

isiZulu

#NYP2030

INQUBOMGOMO KAZWELONKE YENTSHA YONYAKA 2020-2030

Ishumiminyaka lokusheshisa imiphumela emihle yokuthuthukiswa kwentsha



women, youth &
persons with disabilities
Department:
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REPUBLIC OF SOUTH AFRICA



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i. ISENDLALO NGUNGQONGQOSHE EHHOVISINI LIKAMONGAMELI LABESIFAZANE, INTSHA NABANTU ABANOKUKHUBAZEKA

Ukwakhiwa kwenqubomgomo kumayelana nokushintsha izimpilo, kanye nokubhekana nokuhlupheka okukhulu obhekana nentsha ngenxa yokungawutholi umsebenzi, njengemidanti yabangenawo amakhono, abanamakhono noma abanemfundo ephakeme kanye neminye imidanti yezenhlalo nezomnotho. Lokhu kudinga ubuholi obusebenza kahle nobuhlelekile. Ukuphathwa kwesi-6 kuhlukaniswe isimezelo sikaMongameli Cyril Ramaphosa soMnyango Wezabesifazane, Intsha Nabantu Abanokukhubazeka osanda kusungulwa. UMnyango ubekwe ngokukhulu ukucatshangelwa ukuba uhole, uxhase, uhlele, uqaphe nokuhlola ukuqaliswa kokuthuthukiswa kwentsha kuyo yonke imikhakha eyahlukene kuzo zonke izinkundla zomphakathi. Ukuhlinzeka lobu buholi, okunye ukugunyazwa okusemqoka komnyango ngukwakha inqubomgomo enkulu neqoqomthetho lokuthuthukisa intsha.

Ngokwalokhu okungenhla, inqubo yokwakha iNqubomgomo Kazwelonke Yentsha (i-NYP) yonka we-2020-2030, ize ngemuva nje kokuphuthulwa Kokubuyekizwa Kweminyaka Engama-25. Ngonyaka we-2019, ngemuva kokuqokwa kwami njengoNgqongqoshe eHhovisi likaMongameli Labesifazane, Intsha kanye Nabantu Abakhunokukhubazeka, ngakha ngokushesha iThimba Lezinkomba Yomsebenzi (i-TRT) ukuba lihole futhi liqondise ukwakhiwa kwenqubomgomo entsha yezwe. Isisekelo sokuba nemikhakha eyehlukene imelwe, kungenxa yokuthi i-NYP yonyaka we-2030 akuyona inqubomgomo kahulumeni kuphela, kodwa ukuzibophezela komphakathi ekuthuthukisweni kwentsha.

Kuyaphawuleka ukuthi i-NYP yaseNingizimu Afrika yabuyekizwa ngesikhathi umnotho wethu wehliswa, kwehla amandla omnotho kanye nangesikhathi sobhubhane lwe-Coronavirus (Covid-19), olwadala ukuxakeka emhlabeni wonke - ezisongela izimpilo zabantu nezindlela zokuziphilisa. Ngenxa yalolu bhubhane, ukwenziwa kwenqubomgomo sekunzima futhi kuyadida. Bekufanele sishintshe indlela yethu, sehlise isisekelo lapho esihlela kusona, futhi zonke izisekelo zethu manje sezihlangabezana nokujwayeleka okusha. Sifanele siqande abantu jikelele, futhi ikakhulukazi izibalo zabantu abasha, ngokumelene nomthelela omubi wezinselelo zezomnotho nazo zonke ezinye izifo ezibathintayo.

Abantu abasha babe bekhishwe inyumbazane ngaphambi kwe-COVID-19, kepha ukuqubuka kobhubhane kwaqhubeka kwandisa isimo sabo esibi. Imfundo yabo iphazamisekile, abanengi bazikhiphe inyumbazane emphakathini, bakhathazekile, futhi bacindezelekile ngenxa yemikhawulo yokuvalwa ngokwesimo sezinhlalele. Ukudlala kodlame olubhekiswe kwabesifazane kanye nokubulawa kwabantu besifazane (i-GBVF) nakho kwanda, ukungondleki kahle kwanciphisa ukutholakala kokudla okunempilo, kwaba nokuntuleka okuvamile kokufinyeleleka kwezempilo zezocansi kanye nezinsizakalo zokuzala, futhi labo ababefuna imisebenzi abange besakwazi ukukwenza lokho futhi ngaleyo ndlela baphinde bavalelwa ngaphandle kwezomnotho; ngenkathi amabhizinisi aphethwe yintsha alahlekela ingeniso okwabeka impilo yabantu abasha engozini.

Okunye okukhathaza kakhulu wukuthi isiTitimende Senqubomgomo Yesabelomali Sesikhathi Esimaphakathi sonyaka we-2020 sikhombise ukuthi umnotho wezwe ulindeleke ukuba wehle ngama-7.8% kulo nyaka, kanti ukulahleka kwemisebenzi kube nzima kakhulu. Mancane amathuba okuthi umnotho waseNingizimu Afrika ubuyele esimweni esijwayelekile eminyakeni emibili ukuya kwemithathu ezayo. Samukela zonke izinyathelo zezempilo nezenhlalo nezomnotho ezimenyezwe nguMongameli ukubhekana nalolu bhubhane, kubandakanya nokungenelela ngaphakathi oHlelweni Lokuvuselela Nokwakhiwa Komnotho. Lokhu kudinga ukubamba iqhaza okukhulu kwentsha emnothweni ngokubeka phambili ama-SMME nemifelandawonye yentsha kanye namasu amakhono abhekiswe entsheni. Kuzokweseka imindeni ebuthakathaka, amabhizinisi kanye nabantu abahluphekayo ngenxa yokuntuleka kwemisebenzi kanye nezinkinga ezehlukene zenhlalo ezweni.

Kubo bonke okusetshenzwa nabo ezweni lonke ababambe iqhaza ohanjweni lwethu lokuqhamuka ne-NYP yonyaka we-2020-2030, ukuzibophezela kwenu kuyaziswa. Yize kube nokuphazamiseka kwenqubo yokubonisana ngenxa yemikhawulo yokuvalwa kwesimo senhlelele, okusetshenziswa nabo abanengi babandakanywa. Ngithanda ukwazisa ukuzinikela nokusebenza ngokungakhathali kwabo bonke ababambe iqhaza ekuhloleni lo msebenzi, ikakhulukazi iGatsha Likazwelonke Lokuthuthukiswa Kwentsha kanye nawo wonke amalungu e-TRT. Ukubamba iqhaza kweminye iminyango kahulumeni kuqinisekisele ukuthi inqubomgomo ilinganisiwe futhi iphendula ezikhaleni eziveziwe. Igalelo elibaluleke ngokungelinganisiwe elenziwe isiGungu Sikazwelonke Sokulela Intuthuko Yentsha, izinhlangano zomphakathi, izifundiswa, izinhlangano zocwaningo, amabhizinisi, izinhlangano ezisiza intsha nezinhlangano nezihlala intsha kanye nezinhlangano zentsha nezinhlangano zabafundi, liyancomeka kakhulu. Ngiyethemba ukuthi le nqubomgomo yentsha izosebenza njengento okubukwa kuyo yabo bonke abantu abasha kanye nokusetshenziswa nabo abafanele emkhakheni wokuthuthukiswa kwentsha. Umzamo wethu ngokubambisana ekwenzeni intuthuko yentsha ibe iqiniso, unikeza isisekelo esizwakalayo seNingizimu Afrika ephumelelayo nempilo engcono yobo bonke abantu.

UNgqongqoshe eHhovisi likaMongameli Labesifazane,
Intsha Nabantu Abanokukhubazeka

ii. ISANDLALELO NGUSESEKELA-NGQONGQOSHE EHHOVISI LIKAMONGAMELI LABESIFAZANE, INTSHA NABANTU ABANOKUKHUBAZEKA

ENingizimu Afrika, intsha yakhiwa inani elingaphezu kwengxenyane nesithathu sabantu, futhi lalabo abaphakathi kweminyaka yobudala eyi-15 ukuya kwengama-34 abakha ama-34.7% abantu (UCwaningo Lwezibalo Lwamaphakathi Nonyaka we-2020). Ngokubeka lokhu engqondweni, abantu abasha bayaqhubeka nokubhekana nezinsalelo ezinkulu, futhi kokunye kwakho okubalulekile inkinga yokuntuleka kwemisebenzi ehlelekile. Akusikho ukusho ukuthi le nselelo isifike ezingeni lenkinga. UCwaningo Lekota Labantu Abangabasebenzi (i-QLFS) lekota yokuqala lonyaka we-2020 lukhombisa ukuthi ukuntuleka kwemisebenzi kwakumi kuma-30.1%, okuyisilinganiselo esiphakeme kakhulu sokungasebenzi kusukela ngonyaka we-2008. Okukhathaza kakhulu, ukuthi inani lentsha eneminyaka engama-25 ukuya kwengama-34 engasebenzi labe lingaphezu kokuphindwa kabili kunalelo leminyaka yobudala engama-45 ukuya kwengama-54 (ama-37.3% aqhathaniswa nama-17.5%). Kuba kubi kakhulu uma ubheka izinga lentsha engasebenzi ephakathi kweminyaka eyi-15 nengama-24, ebelimi kuma-59.0% ku-Q1 yonyaka we-2020, okusho ukuthi kuyo yonke intsha eyishumi cishe eyisithupha ibingasebenzi.

Isithombe esingenhla sibi, eminyakeni yobudala ephakathi kweyi-15 nengama-24; labo abebengasebenzi, bengafundi noma beqeqeshwa (NEET), beme enanini elimangazayo elilinganiselwa ezigidini ezi-3.5. Izinga lokungasebenzi livame ukuphakama kubantu besifazane abasebasha, futhi linentsha ezindaweni zasemaphandleni ebhekene nezinsalelo ezahlukehlukene kunalezo ezisemadolobheni. Ngaphezu kwalokho, abantu abasha abanokukhubazeka bayaqhubeka nokubhekana nezinsalelo ezinkulu emakethe yezabasebenzi njengoba kungenzeka ukuthi bashiywe ngaphandle emphakathini futhi bakhishwe inyumbazane.

Lokhu okungenhla akuzona nje izibalo, uma umuntu eqala ukubeka ubuso kuzo zonke lezi zinombolo, inkinga iba iqiniso impela. Laba ngabantu abanamathemba, amaphupho, namandla, abangaba negalelelo emiphakathini yabo nasezweni labo. Isimo sale ntsha senziwe saba sibi kakhulu ngokuqubuka kobhubhane lwe-Coronavirus ngonyaka we-2020, olubeke engozini impilo yabo nezindlela zokuphila kwabo, ikakhulukazi leyo ntsha enezinkinga ezibucayi zempilo. Umongo unzima kakhulu ngokubheka ukwehla okukhulu kwamandla omhlaba omnotho okufushane okusaqhubekayo.

Le Nqubomgomo Kazwelonke Yentsha (i-NYP) yonyaka we-2030, ihlongoza izinto ezibalulekile ezahlukehlukene zenqubomgomo ezizoqinisa intuthuko, ukuhlonyiswa, nokuqina kwentsha yethu ngesikhathi kanye nangemva kwesikhathi sobhabhane. Lumphakamisa isidingo sabadlali ababalulekile bendima emphakathini, okuwukuthi uhulumeni, emikhakheni ezimele kanye neyomphakathi, ukuze kuqiniseke ukuzibophezela kwabo ekugcineni intuthuko yentsha iyisidingongqangi. Ngisho noma imikhakha eyahluke isabela kulo lubhubhane, kubalulekile ukuthi umsebenzi wethu ugxilise ekuqinisekiseni ukuphendula nokubonisa imiphumela emihle, ezoba nemithelela yesikhathi eside. Sikholwa ukuthi ngokubandakanya abantu abasha njengabadlali beqhaza elibonakalayo, sizobe sisindleleni efanele yokubuyisa nokusheshisa ukufukulwa kwabo kwezomnotho nenhlalo.

Isu elisemqoka lokuphendula nokululama ngokuqinisekisa amandla ezikhungo ukuze kusheshiswe ukuthuthukiswa kwentsha nokubambisana phakathi kukahulumeni, amabhizinisi, izinhlangano zomphakathi kanye nabantu abasha. Lokhu kubalulekile njengoba izwe lisebenza ngokushesha ukubhekana ngqo nezinsalelo eziqhubekayo ezibhekene nendawo yokuthuthukiswa kwentsha, ukuze kutholakale imihlomulo yokwanda kwenani lentsha futhi ngaleyo ndlela kuqhutshekelwe iNingizimu Afrika phambili.

Ngijabule kakhulu ukuthi uMnyango Wezabesifazane, Intsha Nabantu Abanokukhubazeka ekubuyekezeni i-NYP, ubonisane kakhulu nentsha kanye nezinhlangano eziholwa yintsha kanye nezisebenza intsha kuyo yonke imikhakha. Lezo zingxoxiswano zenziwa ngomoya wobudlelwano phakathi kohulumeni, kanye nomzamo wokwakha ubumbano oluqinile lomphakathi oluzoqinisekisa ukuthi ukubuyekizwa kwe-NYP kungumzamo wokubambisana, kwakhiwe ngokuthola imibono evela kuyo yonke imikhakha yomphakathi. Lokhu, ngaphandle kokungabaza, kuzoqinisekisa ukuziphendulela kwabo bonke ababambiqhaza entsheni. Ngokwami ngiyazibophezela, ekusekeleni iGatsha Likazwelonke Lokuthuthukiswa Kwentsha le-DWYPD ukuze kuqinisekise ukuthi lenza umsebenzi wokuqapha nokuhlola wokulandela ukuqaliswa kwe-NYP yonyaka we-2030 ngendlela efanele.

iii. Ukwamukela nguMqondisi-Jikelele

uMnyango Wezabesifazane, Intsha kanye Nabantu Abanokukhubazeka (i-DWYPD) ubonga ubuholi obuhlinzekwe nguNgqongqoshe kanye nawuSekela-Ngqongqoshe ekwakhiweni kweNqubomgomo Kazwelonke Yentsha yonyaka we-2020-2030. Igalelo elikhulu lokubhalwa kombhalo oyisisekelo kanye nokuqinisekiswa kwekhwalithi yohlobo lokugcina olwenziwe nguDkt. R. Bernice Hlagala, uMnu. Emmanuel Kganakga, uMnu. Calvin Mkasi, u-Oltman Fourie, uMnu. Rudzani Neshunzhi, uMologadi Leboho, uNksz. Aluwani Mudau, uNksz. Nhlanhla Manzini noMnu. Nkululeko Mahlangu liyamukelwa. UMnyango futhi uyakwazisa ukubambisana okungaguquguquki kwe-United Nations Population Fund Agency (UNFPA) ngaphansi kobuholi boMqondisi Wezwe, uNks. Beatrice Mutali, uNksz. Tlangelani Shilubane noNks. Precious Magogodi. Ukubonga okukhethekile kuya kumalungu eThimba Okubukwa Kulo Lomsebenzi, ebelibheke le phrejekthi kanye nokuqinisekisa ukubonisana nokusetshenziswa nabo abafanele. Abamele i-TRT babandakanya: uNks. Lato Mabaso (COGTA), uNksz. Laila Ncwana (DTIC), uNksz. Pebetse Maleka (uMgcinimafa Kazwelonke), uNksz. Hanlie Nel kanye noMnu. Fanani Manungu (DPSA), uNksz. Rebecca Sikhosana (DHET), uNksz. Kgomotso Moalusi noMnu. Surprise Mokgope (DWYPD), uNks. Malebo Mekoa, uNksz. Sandisiwe Tsotetsi (NYDA), uMnu. Thembinkosi Josopu (SAYC), uNks. Sino Moabalobelo (BUSA), uMnu. Luvuyo Manyi kanye noMnu. Thobela Maponya (BBC), uDkt. KJN Karel (UNISA) ongasekho, uSol. Arianne De Lanoy (UCT - SALDRU), kanye noDkt. Raymond Raselekoane (UNIVEN). Izikhulu ezivela eMkhandlwini Woncwanningo Lwesayensi Yabantu (i-HSRC): oDkt. Mokhantšo Makoe, Precious Tirivhanu, Mathias Fubah Alubafi noNtombizodumo Mkwanazi, nabo abasebenze ngokuzikhandla ukubhala nokuvuselela lo mbhalo.

Ukuqinisekisa ubunikazi bezwe nokusekelwa, kube nezikhathi eziningi futhi ezibanzi zokubonisana ngamaphuzu okugxila kwentsha emisebenzini eqondile yeminyango, aMahhovisi oNdunankulu bazo zonke izifundazwe eziyisishiyagalolunye, omasipala, izinhlangano zomphakathi kanye nezinhlangano zemikhakha ozimele kanye nentsha uqobo ngazo zombili izindlela ebonakalayo kanye naku-inthanethi. Izingxoxo ezivulelekile neziqondile neziyiqiniso ezivela kuzizinda eziningi zokubonisana, eziholele ekutheni kube negalelo elibalulekile elenziwa yiyo bonke laba okusetshenziswa nabo, ziyamukelwe. Zonke zaletha etafuleni imibono ephusile ngemidanti ethinta izinsizwa nezintombi zaseNingizimu Afrika futhi zinothuse ummbhalo wenqubomgomo. UMnyango uthembele kubo bonke okusetshenziswa nabo, ngabanye nangokubambisana, ukuze kuqhutshekwe nokwabelana ngolwazi futhi kwenziwe le nqubomgomo yande, ukuze kufinyelelwe kubantu abasha ngobuningi obunokwenzeka.

I-NYP yonyaka we-2030 isekelwe yilezi zinsika ezinhlanu zenqubomgomo ezilandelayo, lapho uFuduko Lwesine Lwezimboni (i-4IR) iphawulwe njengengqikithi enqamula kuzo zonke lezi zinsika zenqubomgomo.

- a) Imfundo yezinga eliphakeme, amakhono namathuba esibili.
- b) Izinguquko zomnotho, ezamabhizinisi, kanye nokwakhiwa kwamathuba emisebenzi.
- c) Ukukhuthazwa kwezempilo ngokomzimba nangokwengqondo kubandakanya ukunciphisa ubhabhane.
- d) Ubumbano lomphakathi nokwakhiwa kwesizwe.
- e) Imishini yokuthuthukisa intsha ephumelelayo neziphendulayo.

Ukuze kuqalise ukusebenza ngempumelelo kwe-NYP2030, uMnyango uzokwakha uhlelo lwe-M&E. Sithembele kubo bonke okusetshenziswa nabo ukuba babe yingxenywe, ekumiseni izinga eliphakeme lomkhinqizo, imiphumela, kanye nezinkomba zomthelela ukulandelela ukuqaliswa kwe-NYP yonyaka we-2030. UNgqongqoshe noSekela-Ngqongqoshe eHhovisi LikaMongameli elibheke Abesifazane, Intsha kanye Nabantu Abanokukhubazeka, babuye baqinisekisa ukuzibophezela kwabo njengabaholi bezombusazwe ekuthuthukisweni kwentsha, ukuze kuqhutshekwe nokubhekwa kokusheshiswa kokuqaliswa kokusebenza. Okokugcina, sinxusa bonke okusetshenziswa nabo ukuthi baqhubeke nokubeka phambili ukuhlonyiswa kwabantu abasha futhi basebenzise i-NYP 2030 njengethuluzi elibalulekile lokukhuthaza, elihlose ukwenza ushintsho oluqinile oluzinzile ezimpilweni zentsha yethu.

UMqondisi-Jikelele woMnyango
Zabesifazane, Intsha kanye Nabantu Abanokukhubazeka

1. KUNGANI INQUBOMGOMO KAZWELONKE YENTSHA YASENINGIZIMU AFRIKA?

INqubomgomo Kazwelonke Yentsha yonyaka we-2020-2030 (i-NYP 2030) iyinqubomgomo yemikhakha eyehlukene ehlose ukuba nomthelela omuhle wokuthuthukiswa kwentsha kubantu abasha ezingeni lasekhaya, lesifundazwe nelikazwelonke eNingizimu Afrika. Yakhiwe yi-DWYPD ngokubambisana nokusetshenziswa abaningi kanye nabantu abasha. Yinqubomgomo yayo yonke intsha ehlukeneyo ezweni, yakhiwe ngenhloso yokulungisa okungalungile nokungabi nabulungiswa kwesikhathi esedlule nokubhekana ngokuqinile nezingqinamba eziphelelayo kanye nezintsha eziqhamukayo ebhekene nayo. Le nqubomgomo yakhiwa njengoba umhlaba wonke wawuphendula ubhabhane lwe-Covid-19 ebe nemithelela engemihle engqondweni nasenhlalweni kanye nakwezomnotho kuwo wonke umuntu, kubandakanya nabantu abasha. UMongameli umemezele uHlelo Lokuvuselelwa Kabusha Kwezomnotho ukuze kuncishiswe umthelela ongemuhle wobhubhane. Inqubomgomo ivuma ukuthi ukubeka phambili phambili kwezinsiza kuzobandakanya ukuthuthukiswa kwentsha, ibheke eminye imiphumela engahlosiwe yokungenelela obhubhaneni kwemfundo yentsha, ukubamba iqhaza kwezomnotho, kanye nempilo yomzimba nengqondo. Isimo sezomnotho samanje sinikeza ithuba loguquko kanye nokuhlelwa kabusha komnotho ukuze kube kubandakanywa kanye

nokulingana okwengeziwe.

Le nqubomgomo yentsha yonyaka we-2020-2030 yakhela ku-NYP yaseNingizimu Afrika yokuqala neyesibili, ebhekele isikhathi sonyaka we-2009-2014 nowe-2015-2020, ngokulandelayo. Ithuthukisa futhi ivuselele izinqubomgomo ezedlule ngokugqamisa izinselelo zamanje nezintsha intsha yaseNingizimu Afrika engabhekana nazo. Kuthatha ukunaka amaqiniso omlando izwe elibhekene nawo, ikakhulukazi ukukhula komnotho okungekukhule nezinselelo ze-Afrika kanye nawo wonke amazwe asathuthuka. I-NYP yonyaka we-2020-2030 ibuye iphawule amandla amakhulu atholakala kubantu abasha njengethuba elingasetshenziswa ngokufanele lisetshenziselwe ukuzuzisa wonke umphakathi.

Inqubomgomo Kazwelonke Yentsha (yonyaka we-2020-2030) ithola ulwazi kwizinqubomgomo ezahlukehlukene zikazwelonke nezamazwe omhlaba kanye nasezinhlangeni zomthetho. Izinhlanga zikazwelonke zifaka phakathi uMthethosisekelo waseNingizimu Afrika, uHlelo Lukazwelonke Lentuthuko (i-NDP 2030), uHlelo Lukazwelonke Losizo Lwentsha (2002), uMthetho We-enjensi Kazwelonke Wentuthuko (i-NYDA) wama-54 wonyaka we-2008, umbiko wokuhlola wesikhathi esimaphakathi ngokusebenza kwe-NYP 2015-2020, ukuBuyekeza Kweminyaka engama-25, kanye noHlelo Lokuvuselelwa Kwezomnotho. Izinhlanga zamazwe omhlaba zifaka phakathi uSomqulu Wentsha Yama-Afrika (2006), uHlelo Lokusebenza Lamazwe Omhlaba Lentsha kuze kufike onyakeni we-2000 nangaphezulu (1995), iZinhloso Zentuthuko Esimeme (ama-SDG), uSomqulu Wentsha Yama-Afrika (2006), uhlelo namasu aMabhizinisi e-SADC, I-Commonwealth Plan of Action for Youth Empowerment, kanye namanye amathuluzi ahlukehlukene kazwelonke nawamazwe omhlaba.

I-NDP izinsiswe kwihlosombono yoMthethosisekelo womphakathi ophumelelayo, wentando yeningi, ongacwasi ngokobulili, ongacwasi ngokobuhlanga, futhi nolinganayo. Ngoyaka we-2030, lolu hlelo lufuna ukwakha umphakathi obandakanya bonke abantu owakhele phezu kwamakhono ezakhamuzi zawo ezisebenzayo. Yakhelwe phezu kwenkolelo yokuthi intsha yaseNingizimu Afrika inamandla okunciphisa ubuphufu nokungalingani eminyakeni eyishumi ezayo. Lokhu kudinga indlela entsha - esuka ekubeni izakhamizi ezingenzi lutho iye emphakathini obandakanya bonke abantu ezenhlalweni nakwezomnotho lapho abantu bengabashisekeli bokuzithuthukisa, besekelwa yisimo esivumayo.

Le nqubomgomo ihlongoza ukungenelela okukhuthaza intuthuko ephelele, enhle, kubantu abasha njengabantu ngabanye nanjengamalungu emindeni, emiphakathi, omphakathi waseNingizimu Afrika kanye nomhlaba jikelele, ngokubona ukuthi uma ikhono lokuveza okusha, amakhono abantu abasha, amandla, ulwazi nobuchwepheshe asetshenziswe kahle, iNingizimu Afrika ingafukulwa ikhishwe ezinseleleni eziphinde kathathu zobuphufu, ukusweleka kwemisebenzi kanye nokungalingani. Kulesi simo, i-NYP 2030 itshala imali ekuthuthukisweni kwamakhono abantu abasha ukuze kuguqulwe umnotho nezwe.

Njengengxenywe yenqubo yokuqalisa ukusebenza, iSu Elididiyelayo Lokuthuthukiswa Kwentsha (i-IYDS) kanye noHlelo Lokuqapha Nokuhlola (i-M&E) luzothuthukiswa ezinyangeni ezine (4) kulandela ukwamukelwa kwenqubomgomo. I-IYDS izokubeka ngokulandayo ukuthi okusetshenziswan nabo abahlukehlukene bazodidiyela ndawonye kanjani imizamo yabo ekusebenziseni izindlela zokungenelela ezihlonziwe. Uhlaka lwe-M&E luzohlinzeka ngezinkomba ezisezingeni eliphakeme zokulandelela ukusetshenziswa kwenqubomgomo ngabenzeli abayisebenzisayo kuyo yonke imikhakha kahulumeni. UMnyango Wezabesifazane, Intsha kanye Nabantu Abanokukhubazeka (i-DWYPD) uzodlala indima yawo yokulawula, yokuhlola, kanye nokucwaninga i-NYP 2030, ngaleyo ndlela uqinisekise ukuziphendulela kwentsha.

Ukwenza ukuthi abantu abasha bakwazi ukuthuthukisa futhi babone amandla abo, inqubomgomo igwema ukulungiswa okusheshayo okuphambukisa ukunaka ezinkingeni ezinzima zezikhungo nezinhlelo. Ngakho-ke akumele kuthathwe njengekhambi lazo zonke izinselelo zokuthuthukiswa kwentsha, kodwa njengethuluzi lokukhuthaza elihlose ukuqinisekisa ukuthi kubekwa phambili ukuthuthukiswa kwentsha. Kulokhu, inqubomgomo ichaza isidingo sokusheshisa ukusetshenziswa ngokusimamisa izindlela zokungenelela ezahlukehlukene ezinomthelela omkhulu ukuze kufinyelelewe entsheni eningi yaseNingizimu Afrika. Lokhu kutholakala ngokwethula ukungenelela okusha, ukuqinisa lokho okukhona, nokubambisana nabadlali bendima ababalulekile ekukhuliseni nasekusebenziseni. Ukuzibophezela okubonakalayo, ukunika izinsizakusebenza, ukwenza, kanye nokuziphendulela kwabo bonke okusetshenzwa nabo, ukusebenza ngokubambisana nabantu abasha, kuyaqhubeka nokubaluleka.

