezakhono kwicandelo lolutsha luphathelene nokomelezwa kwamaziko angundoqo enikelwe ukunika iinkonzo ulutsha kunye nokuqinisekisa ukuba abasebenzi bophuhliso lolutsha njengebaboneleli ngeenkonzo abangundoqo banezakhono ezoneleyo kwaye bafanelekile. Ngokuphathelene noku, la maziko alandelayo ayimfuneko ekuphunyezweni kwalo mgaqonkqubo:

- a) I-DWYPD ngumgcimi wophuhliso lomgaqonkqubo, ulungelelaniso, ukubeka iliso nokuhlola. Amanye amaxanduva ayo angundoqo aquka ukwenza uphando olungundoqo olubandakanya lonke ulutsha, inkxaso, ukuxhasa, kunye nokubandakanyeka nenkxaso yabo kusetyenziswana nabo. NgeSebe kunye nesebe lophuhliso lolutsha lesizwe, iSebe liza kuphuhlisa inkqubosikhokelo kwaye lixhase ucwangciso oluxhasa ulutsha, uhlahlo lwabiwomali, ukubeka iliso, uhlolo nophicotho (i-YRPBMEA) kuwo onke amacandelo kunye nakuwo onke amacandelo oluntu ukuqinisekisa ukuhlanganiswa okukuko nokusabela okulungelelanisiweyo kuphuhliso lolutsha. Kwinqanaba lephondo, lomsebenzi uhamba kunye uza kwenziwa ziinkulumbuso, zixhaswa ziinyunithi zolutsha kwiifosi zeenkulumbuso.
- (b) Ngaphaya koko, kukho iinyunithi zolutsha kuwo one amasebe amacandelo kuwo onke amacandelo karhulumente. Zisekelwe ukuphuhlisa imigaqonkqubo/izicwangciso ezingqalene necandelo, ukufaka uphuhliso lolutsha kwimigaqonkqubo neenkqubo zophuhliso lolutsha, kwaye kukhokelele ekuzeni kunye nasekuphumezeni iinkqubo neeprojekthi zecandelo. Kwinqanaba lengingqi, kukho iifosi ezinoxanduva lokuyalela ukusiwa kweenkonzo ebantwini abatsha kunye nokuqinisekisa ukuba babekwa phambili kwizicwangciso zoPhuhliso oluHlanganisiweyo (Integrated Development Plans) (ii-IDP). Iifosi zolutsha lwengingqi kufuneka zisebenze namasebe ophuhliso loqoqosho lwengingqi (local economic development) (LED) ukuxhasa ulutsha ngowazi kunye negunya lokusabela kumathuba afumanekayo. Onke la maqumru aza kuqinisekisa ukuphunyezwa komgaqonkqubo.
- (c) Ukwandisa ngokungaphaya ukuphunyezwa kwamangenelelo olutsha, i-NYDA yasekwa ngomThetho we-NYDA. Ngokwalo mThetho, i-NYDA inikwe igunya lokuhlanganisa ulutsha kwezoqoqosho, ngexa ikhuthaza imidla yalo. Okubalulekileyo ukuba kuqatshelwe kukuba igunya langoku le-NYDA libanzi kwaye kunzima ukuliphumeza, ingakumbi ngenxa yemiqobo kwimithombo. Ngoko ke, umThetho we-NYDA uyatshintsha ukunyusa ukusebenza kwawo ngokuphezulu kunye nokwandisa ufikelelo lwawo.
- (d) I-SAYC yaselwa eMzantsi Afrika ngo-1997 ukuba imele okusemdleni wabantu abatsha. I-SAYC inoluhlu olubanzi lwemibutho engamalungu. Enye yeenkalo zawo zojoliso kukuqinisekisa ukuba imibutho yolutsha ithabatha inxaxheba

