

Siswati

#NYP2030

INCHUBOMGOMO YELUSHA YAVELONKHE 2020-2030

Umnyakalishumi wekuphangisisa imiphumela lemihle
yekutfufukiswa kwelusha



women, youth &
persons with disabilities
Department:
Women, Youth and Persons with Disabilities
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i. SANDULELO NGUNDVUNA EHHOVISI LAMENGAMELI YALABASIKATI, LUSHA NEBANTFU LABAKHUBATEKILE

Kutfutukiswa kwenchubomgomo kumayelana nekuntjintja timphilo, nekubukana nekuhlupheka lokukhulu insha lebukene nako ngesimanga sekungawutfoli umsebenzi, kungaba ngekungabi nawo emakhono, kuba nemakhono noma nemfundvo lephakeme kanye naletinye tindzaba tetenhlalo netemnotfo. Loku kudzinga buholi lobunemandla nekuhlanganyela. Kuphatsa kwesi-6 kubekelwe eceleni simemetelo saMengameli Cyril Ramaphosa seLitiko lelisha lelisunguliwe laLabasikati, Lusha kanye Nebantfu Labakhubatekile. Litiko libekwe ngemasu ekuhola, kusekela, kuchumanisa, kucaphela nekuhlola kucaliswa kwekutfutukiswa kwelusha kuyo yonkhe imikhakha leyahlukene kuyo yonkhe imikhakha yemphakatsi. Kuniketa loluhlobo lebhuli, lomunye wemisebenzi lebalulekile welitiko kusungula inchubomgomo nemtsetfo wekutfutukiswa kwelusha lonemandla.

Ngokwaloku lokungenhla, inchubo yekutfutukisa Inchubomgomo yaVelonkhe Yelusha (i-NYP) 2020-2030, ifike ngemva nje kwekuphetfwa Kwekubuyeketwa Kweminyaka lengema-25. Nga-2019, ngemva kwekucashwa kwami njengeNdvuna eHhovisi laMengameli yalabasikati, Lusha nebantfu labaphila nekukhubateka, angicitsanga sikhatsi ngavele ngasungula Litsimba leLimkhakhamnyenti i Technical Izikhombo Team (TRT) kuhola nekuchumanisa kutfutukiswa kwemgomo lomusha eveni. Sisekelo sekuba nemikhakha leyahlukene lemelelwe, kubangelwa kutsi i- NYP -2030 akusiyo kuphela inchubomgomo yahlumende, kodwa kutinikela kwemphakatsi ekutfutukiseni lusha.

Kuyaphawuleka kutsi i-NYP eNingizimu Afrika yabuyeketwa ngesikhatsi umnotfo wetfu wehliselwe phansi, kuntengantenga kwetemnotfo kanye nabhubhane lonophutako weligciwane i-Corona (iCovid -19), lowadala incushuncushu emhlabeni wonkhe - - usongela timphilo kanye nenhlalo. Ngenca yalobhubhane, kwentiwa kwetinchubomgomo kwaba yinkinga futi kwadida. Kwadzingeka sintjintje indlelakwenta yetfu, sehlise sisekelo lesihlela kuso, kantsi nyalo yonkhe imihambo yetfu seyilungele lendlela lensha levamile. Tsine kufanele sifake wonkhewonkhe, futi ikakhulukati lusha etindzaweni lelikito, kulomtselela longasimuhle wetinsayeya temnotfo nato tonkhe letinye tinkinga letibatsintsako

Bantfu labasha bebavele babekelwe eceleni ngembi kwe- COVID-19, nanoma kunjalo, lobhubhane wachubeka wandzisa simo sabo lesimatima. Imfundvo yabo yaphatamiseka, labanyenti babandlululeka, bakhatsateka, bacindzeteleka ingenca yemikhawulo yelockdown. Kwandza kweLudlame leteBulili nalabasikati (i- GBVF) nako kwenyuka, kubete kudla lokunemphilo kwenta kwaba matima kutfolakala kwekudla lokunemphilo, kwaba khona kuswelakala kutemisebenzi yetemphilo kutemacansi nekutalana., kantsi labo bebafuna umsebenzi bebangakhoni kwenta njalo kantsi bavaleleka ngaphandle kwemnotfo, abe emabhezini laphetfwe lusha alahlekelwa ngumalingana lowakhahlabeta timphilo telusha.