2. INCAZelo NOMLANDO WENTSHA YASENINGIZIMU AFRIKA

Ama-NYP onyaka we-2009, we-2015 nowe-2030 achaza abantu abasha njengalabo aneminyaka ephakathi kweminyaka eyi-14 nengama-35. Yize kukuningi okushintshile kubantu abasha selokhu kwafika umbuso wentando yeningi ngonyaka we-1994, ukusekelwa kweminyaka yobudala engama-35 akukashintshi ngenxa yesidingo sokubhekana ngokuphelele nokungalingani komlando okukhona ezweni. Le ncazelo yentsha iyahambisana naleyo equkethwe kuSomqulu Wentsha Yase-Afrika njengaleyo ephakathi kweminyaka eyi-15 nengama-35 (iKhomishini Yobumbano Lama-Afrika yonyaka we-2006). NgokoPHiko Lwezezibalo lwaseNingizimu Afrika (2019), intsha ephakathi kweminyaka ephakathi eyi-15 nengama-35 yakha ngaphezu kwama-37% abantu bezwe (20 640 722).

Intsha imele umthombo onamandla wezwe, inqobo nje uma ixhaswa futhi inikwe amandla okuba ngamalungu omphakathi asebenzayo. I-NDP 2030 ithi: "... ukuba nenani lentsha uma kuqhathaniswa kungaba usizo, inqobo nje uma iningi labantu abaseminyakeni yokusebenza lisebenza kahle. Inselelo ukuguqula lokhu kube ukwahlukaniswa kwabantu. Lokhu kuzokwenzeka kuphela uma isibalo sabantu abasebenzayo singasebenza emisebenzini yokukhiqiza" (2012: 98). Kodwa-ke imikhuba yezehlalo namasiko, yezombusazwe kanye nezomnotho iyaqhubeka nokushiya ngaphandle intsha yaseNingizimu Afrika, ithatha ukubamba

iqhaza kwezombusazwe nezomnotho njengelungelo labantu asebekhulile, yingakho kuqhubeka isidingo sezinqubomgomo kanye nezinhlobo zokuqalisa ukusebenza ezinaka ngenhloso ukukhathazeka kwentsha.

Ekucabangeni/ekuklameni ukungenelela kwentsha; ukungenelela okubhekiswe entsheni kuyadingeka ukusiza bonke abantu abasha baseNingizimu Afrika ukuthi babambe iqhaza futhi bazibandakanye kwezenhlalo namasiko, ezomnotho kanye nezombusazwe emphakathini. Ngakho-ke, njengama-NYP adlule, i-NYP 2030 ibona ukuthi abantu abasha abalona iqembu elifanayo, ngakho-ke isebenzisa indlela ehlukaniwe, ekhuthaza ukungenelela okuhloswe ngokwamaqembu asebekhulile (isib. intsha esencane nentsha esikhulile), iqembu lobuhlanga, ubulili, isimo sokukhubazeka, indawo, isimo semfundo, ukhethwa kobulili, ubuthakathaka kanye nobungozi. Lawa maqembu wentsha akhethekile emkhakheni obanzi eminyaka yobudala “yentsha” abhekana nezinsalelo nezidingo ezikhethekile zawo. Le ndlela ehlisiwe izobhekana nezidingo ezithile zamaqembu ahlukahlukene, isibonelo i-LGBTQI + ukukhethwa ngokocansi entsheni kungaholela ekuvinjelweni kwezomnotho nasekushiyweni ngaphandle enhlalweni okuhlobene nokungalingani ngokwakheka nokucwaswa komphakathi (Nyeck, Shepherd, Sehoole, Ngcobozi & Conron, 2019). Le ndlela ehlukaniwe yenza ukuthi i-NYP ikwazi ukubheka ezinye izincwadi ezishiwo kwiqoqomthetho nakuzinqubomgomo ezifanele, njengencwadi yengane njengomuntu oze afike eminyakeni eyi-18 eMthethweni Wezingane (2005), uhlaka lwenqubomgomo yezempilo yentsha esencane nentsha esindala, kanye nohlelo lezobulungiswa kobugebengu ekubhekiseni kwizaphulamthetho ezisebancane njengalezo ezineminyaka ephakathi kweyi-14 nengama-25 kanye nokwahlukanisa phakathi komuntu osemusha kanye “nentsha esikhulile”. Ngenkathi kunezingqinamba nezinyathelo zenqubomgomo ezisetshenziswa kabanzi kuwo wonke amaqembu entsha, kunesidingo sokwehlukanisa amazinga kanye nohlelo lokusekwa kwamaqembu entsha aqondiwe.

3. UMHLAHLANDLELA WESU

3.1. Inhlosombono

Inhlosombono ye-NYP 2030:

“Ukuthuthukiswa kwentsha okubandakanyayo, okuphelele nokusimeme, ukungalingani okwaziyo ngokomlando, amaqiniso amanje, nokuhlukahluka ekwakheni amakhono abantu abasha, ukuze nabo babe negalelo ekwakheni impilo engcono yabo bonke.”

3.2. Intshisekelo

Inhlosombono ye-NYP 2030 ngokukhuthaza imiphumela emihle yokuthuthukiswa kwentsha ekubhekaneni nezidingo zabantu abasha.

3.3. Inhloso

Izinhloso ze-NYP 2030 yilezi:

- Ukubandakanya ukuthuthukiswa kwentsha ekungenisweni kwezinqubomgomo, izinhlelo, kanye nesabelomali sikazwelonke.
- Ukusheshisa ukufinyeleleka kwabantu abasha emathubeni ayikhwalthi asenhlalweni, ezombusazwe kanye nawezomnotho.
- Ukwenza ngcono ukuhlalanga kanye nokufinyelela kwabahlizelani bezinsizakalo zokuthuthukiswa kwentsha.
- Ukungiselela ushintsho olungenazinkinga lwentsha oluya ekuzimeleni.
- Ukugxilisa futhi nokuqinisa isiko lobuzwe kubantu abasha.
- Ukuqinisa izikhungo zokuthuthukisa intsha ekuthulweni kwamaqoqwana ezinsizakalo ezihleliwe.
- Ukubambisana nentsha ekwakheni iNingizimu Afrika engcono, i-Afrika nomhlaba engcono.

3.4. Umphumela Ofunwayo Wenqubomgomo

Umphumela Ofunwayo Wenqubomgomo unika amandla ulwazi, ulwazi namakhono enza intsha ikwazi ukuthatha amathuba futhi ngempumelelo ikwazi ukuba negalelo elibonakalayo ekuthuthukisweni kweNingizimu Afrika yentando yeningi nephumelelayo..

3.5. Amagugu Nemigomo

Ukuthuthukiswa kwentsha eNingizimu Afrika kwakhiwe umlando omude womzabalazo wokulwa nokukhishwa inyumbazane nokucwaswa. Kuwo wonke umlando wethu, abantu abasha basebenze njengokubambisana okubonakalayo kanye nabaphathi bezinguquko, ababamba iqhaza elibonakalayo ekuthuthukisweni komphakathi obandakanyayo futhi nonamandla ezomnotho. Ukuthuthukiswa kwentsha kuqondiswa yinhlosombono yomphakathi ongacwasi ngokobuhlanga nangokobulili owakhiwa ngoguquko, ukwakhiwa kabusha, kanye nentuthuko. Lokhu kwenza amagugu nemigomo elandelayo ibaluleke kakhulu entsheni yethu njengoba kuchazwe ngaphakathi kwe-NYP 2030:

3.5.1 Amagugu:

Inqubomgomo yentsha igququzela la magugu alandelayo:

- Ama-ejenti oququko.** Abantu abasha bangamathuluzi nama-ejenti okuzithuthukisa bona. Abantu abasha bafanele bathathwe njengama-ejenti oququko, hhayi abamukeli abangenzi lutho bezinsizakalo zikahulumeni.
- Ukubaluleka kwemvelo nesithunzi sobusha.** Ukukhululeka kwezinsizakalo kufanele kubonise inhlonipho yokubaluleka nesithunzi sabantu abasha. Intsha ifanele yesekwe ukuze ithuthukise amandla kanye nokukhona kwayo.
- Ukuvuselelwa kokuziphatha.** Ukukhuthazwa kokuvuselelwa kokuziphatha nokomoya ngokuhambisana namagugu oBantu kanye nenkambiso yokunakekelwa.

- **Abantu emphakathini.** Abantu abasha bangabantu emphakathini abangaphansi kwamanethiwekhi abalulekile ezingeni lasekhaya, likazwelonke, lesifunda kanye nelomhlaba jikelele. Kubalulekile ukuthi la manethiwekhi aqiniswe abe yizinhlelo ezibalulekile zokusekela abantu abasha futhi agxile ngenhloso entsheni ekubhekaneni nezidingo zayo.
- **Ukuhlonyiswa kwentsha.** Ukungenelela kufanele kuhlomise intsha njengempahla yentuthuko kazwelonke ngokukhulisa ukuzethemba kwayo ukuze ikwazi ukufaka isandla esibonakalayo ekuthuthukisweni kwayo kanye nasemphakathini wonkana.
- **Ukulingana.** Ukungenelela kufanele kulungise ukungalingani ngokobuhlanga, ubulili nokuba nokukhubazeka futhi kwamukelwe ilensi ukubona kwentsha.

3.5.2 Imigomo:

Inqubomgomo isekelwe ngale migomo elandelayo:

- **Ukufinyeleleka.** Abesifazane abasebasha kanye nabesilisa bemilando eyahlukahlukeni bafanele babe nokufinyeleleka kuzinsizakusebenza nezinsizakalo ezibaluleke kakhulu ekuthuthukisweni kwabo okuphelele.
- **Ukuthuthukiswa okusimeme okususelwa kwimpahla.** Izimpahla zabantu abasha, ukukhona, amandla kanye namandla kufanele kukhuliswe ukuze intsha ikwazi ukuphendula ngempumelelo nakahle ezinseleleni, ngaphandle kokuyekethisa ikhono lezizukulwane ezizayo ukuhlangabezana nezidingo zayo.
- **Ukuhlukahluka.** Ukungenelela kufanele kuvume imilando eyahlukahlukeni lapho abantu abasha bevela khona futhi kubungaze izindima ezidlalwe ngama-ajenti ahlukahlukene ezenhlalo, osikompilo, amasiko, kanye nowomoya ekuthuthukiseni abesifazane nabesilisa abasebasha.
- **Ukuphendula ngobulili.** Izenzo ezithile ezikhuthaza ukulingana ngokobulili ukuze kuqinisekise ukuthi abesifazane abasebasha bangabalingani abalinganayo nezinsizwa zifanele zisetshenziselwe ukubhekana nokwehluka ngokobulili kwezombusazwe, kwezomnotho nakwezamasiko.
- **Okuphelele.** Ukubumbana emkhakheni wokuthuthukiswa kwentsha kufanele kuqinisekise ukuthi kuhlangebezwana nezidingo ezahlukahlukeni zentsha nokuthi isipiliyoni sokuthola izinsiza ezidingayo, lapho bezidinga, asinamsindo futhi sibanzi ngangokunokwenzeka, ukuqinisekisa ukuthi bathola ulwazi oludingekayo, amakhono kanye nesipiliyoni esidingekayo ukuqinisekisa ushintsho olubushelelezi empilweni yabantu abadala.
- **Ukubandakanya.** Abadlali bendima abahlukahlukeni, abanjengohulumeni, izinhlangano zomphakathi, kanye nezinkampani ezizimele, badinga ukuhlanganisa imizamo yabo ukuze baqinisekise umthelela omkhulu ekuxhaseni ukuthuthukiswa kwabantu abasha.
- **Ukungabandlululi.** Iphulo lokuthuthukiswa kwentsha akufanele licwase intsha ngokweminyaka, ubulili, ubuhlanga, ubulili, ukuba nokukhubazeka, noma olunye uhlobo lokucwaswa njengoba kubekiwe kuMthethosisekelo.
- **Ukubamba iqhaza nokubandakanywa.** Iminyango/izikhungo zemisebenzi zifanele zakhe izinqubomgomo, amasu, nezinhlelo nabantu abasha, babelane ngolwazi, bakhe amathuba, futhi bayibandakanye ekuthathweni kwezinqumo njengababambiqhaza abakhuthele ekuzithuthukiseni nasekuthuthukiseni izwe.
- **Ukulungisa.** Kubalulekile ukuqaphela izindlela ezahlukahlukeni abantu abasha abathintekile ngazo futhi baqhubeka nokuthintwa ukungabi nabulungisa futhi kufanele kubhekwane nazo ngezinqubomgomo ezilinganayo, izinhlelo, kanye nokwabiwa kwezinsizakusebenza.
- **Ukuqina.** Ukuthuthuka kwentsha kufanele kube ngokusiza intsha ukuthi ilulame kunoma ikuphi ukwethuka noma ubunzima ngokuthola amathuba akhona.
- **Ukuphendula.** Abahlinzeka bosizo lokuthuthukiswa kwentsha bafanele baphendule ezidingweni nasekukhathazekeni kwabantu abasha futhi benze ukuze izuze kakhulu, ukuze bakwazi ukwenza imithelela emihle emphakathini nasemhlabeni jikelele.
- **Ubumbano lomphakathi.** Ukungenelela kokuthuthukiswa kwentsha kufanele kukhuthaze ukubandakanywa kwabantu abasha njengengxenywe ebalulekile yezinhlelo zomphakathi ngokubandakanya emisebenzini yentando yeningi neyokwakhiwa kwesizwe.
- **Ubusobala.** Izikhungo nezinhlangano ezibandakanyeka ekuthuthukisweni kwentsha zifanele zisebenze ngendlela esobala futhi nephendulayo.
- **Usizo lwentsha.** Abantu abasha bafanele babambe iqhaza emisebenzini enenjongo ezuzisa imiphakathi, ngenkathi bethuthukisa umuzwa wabo wokushisekela izwe kanye namakhono abo ngokufunda nokusebenza.

4. INQUBEKEKELAPHAMBILI EYENZIWE IZINQUBOMGOMO ZANGAPHAMBILINI

Intuthuko nokuhlonyiswa kwentsha kwakha ukugxila okubalulekile kokungenelela kukahulumeni. Umbiko wokubuyekeza kweminyaka engama-25 uveza izimpumelelo ezinkulu maqondana nezindawo ezibekwe phambili ezinhlanu (5) zenqubomgomo yentsha yonyaka we-2009-2014 nowe-2015-2020, okuyilezi: (i) imfundo, amakhono namathuba esibili; (ii) ukubamba iqhaza kwezomnotho nasoguqukweni; (iii) ezempilo nenhlalakahle; (iv) ubumbano lomphakathi nokwakhiwa kwesizwe; kanye (v) nomshini wokuthuthukisa intsha ephumelelayo nephendulayo.

Lapho kuhlolwa inqubekela phambili kwezemfundo, amakhono namathuba esibili, inhloso ukwenza ngcono ukufinyeleleka kwimfundo esezingeni eliphezulu evula amandla abantu abasha ngokwakha amakhono abo. INingizimu Afrika yathola inzuzo ekukhuthazeni ukutholakala kwemfundo nokuqeqeshwa. Lokhu kufakazelwa yimiphumela yokuthola imfundo, eqhubeka nokuba ngcono. Babalelwa kuma-52% abantwana abaneminyaka engama-24 ezweni asebethothule ibanga le-12, yize lokhu

kusephansi uma kuqhathaniswa nama-70% emazweni amaningi asathuthuka. Izinga lokuphasa likazwelonke leSitifiketi Sikazwelonke Semfundo Ephakeme (i-NSC) lenyuke lisuka kuma-75.1% ngonyaka we-2017 laya kuma-78.2% ngonyaka we-2018, kanye neline izinga lokuphasa elingama-81,3% elifinyelelwe ngonyaka we-2019, okuyiphesenti eliphakeme kakhulu lokuphasa elirekhodiwe eminyakeni engama-25 edlule. Ukusuka ngonyaka we-1994 ukuya kowe-2016, kube nokukhuphuka kwesibalo sabafundi abaneziqu zemfundo yangemva kwesikole kusuka kusigidi esi-1.7 kwaya kuzigidi ezi-3.6. Ngaphezu kwalokho, phakathi konyaka we-1994 nowe-2016, ukubhaliswa emanyuvesi kucishe kwaphindeka kabili, kukhuphuke kusuka kuzi-495 356 kwaya kuzi-975 837. UCwaningo Jikelele Lwezindlu lwangonyaka we-2013 lubuye lwalinganisela ukuthi, abafundi abayizi-705 397 babebhaliswe kumaKolishi e-TVET ngonyaka we-2016. Ekupheleni konyaka we-2018, inani labafundi abebebhalise eZikhungweni Zemfundo Ephakeme zikahulumeni laliyi-1 036 984 (Izibalo Zemfundo Nokuqeqeshwa Kwangemva Kwesikole eNingizimu Afrika, 2017). Kubuye kwaba nokwanda kokubamba iqhaza kwamaqembu entsha ayayincishwe amathuba phambilini kwezemfundo kuwo wonke amazinga kule minyaka engamashumi amabili edlule, ikakhulukazi emfundweni yamabanga aphansi naphakeme. Ngaphezu kwalokho, kukhona ukufinyeleleka okuthuthukisiwe ezikhungweni kanye nasezinsizakalweni zemfundo ngokunjalo namathuba emfundo kuzephulamthetho, ngaleyo ndlela kwenze lula ukubandakanya kwabo kabusha emphakathini. Ngaphezu kwakho konke, ukutholakala kwemfundo kuqhubekile nokwenza ngcono ukwanda kokubamba iqhaza ohlelweni lwemfundo eyisisekelo ngenxa yezinqubomgomo ezahlukahlukeni ezisekelayo esezenziwe ngokuhamba kwesikhathi, kubandakanya ukusebenza koMthetho Wezikole waseNingizimu Afrika wonyaka we-1996 owenza isikole siphophelele ukusuka ebangeni loku-1 ukuya ebangeni le-9.¹

Ukwanda kokwesekwa kukahulumeni kwabafundi abahlwempu, ikakhulukazi ngezikhokoleni ezingakhokhisi mali kanye neHlelo Lukazwelonke Losizo Lwezimali Zabafundi (i-NSFAS) labafundi abafanele abadinga usizo, kubhekela ukungalingani kwezenhlalo nomnotho okuvame ukuvela ngokobuhlanga, bentsha yabantu abamnyama okuyiyona ebincishwe amathuba. Inhlangothi i- #FeesMustFall, eyayifuna ukuthi imfundo ekhishwe ngamakhohlo itholakale ngokukhululeka kubo bonke abafundi emanyuvesi kahulumeni, nayo yaholela esimemezelweni sikahulumeni sokunikezwa kwezigidigidi ezingama-R57 eminyakeni emithathu (2018/19-2020/2021), ukuze kukhokhelwe imfundo yamahhala yabafundi abaqhamuka emindenini ehlwempu noma esezingeni lasebenzayo, ethola imali ehlanganisiwe yonyaka efinyelela ku-R350 000.

UHulumeni waseNingizimu Afrika wenze kwaqala ukusebenza kwenqwaba yezinqubomgomo namamthetho ukuze kuhlizekwe ngokufinyeleleka kwizingqalasizinda ze-ICT kanye nokukhona, ukukhuthaza ukusetshenziswa kwe-ICT ezikhungweni zemfundo uisetshenziselwa ukuthuthukiswa kwentsha. Le nqubekelaphambili iguqulwa ngokushesha futhi iphazanyiswe ukufika kweNguquko Yesine Yezimboni eyakhiwe indawo lapho izinto ezahlukene ezintsha nezobuchwepheshe ezihlanganisa umhlaba obonakalayo, owedijithali kanye nowezinto eziphilayo emikhakheni yonke kanye nezindawo ezisetshenziselwa ukuhlela indlela esiphila, sisebenze bese sihlolane ngayo. I-4IR ifuna ukuthi intsha ihloniswe ngamakhono ezobuchwepheshe nawedijithali kanye nendawo yemigomo evumela ukubanjwa kweqhaza kwentsha ekuveleni kwezinto ezintsha nakwezomnotho okubandakanya okwenziwayo komnotho esekwe emhlabeni jikelele kanye nemisebenzi ye- "Big Data". Ngokusho kuka-Butler-Adam (2018), i-Ukukhalipha Kokwenziwa kuzothatha isikhundla semisebenzi eminingi kunaleyo okuzoyidala - ngobuningi obungaphezu kwengxenywe yemisebenzi yanamuhla ezenzakalelayo eminyakeni engama-35 ezayo.

Kulesi simo esingenhla, ukubandakanywa kwedijithali kwentsha yaseNingizimu Afrika kuhlala kuyisifiso esikhulu, ngoba kubikwa ukuthi kungenye yezindaba ezinkulu zempumelelo, ezikhombisa ukuqaliswa okusebenzayo kwezinkomiso zoHlelo Lwenqubomgomo Yokuzokwenziwa Yezimboni (i-IPAP) lonyaka we-2018/19 / 2020-21. Lokhu kukhombisa inqubekela phambili ekusetshenzisweni kwezinkomiso ze-IPAP, ezikhuthaza ukukhula kwedijithali nokwakhiwa komphakathi 'wedijithali. Konke lokhu kube nempumelelo ekuqinisekiseni ukuthi kukhona (i) uhlaka oluvuma ukukhula kwedijithali; (ii) izingqalasizinda edingekayo zokusingatha umphakathi "wedijithali"; (iii) ukufinyeleleka jikelele kwihadiwe kanye ne-software; kanye (iv) nokukhuthazwa kokusungulwa kokusha kwedijithali. I-National E-Strategy eyashicilelwa ngonyaka we-2017 ibilindeleke ukuthi yakhele iqhubeka empumelelweni ye-IPAP. Loluhlelo liqhubeka lixwayisa ngokuthi ngenkathi inguquko yezimboni yedijithali iyinto ebalulekile kunqubomgomo yentuthuko yaseNingizimu Afrika yezimboni, izidingo zamakhono zangaphambilini zithatha umkhinqo womkhakha wezemfundo. Ngakho-ke, "iletha izinselelo ezinkulu futhi ihlinzeka ngamathuba amancane kakhulu ngokushesha ahlellwe umnotho wasekhaya" (uMnyango Wezohwebo, Izimboni Nokuncintisana i-IPAP, 2018 k. 101).

Ukuqinisekisa uKubamba Iqhaza Kwezomnotho kanye Noguquko, uhulumeni waqalisa izinhlelo eziningi zokuqashwa komphakathi, ezazigxile kakhulu kubantu abasha, okubandakanya: uHlelo Lemisebenzi Yomphakathi (i-CWP), uHlelo Olweluliwe Lemisebenzi Yomphakathi (i-EPWP), i-National Rural Youth Service Corps (NARYSEC), imifelandawonye yentsha nosomabhizinisi abasha (isib. uxhasozimali lwe-NYDA), uHlelo Lukazwelonke Lwezinsizakalo Zentsha, ukuqeqeshwa kwamakhono (isib. amalenashiphu axhaswe ama-SETA), isiKhwama Semisebenzi, isiBononelo Sentela Sokuqasha (i-ETI), kanye noSizo Lokuqashwa kwentsha (i-YES). Ezinye izibonelo zenqubekela phambili yezinhlelo nomnotho ibandakanya amathuba enzelwe intsha nge-EPWP, i-YES ne-ETI, ezamabhizinisi, kanye nentuthuko kwezempilo nenhlalakahle yabantu abasha. Kusukela ngoDisiba 2018, emathubeni emisebenzi adaliwe ayizigidi ezingama-4.3, izigidi ezingama-2 ziqondiswe entsheni.

USizo Lokuqashwa kwentsha (i-YES) isinyathelo esakhiwe ngokubambisana komphakathi, izinkampani ezizimele, kanye nezinhlangano zomphakathi ohlose ukukhulisa ukuqashwa kwentsha. Luguqula entsheni eyayincishwe amathuba phambilini ephakathi kweminyaka eyi-18 nengama-35 ngokuyinikeza isipiliyoni somsebenzi sonyaka owodwa, inikeze abantu abasha ithuba lokukhombisa amakhono abo. Impumelelo yalo erekhodiwe ngamathuba emisebenzi angama-33986 adalwe evela kumabhizinisi angama-662, asayina kulolu hlelo ngoMashi 2020. Kubuye kwaba nenqubekela phambili, evele ngenxa ye-

1. Department of Basic Education (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>

ETI, eyaqala ukusebenza ngonyaka we-2014. I-ETI ibe nomthelela omuhle ezinombolweni zokuqashwa kwentsha, isekele imisebenzi yentsha eyi-645 973 ngoMashi 2017. Iphulo lenqubomgomo elithembisayo elingasetshenziselwa ukuqhubekisela phambili ukuqashwa kwentsha. I-ETI ifanele ithokozele ukuphrofayilwa okukhulu okuphakathi kwabaqashi ukuze kukhuthazwe ukuthathwa kwabantu abasha. Noma kunjalo, lezi zinhlelo zidinga i-M&E ukwenzela ukukhula nokuqhubeka.²

Intsha yethule imizwa emihle yamathemba ekharikhulamu ebukeyiwe yokufanisa imisebenzi emisha kanye nokuvumelana okukhulayo kwemfundo nokuthuthukiswa kwamakhono kufanele kusekele izifiso zentsha zokuba negalelo ezinhlosweni zomphakathi futhi izuze emathubeni ahlinzekwa imikhakha ehlukene yezomnotho. Imikhakha ekhiqizayo ibandakanya eyokukhiqiza, eyezimayini, eyolwandle, kanye nezinkampani zikahulumeni ayinayo izinhlelo zokuthuthukisa intsha futhi umkhakha wangasese ufanele ukhuthazwe ukuba ubambe iqhaza kwi-ETI: "... kuningi okumele kwenziwe ukufundisa ibhizinisi ngesibonelelo sentela. Sifanele sibe "nohlu" lwezifundo okufanele zifundiswe amakolishi - lokhu kuzoqinisekisa ukuthi ukuqeqeshwa akugxilisiwe ezifundweni ezingasasebenzi kubantu abasha."

IMifelandawonye Yokuthuthukiswa Kwezimboni kanye ne-Ejensi Yezimali Zamabhezini Amancane bazibophezele ngokuhlanganisa izigidigidi ezingama-R2.7 zokuxhasa ngezimali amabhezini aphethwe yintsha. I-NYDA iphinde yasekela amabhezini amaningi kanye nemifelandawonye ephethwe yintsha. Amabhezini amaningi aphethwe yintsha ahlomulile ezinhlelweni zokuthengwa nezokuthuthukiswa kwamabhezini zikahulumeni kanye nezomkhakha wangasese. Izinyathelo ezenziwe ngumkhakha kahulumeni, njengokutshalwa kwezimali kwingqalasizinda, zenyuse ukuqashwa kwentsha ekwakhiweni kwezakhiwo. Imali esetshenzisiwe evela emalini yokuthuthukiswa kwamakhono kulindeleke ukuthi inyuke ngama-3.6% njalo ngonyaka esikhathini esimaphakathi. Iziphathimandla Zomkhakha Wezemfundo Nokuqeqesha (ama-SETA) zizoxhasa ngezimali izinhlelo zamakhono, amalenashiphu, ama-inthenshiphu kanye nama-aphrentayshiphu, kanye nesipiliyoni emsebenzini. Kuvunywa, izinombolo zisalele emuva kokuhloswe eSivumelwanweni Sentsha sama-5% esamba esiphelele, kanye nokufakwa emsebenzini ngokuphelele kusekuncane. Intsha eyake yephula umthetho iyaqhubeka nokubhekana nezinsalelo eziphindiwe zokuntuleka kwemisebenzi kanye namarekhodi obugebengu ngenxa yokulahlwa amacala. Inikezwa uxhaso olunganele ukuze ikwazi ukuba ingene emakethe yezabasebenzi futhi lokhu kuvame ukuholela ekuziphatheni okuphula umthetho, ngaleyo ndlela kubukele phansi imizamo yokuvuselela yMnyango Wezobulungiswa kanye Nezinsizakalo Zokuhlunyelelwa Kwezimilo.