kwimiba yezentlalo ebanzi. Okubalulekileyo kulo mgaqonkqubo kukuba nangona indima ye-SAYC ikukuba "lilizwi lolutsha" liyaqondwa, lo mbutho awuqonda ngokusesikweni kwaye uyaqhuba ukujongana nemingeni, kuquka ukungabikho kwemithombo yezimali kunye nenxulumene nabantu. Ezi ngxaki zinzima kuba zichaphazela ngqo ukuhlanganiswa kwecandelo lolutsha. Kubalulekile ke ngoko ukuba iqondwe ngokusesikweni i-SAYC njengequmrhu elibalulekileyo labantu abatsha eMzantsi Afrika. Imithombo yalo yezimali kunye nenxulumene nabantu kufuneka yomelezwe ngokunjalo ukuze ilisebenzise ngempumelelo igunya layo. I-SAYC, ngenye indlela, kulindeleke ukuba yomeleze amandla emibutho engamalungu ayo ukuba ibandakanye ngenkuthalo ulutsha lube ngabemi abasebenzayo.

- (e) I-PYWG ibonelela ngolongamelo lwezopolitiko ekuphonyezweni kwe-NYP 2030. Ikhokelwa kwaye ichotshelwa nguMongameli, i-PYWG isebenza njengeqonga lesicwangciso kuyilo oluhlanganyelweyo kunye nasekunikweni kwengxelo yenkqubela. Iququzelela ukuthathwa koxanduva ngabo badlala indima bohlukeneyo kulutsha. Kukho kuyo abo kusetyenziswa nabo bangundoqo kunye nabantu abatsha kurhulumente wonke, uluntu ekuhlaleni, amashishini kunye nezemisebenzi.
- (f) IKomiti yePotifoliyo yasePalamente kwabaseTyhini, uluTsha nabaNtu abanokuKhubazeka ibonelela ngolongamelo kwiSigqeba kunye nakwi-NYDA njengequmrhu likarhulumente. Iyaqhuba ukubeka uxanduva emaqeleni kuphuhliso kunye nasekuxhotyisweni kolutsha.
- (g) Imibutho ekhokelwa lulutsha engekho kurhulumente kunye nesebenza ngolutsha isebenza ngokuzimeleyo kurhulumente kwaye inika iinkonzo zophuhliso lolutsha ngokungqalileyo nangokungqalanga. Isebenza kwihlalathi, kwisizwe nakwingingqi eminye yawo isekelwe kuluntu okanye kwinkolo. Lo mgaqonkqubo uqonda indima ebalulekileyo edlalwa yile mibutho ekunikeni iinkonzo zophuhliso lolutsha.
- (h) Ukuzibophelela kwecandelo labucala ekuphuhliseni kolutsha kusahleli kubalulekile, ingakumbi kuba intswelanguqesho yolutsha ingumngeni ongundoqo kwicandelo. Icandelo labucala kufuneka libeke phambili uquko ngokwezoqoqosho lolutsha, umzekelo, ngokuqinisekisa ukusabela kwiikhowudi zokuxhotyiswa ngokoqoqosho kwabo babevinjwe amathuba ngaphambili bamnyama (broad-based black economic empowerment) (BBBEE) kunye ne-YRPBMEA efaka ulutsha. Ucwangciso oluhlanganyelweyo kunye nolungiselelo lweenkonzo necandelo labucala lubalulekile kananjalo. I-DWYPD kufuneka yomeleze ukusebenza kwezixhobo/amaqumrhu ophuhliso lolutsha - ulwakheko olulungelelanisiweyo lophuhliso lolutsha olwenziwe ngecandelo labucala, icandelo likarhulumente nabo kusetyenziswa nabo kuluntu ekuhlaleni ngokubanzi.
- (i) Amacandelo emicimbi yokutsha emibutho emininzi nawo adlala indima ebalulekileyo kwiZizwe eziManyeneyo, iManyano yeAfrika, iqela leBrazil, Russia, India, China, noMzantsi Afrika (Brazil, Russia, India, China, and South Africa) (BRICS), uNobhala woManyano lweZizwe ezinoBudlelwane ne-SADC.