Lokukhatsata kakhului kwekutsi Sitatimende Senchubomgomo Yesabelotimali Yesikhatsi Lesisemkhatsini nemnyaka sa - 2020 sivete kutsi umnotfo welive kulindzeleke kutsi usebente nga- 7.8 % kulomnyaka, kantsi kulahleka kwemisebenzi kutawuba matima kakhulu. Mancane ematfuba ekutsi umnotfo waseNingizimu Afrika ubuyele esimeni lesitayelekile eminyakeni lemibili kuya kulemitsatfu letako. Samukela tonkhe tinyatselo tetemphilo netenhlalo netemnotfo letiminyetelwe nguMengameli kubuekana nalobhubhane, kumbandzakanya nekungenelela ngaphakatsi kweLuhlelo Lekuvuselela neKwakha Umnotfo. Loku kubita kungena ngemandla kwelusha emnotfweni ngekuhekela phambili ema- SMME elusha kanye nemakhophethivu kanye nemasu emakhono lahlose lusha. Batawusekela imindeni lephuyile, emabhezini nebantfu labangenalutfo ngenca yekungasebenzi kanye netinkinga letinyenti eveni.

Kubo bonkhe labatsintsekako labavela eveni lonkhe labangenelele eluhambeni lwetfu lwekuchamuka ne - NYP 2020-2030, kutibophelela kwenu kuyanconywa. Nanoma kube khona kuphatamiseka kweNchubo yekutsintsana ngeimikhawulo yelockdown, labanyenti labatsintsekako bebahlanganyele. Ngitsandza kwatisa umsebenzi wekutinikela nekungakhatsali kwabo bonkhe lababe yincenye ekuhlanganiseni lo msebenzi, ikakhulukati Ligala Lekutfutukisa Lusha LaVelonkhenawo onkhe emalunga e- TRT. Kungenelela kwalamanye ematiko ahulumende kucinisekise kutsi inchubomgomo iyabhalansa ibuye iphendvule tikhala letitfolakele. Kunikela lokukhulu lokwentiweyngumtimba Lohlanganisa Intfutuko Yelusha waVelonkhe, i-National Youth Development Coordinating Forum, tinhlango temiphakatsi, tifundziswa, tinhlango tekucwaninga, ibhezini, tinhlango telusha lolusebentako naletiholwa lusha kanye netinhlango telusha netebafundzi, kuyabongeka. Ngiyetsemba kutsi lenchubomgomo yelusha itawusebenta njengemkhomandlela wabo bonkhe bantfu labasha kanye nalabatsintsekako labafanele kulentfutuko yelusha. Imitamo yetfu yekwenta intfutuko yelusha ibe yimphumelelo, kuniketa sisekelo lesinemandla seNingizimu Afrika lenechubekelembili nemphilo lencono yabo bonkhe.

ii. SANDVULELO LISESEKELA LANDVUNA EHHOVISI LAMENGAMELI WALABASIKATI, LABASHA NEBANTFU LABAPHILA NEKUKHUBATEKA

ENingizimu Afrika, lusha lenta ngetulu kwalokutsatfu kukune yebantfu, nalabo labangekhatsi kwelicembu leminyaka yebudzala yeli-15 kuya ku-34 loko kwente 34,7% webantfu (i- 2020 -Statistics South Africa Mid-term Population Survey). Ngekcubanga ngaloku, bantfu labasha bayachubeka nekubukana netinayeya letinkhulu, futsi lokusemcoka phakatsi kwato yinkinga yekwakhiwa kwemsebenti. Akusiko kusho kutsi lensayeya seyifinyelele ezingeni lelimatima. I Quarterly Labour Force Survey (i-QLFS) ngekota yekucala ya-2020 ibonisa kutsi labangasebenti beme ku 30,1%, lekulizinga lekungasebenti lelisetulu kusukela nga 2008. Lokukhatsatana kakhulu, lizinga lekungasebenti kwelusha lelineminyaka lengema 25 kuya kuma 34 kwaba ngetulu ngalokuphindziwe kunelicembu leminyaka lengema 45 kuya kuma 54 (37.3% vs 17.5%). Kuba kubi ngemandla uma ubuka lizinga lekungasebenti kwelusha lolusemkhatsini weminyaka leli-15 ne-24, lokuyintfo leme kut 59,0% ku Q1 wa 2020, lokusho kutsi ngelusha lolu - 10 cishe laba-6 bebangasebenti.

Lesitfombe lesingenhla siyacwatimula, eminyakeni lesemkhatsini weli--15 ne-24; labo bebangasebenti, bafundza noma baceceshwa (i-NEET), sema kulinani lelimangalisako cishe lelitigidzi leti-3.5. Lizinga lekungasebenti liphakeme kakhulu kulabasikati labasebancane, nelusha lolusetindzaweni tasemaphandleni lubukene netinsayeya letehlukene kuleto tasemadolobheni. Kungeta, bantfu labasha labakhubatekile basachubeka nekubukana netinsayeya letinkhulu kutemsebenti njengoba kungenteka basatobekelwa eceleni ekuhlaleni babandlululwe.