Ngokombiko wokubuyekiswa weminyaka engama-25, maqondana namabhezini, kube nokwanda kwamabhezini aphethwe yintsha, kusuka kuzi-595 000 ngonyaka we-2015 kuya kuzi-641 000 ngonyaka we-2016. Sekukonke, amabhezini aphethwe yintsha, enyuke ngama-7.7%, i-Gauteng yona ibalelwa cishe ikota (ama-26%) awo wonke amabhezini entsha eNingizimu Afrika. Ukukhula okubonakalayo ekusatshalalisweni kwamabhezini amancane ngoyobudla eminyaka yobudala nakho kuyabonakala kumaqembu eminyaka engama-20-24 (ama-15.9%) futhi kwengama-30-34 (ama-7.6%). Okokugcina, maqondana nokutholakala komhlaba, izibalo zikhomba ukuthi phakathi kuka-Ephreli 1994 ukuya kuMashi 2018, amahlekhtha ayi-4 903 030 asatshalaliswa kabusha, ngoHlelo Lokwabiwa Komhlaba futhi nokuthi abahlomuli abangama-306 610 abahlomula, okungukuthi abayi-35 615 (abangaphezudlwana kwama-10%) kwabe kuyintsha futhi abangama-775 kwakungabantu abanokhubazekile.³

Kube nokungenelela okuningana okuhlose ukwenza ngcono impilo nenhlalakahle yentsha, okubandakanya umthetho olandelayo, izinqubomgomo, amaphulo kanye nemikhankaso yabezindaba: (i) uMthetho Wokuvimbela Nokulashwa Kokusetshenziswa Kwezidakamizwa wama-70 wonyaka we-2008; (ii) uMthetho Wokulawula Imikhiqizo wama-83 wonyaka we-1993 (onezichibiyelo nemithethonqubo ehambisana nayo); (iii) ukwethulwa kwezinsizakusebenza ngePhulo Likazwelonke Lemitholampilo Ethandwa Yintsha Esencane (i-NAFCL) ngonyaka we-1999 kanye nezinsizakalo zezempilo zezingane nezentsha; (iv) uMthetho Wokukhetha Ukuqeda Ukukhulelwa wama-92 wonyaka we-1996; (v) uKwethulwa kwezinsizakalo zezempilo zesikole ngeNqubomgomo Ehlanganisiwe Yezempilo Yezikole (i-ISHP); (vi) IZibonelelo Zesondlo Sezingane; (vii) 'i-She Conquers Campaign'; (viii) imikhankaso yezindaba kazwelonke efana ne-'Soul City', 'Love Life 'ne' Khomanani'; (ix) uHlelo Lukazwelonke Lokulawulwa Kwezidakamizwa lonyaka we-2013-2017; (x) umkhankaso we-'Ke Moja' (ngiyaphila ngaphandle kwezidakamizwa); (xi) Inqubomgomo Kazwelonke Yezempilo Yentsha Nentsha yonyaka we-2016-2020 kanye (xii) Nezikhungo Zokunakekela iThuthuzela.

Izinqubomgomo ezigxile entsheni esencane nasentsheni esikhulile zakhiwa kugxilwe ezinhlelweni ezintsha, ezigxile entsheni nobuchwepheshe (i) ukuze kukhuthazwe impilo yengqondo nenhlalakahle yentsha esencane nentsha esikhululile, (ii) ukuze kuvinjwe udlame nokusetshenziswa kwezidakamizwa, (iii) ukuze kuhlinzekwe ngezinsizakalo eziphelele, ezididiyelayo zezocansi kanye nokuzala, (iv) ukuhlola nokwelapha abantu abasha belashelwa i-HIV ne-TB, kanye (v) nokugcina iziguli ezinsizakalweni zokunakekelwa kwezempilo ngokusekela ukunamathela ekwelashweni okungcono; ukugqugqezela ukondleka okunempilo nokunciphisa ukukhuluphala nokuhlomisa intsha esencane kanye nentsha esikhulile ukuze izibandakanye nenqubomgomo nokuhlela ngempilo yentsha. I-B'WISE Mobisite yomkhakha wezempilo, eyethulwa ngonyaka we-2017, iyisizinda sokuxhumana ekomphakathi esihlinzeka abantu abasha ngolwazi ngezinkinga ezahlukahlukeni zezempilo. Lesi sizinda sokusebenzisana, esivumela abantu abasha ukuba babuze ngezinkinga zezempilo futhi bathole izimpendulo ngokushesha. Kodwa-ke, eminye imikhankaso ekhuluma ngezinkinga ezihlobene nezempilo njengokusuleleka nge-HIV, ukukhulelwa kwentsha, udlame locansi nelobulili kanye nokusetshenziswa kwezidakamizwa ngokusobala kube nomthelela omncane, kwazise izinsalelo eziningi zenhlelo zisesezingeni futhi ziyaqhubeka nokuba namandla.

Ukugxila kobumbano lomphakathi nokwakhiwa kwesizwe kungokwakha ubumbano ngenhloso yokunqoba izithiyo ezivimbela ukuchuma nokulingana. Ukubamba iqhaza kwentsha nokuba yisakhamuzi kucatshangwa kakhulu kusetshenziswa umqondo

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>

we-neo-liberal (indlela yezepolitiki evuna ukuba ugombela kwesakhe ezimakethe ezikhululekile, ukwehliswa kwemithetho nokwehliswa kwemali esetshenziswa nguhulumeni) wesakhamuzi 'ezimomsebenzi' 'nezizibophezele' ezibamba iqhaza kwezombusazwe ezijwayelekile ezifana namaqembu ezombusazwe, ukuvota okhethweni kanye nakokunye okwenziwa nguhulumeni (Makoe *et al.*, 2018. Kungaleso sizathu lapho uhulumeni akha khona umqondo futhi waqalisa ngohlelo loSizo Lukawelonke Lwentsha (i-NYS) ngokubambisana nezinhlangano zomphakathi. Inhloso yalolu hlelo ukufaka isiko lokusebenza kanye nokugxilisela ukuthandwa kobuzwe izakhamuzi ngokubandakanya intsha emisebenzini yomphakathi ukuze kuthuthukiswe ukwethulwa kwezinsizakalo, ukukhuthaza ubumbano lomphakathi nokusiza intsha engasebenzi ukuba ithole amakhono ahlobene nomsebenzi ngenkathi yakha ubuyona namakhono obuholi. Entsheni engasebenzi nengenamakhono, lolu hlelo lunikeza ababambiqhaza ithuba lokufunda amakhono omsebenzi adingekayo ukushintshela emhlabeni womsebenzi, wemfundo, noma wamabhizinisi. Phakathi konyaka we-2016/17 kanye nowe-2018/19, lolu hlelo lwafinyelela kubantu abasha abangaphezu kwezi-127 000. Ukwenza ngcono ukuhlala, ukuhlinzeka ngezinsizakusebenza nokwandisa ukufinyeleleka ku-NYS, uHlaka Lukawelonke Lwezinsizakalo Zentsha lwakhiwa futhi lwamukelwa yiKhabhinethi.

Futhi, maqondana nokubamba iqhaza kwabantu abasha okhethweni, kube nokwanda kokubhaliswa kwabavoti kuwo wonke amaqembu obudala entsha okhethweni lohulumeni basekhaya olwabanjwa phakathi konyaka we-2006 nowe-2016, kanye nokhetho jikelele olwaba phakathi konyaka we-2009 nowe-2014. Kuyathokozisa ukuthi izibalo zakamuva zeKhomishini Ezimele Yokhetho (i-IEC) iqophe ngaphezu kwezi-500 000 zabavoti abasha ababhalisile, okungukuthi ama-81% azo bebe ngaphansi kweminyaka engama-30. Ukuqinisekisa ukuthi intsha ithatha ubuholi ekuze kufekisene inhlosombono yoMthethosisekelo, izincwadi zokusebenzela nezincwajana ngoMthethosivivinywa Wokuzibophezela, ifulegi leNhlango Yobumbano lwase-Afrika (i-AU), ifulegi laseNingizimu Afrika kanye nezimpawu zikazwelonke zakhiqizwa futhi zahanjiswa ezikoleni. UMnyango Wezemidlalo, Ezobuciko Namasiko uhlala useqhulwini emizameni yokwakha ubuzwe kanye nokukhuthaza ubumbano. Kodwa-ke, lokhu kuhlala kuyimibono elinganiselwe yokubamba iqhaza kwentsha njengoba ingafaki ezinye izindawo ezisemthethweni nezingakahleleki, kubandakanya izinkundla zokuxhumana zedijithali lapho abantu abasha bethi banamalungelo nezibopho zokuba izakhamuzi.

Ukuthuthukiswa kwentsha kwafakwa ezikhungweni ngokuhambisana nemibandela ye-NDP yezikhungo zombuso eziqhutshwa kahle nezisebenza kahle ukuze kuqinisekise amathuluzi okuthuthukisa intsha asebenza kahle futhi aphenulayo. Emkhakheni wentsha, izikhungo ezizikele ezazithula izinsizakalo kubantu abasha ukuxhasa intuthuko ephelele, ebandkanyayo nesimeme, zasungulwa kusukela ngonyaka we-1994, okuyilezi: iKhomishini Yentsha Kazwelonke (i-NYC) kanye namaKhomishani Entsha Ezifundazwe, uMkhandlu Wentsha waseNingizimu Afrika (i-SAYC), okuyisigungu sezinhlangano zomphakathi, i-isiKhwama Sentsha soMsobomvu (i-UYF), uPhiko Lwentsha oluse-DWYPD, i-Ejensi Kazwelonke Yentuthuko Yentsha (i-NYDA), amayunithi/amatafula entsha kuwo omathathu amazanga kahulumeni, kanye neThimba Lokusebenza Lentsha likaMongameli (i-PYWG). I-DWYPD izobhekana nokuhlela kanye nokuqapha ukuqaliswa ukusebenza kwe-NYP 2030.

Inqubekela phambili eyenziwe yizikhungo zentuthuko yentsha ezisunguliwe zifaka phakathi ukwakhiwa kwenqubomgomo namasu entsha kuzwelonke nakufundza, ukunxenxa, ukuhlinzekangesizinda sokubamba iqhaza kwentsha ezinqutsheni zokuthuthukisa, ekwakhweni kwamathuba emisebenzi, ekuthuthukisweni kwamakhono, ekuqashweni nasekuhlolweni kwezinhlelo zentsha, kanye ukuhlela ngokubambisana. Inqophamlando ebaluleke kakhulu kube wukwakhiwa kweZinqubomgomo Zikazwelonke Zentsha zonyaka we-2009-2014 kanye nowe-2015-2020, eyahola abathintekayo ekuthuthukisweni kwentsha ngezinto eziseqhulwini zenqubomgomo kulo mkhaka. Okokugcina, uhlaka lokuQapha nokuHlola (i-M&E) olwenzelwe ukulandela inqubekela phambili ekusetshenzisweni kwenqubomgomo luhlinzeka ngeqoqo lezinyathelo ezisethenziswayo ukuhlola ukuthi imisebenzi yokuthuthukiswa kwentsha iyayifeza yini imiphumela efunwayo futhi noma idinga ukuvumelaniswa okufanele nokusetshenziswa kwenqubomgomo.

5. IINTJHIJOLO EZIRAGELA PHAMBILI NOKUTHINDA KUMBI ABANTU ABATJHA

Ngenxa yezinto zomlando nezamanje ezingokwengqondo nezingokwenhlalo nomnotho ezithinta iningi lemindeni eNingizimu Afrika, intsha eningi ibhekene nezinsalelo eziningi ezidalwe ukuhlukumezeka kwezizukulwane okuhlobene nobandlululo, ukungalingani okuqhubekayo kwezinhlelo, ubuphofu, ubulili, nokucwaswa. Lokhu kungalingani kunomthelela ohambayo ngoba isici ngasinye siholela kwesinye. Isibonelo, ubumpofu nengcindezi kubazali iholela ekungondlekini ngokwanele kanye nasekutholalakeni okunganele ekukhuleni kwezingane zisencane nokunakekelwa ekhaya, okuholela emiphumeleni emibi yokuqonda nokuziphatha ezinganeni okuthinta ukusebenza esikoleni futhi kungaholela emazingeni aphezulu abafundi abashiya phakathi isikole. Abafundi abashiya isikole abakwazi ukubhalisa ezikhungweni zemfundo ephakeme futhi abaningi babo abanayo intshisekelo yokubhalisa emakolishi oMphakathi Emfundo Nokuqeqesha (i-CET) okuholela kumathemba amancane okuqashwa. Intsha enokukhubazeka ibhekene nezithiyo eziningi ezikhungweni zemfundo nasemathubeni emisebenzi kuso sonke isikhathi sokuphila.

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

Umthelela omkhulu ebuphofini, ekungalinganini, kanye nasekuswelekeni kwemisebenzi phakathi kwentsha eNingizimu Afrika yizinga eliphansi lokuthola imfundo namakhono. Izibalo zikahulumeni ezisemthethweni zikhombisa ukuthi amazanga abafundi abashiya phakathi isikole anyukile ukusuka eBangele le-9 kuya ukuya phezulu, afinyelela cishe kuma-12% kuwo womabili

amabanga ele-10 nele-11.⁴

Iphesenti labantu abaneminyaka engama-20 nangaphezulu ababengenayo imfundo lehle lisuka kuma-11,4% ngonyaka we-2002 laya kuma-4,5% ngonyaka we-2018, ngenkathi labo abaneziqo okungenani zebanga le-12 bekhuphuke besuka kuma-30,5% baya kuma-45,2 % esikathini esifanayo. Cishe izingxenye ezimbili kwezintathu (ama-66.4%) alaba bafundi kwakungu-Afrika, ama-22.3% kwakungubaMhlophe; ama-6.7% amaKhaladi kuthi ama-4.7% kube ngamaNdiya noma ama-Asia. Intsha yase-Afrika, ikakhulukazi, incishwe amathuba emikhakheni yamakhono aphantsi, hhayi kuphela ngenxa yokunganeli kwamakhono adingekayo nemfundo engeyinhle, kepha futhi ngenxa yokuthi ayinayo imali yenhlalakahle engayixhumanisa nezikhala zomsebenzi.

Izinga elithuthukisiwe lokubamba iqhaza ezikoleni livame ukukhishwa yizinga eliphansi lemfundo kanye nokungafani phakathi kwesidingo semakethe yabasebenzi nokuhlinzekwa. Imgudu wamakhono ugcwele izithiyo ezibukela phansi ukufinyelela ngokulingana emathubeni emakethe yabasebenzi. Amakhono okufunda nokubhala kanye nawokubal ezingeni lesikole samabanga aphantsi aphantsi kakhulu kwesilinganiso samazwe omhlaba. Ukuthathwa okuphansi kanye namazinga okuphasa kwezibalo nesayensi ezingeni leBanga le-12 kuvimbela ukukhula emfundweni ephakeme, ikakhulukazi kwezobunjiniyela, isayensi, kanye nezinto ezintsha.

Babalelwa kuma-52% abantwana abaneminyaka engama-24 ezweni abaphothule iBanga le-12, kodwa-ke, imiphumela engemihle ezikoleni zamabanga aphantsi iholela ekubambeni iqhaza okuntekenteke kwamanye amazinga esikole. Inani elikhulu labafundi lishiya phansi imfundo yamabanga aphakeme ngaphandle kokuthola iSitifiketi Sikazwelonke Samazinga Aphakeme (i-NSC) noma iBanga le-12, iMfundo Nokuqeqeshwa okuqhubekayo (i-FET), noma isitifiketi seMfundo Nokuqeqeshwa Kwabadala (i-ABET). Cishe ama-60% yntsha yaseNingizimu Afrika asishiye isikole ngaphambi kukaMatikuletsheni (iBanga le-12) noma yehlulekile ukuhlolwa kwayo kukamatikuletsheni futhi isala ingenalo nanoma iluphi uhlobo lweziqu zemfundo ezaziwayo. Ngokuhamba kwesikhathi ingxenye encane kuphela yabantu abasha abaqeda iBanga le-12 futhi baye kofunda imfundo e phakeme noqeqesho bathole amakhono aphakathi nawomsebenzi. Ngonyaka we-2011, ama-31% kuphela abantu abasha abaphothule uMatikuletsheni.⁵

Kudingeka indlela emkhakhamningoi ukuqinisa imfundo eyisisekelo, ukunciphisa amazinga abafundi abashiya phakathi, kanye nokukhulisa ukuhlinzekwa kwamakhono kubafundi. Esinye seziphakamiso abantu abasha abasifakile ukuthi abantu abaningi baseNingizimu Afrika bafanele bafunde ngezilimi zabo zokuqala, njengoba ucwaningo lukhombisile ukuthi abafundi bakhululeka kakhulu futhi benze kangcono uma befundiswa ngolimi abalwazi kangcono, lokhu kubandakanya ulimi lwezandla lwentsha yabantu abanokukhubazeka. Le ndlela ifanele futhi yakhe izindlela ezisebenzayo zabafundi abangaphasi kahle uma beshiya ezikoleni okuthola amathuba okufunda ngemuva kwesikole futhi iqinisekise namazinga angcono okuqedela ukuqeqeshelwa amakhono, ngenkathi ibhekana ngqo nokunganeli kwamakhono nolwazi lomsebenzi phakathi kwentsha engafundi isikole kanye nabanye ababuthakathaka nabasengozini. Kudingeka amathuba ahlukahlukene okuqeqeshwa kwamakhono nokuxhaswa ngezimali kwabantu abasha abanamakhono aphantsi ezifundiswa nkabye nabemindeni eholo kancane noma eholo maphakathi. Ukuxhaswa ezikoleni ukuze kulethwe imfundo ezingeni eliphakeme esimeni esivumela ukufundisa nokufunda kuyadingeka.

Impikiswano mayelana neSitifiketi Semfundo Jikelele (i-GEC) okungaba ukuqashelwa ngokusemthethweni kokuphuthulwa kweBanga le-9 ibalulekile. Intsha ifanele ibambe iqhaza njengokusetshenziswa nabo ukuhlola umthelela ongaba khona wesitifiketi kanye nokuthi singabakhuthaza kanjani abafundi ukuthi bashiye isikole ngaphambi kwesikhathi esijwayelekile

Kulandela imibono evela ezethulweni zomphakathi nge-NYP kugqamisa eminye imibono yemidanti ebalulekile ngabathintekayo abahluhlukene.

“Inselelo enkulu ehlotshaniswa nokwahlukaniswa kwabantu (isibalo sentsha) ukuthi isibalo sabantu abasha abangena emakethe yemisebenzi (isib. intsha eyizi-790,000 eyabhalwa izivivinyo ngonyaka we-2019) iyaqhubeka nokudlula kakhulu inani lamathuba akhiwa yimikhakha kahulumeni neyangasese. Lokhu kuphakamisa ukuthi uhulumeni ufanele acabangele ukungenelela okufinyelela emakhulwini ezinkulungwane kunezinkulungwane noma amashumi ezinkulungwane zentsha” (Ukwethula kweNhlango Yomphakathi)

5.2 Amazinga amancane amakhono kanye nokungafani kwamakhono

ENingizimu Afrika, ukuphuthula kwanoma yiziphi iziqu zangemva kokufunda isikole kuthuthukisa kakhulu amathuba okubamba iqhaza ezimakethe zabasebenzi, ukubandakanywa kwezomnotho, nokuncishiswa kobuphophu ngenkathi amakhono aphakathi enciphisa ukungalingani kwengeniso. Bambalwa kuphela labo abashiya uhlelo lokufunda ababhalisela amakolishi eMfundo Nokuqeqesha Enikeza Ulwazi Namakhono Okuqashwa (i-TVET) noma ababhalisela ukufinyeleleka kunoma yikuphi ukuqeqeshwa kwangemva kwesikole. Futhi ngenkathi amazinga okubamba iqhaza ezikhungweni ze-FET esekhule kakhulu, namanje awanele ngokwenani nekhwalithi ukuba ahlangebezana nezidingo zamakhono aphakathi omnotho. Ngonyaka we-2018, intsha kuphela yabantu baseNingizimu Afrika abayizi-780 000 eyabhaliswa emakolishi ama-TVET kanti ngonyaka we-2030, ukungenelela kwenqubomgomo kufanele kwandise ukubhaliswa ezikhungweni ze-FET.

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.

Ukungenzi kahle emfundweni ephakeme kuthinta ukuphakelwa kwabafundi abasezingeni eliphakeme, abanamakhono. Ukutholakala kwemfundo noqeqesho lwangemva kwesikole kunqunyelwe kulabo abashiya isikole, futhi labo abafinyelela kula mathuba ngokuvamile abalungiselelwa ngokwanele umsebenzi ngenxa yezinga eliphansi lemfundo noqeqesho olunikeziwe. Inselelo ebhekene nemfundo yangemva kwesikole ukuthola izindlela zokusiza abafundi abaningi abashiya isikole abangafaneleki ukungena ngokuqondile emfundweni ephakeme noma emsebenzini ukuze bathole amakhono. Lezi zinombolo ezinkulu zabantu abasha abaphume ohlelweni lwezemfundo ngaphambi kwesikhathi, abanalo ikhono lobuchwepheshe noma lomsebenzi, elibenza bangatholi umsebenzi kahle, yingakho cishe ama-60%, entsha engasebenzi eneminyaka engaphansi kwama-35 ingakaze isebenze. Ngaphandle kokungenelela okuhlosiwe, bazohlala beshiwe ngaphandle emnothweni.

Yize umbono kanye nokwenza kwentsha kugxilise ezingxoxweni zaseNingizimu Afrika zokuthuthukiswa kwabantu, kuncane okwaziwayo ngentsha enokukhubazeka nokuthi iguqulwe kanjani isuka ebuntwaneni iye ebudaleni. Kusukela ebuntwaneni, abantu ngabanye abanokukhubazeka abanako ukufinyeleleka okulinganayo emfundweni ngakho-ke basalela emuva ekuthuthukiseni kwamakhono. UCwaningo Lomphakathi lwangonyaka we-2016 luthole ukuthi ama-7.7% abantu baseNingizimu Afrika banokukhubazeka okuthile; ukwanda kokuba nokhubazeka kuncane kakhulu kubantu abasha (phakathi kwama-2.6% nama-3.4% kumaqembu ahlukahlukene eminyaka yobudala bentsha. Ukusabalala kokuba nokukhubazeka kuzwelonke ngalokho kukhule kancane kusuka kuma-7.5% ngonyaka we-2011 kuya kuma-7.7% ngonyaka we-2016. Inqubomgomo yezingane ezinokhubazekile igunya loMnyango Wezemfundo Eyisisekelo kanye noMnyango Wezokuthuthukiswa Komphakathi. Kodwa-ke, lapho befika esigabeni sentsha kubonakala sengathi bawela imifantu. INingizimu Afrika ayinawo umthetho ophathelene nokukhubazeka futhi intsha enokukhubazeka ibhekene nokucwaswa futhi kungenzeka ingafinyeleleki emfundweni eyisisekelo. Okunye ukuba nokukhubazeka okubandakanya ukuphazamiseka kokufunda akuqondwa kahle ngamasiko okuholela ekutheni enye intsha iphelele emakhaya ayo futhi ingabambi iqhaza ngokugcwele empilweni yezehlalo njengokuya ezikhungweni zemfundo, ukudlala, nokuba ngabantu abazimele nabafuna imisebenzi.

Intsha iveze ukukhathazeka ngokushiya ngaphandle kwentsha enokukhubazeka ezinhlelweni nasemisebenzini eminingi yentuthuko. Ibalule ukuthi “Umuntu onokukhubazeka akabhekelelwa ezikoleni nasemanyuvesi;” futhi kunesidingo “sokwakha izinhlelo ezibandakanya intsha enokukhubazeka,” kanye “nokuqinisekisa ukuthi iyabandakanywa kuzo zonke izinhlelo zokuthuthukisa intsha kanye nasezinguqukweni namathuba.

5.3 Ukuntuleka kwemisebenzi yentsha nokwakheka kwakho kanye nomoya ophansi wezamazibizini

Ukuntuleka kwemisebenzi, ikakhulukazi entsheni, kumenyezwe njengeninga kazwelonke nguKuphatha kwesi-6 lapho izinga eliphezulu lokungasebenzi kwentsha lichazwa ngokubheka kokubili okufunwayo nokuphakelayo. Izinga eliphakeme lokuntuleka kwemisebenzi phakathi kwentsha livame ukuholela ekukhuleni komqondo wokukhishwa inyumbazane nokukhathazeka okunemithelela emibi empilweni yomzimba nengqondo, okudala umjikelezo omubi (u-De Lannoy, Graham, Patel no-Leibbrandt, 2018). Ukuze izwe lilethe uguquko oluningi nolusimeme, kudingeka lucubungule izixazululo ukuze kunqandwe ukudluliselwa kobuphopho ezizukulwaneni ngezizukulwane. Ukuba mncane kungesinye sezigaba ezibalulekile zempilo lapho ukwesekwa okwanele kungenza lo mehluko obalulekile. Ukufisa okungaguquki kwezombusazwe kuyadingeka ukuze kuncishiswe ukungasebenzi kwentsha ngokusebenzisa izinguquko zezomnotho nezinye, ukuze kuqinisekise imiphumela emihle esikhathini esifushane, esimaphakathi, kanye neside.

Ngokwemiphumela yoCwaningo Lwekota Labasebenzi (i-QLFS) yekota yesibili yonyaka we-2020 ekhishwe uPhiko Lwezibalo LwaseNingizimu Afrika, izinga elisemthethweni lokungasebenzi lalimi kuma-23.3%, okwabe kungcono uma liqhathaniswa nele-Q1, kodwa-ke lokhu kakhulu kwakungexa yencazelo yokungasebenzi. Ngokuvamile, ukuntuleka kwemisebenzi yentsha kuhlale kuphakeme ngokuyinkani. Izinga lokungasebenzi lentsha eneminyaka ephakathi kwama-25 nengama-34 beliphezulu ngokuphindwe kabili kulelo leqembu leminyaka yobudala eliphakathi kwama-45 nama-54 (ama-37.3% aqhathaniswa nama-17.5%) ku-Q1 yonyaka we-2020. Ngesikhathi esifanayo, izinga lokusweleka kwemisebenzi phakathi kwentsha eneminyaka engama-15 nengama-24 cishe lalikuma-60%. Ukuntuleka kwemisebenzi kwentsha kuye kwafinyelela ezingeni eliyinkinga eNingizimu Afrika futhi kusalokhu kungenye yezinselelo ezinkulu izwe elibhekene nazo. Yize ukungasebenzi kwentsha kungeyona inkinga eseNingizimu Afrika kuphela, intsha yaseNingizimu Afrika isengozini kakhulu uma iqhathaniswa nomhlaba wonke. Umbiko we-Spectator Index ubala izinga lentsha yaseNingizimu Afrika lokungasebenzi njengaliphezulu kakhulu emhlabeni. Abaningi sebevele banesipiliyoni sokwenqatshwa ekufuneni imisebenzi, futhi lokhu kuholela ekuhlukumezeni okukhulu ngokomzwelo nangokwengqondo.⁶

Iningi labantu abasha lidangele ngemakethe yezabasebenzi futhi alakheli phezu kwesisekelo samakhono alo ngemfundo noqeqesho ngaleyo ndlela, alikho emsebenzini, emfundweni, noma ekuqeqeshweni (i-NEET). Amaphesenti abantu abasha abaneminyaka ephakathi kweyi-15 nengama-24 abebeku-NEET ayeme kuma-34.1% kwi-Q1 yonyaka we-2020. Lokhu kumele cishe abantu abayizigidi ezi-3.5 abaphakathi kweminyaka eyi-15 nengama-24. Ngaphezu kwalokho, kukhona ukuhluka kobulili okukhathazayo ezingeni le-NEET, eliphakeme kwabesifazane kunelabesilisa abasebasha. Uma kuqhathaniswa i-Q4 yonyaka we-2019, iphesenti labantu abasha abaphakathi kweminyaka eyi-15 nengama-34 abebe-NEET lenyuke kancane nge-1.1%, okungukuthi, lisuka kuma-38.9% laya kuma-41.7% kwi-Q1 yonyaka we-2020. Kukonke, amazinga aphakeme kakhulu okusweleka kwemisebenzi abonakala phakathi kwabaneminyaka engama-20 kuya kwengama-24 abenza uguquko lokuqala olusuka emfundweni liye kwabangena emakethe yabasebenzi, abesifazane abasebasha kakhulu kunabesilisa abasebasha,

kanye nentsha yama-Afrika neyamaKhaladi ethintekile kakhulu kuneyaBamhlophe neyamaNdiya eseyintsha.^{7,8}

Intsha enokhubazekile incintisanela imisebenzi efanayo nentsha engenakho ukukhubazeka futhi ayikho indlela yokuphoqelela ukuxhasa ukuqaliswa kohlelo lwekhowutha maqondana namaqembu aqoqiwe njengoba kulindelwe nguMthetho Wokulingana Emsebenzini wama-55 wonyaka we-1998. Amathuba okuqashwa avame ukukhangiswa emithonjeni yabezindaba ejwayelekile futhi awabheki labo abanokukhubazeka kokuzwa noma kokubona. Njengoba ukuba nokukhubazeka akugxilisiwe ezindaweni zokusebenza kubandakanya umkhakha kahulumeni, abanye abantu abasha abanokukhubazeka kokungaboni, kokuzwa, kanye nokukhubazeka komzimba abakwazi ukuncintisanela amathuba emisebenzi akhona. Amathuba amaningi emisebenzi adinga i-Curriculum Vitae (i-CV) ethayishiywe ngaphandle kokubhekela labo abangakwazi ukusebenzisa izandla ukuthayipha. Ukuqaliswa kwezinyathelo ezenza intsha enokukhubazekile ukuba ikwazi ukuzimela futhi ibambe iqhaza ngokuphelele kuzo zonke izici zokuphila kufanele kubekwe phambili.