Kufanelekile ukuqaphela ukuba, ukuze kunikwe iinkonzo kunye neenkqubo ezineempembelelo, uMzantsi Afrika kufuneka usebenzise iindlela zazo ezintlu mbini ezamkeleyo kuphuhliso lolutsha, ezizezi ukufaka uphuhliso lolutsha kumacandelo onke awohlukeneyo, kunye nokubonelela ngeenkqubo kunye neenkonzo ezijoliswe kulutsha ezikhethekileyo. Oku kufuna umzamo ohlanganyelweyo nolungelelanisiweyo ovela kwabo badlala indima ephambili kuphuhliso lolutsha, njengenxenywe yasekuhlaleni, yilo nto kufuneka ukunuswa kobudlelwane obuphakathi kukarhulumente phakathi kukarhulumente wesizwe, wephondo nowengingqi ukuqinisekisa ukuhlangana phakathi kwawo onke amacandelo karhulumente kunye nolutsha. Ngokuphathelele noku, abantu abatsha kufuneka babandakanyeke ekucwangciseni, ukwenza izigqibo, ukwakha unxulumano nokucela umngeni kwabo bangcinga indala ebaonisa njengeengxaki ekuhlaleni. Endaweni yoko, imeko engqongileyo evumayo esa kwenye indawo amandla abo, iphuhlisa ubunkokeli babo kwaye ifake iimbono ezintsha ezikhuthaza abemi abasebenzayo, abakwaziyo ukujongana neengxaki zasekuhlaleni kwaye basebenzise amathuba, kufuneka idalwe. Intsebenziswano ibalulekile, ngokunjalo neemodeli zokunikeza inkonzo eziqinisekisa inkxaso yamaziko kwaye ifake isandla ekwakheni utyalomali oluluqilima ngokungaphaya kwiinkqubo zolutsha kuluntu lonke.

Amangenelelo andululwayo

6.5.1 Ukomeleza amaziko nezakhiwo zolutsha ukuqinisekisa ukusebenza nokusabela

- a) Kufuneka kube khona ukungafihli kunye nokukhutshelwa okoneleyo kwemithombo kumaziko ophuhliso lolutsha, ngokunjalo namanyathelo okuthatha uxanduva aluqilima malunga nokuba kufuneka isetyenziswe njani ekugqibeleni le mithombo.
- (b) I-DWYPD iza kuxhasa kwaye yazise amangenelelo kwinkqubo ukuqinisekisa ulungelelaniso lwamaziko awohlukeneyo kunye nokuphelisa ukusebenza wedwa ukukhuthaza ulungelelaniso olululo lweenkqubo zophuhliso lolutsha kunye nokuphepha ukohlula, ukuphindwa nenkcitho.
- (c) Onke amacandelo karhulumente kufuneka akhuthaze uphuhliso lolutsha kuyo yonke imigaqonkqubo kunye neenkqubo zamacandelo ukuqinisekisa ukusabela.
- (d) Iinkqubo neeprojekthi ezenziwe ngokufanelekileyo zophuhliso lolutsha kufuneka ziphonyezwe ngurhulumente, uluntu ekuhlaleni nangamacandelo oshishino.
- (e) Ukomeleza icandelo loPhuhliso loluTsha leSizwe kwi-DWYPD ngemithombo yezimali kunye nenxulumene nabantu eyoneleyo ukufezekisa igunya lokongamela ukuphonyezwa ngempumelelo komgaqonkqubo wophuhliso lolutsha.