Lokungenhla akusito nje tinombolo, uma lomunye acala kubeka buso kuto tonkhe letinombolo, inkinga iba liciniso. Laba ngebantfu labanematsemba, emaphupho, nemakhono, labangafaka sandla emiphakatsini yabo naseveni. Lesimo salelusha sentiwe saba sibi kakhulukuvumbuka kweligciwane i- corona ngo-2020, lekuyintfo lesabisa timphilo tabo nekusindza, ikakhulukati labo labasebasha ngetifo letibucayi. Lokucuketfwe kukhulu kakhulu ngekunaka kuwa kwemnotfo lokusikako kodvwa ngekutsemba lokusendleleni.

Inchubomgomo Yelusha Yavelonkhe (i-NYP) 2030, ihlongota imigomo lebalulekile i yetinchubomgomo letihlukahlukene kute ucinise kutfutfuka, kutfutfukiswa, kanye nekucinisela kwelusha ngesikhatsi sabhubhane nangemuva kwakhe .t Ikhuluma ngesidzingo salabatsintsekako lababalulekile emiphakatsini, lokunguhulumende, imikhakha letimele kanye nemphakatsi, kute kuciniswe kutibophelela kwabo e ngekugcina kutfutfukiswa kwelusha kuyintfo yekucala. Ngisho njengoba imikhakha lihlukeni iphendvula kulobhubhane, kubalulekile kutsi umsebenti namatsele kakhulu ekucinisekiseni kuphendvula nekukhombisa imiphumela lemhle kanye nemiphumela, lotawuba nemitselela lemhle. Sikholelwa kutsi ngekhulumisana nelusha njengebadlalindzima labasebentako, sitawube sisendleleni lefanele yekubuyisela nekuphutfumisa kunikwa emandla kwetenhlo-mnotfo tabo.

Imphendvulo lenkhulu yeLisu lekuphendvula nekulungiswa kwesimo lesidalekile kucinisekisa kuniketwa emandla kwesikhungo kuphutfumisa kutfutfukisa lusha kanye nebudlelwane emkhatsini waHulumende, libhizinisi, umpphakatsi, nebantfu labasha. Loku kubalulekile njengoba live lihamba ngematubane kubukana ngemandla netinsayeya letinenkhani letibukene nendzawo yekutfutfuka kwelusha, khona sitovuna tinzuzo telinani lelusha lolukhulile sibuye sikhone kuchubekisela iNingizimu phambili. Ngitfokote kakhulu kutsi Litiko laLabasikati, Lusha nebantfu labaphila ngekhukhubateka ekubuyeketeni kabusha i-NYP ngikhulumisebne kabanti nelusha kanye netinhlangano letiholwa lusha naletisebentela lusha kuyo yonkhe imikhakha. Loko kukhulumisana kwentiwa ngemoya webudlelwane babohulumende labahlangene, nemizamo yekwakha kuhlalisana lokunemandla lokutocinisekisa kutsi kubuyeketa i-NYP kungumzamo wekubambisana, lowakhelwe kumagalelo laphuma kuyo yonkhe imikhakha yemphakatsi. Loku ngaphandle kwekungabata, kutawucinisekisa kuphendvula kubo bonkhe labatsintsekako lababalulekile kulusha. Ngiyatibophelela ngekwami, ekusekeleni Ligatja Lentfutuko yeLusha laVelonkhe i-DWYPD kucinisekisa kutsi yenta umsebenti wekugadza nekuhlola kulandzelela kusebenta kwe-NYP 2030 ngendlela lefanelekile.

iii. Emavi ekubonga nguMcondzizi-Jikelele

Litiko lalabasikati, Lusha nebantfu labaphila ngekukhubateka (i-DWYPD) iyabubonga buholi lobuniketwe nguNdvuna neLisekela Ndvuna ekusunguleni Inchobumgomo Yelusha yaVelonkhe ya-2020-2030. Leligalelo leLikhulu lekubhala sisekelo saledokhumenti nekhwalithi ekucinisekiseni umbhalo wekugcina lowentiwe nguDkt. R. Bernice Hlagala, Mnu Emmanuel Kganakga, Mnu Calvin Mkasi, Oltman Fourie, Mnu Rudzani Neshunzhi, Mologadi Leboho, Nkst Aluwani Mudau, Nkst Nhlanhla Manzini na Mnu Nkululeko Mahlangu uyabongwa. Litiko liphindze libonga budlelwane lobungagucuki ne- United Nations Population Fund Agency (UNFPA) ngaphansi kwebuholi beMcondzisi weLive, Nkst Beatrice Mutali, Nkst Tlangelani Shilubane na Nkst Precious Magogodi. Kubonga lokukhetsekile kuya kumalunga e- Technical Reference Team, lebekungungiyo lengamele lomsebenzi icinisekisa kuchumana nalabatsintsekako labafanele. Labamele i- TRT bafaka: Nkst Lato Mabaso (COGTA), Nkst Laila Ncwana (DTIC), Nkst Pebetse Maleka (Sotimali waVelonkhe), Nkst Hanlie Nel na Mnu Fanani Manungu (DPSA), Nkst Rebecca Sikhosana (DHET), Nkst Kgomotso Moalusi na Mnu Surprise Mokgope (DWYPD), Nkst Malebo Mekoa, Nkst Sandisiwe Tsoetsi (NYDA), Mnu Thembinkosi Josopu (SAYC), Nkst Sino Moabalobelo (BUSA), Mnu Luvuyo Manyi na Mnu Thobela Maponya (BBC), Iosewalala Dkt KJN Karel (UNISA), Njing Arianne De Lanoy (UCT – SALDRU), na Dkt Raymond Raselekoane (UNIVEN). Tikhulu letibuya ku- Human Sciences Research Council (HSRC): Dkts Mokhantšo Makoe, Precious Tirivhanu, Mathias Fubah Alubafi na Ntombizodumo Mkwana, nabo basebenzi ngekutikhandla Kubhala nekulungisa ledokhumenti.