Lokhu okulandelayo yizinto ezibe nomthelela ekubambeni iqhaza okuphansi kwabantu abasha emnothweni omkhulu eNingizimu Afrika:

- Umnotho waseNingizimu Afrika ulokhu uhlangabezana nokwehla komnotho kusukela ngonyaka we-2014, izinga lokukhula komnotho unyaka nonyaka lilokhu liphansi kwama-2%. Lokhu kwehla kungabangelwa kakhulu ukuphela kwezinga lezimpahla ngonyaka we-2011; ukwehla kwezinga lokusebenzisa imali lomphakathi nelokutshalwa kwezimali kanye nezinsolo zenkohlakalo ezikhungweni ezibalulekile zikahulumeni okuqhubeka nokuba nomthelela omubi ekuthembeni kwabatshalizimali. Ukwehliswa kwakamuva komnotho waseNingizimu Afrika ngama-ejensi abheka ukufaneleka ukuthola isikweletu kwenza isithombe sibe sibi.
- Inqubekela phambili yentuthuko yezomnotho iphazanyiswa wukungenziwa kahle kwenqubomgomo yezomnotho, ukusebenza okungekhele kwama-ejensi asemthethweni asungulelwe ukusheshisa intuthuko yezomnotho, kanye nokuntuleka kokuhlangana kanye nokuxhumanisa uhlaka lwenqubomgomo ekhona. Isibonelo, uhlaka lomnotho omkhulu aluzange lusekele ukukhula okusimeme nokwakhiwa kwamathuba emisebenzi. Ezinye izinselelo ukuthi isikweletu sikahulumeni besilokhu sikhula kancane, futhi ukonga okwenziwe umkhakha wangasese kanye nokahulumeni kusalokhu kuphansi kakhulu, ngaleyo ndlela kuvimbela ukukhula.
- Ijubane elisheshayo lokuthuthuka kwezobuchwepheshe libe nomthelela omubi ekuqashweni, ikakhulukazi emikhakheni yokukhiqiza yomnotho waseNingizimu Afrika ngenxa yemishini kanye nemishini ezenzelayo. Umshukumo wamanje we-4IR uletha ithuba nenselelo njengoba unamandla okuphazamisa cishe yonke imboni ngokusebenzisa ukuzenzakalela okukhulu, odinga ukulungiswa ekwakhekeni kwezimakethe zabasebenzi. Iningi labantu abasha alinawo amakhono ahambelana nokwakheka kwezimakethe zabasebenzi osevele kakhulu zaba nobuchwepheshe futhi zancika kumakhono kakhulu. Ukuntuleka kwemisebenzi kwentsha kubeka engcupheni ukuthuthukiswa kwamakhono adingekayo ukusekela ukukhula komnotho.

NgokoPhiko Lwezibalo lwase-SA, iningi lentsha yaseNingizimu Afrika livame ukuba ngaphansi kohlaka olulodwa kulezi ezintathu: abangafundile, abangasebenzi, nabangaqashiwe. Ngisho nabantu abasha abaneminyaka eminingi yokufunda esikole mancane amathuba okuthi baqashwe kunabantu abadala ngenxa yokungabi nolwazi olufanele lomsebenzi. Okuqaphelekayo ukuthi abantu abasha abaneziqu zemfundo ephakeme banethuba elingcono kakhulu lokuthola umsebenzi uma nje imfundo namakhono abo ehambisana nesidingo semakethe yabasebenzi. Uma kubhekwa izinga lokutshalwa kwezimali zomphakathi emfundweni eyisisekelo nasemfundweni ephakeme, intsha yaseNingizimu Afrika ephuma ohlelweni lwezemfundo ngaphandle kwamakhono kanye nalabo abanamakhono angadingeki ngamanani aphezulu emnothweni nasezimbonini bazozuza ezinhlelweni zokungenelela ezihlosiwe eziqaliswa kusesikhathi ukusiza ukutholwa kwamakhono okuthola umsebenzi namakhono osomabhazini. Izibalo zikhomba ukufuduka kwentsha ephakathi kweminyaka eyi-15 nengama-29 ikakhulukazi emadolobheni aseGauteng nakwezinye izifundazwe ezifana neKwaZulu-Natali kanye naseNtsholanga Kapa isuka ezindaweni eziningi zasemakhaya ngenhloso yokufuna amathuba ezomnotho angcono, imisebenzi nempilo engcono. Intsha efudukayo ibhekana nezingozi zokuwela ogibeni lobuphofu emadolobheni ngenxa yokuntuleka kohlelo lokusekelwa komphakathi ngesikhathi sezinguquko zayo; ngakho-ke, lapho kufanele kube khona ukungenelela okusebenzayo futhi okumkhakhamningi ukuze kubhekanwe nezimo ezithile, ubungozi, kanye nobuthakathaka kwabafuduki abasha. Abesifazane abasebancane namantombazane basesimweni esingesihle, njengoba bakha iningi lezisulu zokushushumbiswa kwabantu ngenxa yokuxhashazwa komnotho nocansi.⁹

Kulandela imibono evela ezethulweni zomphakathi nge-NYP kugqamisa eminye imibono yemidanti ebalulekile ngabathintekayo abahlukahlukene.

Ngeshwa, abantu abasha kanye nenhlangano ejwayelekile yama-SMME bebelokhu bezabalaza ukuthola usizo lwe-SEFA [i-Ejensi Yezezimali Zamabizini Amancane], ngenxa yezidingo zemicilisho kanye nobuningi bomsebenzi wamaphepha ongalindelwe odinga imali eningi ihlanganisa. Lokhu kufaka phakathi ukufinyeleleka kuzilinganiso ezisasetshenzwa zabagcinimabhuku kanye nokukhiqizwa kwamaphrojekthi anomqondo nabekekayo. Ngakho-ke, izidingo kanye nenqubo yezicelo ifanele ichtshiyelwe. (Izethulo Zikamasipala, 16 Mashi 2020).

Ngaphezu kwalokho, isiwombe samanje se-4IR sinomthelela kwikusasa lomsebenzi wentsha, ekusetshenzisweni kwezinhlelo

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.

zemfundo, kanye nezinqubomgomo zezimboni. Yize kunezibikezelo zokuphazamiseka okukhulu esakhiweni esijwayelekile somsebenzi kanye nasekuphelweleni yisikhathi kwezinhlelo zezemfundo, kunesikhala sokuvulwa kwamathuba emisebenzi. Ngakho-ke, kunesidingo futhi sokwakha amakhono e-4IR phakathi kwentsha ngokuhambisana ne-'Inthanethi Yezinto Zezimboni' ukuze kulawulwe izinzuzo ze-4IR. Lokhu okufakwayo okulandelayo okuvela ezethulweni zomphakathi nge-NYP kugqamisa eminye imibono yezimidanti ebalulekile yabathintekayo abahlukahlukeni:

“Inqubekela phambili nentuthuko ebekwe ohlwini njenge-4IR iqeda imisebenzi futhi yize sisekela intuthuko yezobuchwepheshe nenyane, njengentsha singayingabaza intuthuko esisithinta kabi”. Isethulo senhlangano yentsha kazwelonke mhla zi-16 Mashi 2020.

Siphinde siveze amathuba amasha. Umniningo omkhulu kuthiwa yigolide elisha noma uwoyela omusha. Umniningo ingumsizi osemqoka ekusungulweni kwezinto ezintsha nasekuthuthukisweni kwezixazululo ezilungele inhloso yabantu ngabanye kanye nemiphakathi. Kubuye kubaluleke kakhulu ukuthi itholakale kuzinto ezintsha ezingasungulwa, zabelwane futhi zenziwe zfinyeleleke ezimisweni zokufinyeleleka okuvulekile.

Inkinga ye-Covid-19 iphinde yandisa isimo sokungasebenzi kwentsha eNingizimu Afrika. Umnotho ubusuvele usenkingeni yokukhula engeyinhle, futhi isimo esibucayi sokumiswa, kuhambisana nezilinganiselo zokwehliswa kwezinga lokukweletisa, kungenzeka kuvimbele ukwakhiwa kwamathuba emisebenzi kanye nokusimama ikakhulukazi kwamabhezini amancane. NgoJuni 2020, izinkampani eziningi zimemezele izinhlelo zokudilizwa kwabasebenzi okubandakanya amabhezini kahulumeni, okundiza kuye ezinkampanini zokwakha, ezokungcebeleka, kanye nokuhlaliswa kwezivakashi. Kwezinye izimo, amabhezini avale unomphela. Osomabhezini abancane omali yabo iphelile bazoba nobunzima obukhulu.

Kubalulekile ukungathathi ngokuthi osomabhezini abayintsha besilisa nabesifazane, noma amaqembu ezinhlanga ahlukeni abhekana nezinsalelo namandla afanayo njengabanye. Emphakathini lapho ikakhulukazi, abesifazane abansundu belokhu bekhishwe inyumbazane ngenxa yenhlalo, amasiko kanye nendabuko, kudingeka kwenziwe imizamo ekhethekile ukuqinisekisa ukubandakanyeka kwabonke abantu okungakhethi, ukuhlinzeka ngamathuba afanayo abesilisa nabasesimame abasebasha.

5.4 Imiphumela emibi yezempilo yomzimba nengqondo

Intsha ephila kahle kungenzeka ikhiqize futhi ibambe iqhaza ekukhuleni komnotho wezwe. ENingizimu Afrika, kubalulekile ukubhekana nezinsalelo eziqhubekayo zempilo kanye nenhlalakahle yentsha kubandakanya izifo ezithathelanayo, izifo ezithathelwana ngocansi (ama-STI) kanye nemiphumela emibi yezocansi nokubeletha (i-SRH), izinkinga zempilo yengqondo kanye nokukhubazeka kokusebenza ngenxa yokusebenzisa izidakamizwa, ubuphofu, ukuswela nokuhlukunyezwa, kanye nodlame nokulimala. Okuvame ukuba yiqiniso ukuthi ukuphuza ngokweqile nokusetshenziswa kwezidakamizwa kungaba umphumela wokugula nengqondo noma wokuhlukumezeka. Enye yezinto ezibalulekile kwezempilo evame ukunganakwa isifo sofuba samaphaphu (i-TB), yize singesinye sezifo ezithathelanayo esizihlala phambili ezibanga ukushona kwentsha. NgokPhiko Lwezibalo LwaseNingizimu Afrika (2018: 40), ngonyaka we-2016, isifo sofuba sasiyimbangela ehamba phambili yokushona kwabantu abaphakathi kweminyaka eyi-15 ukuya kwengama-24, okufaka ama-7,0% abantu abashonile. Kwalandelwa isifo sesandulela-ngculazi (i-HIV) (esidale ukushona kwabantu okungama-5.7%). Ngisho noma kuncipha amazanga okukhulelwa kwentsha kanye nokutheleleka okuphezulu nge-HIV phakathi kwentsha eNingizimu Afrika, amazanga okukhulelwa kwentsha ahlala ephakeme ngokungafuneki. Ngokwe-Ejensi Yenhlalango Yamazwe ngamaze ye-Aids ngonyaka we-2018, ukutheleleka okusha nge-HIV kwabesifazane abasebasha abaneminyaka eyi-15 ukuya kwengama-24 kwakungaphezu ngokuphindwe kabili kulabo abasebasha (ukutheleleka okuyi-69 000 okusha kwabesifazane abasebasha, uma kuqhathaniswa nezi-25 000 kwabesilisa abasebancane). Ngokuvamile, abesifazane babenezinga eliphezulu lokusuleleka nge-HIV kunabesilisa. Ukudlala kwe-HIV kubantu abaneminyaka eyi-15 ukuya kwengama-49 eNingizimu Afrika bekuma-20.6%, ama-26.3% akho bekukwabesifazane futhi ama-14.8% ekwabesilisa ngonyaka wesi-2018. Ukungafani kokwanda kwegciwane lesandulela-ngculazi (i-HIV) ngokobulili kwabikwa kakhulu kubantu abadala abaneminyaka engama-20 ukuya kwengama-24 futhi kwande kathathu kwabesifazane kunabesilisa. Ukuqubuka kombulazwe we-Covid-19 ubeka abantu abasha abaphila ne-HIV ejokweni elingamukelekile lokuba nokugula.¹⁰

Ubufakazi obuvela ekuhlolweni kwesimo samanje senhlalakahle yomzimba, nengqondo lukhombisa ukuthi kunokuhlukunyezwa ngokweqile kwezinto ezidala ukuncika: izidakamizwa, utshwala, nogwayi, utshwala kuyiyona nto esetshenziswa kabi kakhulu eNingizimu Afrika. UMNyango Wezokuthuthukiswa Komphakathi wethule uHlelo Lukazwelonke Lwezidakamizwa, kanye nemikhankaso kazwelonke efana ne-'Ke Moja' ukuze kunqandwe futhi kuncishhisa ukuncika kakhulu kuzidakwamiza, kepha lokhu kungenela kube nomthelela omncane. Uhlelo Olwamukelwe yiKhabhinethi lwangonyaka we-2019-2024 lwe-Drug Master Plan luthembise ushintsho olukhulu kanye nokusebenzisana okuthuthukile kokunqanda ukwanda kokusetshenziswa kwezidakamizwa notshwala yintsha. Inkinga yezindawo zokwelashwa ezinganele, ezinezikhungo zokwelashwa zomphakathi eziyishumi kuphela (10) ezweni lonke, iphakamisa ukuthi intsha esencane ebandakanyeka ekuphuzeni utshwala ngokweqile sebenziseni ilokhu ingelapheki futhi ingadlulela eminyakeni yobudala ngemiphumela yesikhathi eside futhi engalungiseki yokusebenzisa kabi izidakamizwa. Kukhona ukusetshenziswa okungekukhule koMthetho Wokunqanda Nokwelashwa Kokushenziswa kwezidakamizwa wama-70 wonyaka we-2008, ikakhulukazi maqondana nokunqanda kokuhlulizwa kwezindawo zokwelashwa ezingekho emthethweni. Lo Mthetho uyachitshiyelwa futhi uzokhuthaza ukuvimbela nokungenelela kusenesikhathi. Ngaphezu kwalokho, kunzima ukubeka ngokwamanani umthelela wokungenelela, ngenxa yokuntuleka kokuqapha nokuhlola okususelwa kwimininingo enhlakanhlaka ngeminyaka. Kubikwa ukuthi kunezinsalelo ezintsha nezisanda

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

kuvela ezifana nokusetshenziswa kwezidakamizwa ezintsha ezingekho emthethweni, ukwanda kokuhlukunyezwa ku-inthanethi nokuxhashazwa ngokocansi ngabahlukumezi abasebenzisa i-inthanethi ngenxa yokwanda kokwenziwa yintsha ku-inthanethi. Ukuqaliswa kokusebenza kuzodinga ababambiqhaza abanjengoMnyango Wezokuthuthukiswa Komphakathi, isiKhungo Esikhulu Sezidakamizwa, uMnyango Wezempilo, uMnyango Wezemfundo Ephakeme Nokuqeqesha, kanye namabhodi kazwelonke nawezifundazwe okuphatha utshwala ukuthi bagxile ezinhlelweni ezibhekiswe kwezempilo yomphakathi, ezincike emalungelweni nasekunciphiseni ukulimala. Uma kubhekwa izinto eziqhuba ukwakheka ukuba buthakathaka kanye nobungozi bokusetshenziswa kotshwala nezidakamizwa kanye nezifundo ezitholakala ekungeneleleni okukhona okubandakanya nalokho okwethulwe ngokuphendula kukazwelonke ku-Covid-19.

Ukusetshenziswa kabi kwezidakamizwa kubeka impilo yabantu abasha engcupheni futhi kungahle kube nezinkinga emphakathini ezifana nodlame, ubugebengu, nokuwohloka kwemindeni enabantu abasha njengezisulu kanye nabakuhlukumezi. Intsha eningi ibhekana nodlame ebunganeni bayo iya ebusheni ngendlela yezinto ezimbi ezenzeka ebuntwana eziyithinta ezindaweni ezahlukahlukeni. Okungekule okwenzeke ebuntwaneni kuvame ukuholela ekuziphatheni okunodlame kamuva empilweni futhi lolu dlame lunomthelela omubi emphakathini. Lokhu kuvela odlameni lwentsha (ukulwa ngokomzimba, amaqembu ezigelekeqe, kanye nokuziphatha okuphoqeelayo ngokocansi. I-GBV nokubulawa kwabesifazane kuyinselelo ekhulayo ethinta ngokungalingani abesifazane abasha. NgokukaNgqongqoshe Wezamazwe, ngoMashi 2020, amacala abikiwe e-GBV ayephezulu ngama-37% kunalawo aqoshwa ngonyaka we-2019.¹¹

Izinga elandayo le-GBV nokusetshenziswa kabi kwezidakamizwa lenziwa lalibi kakhulu yisimo se-Covid-19. Ngenkathi izwe lisebenzisa izindlela zokuvimbela ukubebhetheka kwaleligciwane, kwaba nokuvalwa kwezikole, nokuphazamiseka kwemisebenzi engenisa imali kanye nakuzinsizakalo ezibalulekile. Konke lokhu kubeka abesifazane namantombazane asengozini yoxhashazwa ngokocansi, yokudlwenguleni, nasekuhlukunyezweni abalingani. Kungabuye kube namazinga aphezulu ezifo ezivamile zempilo yengqondo njengendezi yengqondo, ukukhathazeka, kanye namazinga aphansi okuzethemba kepha kuvame ukungaqondwa kahle futhi usizo alutholakali kalula. Ngonyaka w-2019 iNhlango Yezempilo Yamazwe Omhlaba (I-World Health Organisation) yabika amazinga aphezulu okuzibulala (okubandakanya imicabango yokuzibulala nokuzama ukuzibulala) nge-12.8 kubantu abayi-100 000 ngonyaka we-2016 anabesilisa baseNingizimu Afrika abasengozini enkulu yokuzibulala kunabesifazane.¹²

Intsha engenamakhaya, evame ukubizwa ngokuthi 'izingane ezihlala emgwaqweni' nayo iveza ukukhathazeka okukhuphukayo okusondelene kakhulu nezindawo zamakhaya ezingasekeli inhlahakale yezingane. Kuyaphawuleka ukuthi le nto yande kakhulu emadolobheni, uma kuqhathaniswa nezindawo zasemaphandleni, lapho imikhuba yezenhlo yomphakathi kanye neyobuntu ihlala igxilise kakhulu. Inani lentsha engenamakhaya liphakeme ezindaweni ezisemadolobheni njengoba abantu abasha befudukela emadolobheni beyofuna amathuba ngaphandle kwezinhloko zemindeni zokuyisiza. Izifundo zokungabi namakhaya zithole ukwanda okuphawuleka kakhulu kokuhlangenwe nakho okubi ngesikhathi semilando eyisisekelo yobuntwana yokungakhuli ekhaya noma yokubalekela ekhaya. Enye indlela yokubhekana nalolu daba ukuletha intsha enjalana engenamakhaya ndawonye nokuzama ukuyivuselela nokuyihlomisa. Uhlaka lwenqubomgomo lugunyaza uMnyango Wezokuthuthukiswa Komphakathi ukuthi ukuze kuthuthukiswe futhi kwenziwe lula ukuqaliswa kwezinqubo ezifanele phakathi kwemikhakha ehlobene nokunciphisa ubuphofu, ukuqinisa imindeni, ukuvikelwa kwezingane kanye nokuthuthukiswa kwentsha, ukuze kuqinisekise ukuthi izinhlelo zokunqanda nokungenelela kusenesikhathi zisetshenziswa kuyo yonke imikhakha. Amaqembu ahlukahlukene abantu abasha ababuthakathaka njengalawo angenazo izindlu ezanele (abantu abangenamakhaya kanye nabahlali basemijondolo) adinga ukuhlolwa okuqondisiwe, ukuhlolwa, kanye nokwelashwa ngesikhathi sombulalazwe.^{13,14}

5.5 Izimboni ezingasetshenziswanga zamasiko nezobuciko

Okwenziwayo kwemidlalo namasiko kungakha izakhamizi eziphilile, ezikhuthele, kufake umuzwa wokuzigqaja kobuzwe, futhi ngaleyo ndlela kube negalelo ekubumbaneni komphakathi nasekuguqulweni kwezinhloko nomnotho. Le mikhakha inamandla okudlala indima ekukhuleni komnotho eNingizimu Afrika futhi inxusa ikakhulukazi intsha yaseNingizimu Afrika. Kunesidingo sokugxila ekutholeni inzuzo enkulu ezinhlelweni nasezinhlelweni ezikhona zezemidlalo, ezokungebeleka, nezobuciko namasiko. Le mikhakha inamandla okuthuthukisa nokukhulisa amakhono, ihlinzeke ngamathuba omsebenzi nawamabhizinisi, futhi ibe negalelo ekwakhiweni kwesizwe kubantu abasha. Imikhakha yezemidlalo nobuciko ifanele igxile ekubambeni iqhaza kwabantu abaningi futhi kuqondiswe ezidingweni zentsha, ikakhulukazi kwezemfundo nasekuthuthukiseni amakhono, idale amathuba emisebenzi futhi ithuthukise imiphumela yezempilo ezweni lonke. Indima yamasiko, ukuthuthukiswa kwamagugu nokukhuthazwa kobumba lomphakathi kanye nezimboni zobuciko ichazwe kahle ezindaweni ezibekwe phambili zenqubomgomo.

Umbulalazwe we-Covid-19 uveze izinselelo eziningi zongogoti kanye nayo yonke imboni yezobuciko. Abaningi babo abanazo izimvume zasemsebenzini, ukwesekelwa kokungasebenzi, izimpesheni, nezinye izinhlelo zokusekela. Izimpendulo ezibonakala kakhulu zombulalazwe kanye namathuluzi omthetho afanele abe khona ukuze asize abaculi futhi anqande ukuxhashazwa.

5.6 Ukuqeda ubudlelwano nokuzwan komphakathi nezakhamizi ezisebenzayo

Intsha eNingizimu Afrika yakha ubuyona phakathi kwendawo eyinkimbinkimbi ehlanganisa izinsalelo zobandlululo olusezikhungweni nokungalingani ngakolunye uhlangothi, kanye nasemphakathini owalandela intando yeningi lapho kulindeleke ukuthi basebenzise amalungelo okuba yisakhamuzi ngakolunye uhlangothi. Ngokocwaningo loPhiko Lwezibalo

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/>

LwaseNingizimu Afrika, uCwaningo Lokuphepha Komphakathi Nobulungiswa lonyaka we-2018/19 abantu abangaphezu kwabayisishiyagalombili kwabayishumi bayaziqhenya noma baziqhenya kakhulu ngokuba ngabaseNingizimu Afrika, kanti cishe ingxenye yabantu iyaziqhenya ngokuba ngabaseNingizimu Afrika (UPhiko Lwezibalo LwaseNingizimu Afrika, 2019). Umphakathi ukubona ngokusobala ukubaluleka kwezinqubomgomo ezibalulekile zentando yeningi, ezibandakanya ukhetho olukhululekile nolungenzeleli, ilungelo lokuhlangana nokubhikisha, izingxoxiswano zentando yeningi, ukubophezeleka ngokokhetho, inkululeko yokukhuluma, nokubekezelelana kwezombusazwe. Ukhetho olukhululekile nokungenzeleli kuhlala kuyinto ebekwa phambili yentando yeningi. Kodwa-ke, abantu abasha bazizwa bekhishwe inyumbazana, ikakhulukazi ngenxa yamazanga aphezulu okweswela umsebenzi kanye nokungakwazi kwabo ukubamba iqhaza kwezomnotho. UCwaningo Lokuphepha Komphakathi Nobulungiswa lukhombisa ukuthi cishe ama-13% abantu baseNingizimu Afrika bake babandlululwa eminyakeni emibili ngaphambi kocwaningo. Ubandlululo ngokobuhlanga lwatholwa ngabaningi ngama-6.8% nenkathi ukucwaswa ngenxa yezinkano zocansi kwatholwa abantu okungenanani abayiphesenti eli-0.1%. Kubalulekile ukuqaphela ukuthi amaphesenti angaba phezulu ezindaweni ezithile ngokuqhathaniswa nokwanda kwezwe. Izikhungo zombuso ezixile entsheni nezikhungo zombuso ezisebenzela intsha kanye nezinhlangano zomphakathi zidingeka zibe negalelo obumbanweni lomphakathi ngokubandakanya uhlelo lukazwelonke lokuzokwenziwa ukunqanda ubandlululo lobuhlanga, ukucwasa ngokobuhlanga, ukucwaswa kwezifiki, kanye nokungabekezelelani okuhlobene nakho ezinhlelweni zazo zokuqalisa. Ngokuvamile, abantu abasha baveza amazanga aphansi kakhulu okuthembela kuhulumeni futhi nakuzinsizakalo ezihlinzekwa nguhulumeni.¹⁵

Ukubhekana nalezi zinselelo ezingenhla, inqubomgomo ebanzi ebhekiswe ngqo entsheni ebona ukwehluka kwentsha; igxile ekwenzeni ngcono uhlelo lwezemfundo; kwandisa amakhono namathuba ezomnotho kubandakanya namathuba okuqashwa namabhizinisi kubantu abasha; ivikela intsha esengozini kubandakanya nabakhubazekile, hhayi kwezemfundo, emsebenzini nasekuqeqesheni; ikhuthaza izindlela zokuphila ezinempilo ezivimbela ukukhuluphala, izifo ezithathelanayo nezingathelelani kanye nezinkinga zempilo yengqondo; futhi kwaqinisekisa ukutholakala kwemininingwane yezempilo yezocansi kanye nokuzala kanye nezinsizakalo ezingabandlululi ngokobulili, ziyadingeka. I-NYP 2030 izophinde ihlinzeke ngohlelo lwamabhizinisi ombuso, izinhlangano zomphakathi, izinkampani ezizimele, kanye nentsha emizamweni yayo yokuthuthukisa intsha kubandakanya ukuqinisa ubumbano lomphakathi, ukuvuselelwa kokuziphatha, nokuhlanganiswa emphakathini.