- (f) I-DWYPD kufuneka ikhawulezise kwaye igqibe utshintsho lomThetho we-NYDA.
- (g) Yomeleze amaziko ophuhliso lolutsha kwinqanaba lesizwe, lephondo nelengingqi. Ezi kufuneka ziquke iqumrhu lophuhliso lolutsha lesizwe, amaqumrhu ophuhliso lolutsha amaphondo kunye namaqumrhu ophuhliso lolutsha engingqi. Injongo yala maqumrhu kukuhlanganisa abo kusetyenziswa nabo kwisithuba sophuhliso lolutsha kucwangciso olusebenzayo noluhlanganyelweyo, ukufunda, ukuhlalanga nohlolo, phakathi kokunye okubalulekileyo.
- (h) Urhulumente kufuneka azise imilinganiselo engqinelanayo yesini, ubudala nokuba nokukhubazeka kuzo zonke iinkqubo zolutsha ukuze uyilo lwamangenelelo ala maqela lusekelwe kubungqina.
- (i) Onke amacandelo kufuneka axhase uphuhliso lolutsha, esebenzisa iindawo engundoqo kwiiyunithi zolutsha
- (j) Umthetho wenkqubosikhokelo yophuhliso lolutsha eMzantsi Afrika (umThetho oYilwayo woPhuhliso lolutsha waseMzantsi Afrika) kufuneka uphuhlise uze uthunyelwe ePalamente ukuba iwuthathele ingqalelo.
- (k) Ukuseka kunye/okanye ukomeleza iipalamente zolutsha.

6.5.2 Ukulungiselela unikezo lweenkonzo kulungiselelo lweenkonzo ezineempembelelo eziphezulu

- a) I-DWYPD kufuneka ilungelelanise kwaye iphumeze ubuncinane bezithethe nemigangatho kuphuhliso lolutsha ukuqinisekisa ukuba ulutsha lunofikelelo kwiinkonzo kunye neenkqubo ezisemgangathweni kungakhathaliseki nokuba luphi na.
- (b) Izicwangciso zophuhliso lolutsha kufuneka zamkelwe kuwo onke amanqanaba ngawo onke amacandelo karhulumente. Oomasipala kufuneka baqinisekise ukufakwa kophuhliso lolutsha kwiinkqubo zawo, kuba balelona candelo likarhulumente likufutshane kulutsha.
- (c) I-DWYPD, iSebe loLawulo ngeNtsebenziswano neMicimbi yeMveli kunye neeofisi zeenkulumbuso kufuneka baxhase oomasipala ukuba baphuhlise izicwangciso zophuhliso lolutsha ezibanzi, ekucetyiswene ngazo (ezingqinelana ne-NYP 2030 kunye nezasekuhlaleni), ezinokwamkelwa kwaye zixhaswe ngamabhunga oomasipala.
- (d) Oomasipala kufuneka baseke amaqumrhu ophuhliso lolutsha ukulungelelanisa unikezo lweenkonzo kwinqanaba lengingqi. Amabhunga emveli nawo kufuneka alandele inkqubo efanayo kananjalo kwaye ukongeza ukuqinisekisa ukuba imiba echaphazela ulutsha kumabhunga emveli ifakwa kwisicwangciso sophuhliso lolutsha sikamasipala.
- (e) Ukuphumeza imodeli yophuhliso esekelwe kwisithili ukuqinisekisa imigaqonkqubo, izicwangciso neenkqubo ezingcono zolutsha.
- (f) Ukuququzelela ukuseka kwemisebenzi ekwinqanaba eliphezulu kuphuhliso lolutsha ekhokelwa licandelo labucala.