Kucinisekisa bunikati bavelonkhe nekuvunywa, kwaba khona tikhatsi tekukhulumisana lokukhulu nalokubanti ngemaphuzu labalulekile elusha kumatiko avelonkhe ngekwemisebenzi lewentako, emahhovisi aboNdvunankhulu kuto toyimfica tifundza, boMasipalati, imiphakatsi netinhlangano temikhakha letimelekanye nelusha ngekwalongekufika matfupha nangekusebentisa indlela levishwali. Tinkhuluma letivulekile naletinemandla letisuka kutinhlangano letinyenti, taletsa ligalelo lelilalelekile letifwa ngibo bonkhe labatsintsekako, liyabongeka. Bonkhe baletsa Lwati labanalo kuletindzaba letitsintsa labadvuna nalabasikati labasebasha eNingizimu Afrika babuya banotsisa ledokhumenti yenchubomgomo. Litiko litsebele kubo bonkhe labatsintsekako, ngamunye nangekubambisana, kutsi bachubeke nekwabelana lwatiso nekwenza lenchubomgomo yatiwe, iyofika kubantfu labasha labanyenti ngendlela lekungenteka ngayo.

I- NYP 2030 ibekwe ngaphansi kwaletisekelo tENCHUBOMGOMO letisihlanu letilandzelako, nge- Fourth Industrial Revolution (4IR) lebonwe njengengcikiwe lekhona kuto tonkhe tisekelo taletinchubomgomo:

- a) Imfundvo leyikhwalithi, emakhono nematfuba esibili.
- b) Tingucuko tetemnotfo, temabhizinisi, nekwakhiwa kwemisebenzi.
- c) Kukhutsatwa ngemphilo emtimbeni nasengcondvweni kufaka kulwa nabhubhane.
- d) Kuhlalisana nekwakha sive.
- e) Indlela lenemandla nalephendvulako yekutfufukisa lusha.

Kute kusebente ngemphumelelo i- NYP2030, Litiko litosungula luhlelo le-M&E. Sitsebele kini nonkhe lenitsintsekako kutsi nibuye sihlalane, ekubekeni Lizinga lelisetulu lalokuphumako, umhumela, netinkhomba temtselela kubona kusebente kwe-NYP 2030. INdvuna neLisekela Ndvuna lababukene nalabasikati, Lusha Nebantfu labaphila ngekukhubateka, likucinisekile kutinikela kwalo njengemachawe epolitiki ekutfufukisweni kwelusha, kuchubeka nekubuka kuphutfuniswa kwekusebente kwayo. Kwekugcina, Sicela bonkhe labatsintsekako bachubeke nekubekela etulu kuniketwa emandla kwebantfu labasha kanye nekusetjentiswa kwe-NYP 2030 njengelithulusi lekukhuluma lelidzingekile, lelifuna kwenta ingucuko lesimeme lechubekako etimphilweni telusha lwetfu.