Ukuthembela kwezakhamizi ezikhungweni ezahlu kahluke ezinegalelo ekuphenduleni, ukwenzeni izinto obala, ekubambeni iqhaza entandweni yeningi nasekutholakaleni kobulungiswa kuhlala kuyinto ebalulekile emphakathini wentando yeningi lapho amalungu esekela izinqubomgomo zikahulumeni futhi afaka isandla ekwakheni izwe lawo, kubandakanya ngokuzithandela. Ngenkathi ukulahleka kokwethembela komphakathi kuhulumeni kazwelonke kuyinto ekhulayo emhlabeni jikelele, kuyakhathaza ukuthi eNingizimu Afrika ukwethembela kohlelo lwezombusazwe kuyaqhubeka nokwehla nakho. Lokhu kungaxhunyaniswa nokwehluleka kwangempela futhi nokubonakalayo kombuso, kubandakanya ukuhamba kancane ekubhekaneni nenkohlakalo embusweni. Ukuntuleka okubonakalayo kobusobala nokuziphendulela kunegalelo ekunganakwini nasekuzihlukaniseni kwentsha.

5.7 Ukuthuthukiswa kwentsha okunezinsiza ezinganele kanye nezinsizakalo ezingahambisani kahle

Ukubonisana nentsha kukhombe izinselelo eziningi enkundleni wokuthuthukiswa kwentsha. Lokhu kufaka phakathi ukungaxhuamani okuphakathi kwezinhla zokuthuthukiswa kwentsha, ukunganeli kokugunyazwa okucacile, kanye nokuntuleka komehluko phakathi kwezingxenye zombusazwe nezokuphatha zomsebenzi wokuthuthukisa intsha. Kunezinsizakusebenza ezinganele zokuthuthukiswa kwentsha, ngokombono wezezimali nowabasebenzi. Kodwa-ke, umsebenzi wentsha ugxile kakhulu ekuphoseleni inselelo umbono wokuthi abantu abasha bayisithiyo enqubekeleni phambuli yesizwe. Mayelana nalokhu, inkundla yomsebenzi wentsha ugxila ekuthuthukisweni okuphelele komuntu omusha ngokumeseka ukuze ahlangebezane nezidingo zakhe futhi afinyelele emandleni akhe kungakhathalekile ukuthi yiziphi izinselelo ababhekana nazo eminyakeni yabo yobudala.

Yize amakhono abantu abasha akhiwe ngokuzijwayeza ukusebenza kwentsha, le nkundla ihlala ingaziwa futhi ungabonwa, yize wenziwa lula ngaphansi kwensika yamathuluzi okuthuthukisa intsha ephumelelayo nephendulayo. Umsebenzi wentsha uchazwa njengokwenziwayo okufuna ngenhloso ukuba nomthelela ebantwini abasha ngenhloso yokusiza nokuthuthukisa intuthuko yabo siqu neyenhloso ngokuzibandakanya kwabo ngokuzithandela, futhi okugcwalisa imfundo noqeqesho lwabo olusemthethweni, lwezifundo zomsebenzi wezandla, futhi okuhlinzekwa ikakhulukazi yizinhlangano zokusebenza kwentsha. Ukungabikho kohlaka lweqoqomthetho lomsebenzi wentsha nakho kuyigebe elibalulekile uma kubhekwa izinselelo eziningi kakhulu abantu abasha abahlangabezana nazo esikhathini sonke sempilo kumuntu ngamunye, emndenini, emphakathini nasemazingeni enhlalo. Ucwano olwenziwe nguHlagala (2012), lukhombisa ukuvela komsebenzi wentsha njengezimpindulo ezinkingeni zasenhlalweni ezidalwa yizimo zenhlalo nezombusazwe eziyinkimbinkimbi. Mayelana nalokhu, ubudlelwano phakathi kwabasebenzi nentsha budinga ukuqonda okujulile kwendinkimba yomphakathi kanye nezindlela ezimkhakhamningi ezixile kakhulu ekuhumsheleni lokho kuqonda ukuba kube yisizazululo sezinkinga zomphakathi zabantu abasha.

Konke lokhu kuholele enzuzweni enkulu futhi naseningini labasebenzi libanolwazi oluningi futhi abaye bashiya lo msebenzi befuna amathuba angcono. Lokhu kuholele ezinkingeni zentsha ezingazange zinakwe njengokuyeka isikole, ukusetshenziswa kwezidakamizwa, ubugebengu nokungabi namakhaya. Abantu abasha badingeka ukuthi bathuthukise amakhono abenza

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>

bakwazi ukwenza izinguquko eziphumelelayo nezifizekisekayo ngokusebenzisa ubusha kuye ebudaleni ngaphakathi kwizimo zabo zenhlalo nezomnotho futhi njengoba kuhlinzekelwe yinqubomgomo ekhona kanye nangamalungiselelo ezikhungo. UMthetho Odingidwayo Wezenhlalakahle wonyaka we-1997 ulindele uhlelo lokuthuthukiswa kwenhlalakahle kahulumeni lapho abasebenzi abahlukahlukene bezentuthuko yomphakathi, kufaka phakathi abasebenzi bentsha, bezosebenzisa izinsizakalo ezahlukahlukene emazingeni ahlukene zokungenelela ukubhekana nezinkinga zomphakathi ezingasusa imizamo yokuthuthukisa umnotho. ENingizimu Afrika, inqubo yokwenza umsebenzi wentsha ube ngobungcweti yaqala ngasekupheleni kweminyaka yama-1980, futhi umsebenzi wentsha wafakwa kwi-NYP ngonyaka we-2015-2020 njengengxenywe ebalulekile yezindlela zokuthuthuka kwentsha okuhle.¹⁶

6. IZINDAWO EZIBALULEKILE ZENQUBOMGOMO

6.1. IMFUNDO, AMAKHONO NAMATHUBA ESIBILI AYIKHWALITHI

Ukutshala izimali kubasebenzi into eyodwa ebaluleke kakhulu engenziwa yinoma iliphi izwe. Alikho izwe eliphumelele ukuguquka lisuka “ekuthuthukeni” liya “ekuthuthukeni” ngaphandle kwabantu abafundile (NDP, 2012). Imfundo ifanele ivumele abantu abasha ukuba bakhe amakhono futhi bafinyelele emandleni abo. I-NDP ichaza ukuthi inhlosombono wezemfundo waseNingizimu Afrika ngonyaka we-2030 ngukuthi abantu baseNingizimu Afrika bafanele benze ngcono ukufinyeleleka kwezemfundo nokuqeqeshwa kwekhwalithi ephezulu kakhulu etholwa ngemiphumela yokufunda eyenziwe ngcono kakhulu. Ukusebenza kwabafundi baseNingizimu Afrika ezivivinyweni ezinamazinga omhlaba kufanele kuqhathaniswe nokusebenza kwabafundi abavela emazweni anezinga elifanayo lentuthuko. Uhlelo lwezemfundo lufanele lubhekele amaqembu ahlukene futhi lukhiqize abantu abanamakhono aphezulu abafanele izidingo zemakethe yabasebenzi.

Abathweswe iziqu emanyuvesi nasemakolishi aseNingizimu Afrika bafanele babe namakhono nolwazi oluhlangabezana nezidingo zamanje nezisikhathi esizayo zezwe kanye nemikhuba yezomnotho yomhlaba jikelele, kubandakanya nokushintsha kwemakethe yabasebenzi okuvela ku-4IR. Amakhono afana nalawa afanele afake ukulungela kwabasebenzi, amakhono alula, omsebenzi nawamabhizinisi. Uhlelo lwezemfundo luzodlala indima enkulu ekwakheni umphakathi obandakanya bonke abantu, luhlinzeke ngamathuba alinganayo futhi lukhulise bonke abantu abasha baseNingizimu Afrika ukuze babone amandla abo, ikakhulukazi labo ababencishwe amathuba phambilini yizinqubomgomo zobandlululo, okungabantu abamnyama, abesifazane nabantu abakhubazekile. Imigomo ebekiwe yalo inhlosombono ifaka umkhakha we-TVET ocishe ube ama-25% entsha ehambisana nobudala, okusho ukwanda kusuka kwizi-705 397 ngonyaka we-2016 (uMnyango Wezemfundo Ephakeme Nokuqeqesha, 2018) ukuya ezigidini ezingama-2.5 zabantu baseNingizimu Afrika ngonyaka we-2030. Ukwamukelwa kwabafundi emfundweni ephakeme kanye nasemfundweni eqhubekayo kuthuthukile.

INingizimu Afrika idinga abasebenzi abanamakhono ukuze yandise ukukhula komnotho. Lawa makhono afaka onjiniyela, ochwepheshe bezempilo ezigabeni ezahlukahlukene zomsebenzi ukwethula ukunakekelwa kwezempilo okusezingeni, abacwaningi nabasunguli bezinto ezintsha ukuze babambe iqhaza elibalulekile ekwakheni imikhiqizo emisha, kanye nemisebenzi emisha nezindlela ezintsha zokukhiqiza imikhiqizo ekhona eshibhile ekhona nangendlela ephumelelayo, kubandakanya ukwethulwa kwezinsizakalo zomphakathi. Isisekelo kwezemfundo nasekufundeni siyinto evikelayo ebalulekile emiphumeleni emibi futhi sibalulekile kubantu abasha ukuthi bafinyelele ekuhlonyisweni kwezomnotho. Abantu abasha, noma ngabe izimo zabo zinjani, bafanele basekelwe ukuze bathole imfundo yezinga eliphezulu namakhono ukuze iphumelele emnothweni womhlaba.

Ukufeza lezi zinhloso, ukuthuthukiswa kanye nemfundo yezingane zisencane, imfundo eyisisekelo, imfundo yangemva kwesikole, kanye nomkhakha wokuqeqesha kufanele kwenze ngcono ukufinyeleleka kanye nasemiphuleni yemfundo nokuqeqeshwa okuseqophelweni kanye nokusebenzisana nemikhakha yentuthuko yezenhlo nezobulungiswa ekunikezeni ithuba lesibili ngempumelelo izinhlelo zentsha esengozini. Yonke iminyango kahulumeni kubandakanya omasipala ifanele ibe nezinhlelo zokufundela umsebenzi (amalenashiphu) nezokuqeqeshelwa umsebenzi (ama-inthenishiphu), ezifanele ziqashelwe ngokwezombolo, kubandakanya, kanye nekhwalithi. Inguquko yokusuka ekufundeni kuyiwa ekuholeni ifanele ibe lula, ukuze imihlomulo yabantu ikwazi ukuvunwa yizwe.

Ukungenelela Okuphakanyisiwe::

6.1.1 Ukuqinisekisa ukutholakala jikelele kwe-ECD yekhwalthi nezinhlelo zokufunda zabo bonke

- Ukuyisela, uqinise, futhi uqaohe ukuhlinzekwa kokufinyelela okuyimpoqo ekufundeni okuthuthukisa izingane Ezisencane (i-ECD).
- Ukuthuthukisa ngokuhlelekile ikhwalthi kuzo zonke izikole zikahulumeni ukuze kuvalwe igebe eliphakathi kwezikole zikahulumeni nezangasese.
- Ukuhlinzeka ngezinsizakusebenza nokusekelwa kubafundi abanokukhubazeka ukuze babambe iqhaza kuzo zonke izingxenywe zempilo nokufunda esikoleni.
- Ukwethula ulimi lwezandla nebhreyili ohlelweni lwemfundo yabo bonke, kusukela ezingeni le-ECD.

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

6.1.2 Ukwakha isimo esiphephile sokufunda

- a) Ukuqinisekisa ukufunda okungenadlame nokuphephile kanye nezindawo ezifanele abafundi.
- b) Ukuqalisa uhlelo lokuphepha ezikoleni ukuze kuqinisekiswa ukuthi ukufunda nokufundisa akuphazanyiswa yinoma yiluphi uhlobo lokusabisa, noma ukulinyazwa ngodlame.
- c) uMnyango Wezemfundo Eyisisekelo, kanye Nowezemfundo Ephakeme Nokuqeqesha ifanele isebenzisane ne-SAPS kanye nomphakathi ukuze ngokuhlanganyela, nabaholi babafundi, iqalise imisebenzi yasesikoleni elwa nodlame kanye nodlame oluselwe ubulili.

6.1.3 Ukuhuthukisa othisha futhi nokubuyekeze ikharikhulamu ukuze kukhuthazwe ukuxazululwa kwezinkinga, ukuqashwa emisebenzini, ezamabhizinisi nokuzivumelanisa ne-4IR.

- a) Ukugwema izinguquko ezisheshayo kwikharikhulamu ezingeni lemfundo eyisisekelo.
- b) Ukubuyekeza uhlelo lwezemfundo nohlaka lokuvivinywa ukuze kufakwe ikharikhulamu ehlangabezana namazinga omhlaba, kubandakanya i-4IR futhi kunokusetshenziswa okubonakalayo ukuze kube negalelo kuzidingo zomnotho zezwe.
- c) Ukuqeqesha othisha ngezindlela zokufundisa zesimanje, ezisekelwe kubuchwepheshe.
- d) Ukuheha, ukubutha, nokugcina abantu abasha emsebenzini wobuthisha.
- e) Ukujwayela isikhathi se-4IR ngokwenza ngcono ukufinyeleleka ku-broadband ne-Wi-Fi yokuxhuma kwi-inthanethi ukuze kufundiswe ulwazi lwamakhompyutha nokusetshenziswa kwe-inthanethi kubandakanya phakathi ezikoleni ezikude zasemaphandleni, emakhaya nasemiphakathini.
- f) Ukusebenzisa izinzuzo ezivela embonini yama-drone njengenywe eyenza izinto lula yezimboni zobuciko kuvule amathuba emisebenzi entsheni.
- g) Ukwenza ngendlela efiswayo bonke ubuchwepheshe obulethwa ezweni esimweni saseNingizimu Afrika ukuze kuqhutshekiselwe phambili amakhono akhona ezweni.
- h) Ukusekela futhi kukhuthazwe isiko elazisa ukulethwa kwezinto ezintsha, ukuhlolwa, kanye nokucabanga kwamabhizinisi ukuze kusize abantu abasha ukuthi babe ngabahlanganyeli nabaholi abakhuthele emnothweni wedijithali.
- i) Ukuqalisa futhi kuqinisekise ukuqeqeshwa kwamakhono abantu abasha ezindaweni ze-4IR njengalawa: ukubuyisela emuva ubuchwepheshe bezimoto ezihlakaniphile, ukuphrinta kwe-3D, ubuhlakani bokufakelwa, amarobhothi, izimoto ezizimele, i-nanotechnology, i-biotechnology, idatha enkulu, i-inthanethi yezinto, i-quantum computing, izinsizakalo zenethiwekhi yokuzikhethela yevishuwali, izinsizakalo zokusakaza bukhoma, kanye nenethiwekhi yokusakaza kubonananwa, njll njengoba kudingwa imboni.
- j) Kancane kancane wethula izifundo ezisebenzisekayo ezinjengamabhizinisi kanye ne-e-commerce, ezolimo, ezamakhompyutha, ukuhweba ngezizimali kanye nokutshalwa kwezizimali, ezomnotho oluhlaza, amakhono okusebenza, kanye nomsebenzi wezandla (ubuciko) kulo lonke uchungechunge lokubaluleka kokukhiqizwa.
- k) Bonke abafundi baseNingizimu Afrika bafanele bafunde umlando, amakhono okwakha okusha nawokucabanga kujulwe, amakhono okuxazulula izinkinga, ukubhala amakhodi kanye nokwakha amarobhothi, amakhono empilo, ukuxhumana nezilimi zendabuko.
- l) Izikole ezisezindaweni zasemaphandleni zifanele zisebenzise umhlaba wokulima osendaweni ukuze zifunde ngokwenza noma zifunde ngolwazi ezolimo eketangeni lokubaluleka kwezolimo, nabalimi bendawo basebenze njengabaqeqeshi.
- m) Amakolishi e-TVET kanye nawoMPhakathi Emfundo Nokuqeqesha (ama-CET) afanele anikeze izinhlelo eziningi zomsebenzi ngokuhambisana, phakathi kokunye, neSu Lezwekazi Lezobuchwepheshe, Imfundo Yomsebenzi Wezandla Nezokuqeqesha Ukukhuthaza Ukuqasheka Kwentsha (i-African Union, 2018). Ukuhlinzekwa kwala makhono kufanele kubhekane nezidingo zezimboni kanye nezidingo zentuthuko yezwe.
- n) Intsha ifanele ibambe iqhaza elibalulekile ku-4IR nakwezomnotho oyindilinga nazindimeni zobunxusa kuyo yonke imikhakha kahulumeni.

6.1.4 Qalisa izinhlelo zokungenelela kusenesikhathi ukuze kuthuthukiswe impilo yabantu abasha

- a) UMnyango Wezemfundo Eyisisekelo ukukhulisa ukungenelela okufana nokufundisana kontanga; Izinhlelo Zokunakekelwa Nokusekelwa Kwezokufundisa Nokufunda (i-CSTL) ukuze kusekelwe abafundi abanezidingo ezingokwengqondo kubandakanya izinto eziphephile nezifanele zokuthutha zezikole zasemaphandleni kanye nezabafundi abanokukhubazeka.
- b) Nikeza izinhlelo zangemuva kwesikole kubandakanya izifundo zeSitifikeni Okuyizonasona Samathuluzi Okukhiqiza (i-OEM) esezivele zisemnothweni omkhulu. Lokhu kungafana nezinhlelo ze-Microsoft ezingethulwa kusenesikhathi

ngokubambisana nezinkampani zangasese.

- c) UMnyango Yezentuthuko Yezenhlahalakahle, uMnyango Wezemfundo Eyisisekelo, kanye noMnyango Wezemidlalo, Ubuciko Namasiko, ifanele, ngokubambisana nezinhlangano zomphakathi kanye nezinhlangano zezenkolo, yakhe futhi iqalise izinhlelo zokungenelela kusenesikhathi ezinganeni nentsha ekuqiniseni umuzwa wokuzethemba, amalungelo kanye imithwalo yemfanelo, ngenkathi ukhulisa ukuzihlonipha.
- d) Izinhlelo ezisimeme zokunakekela kwangemuva kwesikhathi ezithuthukisa ukusebenza kwezemfundo futhi ezibhekana nezinkinga zomphakathi zingethulwa ngabasebenzi bentuthuko yentsha ngokuzibandakanya komphakathi. Okwenziwayo kungabandakanya ukufundiswa, ukululekwa, amakhono empilo nezinhlelo zobuholi, ukuqondiswa ngemisebenzi nembukiso, ezobuciko, ezemidlalo, nezokungcebeleka.
- e) Yethula futhi ukhuthaze imfundo noqeqesho lwezamabhezini ezikoleni ukuze kusizwe ekuthuthukiseni isiko lomphakathi wonkana kanye nohlelo lokuxhumana kwemvelo kwezamabhezini.

6.1.5 Nikeza amathuba esibili ukuze kukhuthazwe ukuqedwa nokusebenzisana kabusha nezikhungo zemfundo

- a) uMnyango Wezemfundo Eyisisekelo, ubambisane nabahlinzeki abazimele kanye nezinhlangano zomphakathi (ikakhulukazi izinhlangano eziholwa yintsha), ufanele usekele abafundi abadinga ithuba lesibili lokuphumela uMatikuletsheni. Amaphrojekthi okubhala kabusha uMatikuletsheni afanele asekwazi futhi amenyezwe ukuze abantu abasha kuyo yonke imiphakathi bazi ukuthi bangathola iziqu ngokusebenzisa amakolishi omphakathi nangezikhungo zokuqeqesha abantu abadala.
- b) uMnyango Wezemfundo Ephakeme, uMnyango Wesayensi Nokuvezwa Kokusha ifanele ihlinzeke yabantu abasha asebeshiye izikhungo zemfundo eqhubekayo ngenxa yezizathu okungezona ezemfundo, ithuba lokuphuthula imfundo yabo ukuze bakwazi ukuncintisana emakethe yabasebenzi evulekile.
- c) Bonke abantu abasha bafanele bakwazi ukufinyeleleka ezindleleni eziningi ezisekela izindawo eziningi zokuphuma ezibhke ekuqeqeshelweni umsebenzi, ukuthuthukiswa kwamabhezini kanye nemfundo eqhubekayo. Okusetshenziswana nabo abafanele (i-DBE ne-DHSI) bafanele bakhe inqubomgomo ukuze kuqinisekise ukuchazwa okucacile phakathi kwezikole, izikhungo zemfundo nokuqeqeshwa kwabantu abadala, amakolishi omphakathi, amakolishi e-TVET, amanyuvesi nabanye abahlinzeka ngemfundo noqeqesho. Lokhu kuzovumela izindlela ezahlukahlukeni, ezingezona eziwayelekile kodwa ezigunyaziwe zokuthola ukuqeqeshwa.
- d) Abantu abasha, ikakhulukazi amantombazane asemancane bafanele babonise ukuze bafunde izifundo ze-STEM (isayensi, ubuchwepheshe, ubunjiniyela kanye nezibalo) okunokugxila enkundleni.
- e) uMnyango Wezemfundo Eyisisekelo ufanele wakhe izizinda ze-inthanethi ezingakhokhisi ezifanele ithuba lesibili likamatikuletsheni, kanye nabafundi abangakwazi ukukhokhela noma ukufinyelela eMfundweni Nokuqeqeshelwa uBuchwepheshe Nomsebenzi Wezandla (i-TVET) kanye nemfundo yangasese. Izizinda esinjengalesi senza kujwaleke imfunda nge-inthanethi ezingeni lesikole smazinga aphakeme kanye nokufinyelela okubanzi emiphakathini ekude.

6.1.6 Hlinzeka ngokuboniswa okuqhubekayo komkhakha wezobuchwepheshe, osuselwa ebuchwephesheni, kanye nokukhiqiza komnotho

- a) uMnyango Wezemfundo Eyisisekelo, Wezokuqashwa Nezabasebenzi kanye Nowemfundo Ephakeme, weSayensi Nokusungula, kanye ne-NYDA ifanele iqinisekise ukuthi bonke abafundi bayaluthola ulwazi lwezinga eliphezulu kanye nokuboniswa ngokwanele ngamakhondo emisebenzi. Imibukiso yemisebenzi ifanele inikeze ulwazi ngamathuba okuqeqesha ikakhulukazi amakhono adingeka emikhakheni ekhiqizayo yezomnotho (ezolimo, ezobuciko bokudala, i-ICT, ezamabhezini, ezokukhiqiza, ezokuvakasha) futhi kuxhumana emakethe yemisebenzi eguqukayo kufanele kuhlelwe.
- b) Ukuqondiswa kwamakhondo emisebenzi kufanele kuqale kusenesikhathi futhi kujwayeze ukuba nokukhubazeka ukuze abantu abasha bakwazi ukukhetha kahle izifundo ezixhumene nemisebenzi abayikhethile.
- c) Bonke abahlinzeka ngosizo lwe-inthanethi bafanele banikeze ukwabiwa kwedatha kwamahhala nsuku zonke kanye namawebhusayithi angakhokhisi entsheni efanele ngokuphuthuma ukusiza abantu abasha ukuthi bathole amathuba okufunda nokuthuthuka.

6.1.7 Yandisa amathuba okuqeqeshwa kwamakhono asezingeni eliphakeme ngemuva kwesikole kubo bonke

- a) Esifundeni ngasinye semfundo kufanele kube nemicimbi yokwazisa eZikoleni Zamazinga Aphakeme Zobuchwepheshe Nokuqeqeshelwa nakuma-TVET ukuze kuthuthukiswe lezi zikhungo.
- b) Ngemuva kocwaningomabhuku, iminyango ebhekele ezemfundo ifanele yakhe izikole zezolimo zokwenza kahle namakolishi esifundazweni ngasinye futhi iqinise amakhono akhona ezolimo.
- c) Yethula izinhlelo ezifanele zokungenisa abafundi ababhalisa emakolishi e-TVET abengenazo iziqu zikamatikuletsheni noma

abafunde ezikoleni eziphansi ngezibalo.

- d) Sungula ama-akhademi amasha okuthuthukiswa kwamakhono okubonana ku-inthanethi avumela izinhlelo ezimfishane neziguquguqukayo zentsha. Indawo nesigaba senhlalo akufanele neze kube yisithiyo ekufinyeleleni yintsha.
- e) Uhulumeni ufanele andise kancane kancane ukuqaliswa kwemfundo yamahhala futhi athuthukise ukusebenza kahle futhi ngempumelelo koHlelo Lukazwelonke Labafundi Losizo Lwezimali.
- f) Thola imininingwane ngamathuba okuxhasa ngezimali abafundi kuyo yonke imiphakathi nezikhungo zemfundo ngokusebenzisa izizinda ezahlukehukene zabezindaba.
- g) uMnyango Wezemfundo Ephakeme, weSayensi Nokusungula uzokwakha uhlelo oluphelele maqondana nezikweletu zomlando eziyinsalelo kubafundi abaningi.
- h) Zonke izikhungo zangemva kwesikole zifanele zibandakanye bonke abantu, ukuze kuqinisekise ukuthi amalungelo abafundi abanokukhubazeka kwezemfundo ayavikelwa. Amakolishi ama-TVET afanele enziwe ukuba afinyeleleke kubantu abanokukhubazeka. Izinto zokufunda zokufunda ezikhungweni zangemva kwesikole zifanele zibhekele abafundi abangaboni nabangezwa kahle, kubandakanya impahla yomtapo wolwazi.
- i) UMnyango Wezemfundo Eyisisekelo ufanele usheshise ukuqaliswa ukusebenza koMthetho Osadingidwa Wemfundo Yezidingo Ezikhethekile ukuze kuqinisekise ukufinyeleleka ngokulingana nokuqhubekayo kwemfundo yentsha enokukhubazeka.
- j) Ubudlelwano phakathi kwamakolishi namabhizinisi kufanele bakhelwe ukuze kuqinisekise ushintsho olusebenzayo lwabafundi abasuka esikhungweni sokufunda baye emsebenzini ukuze basebenze noma baphothule izifundo.
- k) Abafundi abasha abaphothule emakolishi e-TVET kanye nakuzo zonke ezinye izikhungo zemfundo ephakeme bafanele basekwe ekutholeni izindawo lapho bezofunda ngokwenza noma ukuqeqeshelwa umsebenzi kufanele kuqiniseke nguhulumeni namabhizinisi angasese.
- l) Khuphula izinga lohlelo lokuqeqeshelwa umsebenzi lomphakathi futhi qondanisa lokhu nezimfuno zemakethe yomsebenzi. Iminyango kahulumeni, izifundazwe kanye nomasipala kufanele bacele ukuthi baxhumanise izinhlelo zokuqeqeshelwa umsebenzi namasu abo okuthuthukisa kwezabasebenzi kanye nokwakha umniningo obuyekeziwe wamathalenta okuzosetshenzelwa kuwo uma kunezikhala zemisebenzi. Omasipala kanye nezinkampani noma ama- ejensi kahulumeni kufanele nabo bathuthukise izinhlelo ze-inthenishiphu nezinhlelo zeziqu njengengxenywe yamasu abo okuhlomisa intsha ngokuphelele.
- m) Yandisa ukuqeqeshwa kwentsha njengongcweti nochwepheshe abasebenzela ukukhulisa umnotho. UHlelo Lukazwelonke Lokuthuthukiswa Kwamakhono (i-NSDP) lonyaka we-2030 lufanele luqaliswe ukuze kuqinisekise ukuthi umkhakha wangasese uhlinzeka ngoqeqesho emsebenzini.
- n) Sebenzisa i-NSDP futhi uqaphe ukuphendula kwabalingani ukuze kuqinisekise ukwanda kokuqasheka kwentsha emsebenzini kanye nokwenza ngcono umkhqiqo wezomnotho.