6.5.3 Ukuququzelela ukuqondwa kwezenzo zophuhliso lolutsha njengomsebenzi

- a) Ukuququzelela ukuqondwa kwezenzo/umsebenzi wolutsha zophuhliso lolutsha njengomsebenzi ocacileyo.
- (b) Ukuququzelela ukuqondwa kophuhliso lolutsha njengenkalo ekhethekileyo yomsebenzi wamacandelo awohlukeneyo.
- (c) Ukukhuthaza ukuphuhlisa kwequmrhu lolwazi eliza kuxhasa izenzo zophuhliso lolutsha.
- (d) Ukuseka umbutho wamagcisa omsebenzi ukukhuthaza ukuzazi ngokobugcisa kunye nokwabelana ngeyona misebenzi igqwesileyo.
- (e) Ukuphuhlisa imigangatho yeyunithi yomsebenzi enxulumene nezenzo zophuhliso lolutsha kunye nokuza neenkqubo zokunikwa kweemvume kubasebenzi abalukutsha ngemeko yeziqinisekiso zomsebenzi wabo wobugcisa.
- (f) Ukunika ingqiqo iinkqubo zolutsha neempembelelo ekujoliswe kuzo ezixeliweyo.
- (g) Ukuququzelela ukuqondwa kwemfundo yangaphambili njengondoqo wokwenziwa ibe ngumsebenzi wobugcisa.
- (h) Ukwenza kusebenze iinkqubo zokunika ingxelo ezilungele injongo kunye noluqinisekisa ukuthathwa koxanduva.

7. IINDLELA ZOKUBEKA ILISO NOKUHLOLA

Ukuphunyezwa kwe-NYP kwithuba lika-2020-2030 kuza kubekwa iliso ngokuqhubayo yi-DWYPW, isebenzisana namacandelo abandakanyekayo kunye nabo kusetyenziswa kuwo onke amanqanaba. ISebe liza kuphuhlisa inkqubosikhokelo ye-M&E ngoluvo olukwinqanaba eliphezulu, kunye nezikhombisi zesiphumo neempembelelo ze-M&E kuko ngakunye okubalulekileyo kumgaqonkqubo. Inkqubosikhokelo iza kukhokelwa yiNkqubosikhokelo ye-M&E evunyiweyo ka-2018 kwi-NYP 2020 ngokunjalo neNkqubosikhokelo ye-M&E kaRhulumente kunye neNkqubosikhokelo yoMgaqonkqubo woHlolo yeSizwe (National Evaluation Policy Framework) (NEPF) enyanzelisa ukuzibophelela kukarhulumente waseMzantsi Afrika kwimithethosiseko yoquko kunye nokuphunyezwa kumacandelo onke kweendlela ezahlukeneyo zokubeka iliso nokuhlola ezikhuthaza uquko (DPME, 2019:6). Inkqubosikhokelo endululwayo ye-M&E iza kubonelela ngokucacileyo izikhombisi ezilinganisekayo ngokunjalo neendlela zokuqokelelwa kwedatha kunye nezixhobo zokulandela umzila wokuphumeza.

Inkqubosikhokelo iza kulandela umzila wokuphunyezwa kwe-NYP ngawo onke amacandelo kunye nabanini nkonzo ababandakanyekayo ukuqinisekisa ukuba impembelelo ayisekelwanga kwizimvo zongenelelo (umzkl. inani labaxhamli) kuphela

kodwa iza kujolisa kananjalo kwiziphumo zamangenelelo exesha eliphakathi ukuya kwixesha elide (umzkl. inokuba butshintshe njani ubomi babaxhamli ngenxa yamangenelelo omgaqonkqubo). Uphuhliso lwezakhono zokubeka iliso nokuhlola ngaphakathi kuza kuyilwa kubo bonke ekusetyenziswana nabo kunye neearhente eziphumezayo. Ezi zizakuquka ukujolisa ebantwini abatsha ukuba zibe zezabo iziphumo zenkqubo yokuphuhlisa ngokuba babandakanyeke ekubekeni iliso nokuhlola, oko ke kufaka ukuthatha uxanduva kolutsha ngokombono wamalungelo oluntu njengokungundoqo kuphuhliso. Amava avela kwi-NYP yangaphambili akhomba iintsilelo kwimiba yokuphumeza kuphuhliso kunye nokuvunywa kwenkqubosikhokelo ye-M&E emva kwexesha. Unyino olunjalo kujongwana nalo ngamandla ukuphepha ukusetyenziswa kakubi kwemithombo kunye neenkonzo ezahlulweyo. Inkqubo yolawulo lwedatha kwi-intanethi nayo ithathelwa ingqalolo kananjalo ukunceda ukukhuthaza ukwenza lula ukunika ingxelo kunye nokuphucula ukuthatha uxanduva.