1. KUNGANI INCHUBOMGOMO YELUSHA YAVELONKHE ENINGIZIMU AFRIKA?

Inchubomgomo yeLusha yaVelonkhe ya 2020-2030 (i-NYP 2030) iyinchubomgomo lekhona kuyo yonkhe imikhakha lehlose kusebentisa imiphumela lemhle yentfufuko yelusha kubantfu labasha kumazinga endzawo, esiifundza, nakuvelonkhe eNingizimu Afrika. Isungungulwe yi-DWYPD isebentisana nalabanyenti labatsintsekako kanye nebantfu labasha. Iyinchubomgomo yalo lonkhe lusha lelive ngekweluhluka, isungulwe ngenhloso yekulungisa konkhe lokubi lokonakala kanye nalokungahambanga kahle kwetebulungiswa kwesikhatsi lesengca kanye nekubukana ngemandla naletinsayeya letiphikelelako kanye naletinsha naletivelako lababukene nato. Inchubomgomo yasungulwa ngalesikhatsi Umhlaba wonkhe bewuphendvula kulobhubhane weCOVID-19 lobe nemtselela lomubi engcondvweni-enhlalweni-nasemnotfweni kuye wonkhe Umuntfu, ngisho nakubantfu labasha. Mengameli umemetele Luhlelo Lekulungisa nekwakha Umnotfo kucedza umtselela longasimuhle walobhubhane. Lenchubomgomo icaphela kutsi kubekela embili kwetinsita kutawuhlanganisa kutfutuka kwelusha, kubukwa leminyemiselela lengakahloswa yekungenelela kwalobhubhane kumfundvo yelusha, kungenelela kumnotfonemphilo emtimbeni nasengcondvweni. Lesimo semnotfo samanje setfula litfuba lekulungisa nekwakha kabusha umnotfomayelana nekufaka lokunye nekulinganisa.

Lenchubomgomo yelusha ya- 2020-2030 yakhela kuma-NYP aseNingizimu Afrika ekucala newesibili, lasebenta ngesikhatsi sa 2009-2014 na 2015-2020, ngekweluhluka. Itfutukisa ngetulu ibuye ilungise tinchubomgomo letengca ngekuacisa tinsayeya tanyalo naletengca iNingizimu Afrika lengabukana nato. Ibuka emaciniso emlandvo live lelibukene nawo, ikakhulukati kungakhuli ngendlela kwemnotfo kanye netinsayeya tase-Afrika kanye nemhlaba losatfutuka. I_NYP 2020-2030 nayo ibone sidzingo sekukhulisa emandla kubantfu labasha njengelikhono lelingakasetjentiswa lekufanele lalungiswe kute kuzuze wonkhe umphakatsi.

Inchubomgomo Yelusha yavelonkhe (2020-2030) yatiswa ngetinchubomgomo letinyenti tavelonkhe netamhlaba wonkhe kanye neluhlakamsebenti lemtsetfosimiso. Tindhaka tavelonkhe tifaka Umtsetfosisekelo waseNingizimu Afrika, Luhlelo Lentfutuko laVelonkhe (i-NDP), Luhlelo leMisebenti weLusha laVelonkhe (2002), Umtsetfo we-jensi yeKutfutukisa Lusha waVelonkhe (i-NYDA) namba 54 wanga 2008, i-NYP 2009-2014, i-NYP 2015-2020, Umbiko wasemkhatsini weMnyaka wekuhlola kusebenta kwe-NYP 2015-2020, luhlelo Lekubuyisa Kwakha Umnotfo neminyaka lengema-25 yeKubuyeketa. Tindhaka tamhlabawonkhe tifaka Umculu welusha lwema-Afrika (2006), Luhlelo lekuSebenta leLusha kumnyaka 2000 nangale (1995) leMhlaba Uhlangene (ema-SDS), Umculu weLusha le-Afrika (2006), Lisu neluhlelo leBhizinisi le-SADC, Luhlelo le-Commonwealth lekuSebenta lekuniketa emandla lusha, kanye ngaletinye tindhaka tavelonkhe netamhlaba wonkhe

I-NDP inamatsele kumboni weMtssetfosisekelo wemphakatsi lophumelelako, wentsandvo yelinyenti, longakhetsi bulili, longkhetsi buhlanga nemphakatsi lolinganako. Nga 2030, luhlelo lufuna kwakha umphakatsi lohlangene lotowakha emakhono emphakatsi wawo losebentako. Yakha ngenkholelo yekutsi lusha laseNingizimu Afrika lonawo emakhono ekwehlisa buphuya nekungalingani kuleminyakashumi lalandzelako. Loku kudzinga indlela lensha – yinye letosuka kutakhamuti letingenti lutfo kuye kumphakatsi lohlanganisa tenhlalo netemnotfo lapho bantfu ngekwabo babompetsa bentfutfo yabo, basekelwa simondzawo lesivumako.

Lenchubomgomo iphakamisa tindlela tekungenelela letichuba intfutuko lephelele, lenhle, kubantfu labasha njengebantfu kanye nanjengemalunga emndeni, emphakatsi, umphakatsi waseNingizimu Afrika nemhlaba wonkhona, ngekubona kutsi uma likhono lebantfu labasha lekucamba, emakhono, emandla, Lwati, nebuchwepheshe bulungiswe ngendlela, iNingizimu Afrika ingaphuma kuletinsayeya letinsatfu letiphikelelako tebuphuya, kungasebenti, kanye nekungalingani. Kulengciki, i-NYP 2030 isisa ekutfutukiseni emakhono ebantfu labasha ekuguculeni umnotfo nelive.