6.2 UKUGUQULWA KWEZOMNOTHO, KWEZAMABHIZINISI NOKUDALA KWEMISEBENZI

Ukuntuleka kwemisebenzi yentsha kwakuphezulu ngisho nangaphambi kobhubhane lwe-Covid-19. Umniningo wangonyaka we-2020: we-Q1 GDP kanye noCwaningo Labasebenzi Lwekota lwesikhathi esifanayo, kukhombise ukuthi ubhabhane luye lwayiqinisa kakhulu inkinga yokuntuleka kwemisebenzi. UMongameli waseNingizimu Afrika wabhala ngoJuni 2020 ukuthi, “kunezikhathi ezinzima ezizayo. Azikho izinto ezizolungiswa ngokushesha futhi sifanele sibhekane namaqiniso ngamathemba ethu, ikakhulukazi mayelana nesikhathi esizothathwa ukuze umnotho wethu uvuseleleke.” Izinyathelo eziphakanyiswe ngezansi zihlose ukuqinisekisa ukuthi ukuthuthukiswa kwentsha kuyinhloso-ngqangi kwinqubomgomo njengoba izwe liqala ukwelulama ngokuya kwemigomo yokulingana nobulungiswa kusukela ngemuva kobhubhane lwe-coronavirus.

Yonke intsha ifanele ukuthola imisebenzi efanele. Uma kubhekwa ubunzima bezomnotho obukhulu, ngenxa yokuntengantenga komnotho eminyakeni eyidulelulekanyenokwandiswa yilubhubhane, imizamoyokubhekana nokungalinganikwezakhiwo zokungalingani, ukuntuleka kwemisebenzi, kanye nobuphophu ikakhulukazi entsheni ayiphumelelanga. Ngokuhambisana nalokho okushiwo nguMongameli, ukuthi “Sizimisele hhayi nje ukubuyisela umnotho wethu lapho wawukhona ngaphambi kwe-coronavirus, kodwa ukwakha umnotho omusha esimweni esisha somhlaba wonke,” le nqubomgomo isekela uguquko kwezomnotho ukuze kuqinisekise ukubandakanya okuthe xaxa kwezomnotho omkhulu. Zonke izinyathelo zokuvuselela umnotho zifanele zibeke intsha phambili, kubandakanya umkhankaso wezingqalasizinda omkhulu ohlose ukudala amathuba emisebenzi. Abantu abasha bakulungele futhi bayakwazi ukubamba iqhaza kumaphrojekthi ezingqalasizinda ahlongozwayo emanzini, kwezokuthutha, amandla, kwizingqalasizinda zedijithali, ezindaweni zokuhlaliswa kwabantu, kanye nakwezolimo,

ngokomqondo, nangokuphathwa kwamaphrojekthi, abaphakeli kanye nezinto zabasebenzi. Wonke umuntu omusha ufanele athole amathuba okwandisa amathuba akhe okuthola umsebenzi ophilile. Le nqubomgomo ibuye imeme abalingani bezinkampani zangasese ukuba bakhe imikhankaso yemisebenzi yokusiza ukubhekana nokuntuleka kwemisebenzi yentsha okukhulu ezweni. Izigaba ezimbili zokugcina zoHlelo Lokuvuselelwa Kwezomnotho Nokubuyiswa KweNingizimu Afrika lwakha umnotho osimeme, oqinile, futhi obandakanya wonke umuntu ngokusebenzisa izindlela zokwakha kabusha nezinguquko.

Ukungenelela Okuphakanyisiwe:

6.2.1 Qalisa uHlelo LukaMongameli Lwezinyathelo Zokuqashwa Kwentsha kanye Nokwakhiwa Kabusha Nokuvuselelwa Kwezomnotho.

- Yakha inethiwekhi kazwelonke yokuphathwa kwemiguqu ukuze kunikezwe abafuna umsebenzi ithuba lokuthola iqoqo eliyisisekelo lokusekelwa nokuqeqeshwa kokulungela ukusebenza ukuze bawafanise kangcono namathuba ezomnotho.
- Ukuhlomisa abantu abasha ngamakhono emikhakheni esemqoka yokukhula ukuze bathole amathuba afana nalawo akhuthaza uhlaza, imfucuza kanye nomnotho wokudla futhi akhuthaza ukwakhiwa kwesu lokuthola labo abasele emuva ngenxa yokuyeka isikole.
- Yethula izindlela ezintsha zokweseka osomabhizinisi abasebasha ngendlela ebeka phambili ukususwa kwezithiyo nokwakhiwa kwezikhala zokusiza amabhizinisi ukuba achume ngokwenza iminingo ingabizi futhi nokubhekisa emikhakheni elungele ukwakhiwa kwezinto ezintsha.
- I-Ejensi Kazwelonke Yokuthutukiswa Kwentsha (i-NYDA) kanye noMnyango Wezokuthuthukiswa Kwamabhizinisi Amancane ukuze kuqaliswe ukuxhaswa ngezibonelelo zezimali nokusekelwa kwamabhizinisi kosomabhizinisi abasha abayizi-100 000 eminyakeni emithathu ezayo.
- Nikeza abantu abasha isipiliyoni somsebenzi ngokukhulisa uSizo Lokuashwa Kwentsha (i-YES), okuwubambiswano oluholwa ngabamabhizinisi nohulumeni kanye nabasebenzi ukusiza abantu abasha ukuthi bathole ulwazi lomsebenzi ukuze bathuthuke baye emakethe yezemisebenzi.
- Qalisa uHlelo LukaMongameli Losizo Lwentsha (i-PYSP) ukuze kwenatshwe ngohlelo lukaZwelonke Losizo Lwentsha futhi kukhuthazwe amathuba emisebenzi kubantu abasha abazimisele ukubuyisela emiphakathini yabo, kubandakanya nomkhakha wezenhlalakahle nokunakekelwa. I-PYSP izosebenza njengebhulohlo lokuya esikhathini esizayo kwezemfundo, emsebenzini, noma ekuqaleni amabhizinisi.
- Ukwakha imisebenzi esezingeni futhi ezwakalayo yentsha, ukuze ibe maphakathi nakho konke ukungenelela kokwakhiwa kwamathuba emisebenzi.
- Sula isidingo sokuba nesipiliyoni emisebenzini yezinga lokungena ukuze kuvunyelwe intsha eningi ithuba lokungena emakethe yemisebenzi futhi ithole isipiliyoni emsebenzini.

6.2.2 Yethula Isibonelelo Esiyisisekelo Jikelele Semali Sentsha Engasebenzi

- Sekela imizamo yabantu abasha nabadikibele abafuna imisebenzi yokungena emakethe yezabasebenzi ngokwethula isiBonelelo Esiyisisekelo Jikelele Semali - isibonelelo esifana nesibonelelo soSizo Lwezinkinga Zenhlalakahle ze-Covid-19 ikakhulukazi ukusekela intsha ekushintsheni iye emisebenzini noma kwezamabhizinisi.

6.2.3 Hloma Amananeko Abekiweko Wabantu Abatjha Kiyo Yoke Imikhakha

- Ukuqalisa nokuqapha ama-30% abekelwe ukuqashwa kwentsha emikhakheni esemqoka engase ibe khona, efana nezolimo, ezokukhiqiza, ezokuvakasha, umnotho wasolwandle, umnotho wokuklama, umnotho ongenayo i-carbon kanye nomnotho wemfucuza. U-50% wokubamba iqhaza kwabesifazane abasebasha kanye no-7% wentsha ekhubazekile kufanele kusebenze ngempumelelo kulezi zindawo.
- Ukuqashwa kwentsha nezamabhizinisi kumele kuphakanyiswe njengezinto ezibekwe phambili ngokuqashwa komphakathi nokuqashwa kwentsha okubekwa eceleni kuhulumeni kazwelonke, wesifundazwe nowasekhaya.
- Uhulumeni ufanele asebenzise ukuthenga kombuso futhi aqalise futhi aqaphe izidingo ezincane zentsha zama-30% ezibekelwe eceleni izinkontileka ezincane “amabhizinisi amancane akhululiwe” (i-EMS) njengengxenye yoHlaka Oluthandwa Lokuthenga ukuze kuthuthukiswe amabhizinisi aphethwe yintsha. Yonke iminyango kazwelonke neyezifundazwe, kanye nomasipala kufanele ibike njalo ngamaphesenti abo okuthengwa anikeziwe noma anikezwe izinkontileka ezincane kumabhizinisi aphethwe yintsha.
- Ukuqapha ukusetshenziswa kwemithetho yezabasebenzi yaseNingizimu Afrika, ethi abantu baseNingizimu Afrika bafanele banikezwe amathuba emisebenzi. Ngaleyo ndlela, imikhuba eyenziwe yimikhakha ephula leyo mithetho ifanele isingathwe ngabashushisi abashushisa abaqashi babantu bakwamanye amazwe abangenazo izincwadi ngokungemthetho.

6.2.4 Qalisa izinhlelo ezithuthukisiwe zokuqashwa komphakathi ezihlizeka ngamathuba emisebenzi azwakalayo entsheni (iSu Lokuqashwa Ngobuningi Kwebantu)

- a) Khulisa ukubamba iqhaza kwentsha ezinhlelweni zokuqashwa komphakathi kubandakanya phakathi kokunye, uHlelo Olunwetshiwe Lwemisebenzi Yomphakathi, uHlelo Lwemisebenzi Yomphakathi, ukunakekelwa kwezingqalasizinda, kanye noHlelo Lokulungiswa Kwemigwaqo Yasemaphandleni kanye noHlelo Lokuthuthuka kube ngaphezu kwama-50%. Amathuba amaningi afanele aye kubantu abasha (kubandakanya i-NEET, abesifazane abasebasha, kanye nentsha enokukhubazeka) futhi le ntsha ifanele ilungiselelwe ukusiza imiphakathi, ngenkathi ithola ingeniso futhi izuza ulwazi lomsebenzi olubalulekile.
- b) Ukwenza ngcono ukubambisana phakathi komkhakha wangasese nokahulumeni kanye nezinhlangano zomphakathi ngenhloso yokudala imisebenzi eminingi.

6.2.5 Bandakanya intsha ezinguqukwani zomhlaba, ekuthuthukisweni izindawo zasemaphandleni, nakwezolimo

- a) UMnyango Wezolimo, izinguquko Zomhlaba Nokuthuthukiswa Kwezindawo Zasemaphandleni ukwenza ngcono isimo sabalimi abasakhasayo nabahwebayo ngokwandisa ezolimo eziniselwa ngenkasa, ukuqasha izikhulu ezisiza kwezolimo, ukuxhasa ngezimali amathuluzi okulima nokusiza intsha iphawule izinkundla ezidinga abasebenzi abaningi, futhi ezinamandla amakhulu nokuxhumana nemakethe, njengamagilebhisi omisiwe, amantongomane e-pecan kanye nembewu kawoyela.
- b) Sebenzisa indlela egxile entsheni ekuthuthukisweni kwezindawo zasemaphandleni ekusekeleni abantu abasha kubandakanya osomabhizinisi abasha bezolimo ababambe iqhaza ochungechungeni lwezolimo ngokunikezela ngomhlaba, nezingqalasizinda zezimali nezenhlalo.
- c) Ukuheha, ukuqasha kanye nokugcina abantu abasha ukuthi baphishekele imisebenzi emkhakheni wezolimo (isib. njengososayensi bezitshalo, abaphathi bemfuyo, onjiniyela bezolimo, ochwepheshe bezolimo, ososayensi bezilwane, odokotela bezilwane, ochwepheshe bezilwane) kubandakanya nokuhlizeka ngemifundaze (yokufunda lapha nakwamanye amazwe) futhi ukuqinisekisa ukusekelwa emizamweni yabo yebhizinisi noma ukufakwa kuma-internship/imisebenzi lapho kuthweswa iziqu.
- d) Gququzela izinkampani zangasese ukusekela uxhasozimali lukahulumeni ekusekeleni ukutholwa komhlaba ikakhulukazi ngezinjongo zezolimo. Osomabhizinisi abasha bezolimo bafanele futhi basekelwe futhi bahlanganiswe nabalimi asebenkantshubomvu ekufundiseni.
- e) Xhumanisa abalimi abasebasha nohlelo lokudluliswa kwamakhono abalimi eya kubalimi, ukwelulwa kwezolimo futhi kuqinisekise ukuthi ukuqeqeshwa kwabo kubambisene nomkhakha.

6.2.6 Sekela umnotho wasemalokishini nowasemaphandleni ekuguqulweni kwezomnotho, ekwakhiweni kwamathuba emisebenzi, nasekuqashweni ngamandla amakhulu

- a) UMnyango Wezokuqashwa Nezabasebenzi, usebenzisana nababambiqhaza abafanele ukuze kwakhiwe iSu Elibandakanyayo Eliphelele Lokuqashwa Kwentsha.
- b) uMnyango Wezabasebenzi Nokuqashwa, usebenzisana namabhizinisi ukuvikela imisebenzi esengozini ngenxa ye-4IR.
- c) Yelula izifundo zemininingo elula yokulungela ukusebenza futhi uzenze ukuba zifinyeleleke ngomakhalekhwini. Eqinisweni, amanani entengo yedatha jikelele afanele ehle eNingizimu Afrika, futhi izingqalasizinda yobuchwepheshe zifanele zelulwe ukuze zivale ukwahlukana kwezindawo zasemaphandleni nasemadolobheni maqondana nokufinyeleleka kumathuba okubonana ku-inthanethi. Yonke intsha ifanele ikwazi ukufinyeleleka kwi-Wi-Fi emakhaya ayo.
- d) Sekela umnotho wasemalokishini nowasemaphandleni ngokwakha izimakethe ezibandakanya wonke umuntu ezindaweni ezinamathuba afana nomnotho wezokudla, umnotho wezokulondolozwa kwemvelo, ezempilo kanye nezemfundo. Uhulumeni (ngokuthengwa kwempahla yomphakathi) namabhizinisi amakhulu baneqhaza elibalulekile okumele balibambe lapha.
- e) Umbuso, ngokusebenzisa uMnyango Wezimbiwa Nezamandla, ukuqinisekisa ukusizakala ngqo emithonjeni yemvelo yezwe. Ukusungulwa okuhlelekile kweSikhwama Somnotho Ozimele njengoba simenyazelwe nguNgqongqoshe Wezezimali eNkulumweni Yesabelozimali yonyaka we-2020 kuyasekelwa.
- f) uMnyango Wezemidlalo, Ezobuciko Namasiko usebenzisana neminyango yomkhakha wezomnotho ukuthuthukisa nokuqinisa amasu okubamba iqhaza kwentsha ezimbonini zobuciko, ezokuvakasha nezemidlalo nokungcebeleka. Lokhu kungakhiwa ngamasu akhona afana noMzansi Golden Economy.
- g) uMgcinimafa Kazwelonke, i-NYDA kanye noMnyango Wezokuqashwa Nezabasebenzi ukuqinisekisa ukuthi uhlelo lweSibonelelo Sohlelo Sentela Yemisebenzi (i-ETI) asishiya ngaphandle amabhizinisi aqalayo nawentsha ukuze ahlomule kumabhizinisi amakhulu asezinzile.
- h) Gququzela ukufinyelelka jikelele ngokususa izithiyi zamasiko, zomzimba, zezenzalo nezinye ezivimbela abantu abanokukhubazeka ekufinyeleleni, ekusebenziseni noma ekuzuzeni ezinhlelweni ezahlukahlukeni zomphakathi

ezitholakala kwezinye izakhamizi njengoba kuyikona kuphela indlela abantu abanokhubazeka abangajabulela ngayo amathuba alingene nezinzuzo, futhi abangahlanganyela ngayo emphakathini ovamile. Kubalulekile ukusebenzisa amalungelo omphakathi, ezombusazwe, ezomnotho, ezenhlalo, ezenkolo namasiko emphakathini.

- i) Thuthukisa ukufinyelela komhlaba wonke ekwakhiweni kwemikhiqizo, izindawo, izinhlelo kanye nezinsizakalo zabo bonke abantu ngezinga elikhulu ngangokunokwenzeka ngaphandle kwesidingo sokuzivumelanisa nezimo noma ukwakheka okukhethekile, kufaka phakathi amathuluzi okusiza nobuchwepheshe bamaqembu athile abantu abanokukhubazeka lapho kudingeka khona. Lokungenelela okwengeziwe okulandelayo kuyadingeka ukuze kuqinisekise ukuthi intsha enokukhubazeka ayishiywa ngaphandle:
 - (i) Umsakazo womphakathi ufanele abe nesiteshi seTV SABAngezwa Kahle, ngaleyo ndlela sakhe imisebenzi yabantu abanokukhubazeka.
 - (ii) Kufanele kuphoqeleke ukuthi zonke izakhiwo zibe nezindlela zezihlalo zabakhubazekile kubandakanya izikhungo zezempilo nezemfundo nezindawo.
 - (iii) Ulimi lwezandla lufanele lufakwe kuzo zonke izaziso zomphakathi.
 - (iv) Kuzokwakhiwa izikhungo zokuhlumelelisa umphakathi ukuze kuhlinzeke ngokwesekwa kwengqondo nokwenhlalo kwalabo abazalwa benokukhubazeka nemindeni yabo.
 - (v) Abaqashi bazobheka ukuthi akubona bonke abantu abangathayipha ama-CV abo, kodwa futhi babhekele labo abakwazi uku-aploda ama-MP3 baphinde bafake ama-CV abo ekurekhodweni okulalelwayo.

6.2.7 Thuthukisa futhi uxhase amabhizinisi nemifelandawonye yentsha (kukhuthaza Ezamabhizinisi)

- a) uMnyango Wezokuthuthukiswa Kwamabhizinisi Amancane uzokhipha umbiko ohlanganisiwe wamakota onke ngamabhizinisi asekelwa yintsha futhi wakhe isikalo sokusimama kwamabhizinisi entsha ukulandelela inqubekela phambili. Kubalulekile ukuthi intsha iqwashiswe ngezinsizakalo/izinhlelo ezikhona zokuxhaswa nguhulumeni noma izinkampani zangasese. Lokhu kubandakanya, phakathi kokunye, ukuhlinzekwa kokuxhaswa kokuthuthukiswa kwamabhizinisi, izinkontileka zikahulumeni, ukwesekwa kwezezimali, njll.
- b) Izikhungo neminyango efanele kuhlinzeka ngokutholakala kwemali yembewu kanye nezimali zokukhula kusenesikhathi kubantu abasha abaqala futhi abakhulisa amabhizinisi abo. Indlela yesikhashana yamabhizinisi amancane asesigabeni sokuqala, enehlangukela yemikhiqizo yezimali eguquguqukayo eyenzelwe ukusiza abantu abasha ukuthi baphendukele esigabeni lapho bekwazi ukufinyelela kalula emali yokuxhaza amabhizinisi ukuze andise amabhizinisi abo iyadingeka.
- c) Dala futhi uxhase amabhizinisi aphethwe yintsha nabesifazane ngaphakathi kwemikhakha ephethwe ngabesifazane njengokunakekelwa kobuhle, izinsizakalo zezenzalalakahle, ezokuvakasha, ezolimo eziyisekelo, ukudla kanye nokuthengisa.
- d) Yonke imikhakha yezomnotho nezimboni ukwenza okuningi ukwenza ngcono ukubamba iqhaza kwabantu abamnyama, intsha, nabesifazane, kanye nokweseka amabhizinisi aphethwe yintsha ngokuthenga nokuthuthukisa amabhizinisi. Lapho kufanele khona, ukulungiselelwa kwezimbiwa kufanele kusetshenziswe njengethuluzi lokwakha osomabhizinisi besikhathi esizayo.
- e) uMnyango Wezokuthuthukiswa Kwamabhizinisi Amancane ukwenza lula ukwenziwa ksemthethweni komkhakha wamabhizinisi amancane ngokubhekana nezinsalelo ezibhekene nosomabhizinisi abasebasha.
- f) Ukukhululwa kwentela kwamabhizinisi aqalwa yintsha kufanele kuhlolwe njengendlela yokuthuthukisa ukusimama kwayo.
- g) Izinhlelo zokuqondisa umsebenzi zifanele zifake ukuthuthukiswa kwamabhizinisi kanye nemifelandawonye kanye nokukhuthazwa ngosomabhizinisi abaphumelele ukuze kuqinisekise ukuhehwa okukhulu nokukhuthazwa kwentsha. Lokhu kufanele kuhambisane nalokhu okulandelayo:
 - (i) Ukuxhuma amabhizinisi entsha emathubeni okuxhaswa ngezimali okuhlinzekwa ngumbuzo nezinkampani zangasese ngokushesha izinga lokuthatha izimali elisungulelwe ukuxhasa amabhizinisi nentsha yomfelandawonye.
 - (ii) Ukwamukela indlela yemikhakha yokuxhuma osomabhizinisi abasebasha namathuba asemikhakheni ehlukeneyezomnotho kanye nezinhlelo ezahlukeneyezinhlelo lokwakhiwa kwezingqalasizinda kanye nokuthenga okujwayelekile komphakathi. Kumele kubhekwe kakhulu intsha esezindaweni zasemaphandleni futhi kumele kuhlolwe futhi kuthuthukiswe izinhlangano esisekelayo. Ukusekelwa kwamanethiwekhi osomabhizinisi abasha kanye nezinhlangano ezisekelwa amabhizinisi kufaelele kuthuthukiswe.
 - (iii) Ukuxhumanisa imakethe eyenza lula ukuze kukhuthazwe izidingo zemikhiqizo ekhiqizwa osomabhizinisi abasebasha. Ngalesi sizathu, kufanele kuthuthukiswe isu lokusebenzisa ukuthengwa kwempahla kahulumeni neyezinkampani zangasese ukuxhasa amabhizinisi aphethwe yintsha. UMnyango Wezomabhizinisi Kahulumeni ufanele uhlele imizamo futhi uvule amathuba okuthuthukiswa kwamabhizinisi abantu abasha abasezinkampanini

zikhahulumeni.

- (iv) Ukukhulomisa intsha ngamakhono nobuchule njengokubonwa kwamathuba, ukuhlela amabhizinisi nokuqhuba amabhizinisi okuhlola, kubandakanya amakhono alula afana nokuzimisela, ubuhlakani, njll.
- h) Izingqapheli zangaphambili, ezibhekene nenselelo eqhubekayo yokuntuleka kwemisebenzi jikelele kanye namarekhodi obugebengu ngenxa yokuboshwa kwabo, kufanele basekwe futhi babuyiselwe emphakathini futhi kube lula ukungena kwabo emakethe yezemisebenzi, okuvimbela ukuphindaphinda ngenkathi kukhuthaza imizamo yokubuyisela.
- i) Uhulumeni wakha imithetho yokusetshenziswa jikelele, ukusebenziswa kanye nobuchwepheshe okwakhiwa futhi okungwakwabantu abasha nosomabhizinisi baseNingizimu Afrika bafanele banikwe usizo lokusekelwa kwezimali kanye nokuvikelwa emiphumeleni emibi yezimakethe zomhlaba.
- j) Lapho ukufinyeleleka kwizingqalasizinda zamabhizinisi kuyisithiyo, uhulumeni wasekhaya uzihlinzeka ngokusekelwa kwamabhizinisi ngokwenza lula izindlela zokusekela izingqalasizinda.
- k) Gqugquzela ukwenziwa kwamasu, ukuvuselelwa kwezimboni kabusha, ukukhuthazwa kokuthunyelwa izimpahla kwamanye amazwe, kanye nokubandakanywa kwamabhizinisi aphethwe yintsha emnothweni wezwekazi lase-Afrika.

6.3. UKUKHUTHAZWA KWEPILO NOMKHUMBULO

Ukuqinisekisa ukuthi iNingizimu Afrika iyazifeza izinjongo zezempilo kubantu, abantu abasha badinga ukwesekwa ngolwazi, amakhono kanye nezinsizakalo ezibasiza ukuthi bavikeleke ezifweni ezingathathelani nezithelelanayo ezibandakanya izifo eziwubhubhane, kanye nokuphazamiseka kwengqondo. Impilo ifanele ibhekwe ngokuphelele, ifake izinto ezingokomzwelo nezingokomoya. Ukubhekana nalolu bhubhane, abantu abasha baseNingizimu Afrika kudingeka babe yingxenye ebonakalayo yesixazululo, futhi babambe iqhaza elibonakalayo emizameni yokunciphisa ukusabalala kwamagciwane nokunciphisa umthelela wawo.

Mayelana nempilo yengqondo ikakhulukazi, iNingizimu Afrika ifanele ibhekane nOkuqondwe i-SDG Target 3.5 ukuze “kuqiniseke ukuvimbela nokwelashwa kwezidakamizwa (izinkomba: ukumbozwa kokungenelela kokwelashwa kwezifo zokusetshenziswa kwezidakamizwa; ukusetshenziswa kabi kotshwala nokubhekelela ukungenelela kwentsha esencane nentsha ukunciphisa umthwalo wokugula) Imininingwane ngemiphumela yokusetshenziswa kabi kwezidakamizwa kufanele itholakale kubahlinzeki bezinsizakalo abafanele. Izingane nentsha esencane zithintwe izincindezi eziningi ezibandakanya imiphumela ye-HIV emndenini, ukuphuza ngokwezile nokusetshenziswa kwezidakamizwa abazali, udlame lwasekhaya nokuhlukunyezwa nokunganakwa kwezingane, ubumpofu kanye nokuwohlaka kwemindenini, ubudlelwano obubi phakathi kontanga kanye nengcindezi yezifundo ebeka abantu abasha ekuguleni kwengqondo enkambeni yokuphila. Ukulahleka kwemisebenzi okuhlobene nobhabhane, ukudliwa kwamabhizinisi nokulahlekelwa abantu obathandwayo bekulindlele ukuthi kuholele kwezinye izincindezini zemizwa zentsha eningi. Ngesikhathi sokushintshela ebudaleni, izinkinga ezinjengokwehluleka ezifundweni, ukusetshenziswa kotshwala, izingozi zezimoto, udlame phakathi kwabantu, ukubandlululwa, kanye nokungasebenzi kungathikameza umuzwa wokuzimela futhi kwehlise izinga lempilo yabantu abasha. Imvamisa, ukucwaswa kuphazamisa ukusetshenziswa kwezinsizakusebenza zempilo yengqondo nezokusekelwa ngabantu abasha.

Uhlelo Lukazwelonke Lodlame Olusekelwe Ubulili kanye Nesu Lokubulawa Kwabesifazane (i-NSP) (2020-2030) kwakhiwa ngenqubo yokubonisana nababambiqhaza abaningi ebandakanya abantu abasha. I-NSP ihlinzeka ngemizamo evuselelwe yemikhakha ehlukehlukene kahulumeni nezinhlangano zomphakathi ukuze iNingizimu Afrika ekhululekile odlameni olusekelwe ubulili nokubulawa kwabesifazane (i-GBVF). Ibona lonke udlame olubhekiswe kwabesifazane (kuyo yonke iminyaka yobudala, ukuba nokukhubazeka, ubulili, ukubekeka kobulili nokuphawulwa kobulili, ubuzwe, nokunye okwehluka) kanye nodlame olubhekiswe ezinganeni. I-NSP ihlinzeka ngohlaka lokuhlela oluzoqondisa ukungenelela okuhlobene nentsha ekuphenduleni ngokushesha izisulu kanye nabasinde ku-GBV, kwandiswe ukufinyelela kwezobulungiswa kwabasindile, kushintshe izindlela zokuziphatha nokuziphatha ngokusebenzisa imikhankaso yokuqwashisa esezingeni eliphakeme kanye nemikhankaso yokunqanda, iqinise ukwakheka okukhona manje okuphendula ku-GBVF nokukhuthaza ukuziphendulela, nokwakhiwa kwamathuba amaningi ezomnotho abesifazane abasebancane abasengozini yokuhlukunyezwa ngenxa yobuphophu (DWYPD, 2020).

I-4IR iletha amathemba amathuba amasha amabhizinisi kanye namamodeli wokwethulwa kokunakekela okungathuthukisa ukulwethulwa kokunakekelwa kwezempilo ngokomzimba nangokwengqondo, kusizwa ubuchwepheshe bedijithali obungathuthukisa ukunakekelwa kwezempilo okungabizi kakhulu, okufinyeleleka nokusezingeni eliphezulu kubo bonke. Isibonelo, ubuchwepheshe bomakhalekhukhwini sebuyisizinda sokwenza ngcono iminingo yezokwelapha kanye nokwethulwa kwezinsizakalo. Ngaphezu kwalokho, ukutholaka kokugula nemikhiqizo yemithi kusizakale ngokushesha kakhulu kwidijithali. Izinhlangano nezikhungo ezahlukahlukeni ezihlangana nentsha zifanele zibandakanye ukuhlolwa kwezempilo yengqondo, ukuthunyelwa, kanye nokuqapha ezinhlelweni zazo.