Ngaphaya koko, i-IYDS iza kuphuhliswa yi-NYDA ukwenza kusebenze ukuphunyezwa komgaqonkqubo wolutsha. Okuqaphelekayo, uhlolo lweziphumo oluzimeleyo ngokuphunyezwa komgaqonkqubo luza kuqhutywa ngo-2025 ukwazi utshintsho olunokuba khona kwi-IYDS, ngexa uhlolo ngokwenziweyo luza kuqhutywa ekugqibeleni ukuhlola iimpembelelo xa zizonke zomgaqonkqubo neenzuzo ezibe khona ebantwini abatsha, icandelo lolutsha noluntu ngokubanzi. Abantu abatsha baza kuhlenganiswa ukuba babandakanyeke kwi-YRPBMEA njengebasebenzisi/abamkeli benkonzo/abaxhamli bokugqibela.

8. ISIPHELO

Izifundo ezivele kuphunyezweni kwe-NYP 2020 zicebisa ukuba kukho imfuno yokusabela kwiimfuno ezinzima, ezinyukayo nezitshintshayo zolutsha. Oku kusabela kufuneka kuphunyezwe ngendlela ekhawulezayo nehlenganisiweyo, kuthathelwa ingqalelo yokuba ulutsha libakala lokuphuhla elibalulekileyo kunye nokuba bonke abantu abatsha bafanele kukuxhotyiswa ukuze batshintshale kakuhe ebuntwini obudala. I-NYP 2030 ijolise ekulungiseni imingeni ejongene nolutsha lwaseMzantsi Afrika kunye nokudala imo engqongileyo eza kwenza ukuba luzalisekise ukuba nako kwalo. Ngoko ke, ukuba nenkqubosikhokelo ye-M&E yokulandela umzila wokuphunyezwa kweziphumo nezimvo zomgaqonkqubo wolutsha kusekwangoko ubalulekile. I-NYP 2030 ijolise ekubeni kusebenze inkqubo zophuhliso lolutsha ezisabela kwimingeni olujongene nayo ulutsha lwaseMzantsi Afrika nge-IYDS ukwenza ukuba abantu abatsha babeneearhente kwaye balithathele kubo ikamva labo.

Lo mgaqonkqubo wolutsha uphuhliswa ngexesha le-IR yesi-4. Ke ngoko, ukukhawulezisa kuphambili kumgaqonkqubo we-NYP 2030, amanyathelo acetyisiweyo aquka imfuno esemgangathweni kunye nokuziswa kwezakhono, uthatho nxaxheba kuqoqosho, iinzame zokuphucula ukufakwa kwemisebenzi kuqoqosho, impilo ephucukileyo yengqondo neyomzimba ngokunjalo nolwakheko olusebenza kakuhle lophuhliso lolutsha. Zonke ezi kufuneka zixhaswe ngokubonakalayo ngemithombo eyaneleyo kunye neenzame zonikezo ezilungelelanisiweyo, ezo ukungabikho kwazo ngaphambili kwenza ukuba ungasebenzi. Kuqondwa ngokupheleleyo ukuba imithombo ayiminizanga, kwaye urhulumente kufuneka atshintshe okuphambili okuhamba nokunye okuphambili; nakuba kunjalo, utyalomali kulutsha lutyalomali kuphuhliso olubanzi loluntu lwaseMzantsi Afrika. Ukuphumeza la mangenelelo kwiminyaka eli-10 ezayo kuza kusisondeza kuMzantsi Afrika lowo abantu abatsha kunye nemibutho enceda ulutsha baza kuphumeza ngokupheleleyo izakhono zabo kumacandelo obomi ezentlalo, uqoqosho nezopolitiko, kunye nokuqonda nokuphuhliso awabo amaxanduva okwakha ubomi obungcono babo bonke.

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