Njengencenye yendlela yekuSebenta, Lisu Lekutfutukisa Lusha Loluhlanganisiwe i-Integrated Youth Development Strategy (i-IYDS) neLuhlaka Lekugadza neKuhlola (i-M&E) litawutfutukiswa etinyangeni letine (4) kulandzela kwamukelwa kwenchubomgomo. I-IYDS itawubeka kabanti kwekutsi labamphetse lomsebenti labanyenti batawuhlanganisa njani imizamo yabo ekusebentiseni tindlela tekungenelela lesetiboniwe. Luhlelo i- M&E itawuniketa isethi yelizinga lelisetulu letinkhomba kubona kusetjentiswa kwenchubomgomo ngema- ejenti layisebentisako kuto tonkhe tincenye letikuyo yonkhe imikhakha yahulumende. Litiko laLabasikati, Lusha nebantfu labaphila ngekuhubateka (i-DWYPD) litowenta umsebenti walo wetemtsetfo wekugadza, kuhlola nekucwaninga emabhuku e-NYP 2030, ngekuzinisekisa kuphendvula kulusha.

Kute unikete emandla bantfu labasha kutsi batfutukisse babuye baphumelelise emakhono abo, inchubomgomo iyakugwema kulungisela kucedza licala lokususa kunaka kutindzaba letinkhulu tendzawo kanye netenchubo. Kufanele ingabonwa njengalengiko konkhe mayelana nato tonkhe tinsayeya tentfutuko yelusha, kodvwa ingamane ibonakale njengelithulusi lekukhuluma lelihlose kucinisekisa kwekutsi kuwo onkhe emazinga emphakatsi, kutfutuka kwelusha kubekelwe embili. Kuloku, inchubomgomo ichaza sidzingo sekukhulisa kusetjentiswa ngekuhulisa tindlela tindlela letinyenti tekungenelela leinemtselela lomkhulu kute kufinyelelwe kubantfu labasha labanyenti baseNingizimu Afrika. Loku Kutfolakala ngekwetfulwa kwetindlela letinsha, kucinisa letikhona, nekuhlanganyela nalabatsintsekako lababalulekile ekukhuliseni nasekusebentiseni. Kutinikela lokubonakalako, tinsita, kwenta nekuphendvula kwabo bonkhe labatsintsekako, kusebenta ngekuhambisana nebantfu labasha, kuyachubeka nekubaluleka.

2. INCHAZELO NEMLANDVO WELUSHA LASENINGIZIMU AFRIKA

Ema- NYP 2009, 2015 na 2030 achaza bantfu labasha njengalabo labaneminyaka lesemkhatsini weli 14 ne 35 budzala. Nanoma kukunyenti lokuntjintjile kwebantfu labasha kusukela kwangena umbuso wentsandvo yelinyenti nga 1994, kukhulunyelwa kweminyaka lengema 35 kusengakantjintji kwanyalo ngenca ngekungalingani ngekwemlandvo kwemakheli laphellele eveni. Inchazelo yalusha ihambisana naleyo lekumculu Welusha le-Afrika njengoba labo labasemkhatsini weminyaka weli-15 ne 35 budzala (i-IKhomishani Yebunye be-Afrika, 2006), lusha loluneminyaka leli 15 kuya ku 35 lina 37% webantfu belive (20 640 722).

Bantfu labasha bamele umnotfo lonemandla welive, uma nje basekelwa balekelelwa kuba ngemalunga lasebentako emphakatsi. I- NDP 2030 ibeka kutsi: "...kuba nebantfu labasha labanyenti kungakubeka esimeni lesikahle, kuye ngekutsi linyenti lalabakuminyaka yekuSebenta bacashwa ngendelela. Insayeya kugucula loku kube kuhlukanisa bantfu ngekwekuhlala. Loku kungenteka kuphela uma linani lalabakuminyaka yekusebenta lingacashwa emisebentini lekhicitako" (2012: 98). Kube imigomo yelisiko-nhlalo, politiki, nemnotfo iyachubeka nekwentela phansi bantfu labasha baseNingizimu Afrika., kutsatsa kungenlelela kutepolitiki netemnotfo njengelilungelo lekutalwa lebantfu labadzala, kungako sidzingo lesichubekako setinchubomgomo nekusetjentiswa kwetinhloko letinaka tikhalo telusha.