Ukuphetha, uMshwalense Wezempilo Kazwelonke (i-NHI) usemkhankasweni wokuqalisa ukusetshenziswa. Loluhlelo lokuxhasa ngezimali ezempilo olwenzelwe ukuhlanganisa izimali ukuhlinzeka ukufinyelela ezinsizakalweni ezingabizi kakhulu zezempilo zomuntu siqu kubo bonke abantu baseNingizimu Afrika ngokwezidingo zabo zezempilo, kungakhathalekile isimo sabo senhlalo nesomnotho. Inqubomgomo ikhuthaza ukufakwa kwentsha, hhayi nje kuphela njengabahlomuli bohlelo, kodwa njengabahlanganyeli abaziyo ekwakhiweni nasekuqalisweni kwayo. Imodeli yezimali ze-NHI izokwenza kusebenze imigomo

emithathu ebalulekile ye-NHI: ukuhlinzekwa jikelele kokunakekelwa kwezempilo okusezingeni, ubumbano lomphakathi ngokuxhaswa ngezimali, kanye nokulingana.

Ukungenelela Okuphakanyisiwe:

6.3.1 Ukusekelwa kwezindlela zokuphila ezinempilo ngokukhuthazwa kwezempilo ngokomzimba nangokwengqondo

- Ukungeniswa kwemfundo eyimpoqo ezikoleni zonke, enyunivesi, nasejele ukulwa nezifo zokuphila ezinjengesifo sikashukela nomfutho wegazi ophezulu. Ngaphezu kwalokho, uMnyango Wezemidlalo, Ezobuciko Namasiko kanye nomasipala ifanele iqinisekise ukuhlinzekwa kwezindawo zokuzithokozisa, kubandakanya izindawo zokuzivocavoca kanye nezemidlalo emiphakathini.
- Izikole zikahulumeni nezizimele kanye nezikhungo zemfundo ephakeme kumele zibe nokuhlinzekwa kosizo lwezenhlalo ukuze kuxazululwe izinselelo ezifana nempilo yengqondo, ubuxhwanguxhwangu, udlame olusekelwe ebulilini, ukudlwengula, njll.
- uMnyango Wezokuthuthukiswa Komphakathi uzokweseka ukuqeqeshwa, ukuqashwa, ukuqashwa emisebenzini kanye nokugcinwa kwabasebenzi bezenhlalakahle futhi uzokunxenxa neminye iminyango ukuba yenze okufanayo ukuqinisekisa ukuhlinzekwa kwezinsizakalo zengqondo, ukubhekana nezinkinga ezandayo zasenzalweni.
- Ochwepheshe abasha abasemphakathini nasezikhungweni, abanjengochwepheshe bezengqondo, abasebenzi bezenhlalakahle, abasebenzi bezokuthuthukiswa kwentsha, abasebenza ezinganeni ezisencane, kanye nabasebenzi bezempilo emiphakathini bafanele baqashwe emisebenzini ukuze baqinise futhi bakhulise ukusekelwa kwengqondo nezenhlalo kubandakanya ukuhlinzekwa kwezinsizakalo zemindeni nezempilo yengqondo.
- Ukusekelwa okuyisisekelo ngaphakathi eKungeneleni KukaMongameli Ensteheni kufanele kunikeze usizo lwengqondo nolwezenhlalo kubantu abasha.
- uMnyango Wezempilo ufanele usungule uhlaka lwentsha ngaphakathi kwi-NHI ukuze kuqinisekise ukuthi intsha ibekwa eqhulwini futhi iyabandakanyeka ngesikhathi sokuqalisa ukusebenza.

6.3.2 Thuthukisa impilo yengqondo phakathi kwentsha

- Ukuqwashisa okwandile ngezinsizakalo zokweluleka izingane, intsha esencane, nentsha esikhululile, kufaka phakathi intsha esemiphakathini entulayo nasemaphandleni. Lokhu kubandakanya izinsizakalo ze-ISHP, izinsizakalo zezempilo yengqondo ezisemiphakathini ezinikezwa ama-NGO, i-Childline kanye neQembu Lokwenziwa Kwencindezi Yenqondo laseNingizimu Afrika (i-SADAG).
- UMnyango Wezempilo uzokwakha izikhungo zezempilo yengqondo ezisemiphakathini ukuze zihlinzeke ngalezi zinsizakalo futhi zifanele zinikezwe amagama angeke ahehele ukunganambithiseki kuziguli.
- Yethula izinombolo zocingo zamahhala ezi-24/7 zosizo oluyimfihlo ezifinyeleleka entsheni efuna izinsizakalo zokwelulekwa. Izinsizakalo zokuxoxa nabeluleki abavamile, abasebenza ngentsha, izazi zokusebenza kwengqondo, abelaphi bezempilo yengqondo noma abeluleki abangochwepheshe kuzizinda ezifana neWhatsApp/Messenger ziyasiza futhi zingaxhunyaniswa nohlelo lolwazi lwendawo (i-GIS) ukukhomba indawo yomsebenzisi futhi zinikeze impendulo ngokushesha esimweni lapho umuntu unombono wokuzibulala noma ezinye izinselelo zempilo yengqondo. Izinsizakalo ezinjengalezi zakhangiswa kabanzi ngesikhathi sokumiswa kwesimo sobhubhane futhi zifanele zandiswe, zikhishwe futhi zisetshenziswe ngale kwalolu bhubhane.
- Bonke abadlali bendima bafanele babuke udaba lwezempilo yengqondo kabanzi besebenzisa ihlo lezempilo lomphakathi, futhi babhekane nezimbangela zezingqinamba ezibhekene nentsha, njengamazinga aphezulu odlame oluselwe ubulili, ukusetshenziswa kwezidakamizwa, ukuzibulala, ubugebengu, okuhlangenwe nakho kokucwasana ngokobuhlanga noma olunye ubandlululo, kanye nengqondo yabantu abasha abangasebenzi. Izinhlelo kanye nezinsizakalo zifanele zelulwe ukuze zixhase abazali kanye nabanakekeli bezingane nentsha ethintekile

6.3.3 Ukunqandwa kokusetshenziswa kabi kwezidakamizwa phakathi kwentsha

- Sebenzisa ngokuphelele uHlelo Olukhulu Lukazwelonke Lwezidakamizwa
- UMbutho wamaPhoyisa WaseNingizimu Afrika uzokubeka phambili ukunciphisa ukutholakala kwezidakamizwa ezingekho emthethweni kubandakanya nokukhuphula iminyaka yobudala esemthethweni yokusetshenziswa kotshwala iye kuma-21.
- UMnyango Wezempilo uzokwakha futhi usebenzise amaphrothokholi kanye nemikhuba yokuxilongwa nokwelashwa okubandakanyayo kokweyama ekusetshenzisweni kwezidakamizwa kanye nokuphazamiseka okwenzeka ngakho.
- Imithetho nezinqubomgomo ezenza lula ukunganyelwa kokuphakela kotshwala nezidakamizwa zidinga ukuqondiswa nokuphoqelelwa.
- Utshwala abufanele buthengiswe eduze kwezikole nakwezinye izikhungo ezivame ukuhanjwa ngabantu abasha.

- f) Abantu abasha bafanele babambe iqhaza ezinhakeni zendawo ezilwa nobugebengu noma kwizizinda zokuvikela umphakathi (i-CPF) futhi bakhuthaze ukulwa nenkohlakalo ephazamisa imizamo yokulwa nezidakamizwa.
- g) Ulwazi ngemiphumela emibi yokusetshenziswa kwezidakamizwa kanye nezingozi zokulutha kufanele kuhambisane nezikhangiso zotshwala kumabonakude. Ukuvinjelwa okuphelele kwezikhangiso zotshwala kufanele kubhekwe ngumbuso.
- h) Ukubhekana nokufinyeleleka okulinganiselwe ezikhungweni zokuhlumelelisa izimilo, uMnyango Wezokuthuthukiswa Komphakathi ufanele uqalise futhi wandise izinhlelo zokunciphisa ukulimala kanye nezokuhlumelelisa abantu abasha abasenkingeni yokusebenzisa izidakamizwa ezweni lonke.
- i) Imithetho kamasipala ebhekene nokuvimbela ukutholakala kotshwala ifanele iphoqeletwe kakhulu.
- j) Imisebenzi emayelana nokulwa nokusetshenziswa kwezidakamizwa ifanele yenziwe.

6.3.4 Ukulwa Nodlame Olusekelwe Ubobulili kanye Nokubulawa Kwabesifazane

- a) Ukuqalisa uHlelo Lamasu Lukazwelonke Lokulwa Nodlame Olusekelwe Ubulili kanye Nokubulawaa Kwabesifazane (i-NSP) (2020-2030). Ukuqinisa iqoqomthetho elikhona elisebenza ngodlame olusekelwe ebulilini ngokuchibiyela amaqoqomthetho amathathu esemqoka, okunguMthetho Wodlame Lwasekhaya ; uMthetho Womthetho Wobugebengu (Amacala Ocansi Nahlobene nawo); kanye noMthetho Wezobugebengu Nemidanti Ehlobene Nawo.
- b) Ukuqalisa izinsizakalo zokunqanda nokungenelela kusenesikhathi kuzisulu zodlame ezinganeni nakubantu abadala kanye nakubenzi bokubi.

6.3.5 Ukukhuthaza amalungelo ezempilo yezocansi nokukhiqiza

- a) Ukufundisa amagugu aphikisana nokucatshangelwa okujwayelekile kobulili nokucwaswa kubantu abasha ukuze kukhuthazwe umuzwa wokukholelwa ngaphakathi, nokuzihlonipha kanye nokuhloniphana, kanye nokuqonda okujulile kwezocansi ebutwini. Intsha, ikakhulukazi abesifazane abasebasha, ifanele ifundiswe ukuthi ibe namandla lapho ithatha izinqumo mayelana nempilo namalungelo ezocansi nokuzala kanye nokubika ukwephulwa kwala malungelo. Lokhu ukugxila okuyisisekelo emfundweni ephelile yezocansi kanye nesibopho sezikole nemindeni.
- b) Ukukhuthaza ukutholakala kwezinsizakalo zezempilo zentsha esakhula kanye neminingwane ephathelene nezempilo yezocansi kanye nokuzala kanye namalungelo futhi kwandise lokho ngemitholampilo engomahambanendlwana, ezikhungweni zezempilo zikahulumeni nezizimele, kanye nasezikoleni, nakwezinye izindawo. Abantu abasha bafanele bakwazi ukuzithathela izinqumo mayelana nokunakekelwa kwezempilo okuholwa ngabezempilo abangahluleli nabanozwela, abasebenzi bezenhlalakahle nabomphakathi.
- c) Ukusebenzisa izinhlelo zomthetho zokuvikela izingane ezikhungweni zezempilo, ngemidanti yamacala okudlwengulwa nazo zonke ezinye izinhlelo zokuhlukunyezwa ngokocansi.
- d) Ukuvumela abantu abasha ukuthi basebenzise izinsizakalo zokunakekelwa kwezempilo, kubandakanya nemitholampilo engomahambanendlwana ukuze basebenzise imikhankaso yokukhuthaza ezempilo kanye nemikhankaso yokuvikela izifo; Ukwelulekelwa nokuhlelwa i-HIV futhi nokuba nentshisekelo kwezempilo yomuntu siqu futhi nokweqa nemigoqo ezibekile yona kanye nemigoqo yezingqikimba ngesikhathi sobhubhane lwezifo nokunye nokuqubuka okuzayo.
- e) Ukuvikela abantu abasha ebudloveni obuphathelene nobulili nodlame olusekelwe ubulili, izifo ezithathelwana ngocansi, ukusetshenziswa kwezidakamizwa nokukhulelwa kwentsha. Sidinga ukubhekana ngokuphumelelayo nemikhuba yamasiko ehlukumeza amalungelo abo kanye nokubhekana nezinhlelo zezinhlelo zezinselelo zezempilo.
- f) Ukuqalisa ukungenelela okunikeza ulwazi kanye nokuphonsela inselelo amahlazo, izinkoleloze, ukungaqondi kahle, ukucabanga okungaqondile, nokubandlululwa okuhlobene nezocansi.
- g) Ukuhlomisa imindeni kanye nemiphakathi ngamakhono okuyivumela ukuthi ikwazi ukukhuluma ngokukhululeka nangokuzithemba nentsha esencane ngempilo yezocansi nokuzala kusebenzisa ulimi lwayo lwasekhaya.

6.3.6 Ukunciphisa umthelela wezifo eziwubhubhane

- a) Nikeza impendulo ephelile kwizakhamizi, ikakhulukazi abantu abasha, ngokumelene nomthelela wobhubhane, ngenkathi ulawula izingozi.
- b) Ukunciphisa umthelela kwezenhlalo nakwezomnotho wobhubhane kanye nokuvikela labo abasengozini, ngokuqinisekisa ukuthi kokubili ukungenelela kwezenhlalo nezomnotho kuqondiswe kwiintsha engama-40% njengabahlomulayo.
- c) Ukuthuthukisa ukufinyelela ezindleleni ezintsha zokufunda (nge-inthanethi nangokufunda ukude).
- d) Ukunikeza ukukhululeka enkingeni yasenzalweni emindenini ongenisomali yayo ethintwe kabi ubhubhane.

- e) Ukusekela amabhizinisi aphethwe yintsha ngokunikeza usizo lokukhokhwa kwentela.
- f) Ukungiselela ukufinyeleleka kwemiphakathi emanzini nokuthuthwa kwendle.
- g) Ukubandakanya intsha njengamanxusa ekukhuthazeni imikhuba eyisisekelo yokuhlanzeka njengokugeza izandla njalo nokusebenzisa izibulalimagiwane (ama-sanitisers).
- h) Ukuqinisekisa ukubamba iqhaza kwabantu abasha ezinqutsheni zokuthatha izinqumo, ukuqinisa i-ejensi yabo nezwi labo.
- i) Ukukhuphula izinga lokwakha okusha lentsha ekuphenduleni obhubhaneni lwezifo.
- j) Ukuqapha ngokungaguquguquki umthelela wobhubhane entsheni, kubandakanya ngokuhlanganyela okuqondile, izingxoxo, ucwaningo, njll.

6.4 UBUMBANO LOMPHAKATHI NOKWAKHIWA KWESIZWE

I-NDP ihlose ukuthi ngonyaka we-2030 abantu baseNingizimu Afrika bazohlala emphakathini obumbene ogwema ukwehlukana ngokobuhlanga, ubulili, kanye nezinga, futhi owamukela ngokungeziwe ubunjalo babantu abaningi. Ukwakha isizwe nokubumbana komphakathi kudala ubumbano lwenhloso, oludingekayo ukunqoba izithiyo ezivimbela ukuchuma nokulingana. Intsha yaseNingizimu Afrika ikufakazele kaninginingi ukuthi ingancintisana kuwo wonke amazanga ezimbini zezobuciko namasiko lapha ekhaya nasemhlabeni jikelele futhi isibonelo sazo sifanele silingiswe ngabanye. Isibonelo, ngonyaka we-2020 uhlelo luka-Trevor Noah lweDaily Show, lasakazwa e-New York, lwalubukwa nsukuzonke yizigidi zabalandeli emhlabeni jikelele. INingizimu Afrika ikhiqize abambalwa abaaphumelele emncintiswaneni ka-Miss Universe kule minyaka edlule okubalwa kubo u-Demi-Leigh Nel-Petersen ngonyaka we-2017, uZozibini Tunzi ngonyaka we-2019 no-Tamaryn Green owaba ngowokuqala ukuladela ophumelelayo omncintiswaneni ka-Miss Universe ngonyaka we-2018. Izwe laphinde lawina iNdebe Yomhlaba Yombhoxo ngonyaka we-2019, ukuvala umoya wokunqoba ngemizamo yokuhlanganela. Ngokunjalo, abantu abasha bafanele bahole ekufezekiseni inhlosombono yomthethosisekelo yomphakathi obumbene, ongacwasi ngokobulili, ongacwasi ngokobuhlanga, wentando yeningi, ochumayo futhi nolinganayo. Ezemidlalo nezobuciko zinekhono eliqinile lokweseka ukwakhiwa kwesizwe njengoba kukhonjiswa ubumbano lapho abantu baseNingizimu Afrika bebamba iqhaza noma bephumelela emidlalweni yokuncintisana enjengokusubatha, ibhola likanobhutshuzwayo, ukubhukuda kanye nombhoxo. Uhulumeni, ngokusebenzisa uMnyango Wezemidlalo, Ubuciko Namasiko kanye nama-ejensi awo uphawula indima yomkhakha wezobuciko, amasiko namagugu “ukufaka isandla ekuthuthukiseni umnotho nokusimamisa ukwakhiwa kwamathuba emisebenzi ngokugcina, ukuvikela nokuthuthukisa ezobuciko, amasiko namagugu aseNingizimu Afrika ukuze kugcinwe isizwe esibumbene nentando yeningi” (UMnyango Wezobuciko Namasiko, 2017).

uMnyango Wezemidlalo, Ubuciko Namasiko wakhe i-“Mzansi Golden Strategy” ngonyaka we-2012, ngenhloso ebalulekile yawo njengokuthuthukisa amakhono nokwakha amathuba emisebenzi asimeme kubaculi. Leli qhinga lisiza uhlelo laminyaka yonke lokuxhasa ngezimali umkhakha wezobuciko, amasiko kanye namagugu onikwe umsebenzi wokuhlinzeka ngezimali abaculi abasebancane, abagcini, abasebenza namagugu, izinhlangano ezisencane, izikhungo zocwaningo kanye nomphakathi wonkana. Ama-ejensi oMnyango Wezemidlalo, Ubuciko Namasiko njengoMkhandlu Kazwelonke Wezobuciko, kanye noMkhandlu Kazwelonke Wezobuciko nawo ahlinzeka ngezimali zokudala amathuba emisebenzi. Ngokwengeziwe, i-National Lottery nayo inohlelo lokuxhasa ngezimali oluqhubekayo lamaphrojekthi ezobuciko, amasiko namagugu futhi abahlomulayo okubhekiswe kubo ikakhulukazi ngabantu abasha. Yize izibalo zenani lemisebenzi elidalwe umkhakha wezobuciko, amasiko namagugu zingatholakali, lo mkhakha unamandla amakhulu okudala amathuba emisebenzi kubantu abasha futhi ufanele unakekelwe. Nanoma yiluphi uhlelo oluhlose ukudala amathuba emisebenzi abantu abasha futhi lubasize bakwazi ukuzimela, lufanele luqhakambise ukukhuthazwa kwezobuciko namasiko nentuthuko kanye nokulondolozwa kwamagugu. Intsha yaseNingizimu Afrika nayo ifanele imelane nokungabi khona kobulungisa, eNingizimu Afrika nasemhlabeni jikelele, futhi ifanele ibambe iqhaza kwizimbangela ezifuna ushintsho oluhlelekile. Lokhu kufaka phakathi izinhlangano okufana ne- #DataMustFall; #BlackLivesMatter; #LGBTQILivesMatter; nekunye ezingavela esikhathini esizayo.

Ukungenelela Okuphakanyisiwe:

6.4.1 Ukusebenzisa indlela enamacalamaningi ekugxiliseni ubumbano lomphakathi kanye nokwakha isizwe

- a) Uhulumeni nabalingani bakhe emphakathi bafanele basungule amaphrojekthi ezingqalasizinda afana nemitapo yolwazi yomphakathi kanye nokunakekelwa kwezindawo ezingamagugu ezisezingeni lomhlaba ukuze kukhuliswe ezokuvakasha futhi kwakhiwe amathuba emisebenzi.
- b) Imboni yezobuciko ifanele yamukele futhi isebenzise izinzuzo ezivela ku-4IR. Isibonelo, ukusetshenziswa kwe-Blockchain kungachaza kabusha ukuthi abaculi baholelwa kanjani ngokuba yisizinda sabakhi bempahla yobuhlakani ukuze ithole inani lomsebenzi wabo (WEF, 2017). Lokhu kunciphisa ukuxhashazwa ngabalamuli abazifaka ochungechungeni lweketanga lokukhiqiza phakathi kwabaculi nezithameli zabo.
- c) Abamabhizinisi ahambisana nezimbini zokuqamba nezamasiko futhi bafanele bakhuliswe futhi bakhuthazwe njengendlela yokwakha amathuba emisebenzi abantu abasha.

- d) Ukukhiqizwa komculo, kwemidlalo, afilimu namabhayisikobho, abezindaba, izithombe, izindlu zemfashini, imidlalo yashashalazi, namahlaya nobuciko bokwenza obuhlobene nakho kufanele kusekwe njengemikhakha ekhula ngesivini esikhulu yezimboni zobuciko namasiko.
- e) Uhulumeni wasekhaya kanye noMnyango Wezemidlalo, Ubuciko Namasiko bafanele bavulele abantu abasha amathuba okuxhumana ngokwezigaba zomphakathi nezinhlanga futhi izinhlelo zifanele zifakwe ezinhlelweni zentuthuko ezididiyelwe.
- f) uMnyango Wezemidlalo, Ubuciko Namasiko usebenzisana neminye iminyango kanye nezinhlangano zomphakathi ukubamba iqhaza elibonakalayo ekwakheni uhlelo lwentsha yokuziphatha kwabantu abasha ukuze kuqinisekise ukuzibophezela kwabo impilo yabo yonke ebuqothweni bomuntu siqu nasekuziphatheni kwezenhlalakahle emphakathini. Ngokufanelekile, lokhu kufanele kuthuthukise ukucabanga okunengqondo kokuziphatha ukuze ikwazi ukubhekana namaqiniso wokuziphatha futhi yenze izinqumo zomuntu siqu ezincike ebuqothweni okubandakanya ukukwazi ukumelana nenkohlakalo.

6.4.2 Izinsiza ezanele futhi kukhuliswe uHlelo Lukazwelonke Lensizakalo Zentsha

- a) Imikhakha kaHulumeni, izinhlangano zangasese kanye nezomphakathi kufanele kukhuthaze, kuvuselele, futhi kukunike izinsiza ezanele uSizo Lokuthuthukiswa Kwentsha (i-NYS) futhi kwandise ukusebenza kwayo. Lokhu kuhambisana namazwe amaningi ase-Afrika anjenge-Namibia, iKenya, ne-Tanzania, lapho uMnyango Wezokuvikela usekela uhlelo lwe-NYS, ukuxhasa inguquko yamakhono ezindaweni ezibekiwe phambili futhi kugxilwe ekufundiseni nasekushisekeleni izwe. Ukuze lokhu, ama-50% ezinkundl zokuqeqesha eziphawuliwe afanele asekelwe yi-SANDF ngezimali ezibiyelwe ze-SETA.
- b) Ukubeka phambili ukuba neqoqomthetho wohlelo oluyimpoqo lwe-NYS. Okusetshenziswa nabo kuhulumeni, amabhizinisi kanye nezinhlangano zomphakathi bafanele banikeze ukuxhumana phakathi kwamathuba e-NYS kanye nethuba lokuphuma elifaka abantu abasha emkhakheni wemisebenzi yentsha nakweminye imikhakha.
- c) Ukwakha futhi ukhuthaze amathuba okubambisana kwamazwekazi nokuphakathi kwezwekazi phakathi kwentsha yaseNingizimu Afrika kanye nentsha evela kwezinye izingxenye zezwekazi lase-Afrika nasemhlabeni njengemikhosi yamagugu namasiko, izinhlelo zokushintshana ngezikole kanye neminye okwenziwayo ohambisana okungakhuthaza ukuqonda kwamagugu ase-Afrika.
- d) Vumela intsha yaseNingizimu Afrika ukuthi ifunde ukuthi intsha kwezinye izingxenye zomhlaba izakhela kanjani amathuba kulezi zindawo.

6.4.3 Veza intsha kwimigomo emihle yomthethosisekelo ekhuthaza ubunikazi baseNingizimu Afrika.

- a) Abantu abasha kufanele bafunde, bafunde ngaphakathi, futhi basebenzise isingeniso soMthethosisekelo, njengoba siqukethe lokho okushiwo ukuba yiNingizimu Afrika. Isiphakamiso se-NDP sesingeniso soMthethosisekelo sizofundwa kuyo yonke imibuthano yezikole, kulandelwe ukuculwa kweculo lesizwe eselivele kwaqaliswa ezikoleni, futhi kufanele kube yinto ejwayelekile kuzo zonke izikole.
- b) Bonke abantu abasha bafanele bazijwayeze uMthethosisekelo noHlaka Lamalungelo futhi baphile amagugu aqukethwe yilokhu. UHlaka Lomsebenzi unxusa abantu abasha ukuba "bamukele ukuzibophezela okuza namalungelo amaningi nezinkululeko ababenelungelo lokuyizusa ngokuzidela nokuhlupheka kwalabo abeza phambilini".
- c) Imikhandlu emele abafundi ifanele ifune izinguquko ezikoleni nasezikhungweni zemfundo ephakeme futhi iqinisekise ukuthi izikhungo zayo zakha futhi zisebenzise amasu okwakha isiko elingakhethi ngokobuhlanga nelubandkanyayo, umoya, kanye nekhrikhulamu.
- d) Abezindaba nabakhiqizi bafanele bakhuthaze izinhloso zeNingizimu Afrika engacwasi ngokobuhlanga, engacwasi ngokobulili, kanye neyentando yeningi kukho konke ukubika kwabo futhi banikeze isikhathi esanele sezindaba ezikhuthaza ukwelashwa, ukwakha isizwe, nokuxoxisana.
- e) UMnyango Wezemidlalo, Ubuciko Namasiko ufanele uqhubeke nokwenza izimpawu zezwe zitholakale kalula ezikoleni nasezikhungweni zemfundo. Izimpawu zezwe zifanele futhi zikhonjiswe ngokugqamile ezakhiweni zikahulumeni futhi lapho kungenzeka khona ezinkampanini zangasese, ukuhlonipha ukubaluleka kweNingizimu Afrika ebumbene.
- f) Umnyango Wezemidlalo, Ubuciko, Amasiko Nezokungcebeleka ufanele uqhubeke nokuqinisa futhi ulondoloze izinhlelo ezibhekiswe ekwakheni isizwe nnobumbano lomphakathi njengemikhosi yezobuciko kazwelonke nokwenziwayo kwezemidlalo.

6.4.4 Ukusekela abantu abasha baseNingizimu Afrika ababhekeni nazo zonke izinhlobo zobandlululo ezibandakanya ukucwasana okuhleliwe

- a) UMnyango Wezemidlalo, Ubuciko Namasiko, kanye nezikhungo zombuso ezehlukene, uhulumeni wasekhaya, izinhlangano zomphakathi kanye nentsha uqobo bazosebenzisa uHlelo Lokusebenza Lukazwelonke ukulwa nobandlululo ngokohlelo, ukucwaswa ngokobuhlanga, ukucwaswa kwabokufika, kanye nokungabekezelelani

okuhlobene nalokhu okubandakanya ukubandlululwa ngenxa yezinkanuko zobulili, nodlame lokuzonda izinkonkoni.

- b) Ukuqalisa imikhankaso egxile ekuqwashiseni nasekushintsheni isimo sengqondo nokuziphatha maqondana nemikhuba yokubandlulula nokucwaswa kwabokufika. Lokhu kufanele kufake phakathi ukujwayeza abantu abasha ngoHlelo Lokwenza Lukazwelonke lokunqanda ukucwasana ngokobuhlanga, amacala enzondo, ukucwaswa kwabokufika nezinye izinhlobo zokungabekezelelani kanye noMthethosivivinywa Wokunqandwa Kwamacala Enzondo Nezinkulumo Zokuzonda kanye nezinhlelo ezihlobene nakho.
- c) UHulumeni nabalingani bakhe, kufaka phakathi umkhakha wezamazibizini, bazokuthuthukisa ubuciko ngngokuxhasa ngezimali kanye ne-ICT abaculi abasebasha ukuze bakwazi ukwenza umsebenzi owethula ukwakha kwesizwe kanye nokwakha izizinda zezingxoxiswano.

6.4.5 Ukuqinisa ubuholi kanye nokuba izakhamuzi ezisebenzayo phakathi kwentsha

- a) Sekela ngokuzimisela ukuthuthukiswa kwabaholi bentsha esimeni sobudlelwano phakathi kohulumeni. Onke amalungu omphakathi afanele abhekane nokwakha indawo evumela ukuthuthukiswa kwesizukulwane esilandelayo sabaholi. Intsha ifanele inikezwe amathuba okufunda nokwenza ngcono amakhono obuholi. Kufanele kube nephesenti elihlosiwe lokumelwa kwentsha ezinhlangeni ezithatha izinqumo kuwo wonke amazanga kahulumeni, ezinhlanganweni zomphakathi, kanye nasezinkampani ezizimele. Izifundiswa ezisencane nazo zifanele zikhuliswe futhi zesekele.
- b) Ukwamukela amathuluzi amasha, okuxoxisana nokuzibandakanya komphakathi afana ne-GovChat, i-LetsChat nokunye okusha okufuna imibono noma ukwenza kwabantu abasha kuhulumeni kufanele kube yisibopho. Omasipala bafanele basebenzise abantu abasha bendawo ukwenza ucwaningo ngokungenziwa umphakathi nokuqoqa imininingo yezigcemeni ukuze kwenziwe ngcono ukuhlela nentuthuko kamasipala.
- c) Imikhandlu kamasipala yokukhuthaza ukufundiswa kwezakhamuzi nokusebenzisa izinhlelo ezintsha minyaka yonke ukufundisa abantu abasha ngemisebenzi yabo yasenhlalweni, kanye namalungelo nezibopho njengezakhamuzi. Lokhu kungenziwa ngokwenza izindleko zingabizi ngempumelelo ngokusebenzisa imisakazo yomphakathi, amabhodi okukhangisa kamasipala, imithombo yabezindaba ephrintayo kanye nezizinda zokuxhumana zomphakathi zikamasipala.
- d) Imikhandlu yendabuko ifanele ivikele futhi igcine amasiko ayo ngokukhuthaza ukuzigqaja ngobunikazi babanti bama-Afrika, ngokukhuthaza ulwazi, izilimi, kanye nemikhuba yendabuko.

6.4.6 Ukwandiswa kwemidlalo eyimpoqo yezikole neyomphakathi enezinsiza ezanele

- a) Uhulumeni ufanele aqinisekise ukuthi izindawo zomphakathi zokuzijabulisa nezemidlalo zanele, ziphethwe kahle futhi zikhonela iningi labantu.
- b) Intsha ifanele izihlele ngamaqembu omphakathi ukuze iqhubeke nokudlala imidlalo. Lokhu kuzokwenza kube lula ukuthi izinhlangano zezemidlalo nohulumeni basize ngemishini lapho kudingeka khona.
- c) IMinyango Yezemidlalo, Ubuciko Namasiko kanye noMnyango Wemisebenzi Yomphakathi Nezingqalasizinda, ngokusebenzisana namabhizinisi kanye nomasipala, ifanele yethule izinhlelo ezisebenzayo zokuphila emiphakathini ukwenzela intsha.

6.4.7 Isebenzise iNguquko yesi-4 Yezimboni ekuqiniseni uBumbano Lomphakathi, kanye Nokwakha Kwesizwe

- a) Yandise ukuxhumana futhi iqinisekise ukufinyelela kwamahhala kanye/noma idatha engabizi.
- b) Ukuhlinzeka kokufinyeleleka kwezingqalasizinda ze-broadband ezindaweni ezingenayo kahle futhi ikakhulukazi ezindaweni ezisemaphandleni eNingizimu Afrika.
- c) Ukusekela ukufinyelela kwentsha olwazini.

6.5. IMISHINI YOKUTHUTHUKISA INTSHA ESEBENZAYO NOKUPHENDULAYO

Ngokuhambisana nenhloso ye-NDP yokwakha umbuso okhonayo ngokwenza umsebenzi womphakathi ube umsebenzi wobungcweti, emkhakheni wentsha, ukuhlomisa umkhakha wentsha kumayelana nokuqinisa izikhungo ezibalulekile ezizibophezele ukuthuleni izinsizakalo entsheni kanye nokuqinisekisa ukuthi abasebenza ngokuthuthukisa intsha njengabahlinzeki bezinsizakalo abayisisekelo banamakhono anele futhi banekhono. Mayelana nalokhu, lezi zikhungo ezilandelayo zibalulekile

- a) uMnyango Wezabesifazane, Intsha kanye Nabanokukhubazeka (i-DWYPD) ungumnakekeli wokuthuthukiswa kwenqubomgomo, ukuxhumanisa, ukuqapha nokuhlola. Eminye imisebenzi emalulekile yawo ibandakanya ukwenza ucwaningo lwentsha kuyo yonke indawo, ukugququzela, ukubeka phambili, kanye nokubandakanyeka nokwesekwa kwalabo okusetshenziswana nabo. Ngokusebenzisa uMnyango kanye negatsha likazwelonke lokuthuthukiswa kwentsha, uMnyango uzokwakha uhlaka futhi unxenxe ukuhlela okuphendula intsha, isabelozimali, ukuqapha, ukuhlola kanye

nokucwaningwa kwamabhuku (i-YRPBMEA) kuyo yonke imikhakha yomphakathi ukuze kuqinisekise ukuhlanganiswa okungenazinkinga nokuphendula okuhlelekile kwentuthuko yentsha. Ezingeni lesifundazwe, lo msebenzi owenziwa ngasikhathi sinye uzokwenziwa oNdunankulu abasekelwa yizinhlangano zentsha emahhovisi oNdunankulu.

- b) Ngaphezu kwalokho, kukhona imikhakha yentsha eminyangweni yonke yemikhakha emikhakheni kahulumeni. Isungulelwe ukuthuthukisa izinqubomgomo/amasu aqondene nomkhakha othile, ukuthuthukiswa kwentsha ngaphakathi kwezinqubomgomo nezinhlelo zayo, nokuhola ekucabangeni nasekuqalisweni kwezinhlelo namaphrojekthi emikhakha. Ezingeni lasekhaya, kunamahhovisi entsha abhekene nomsebenzi wokwethulwa kwezinsizakalo ngqo kubantu abasha nokuqinisekisa ukuthi zibekwa phambili eziNhlelweni Zokuthuthukiswa Okubandakanyayo (ama-IDP). Amahhovisi entsha endawo afanele asebenzisane neminyango yaseKhaya Yentuthuko Yezomnotho (i-LED) ukusekela intsha ngolwazi namandla okuphendula kumathuba akhona. Zonke lezi zinhlanga zizokuqinisekisa ukusetshenziswa ngempumelelo kwenqubomgomo.
- c) Ukuqhubeka nokuqinisa ukuqaliswa kokungenelela kwentsha, i-Ejensi Kazwelonke Yokuthuthukiswa Kwentsha (i-NYDA) yasungulwa ngoMthetho We-Ejensi Kazwelonke Yokuthuthukiswa Kwentsha wama-54 wonyaka we-2008. Ngokwalo Mthetho, i-ejensi igunyazwe ukubandakanya intsha emnothweni, ngenkathi ikhuthaza izidingo zayo. Okusemqoka ukuqaphela ukuthi ukugunyazwa kwamanje kwe-NYDA kubanzi futhi kunzima ukukuqalisa, ikakhulukazi uma kubhekwa izingqinamba zezinsizakusebenza. UMthetho we-NYDA uyachitshiyelwa ukuze wenze ngcono ukusebenza kwawo ngempumelelo futhi ufinyelele kude.
- d) uMkhandlu Wentsha waseNingizimu Afrika (i-SAYC) wasungulwa eNingizimu Afrika ngonyaka we-1997 ukuze umele izintshisekelo zentsha. I-SAYC inezinhlangano ezahlukahlukeni ezingamalungu. Enye yezindawo okugxilwe kuzo ukuqinisekisa ukuthi izinhlangano zentsha zibamba iqhaza emidantini ezinkulu zasenhlalweni. Okufanelana nale nqubomgomo ukuthi yize indima ye-SAYC yokuba "yizwi lentsha" yamukelwa, le nhlangano ayaziwa ngokusemthethweni futhi iyaqhubeka nokubhekana nezinsalelo, ezibandakanya ukungabi bikho kwemali kanye nabasebenzi. Lezi zinkinga ziyacindezela ngoba zithinta ngqo ukugqugquzelwa komkhakha wentsha. Ngakho-ke kubalulekile ukuthi i-SAYC yamukelwe ngokusemthethweni njengesigungu esiphezulu sabantu abasha eNingizimu Afrika. Izinsizakusebenza zabantu bayo nezezizimali zifanele futhi ziqiniseke ukuze zikwazi ukufeza ngempumelelo ukugunyazwa kwayo. I-SAYC nayo kulindeleke ukuba iqiniseke ukuhlonyiswa kwezinhlangano zayo ezingamalungu ukuze zibandakanye intsha ukuze ibe izakhamizi ezikhuthele.
- e) iQembu LikaMongameli Lokusebenza Lentsha (i-PYWG) lihlinzeka ngokuqapha kwezombusazwe ekusebenzeni kwe-NYP 2030. Iholwa futhi iphethwe nguMongameli, i-PYWG isebenza njengesizinda sesu lokuhlela ngokuhlanganyela nokubika ngenqubekela phambili. Isiza ekwezneni lula ukuphendula kwababambiqhaza abahlukahlukeni entsheni. Ihanjelwa okusetshenziswa nabo ababalulekile kanye nayintsha kuwo uhulumeni, izinhlangano zomphakathi, amabhezini, kanye nezinyunyana zabasebenzi.
- f) IKomidi Lephalamende Lephothifolo Yabesifazane, Intsha kanye Nabantu Abanokukhubazeka ihlinzeka ngokuqapha kokuPhathwa kanye ne-NYDA njengohlaka lukahulumeni. Iyaqhubeka nokwenza amaqembu aziphendulele ngokuthuthukiswa nokuhlonyiswa kwentsha.
- g) Izinhlangano ezingozimele geqe eziholwa yintsha kanye nezinhlangano ezisebenzela intsha zisebenza ngaphandle kukahulumeni futhi zethula izinsizakalo eziqondile nezingaqondile zokuthuthukiswa kwentsha. Zisebenza emazweni omhlaba, kuzwelonke, nasendaweni nezinye zomphakathi noma zokholo. Le nqubomgomo iyalivuma iqhaza elibalulekile elibanjwe yilezi zinhlangano ekuhlinzekeni izinsizakalo zokuthuthukisa intsha.
- h) Ukuzibophezela komkhakha wangasese ekuthuthukiseni intsha kuhlala kubalulekile, ikakhulukazi ngoba ukusebenza kwentsha kuyinsalelo enkulu kulo mkhakha. Umkhakha wangasese ufanele ubeke phambili ukubandakanywa kwentsha kwezomnotho, isibonelo, ngokuqinisekisa ukuphendulwa kwamakhodi e-BBBEE entsheni nangokugxilisa i-YRPBMEA. Ukuhlela ngokuhlanganyela kanye nokuhlinzekwa kwezinsizakalo nomkhakha wangasese nakho kubalulekile. UMnyango Wezabesifazane, Intsha Nabantu Abanokukhubazeka ufanele uqiniseke ukusebenza kwaMathuluzi/iSizinda Sokuthuthukiswa Kwentsha - isakhiwo esihlela sokuthuthukiswa kwentsha sakhiwe umkhakha wangasese, umkhakha kahulumeni kanye nokusetshenziswa nabo bezinhlangano zomphakathi.
- i) Izigaba zezindaba zentsha zezinhlangano zamazwe amaningi nazo zidlala indima ebalulekile, eNhlanguanweni Yamazwe Ngamazwe, kwiNhlanguano Yobumbano Lwamazwe Ase-Afrika, i-BRICS, i-Commonwealth Secretariat kanye noMphakathi Wentuthuko Yaseningizimu ne-Afrika.

Kuyaphawuleka ukuthi, ukuze kuhlinzekwe izinsizakalo nezinhlelo ezinomthelela, iNingizimu Afrika iyaqhubeka nokusebenzisa indlela eyamukelwe enhlangothizimbili yokuthuthukiswa kwentsha, okuyilezi: ukwejoyeza ukuthuthukiswa kwentsha kuyo yonke imikhakha ehlukahlukene; kanye nokuhlinzeka ngezinhlelo nezinsizakalo ezikhethekile ezibhekiswe entsheni. Lokhu kudinga umzamo wokubambisana nokuhleleka okuvela kubadlali ndima ababalulekile ekuthuthukisweni kwentsha, njengengxenywe yesivumelwano sasenhlalweni, yingakho kunesidingo sokwandisa ubudlelwano obuphakatho kohulumeni phakathi kukazwelonke, isifundazwe kanye nohulumeni wasekhaya ukuqinisekisa ukusebenzisana phakathi kwayo yonke imikhakha kahulumeni kanye nentsha. Mayelana nalokhu, abantu abasha bafanele babambe iqhaza ekuhleleni nasekuthathweni kwezinqumo, ekwakheni ukuxhumana, nasekuphikiseni imibono eseqophelweni eliphezulu ebabonisa "njengezinkinga

zomphakathi.” Esikhundleni salokho, kufanele kuvulwe indawo evumela amandla abo, ethuthukisa ubuholi babo, futhi igxilise imibono emisha ebakhuthaza njengezakhamizi ezikhuthele, ezikwazi ukubhekana nezinkinga zomphakathi futhi zenze ngamathuba. Ukubambisana kubalulekile, kanye namamodeli okwethulwa kwezinsizakalo aqinisekisa ukwesekwa kwezikhungo futhi abambe iqhaza ekwakheni utshalomali oluqinile ezinhlelweni zentsha kuyadingeka kuwo wonke umphakathini.

Ukungenelela Okuhlongozwayo

6.5.1 Ukuqinisa Izikhungo Nezinhlaka Zentsha ukuqinisekisa ukusebenza ngempumelelo nokuphendula

- a) Kufanele kube nezinsizakusebenza ezisobala nezanele zezikhungo zokuthuthukisa kwentsha, kanye nezinyathelo eziqinile zokuziphendulela ekutheni izinsiza zisetshenziswa kanjani ekugcineni.
- b) I-DWYPD uzokunxela fythi yethule ukungenelela okuhlelekile kuqinisekisa ukudidiyelwa kwezikhungo ezahluhlukenene nokuqeda ukusebenza ngabodwana ukuze kukhuthazwe ukuhleleka okufanele kwezinhlelo zokuthuthukisa kwentsha nokugwema ukuhlukana, ukuphindaphindeka, nokumosha.
- c) Wonke amagatsha ombuso afanele ajwayeze ukuthuthukiswa kwentsha kuzo zonke izinqubomgomo kanye nezinhlelo zemikhakha ukuze kuqinisekise ukuphendula.
- d) Ukucabanga kahle ngezinhlelo zokuthuthukiswa kwentsha kanye namaprojekthi azoqaliswa nguhulumeni, izinhlangano zomphakathi, kanye nemikhakha yamabhezini.
- e) Qinisa igatsha Likazwelonke Lokuthuthukiswa Kwentsha ngaphakathi koMnyango Wezabesifazane, Intsha kanye Nabantu Abanokhubazeka ngezinsizakusebenza ezanele zabantu nezimali ukwenza umsebenzi walo wokubheka ukusetshenziswa kwenqubomgomo yokuthuthukiswa kwentsha ngendlela efanele.
- f) I-DWYPD ifanele isheshise futhi iphothule ukuchitshiyelwa koMthetho Kazwelonke Wokuthuthukiswa Kwentsha.
- g) Ukuqinisa izikhungo nezinhlaka zokuthuthukiswa kwentsha ezingeni likazwelonke, lesifundazwe nelasekhaya. Lokhu kuzobandakanya isiZinda Sikazwelonke Sokuthuthukiswa Kwentsha, izizinda Zokuthuthukiswa Kwentsha Zezifundazwe, kanye neZizinda Zokuthuthukiswa Kwentsha Zasekhaya. Inhloso yale mikhandlu ukuhlanganisa okusetshenziswana nabo enkundleni yokuthuthukiswa kwentsha ukuze kuhlelwe ngempumelelo nangokuhlanganyela, kufundwe, kubanjiswanwe futhi kuhlolwe phakathi kokunye okubalulekile.
- h) Uhulumeni ufanele ethule izilinganiso ezihlukanisiwe zobulili, zobudala, nokuba nokhubazeka kuzo zonke izinhlelo zentsha ukuze ukwakheka kokungenelela kwalawa maqembu kubhekiswe ebufakazini.
- i) Yonke imikhakha kuzo zonke izinkundla ifanele isekele ukuthuthukiswa kwentsha kusetshenziswa izindawo zokugxila zentsha ezingxenyeni zentsha.
- j) Iqoqomthetho lohloka lokuthuthukiswa kwentsha eNingizimu Afrika (uMthetho Wokuthuthukiswa Kwentsha yaseNingizimu Afrika) lifanele lenziwe futhi lithunyelwe ePhalamende ukuze licutshungulwe.
- k) Sungula futhi/noma uqinise iPhalamende Lentsha.

6.5.2 Hlelela ukwethulwa kwezinsizakalo ukuze kuhlinzekwe ngomthelela omkhulu

- a) uMnyango Wezabesifazane, Intsha kanye Nabanokhubazeka ufanele uhlele ukuthuthukiswa kanye nokuqaliswa kwezinkambiso kanye namazinga amancane okuthuthukiswa kwentsha, ukuze kuqinisekise ukuthi intsha ithola izinsizakalo nezinhlelo ezisezingeni elifanele kungakhathalekile ukuthi ikuphi.
- b) Amasu okuthuthukisa kwentsha afanele amukelwe kuwo wonke amazinga yizo zontathu izinhlaka zikahulumeni. Omasipala bafanele baqinisekise ukufakwa kwezikhungo zokuthuthukiswa kwentsha ngaphakathi kwezinqubo zabo, ngoba ziwuhlaka lukahulumeni oluseduze kakhulu nentsha.
- c) Ama-DWYPD, ama-COGTA nama-OTP afanele asekele omasipala ukuthi bakhe amasu aphelele, okuxoxiswene ngawo okuthuthukisa intsha (aqondanise ne-NYP 2030 kanye namaqiniso endawo), angamukelwa futhi axhaswe yiMikhandlu Kamasipala.
- d) Omasipala bafanele basungule izizinda samathuluzi okuthuthukisa intsha yendawo ukuze ihlele ukwethulwa kwezinsizakalo ezingeni lasekhaya. Imikhandlu yendabuko nayo ifanele ilandele inqubo efanayo futhi ngaphezu kwalokho iqinisekise ukuthi imidanti ethinta intsha emikhandlini yendabuko iyabandakanya ewswini likamasipala lokuthuthukisa intsha.
- e) Sebenzisa imodeli yentuthuko ebhekiswe esifundeni ukuqinisekisa umthelela ongcono wezinqubomgomo, amasu nezinhlelo zentsha.

- f) Lungiselela ukusungulwa kwezingxoxo ezisezingeni eliphezulu ngokuthuthukiswa kwentsha eholwa umkhakha wangasese.

6.5.3 Ukwenza lula ukwamukelwa komkhuba wokuthuthukiswa kwentsha njengomsebenzi.

- a) Ukwenza lula ukwamukelwa kwemikhuba yokuthuthukisa intsha/umsebenzi wentsha njengomsebenzi ohlukile.
- b) Ukwenza lula ukwamukelwa kwentuthuko yentsha njengenkundla ekhethekile yolwazi emikhakheni ehlukahlukene.
- c) Ukuthuthuka, ngakho-ke kunesidingo: sokwakha imikhuba yezomthetho yokuzijwayeza ukuthuthukisa intsha.
- d) Khuthaza ukwakhiwa kwenhlangano yolwazi ukuze isesekele umkhuba wokuthuthukiswa kwentsha.
- e) Sungula inhlangano yobungcweti yokukhuthaza ubunjalo bomsebenzi nokwabelana ngemikhuba emihle.
- f) Yakha amazinga emisebenzi amayunithi omsebenzi amayelana nokuthuthukiswa kwentsha futhi wethule nezinhlalo zezimvume zabasebenzi abayintsha ngokuya kwesimo sayo sokuqeqeshelwa umsebenzi.
- g) Ukucabanga izinhlelo zentsha ezinomthelela ohlosiwe ocacisiwe.
- h) Lungiselela ukwamukelwa kwemfundo yangaphambilini njengengxenywe ebelulekile yokwamukeleka emsebenzini.
- i) Beka izinhlelo zokubika ezilungele inhloso, futhi eziqinisekisa ukuphendula.

7. IZINDLELA ZOKUQAPHA NOKUHLOLA

Ukuqaliswa Kwenqubomgomo Kazwelonke Yentsha esikhathini sango-2020-2030, kuzobhekwa ngokuqhubekayo nguMnyango Wezabesifazane, Intsha kanye Nabanokukhubazeka, ngokubambisana nemikhakha efanele nokusetshenziswa nabo kuwo wonke amazinga. Umnyango uzokwakha uhlaka lokuQapha Nokuhlola (i-M&E) olunomkhqizo osezingeni eliphakeme, umphumela, kanye nemithelela yezinkomba ze-M&E ngakunye okubalulekile kwenqubomgomo. Uhlaka luzoqondiswa uHlaka lwe-M&E olwamukelwa ngonyaka we-2018 lwe-NYP 2020 kanye noHlaka lukaHulumeni Olubanzi lwe-M&E kanye noHlaka Lukazwelonke Lwenqubomgomo Yokuhlola (i-NEPF) eqinisa ukuzibophezela kukahulumeni waseNingizimu Afrika emigomweni yokubandakanya nasezindleleni zokusetshenziswa yonke indawo izindlela zokuQapha Nokuhlola ezahlukahlukeni ezikhuthaza ukubandakanywa (i-DPME, 2019: 6: Uhlaka oluhlongozwayo lwe-M&E luzohlinzeka ngokusobala izinkomba ezilinganisekayo kanye nokuqoqwa kweminingo namathuluzi okulandela ukusetshenziswa.

Uhlaka luzolandeleva ukuqaliswa kwe-NYP yiyo yonke imikhakha kanye nabahlinzeki bezinsizakalo abafanele ukuqinisekisa ukuthi impumelelo ayincikile emiphumeleni yokungenelela (isib. Abazuzi bezinombolo) kuphela, kepha futhi igxila kakhulu emiphumeleni yokungenelela yesikhathi esimaphakathi ukuya esikhathini eside (isib. ukuthi izimpilo zabahlomulayo zingashintsha kanjani ngenxa yokungenelela kwenqubomgomo). Kuzoba nokwakhiwa kwamakhono okuqapha nokuhlola ngaphakathi kubo bonke okusetshenziswa nabo ababalulekile kanye nakuma-eyenti okusebenzisa. Lokhu kuzobandakanya ukukhomba abantu abasha ukuthi babe ngabanikazi bemiphumela yenqubo yentuthuko ngokubandakanyeka ekuqapheni nasekuhloleni, ngaleyo ndlela kuphoqeleva ukuziphendulela okuholwa yintsha kubhekwa amalungelo abantu njengayisisekelo entuthukweni. Isipiliyoni esivela ku-NYP yangaphambilini sikhomba izici zokwehluleka ekuqaliseni ukuya entuthukweni esilele ngesikhathi nasekuvunyelweni kohlaka lwe-M&E. Imikhawulo enjengalena kubhekwana nayo ngenhloso yokugwema ukumoshwa kwezinsizakusebenza nezinsizakalo ezihlukanisiwe. Uhlelo lokulawulwa kwedatha oluku-inthanethi nalo lubhekwa njengolusiza ukukhuthaza ukwenziwa lula kokubika kanye nokwenza ngcono ukuziphendulela.

Ngaphezu kwalokho, iSuElibandakanyayo Lokuthuthukiswa Lwentsha (i-IYDS) lizokwakhiwa yi-Ejensi Kazwelonke Yokuthuthukiswa Kwentsha ukuze lisebenze ekusetshenziseni kwenqubomgomo yentsha. Ngokuqaphelekayo, ukuhlolwa okuzimele okwenziwe ngokusetshenziswa kwenqubomgomo kuzokwenziwa ngonyaka we-2025 ukwazisa ukuchitshiyelwa okungenzeka kube khona ku-IYDS, ngenkathi ukuhlolwa okuzimele kokugcina kuzokwenziwa ukuhlola umthelela wenqubomgomo kanye nezinzuzo ezitholwe yintsha, umkhakha wentsha kanye nomphakathi obanzi. Intsha izogqoquzelwa ukuthi ibambe iqhaza kwi-YRPBMEA njengabasebenzisi bokugcina/abemukeli bezinsizakalo/abahlomulayo.

8. ISIPHETHO

Izifundo ezivela ekuqaliseni kweNqubomgomo Kazwelonke Yentsha yonyaka we-2020 ziphakamise ukuthi kunesidingo sokuphendula kuzidingo eziyinkimbinkimbi, ezikhulayo nezishintshayo zentsha. Lezi zimpendulo zifanele zenziwe ngendlela esheshayo nebandakanyayo uma kubhekwa ukuthi intsha iyisigaba esibbalulekile sokuthuthuka, futhi bonke abantu abasha bafanele banikwe amandla ukuze bakwazi ukudlula kalula babe ngabantu abadala. Inqubomgomo Kazwelonke Yentsha yonyaka we-2030 kuhloswe ngayo ukubhekana nezinsalelo ezibhekene nentsha yaseNingizimu Afrika, kanye nokwakha indawo ezoyivumela ukuba ikwazi ukufeza ukukhona kwayo. Ngakho-ke, ukuba nohlaka lokuqapha nokuhlola ukulandelela ukuqaliswa kwemiphumela nemikhqizo yenqubomgomo yentsha kusenesisikhathi kubalulekile. I-NYP 2030 ihlose ukuba nezinhlalo zokuthuthukiswa kwentsha ezizobhekana nezinsalelo ezibhekene nentsha yaseNingizimu Afrika ngokusebenzisa i-IYDS ukuze ikwazi ukwenza abantu abasha bakwazi ukuba ne-ejensi futhi bakwazi ukuphatha ikusasa labo.

Le nqubomgomo yentsha yakhiwa ngesikhathi soFuduko Lwezimboni lwesi-4. Ngokunjalo, ukusheshisa izinhlozongqangi zenqubomgomo ye-NYP 2030, izinyathelo eziphakanyisiwe zibandakanya imfundo esezingeni eliphakeme kanye nokuguqulwa kwamakhono, ukubamba iqhaza kwezomnotho, imizamo yokwenza ngcono ukufakwa kwabasebenzi emnothweni, impilo ethuthukisiwe yengqondo nomzimba kanye nokusebenza kahle kwezinhlobo zokuthuthukisa intsha. Konke lokhu kufanele kusekwe ngendlela ebonakalayo, ngokuhlinzekelwa ngokwanele kwemizamo ehlelekile yokwethula ebikade ingasebenzi kahle phambilini. Kuyaziwa ngokuphelele ukuthi izinsizakusebenza zilinganiselwe, futhi uhulumeni ufanele alwe nezinto ezibekwe phambili ezincintisanayo, kodwa-ke ukutshala imali entsheni kungukutshala imali ekuthuthukisweni okubanzi komphakathi waseNingizimu Afrika. Ukuqalisa lokhu kungenelela eminyakeni eyishumi ezayo kuzosondeza neNingizimu Afrika lapho abantu abasha nezinhlangano ezisebenzela intsha zifinyelela khona emandleni ayo ngokugcwele emkhakheni wezempilo, wezomnotho kanye nowezombusazwe, futhi yazise iphinde yenze imisebenzi yayo yokwakha impilo engcono yabo bonke.

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