Kutindlela tekucabanga/tekuhlela telusha; tindlela tekungenelela telusha letibukiwe tiyadzingeka kwenta kutsi lusha laseNingizimu Afrika lungenelele ngekutikhandla kutenhloko-temasiko, temnotfo, nemphilo yepolitiki yemphakatsi. Ngakoke, njengema- NYP lengcile, i- NYP 2030 iyakubona kutsi bantfu labasha abasilo licembu lelucabanga ngalokufanako, ngaloko kwatsatfwa lenye indlela, lekhutsata tindlela tekungenelela letibukiwe tekungenelela ngekweminyaka (sib. labatfombile vs. lusha loselukhulile), licembu letebuhlanga, bulili, simo sekukhubateka, Indzawo lohlala kuyo, simo setemfundvo, kukhetsa temacasi, kuba sengotini kanye netinkinga. Lamacembu elusha lakhetsekile lakulebhendi letsite yemnyaka, "yelusha" ilungisa tidzingo netinsayeya tayo letikhetsakil. Incchubo lebuikiwe lenjalo itawulungisa tidzingo letikhetsakil temacembu lamanyenti, sibonelo Luhlobo ngekwemacasi i-LGBTQI+e kulusha kungaholela ekubeni kube netinkinga tekungafakwa emnotfweni nasenhlalweni letihambisana nekungalingani ekwakhiweni kanye nekucwaswa ngumphakatsi (Nyeck, Shepherd, Sehoole, Ngcobozi & Conron, 2019). Lendlela lehlukile ikwenta kwenteke kutsi i-NYP inake letinye tinchazelo letibalwe kumtsetfo nakutinchubomgomo letifanele, njengenchazelo yemntfwana njengemuntfu loneminyaka lefika kuli 18 kuMtsetfo weBantfwana (2005), luhlakamsebenti lenchubomgomo yemphilo yelusha nalabakhulile, kanye nekusho kwenchubo yetebulungiswa bebugebengu kulabanemacala labasebancane njengalabo labaneminyaka lesemkhatsini weli-14 ne 25 budzalakanye nekuhlukanisa emkhatsini wemuntfu Lomusha ne" lusha loludzala". Nakuba kusekhona tihibe netindlela tinchubomgomo letisebenta kabanti kuwo onkhe emacembu elusha, kunesidzingo sekuntjintja tikali neluhlobo leKusekela emacembu labukiwe elusha lahlukene

3. KUSHOVA NGEMANDLA

3.1. Umbono

Umbono we-NYP 2030 utsi:

"Kutfutukiswa kwelusha lokuhlanganisiwe, lokuphelele nalokusimeme, lokwati kungalingani ngekwemlandvo, emaciniso amanje, nekwehlukahlukana ekwakheni emakhono ebantfu labasha, kute bakwati ngalokutako kwakha imphilo lencono yabo bonkhe."

3.2. Injongo

Injongo ye-NYP-2030 kukhutsata imiphumela yentfutuko yelusha lemhle ekulungiseni tidzingo tebantfu labasha.

3.3. Umgomo

Inhloso ye-NYP 2030 kutfutukisa emakhono ebantfu labasha, kute babe ngemalunga latibophelelako nalafaka sandla emiphakatsini nasemmangweni wabo.

3.4. Umphumela Wenchubomgomo Lofisiwe

Tinhloso te- NYP 2030 ku:

- Hlanganisa Kutfutukiswa kwelusha kumgudvu lomkhulu wetinchubomgomo, tindhlelo, kanye neluphakelo lavelonkhe.
- Phutfumisa kufinyelela kwebantfu labasha ekuhlaleni lokuyikhwalthi, tepolitiki nematfuba etemnotfo.
- Tfutukisa bunye nekufinyelela kwebaniketitisita ekutfutukiseni lusha.
- Chuba luntjintjo lolushelako lwebantfu labasha luye enkhululekweni.
- Fundzisa nekucinisa lisiko lekutsandza lekutseembeka kubantfu labasha
- Sekela tikhungo tentfutuko ekuniketeni imigodla yemsebenti lehlanganisiwe.
- Hlanganisa nelusha ekwakhweni iNingizimu Afrika lencono kanye nemhlaba loncono

3.5 Umphumela wenchubomgomo lodzingekako

Umphumela lodzingekako uniketa emandla lusha ngelwatiso, lwati nemakhono lenta bakwati kutsatsa ematfuba nekutsatsa umtfwalo ngendlela yokufaka sandla lesifanele kumtsetfo yeNingizimu Afrika yentsandvo yelinyenti nalechubekelembili

3.6 Emagugu nemigomo

Kutfutukiswa kwelusha eNingizimu Afrika kudalwe ngumlandvo lomudze wemzabalazo wekulwa nekubekelwa eceleni nekubandlululwa. Kuwo wonkhe umlandvo wetfu, bantfu labasha basebente njenganembeza babonkhe kanye nebashayeli betingucuko, bangenelele ngalokubonakalako ekutfutukiseni umphakatsi lohlangane ekuhlaleni naloniketwe emandla kutemnotfo. Kutfutukiswa kwelusha kucondziswa ngumbono wemphakatsi longakhetsi ngekwebuhlanga nangekwebulili lowakhiwa ngengucuko, kwakhiwa kabusha, kanye nentfutuko. Loku kwenta letinkambiso leti nemigomo lelandzelayo ibaluleke kakhulu elusheni letfu njengoba kuchazwe ku -N YP 2030:

3.6.1 Umbono:

Inchubomgomo yelusha ikhutsata letinkhambiso letilandzelako:

- **Ntjintja ema-ejenti.** Bantfu labasha bangemathulusi nema-ejenti entfutuko yabo. Bantfu labasha kufanele batsatfwe njengema-ejenti engucuko, hhayi bantfu labamukelako kuhulumende bangenti lutfo.
- **Inherent worth nesitfunt selusha.** Kuniketwa kwemsebenti kufanele kukhombise inhlonipho yekubaluleka nesitfunt semuntfu lomusha. Bantfu labasha kufanele basekelwe ekutfutukiseni emandla nemakhono abo.
- **Kulungiswa kwesimilo.** Kukhutsatwa kwekulungiswa kwesimilo nemphefumulo kuhambisana netinkhambiso te-Ubuntfu” kanye nendlela yekunakekela.
- **Umntfu wasekuhlaleni.** Bantfu labasha babantfu basekuhlaleni labahlala kuluchungechunge lemanethweki labalulekilekumazinga endzawo, avelonkhe, esigodzi, newamhlaba wonkhe. Kubalulekile kutsi lamanethiweki akhulise kute abe tinchubo tekusekela letidzingekele kubantfu labasha kantsi tinake bantfu labasha umhlabawonkhe ekulungiseni ngemandla tidzingo tabo.
- **Kuniketa lusha emandla.** Tindlela tekungenelela kufanele tinikete emandla bantfu labasha kutimphahla letimayelana nentfutuko yavelonkhe ngekuphakamisa kutetsemba kubo khona batofaka sandla ngendlela lengiyo kuntfutuko yabo nakuleyo yemphakatsi wonkhana.
- **Kulingana.** Tindlela tekungenelela kufanele tilungise kungalingani kubuhlanga, bulili nekukhubateka tibuye tamukele tindlela telusha.

3.6.2 Tinchubo:

Inchubomgomo isekelwe nguletinchubo letilandzelako:

- **Kufinyeleleka.** Labasikati nalabadvuna labasebasha bemvelaphi lehlukene kufanele batitfole tinsita nemisebenti lebalulekile kuntfutuko yabo ngalokuphelele.
- **Intfutuko lesimeme leyeme kutimphahla.** Timphahla tebantfu labasha, emandla, likhono, nekukhona kufanele kukhulise khona kutophendvula ngemandla nangendlela lengiyo kutinsayeya, ngaphandle kwekwentela phansi likhono letitukulwane letitako ekuhlangabetaneni netidzingo talo.
- **Kwehlukana.** Tindlela tekungenelela kufanele tivumele imvelaphi lehlukahlukene bantfu labasha lababuya kuyo nekubungata indzima ledlalwe ngema-ejenti lihlukene ekuhlaleni, inkholelo, lisiko, nekwemoya ekutfutukiseni labasha labasikati nalabadvuna.
- **Kuphendvula ngetebulili.** Tinyatselo letitsite letigcugcutela kulingana kutebulili tinisisekisa kutsi labasha labasikati bayalingana nalabadvuna labasha kufanele basetjentiswe ekulungisweni kungalingani lokubangelwa tebulili kupolitiki, ekuhlaleni nasemnotfweni, nakumasiko.
- **Kuphelela.** Bunye kumkhakha wekutfutukisa lusha udzinga kucinisekisa kutsi tidzingo letinyenti tebantfu labasha kuhlangatjetwana nato nekutsi lwatii lwekufinyelela kutinsita labatidzingako, nabatidzinga atinaphutsa futi tiphelele, kucinisekisa kutsi batfola lwati loludzingekile, emakhono nesipiliyoni lesidzingekako kucinisekisa kungena kahle emphilweni yebudzala.
- **Kuhlanganisa.** Labanyenti labatsatse Indzawo, njengahulumende, umphakatsi, nemikhakha letimele, kudzingeka bahlanganise imizamo yabo kucinisekisa umtselela lomkhulu ekusekeleni kutfutukiswa kwebantfu labasha.
- **Kungabandlululi.** Tindlela tekutfutukisa lusha kufanele tingalubandlululi lusha ngalokumayelana neminyaka yebudzala, bulili, buhlanga, kukheta lolala nabo, kukhubateka, noma ngabe nguluphi luhlobo lwelubandlululo njengoba kubekiwe kuMtsetfosisekelo.
- **Kungenelela nekungena.** Ematiko/tikhungo temisebenti tihlele tinchubomgomo, emasu, netinhlelo nebantfu labasha, tabelane ngelwatiso, takhe ematfuba emsebenti, tibafake ekutsatseni tincumo njengetekhamuti letisebentako entfutukweni yato nasekutfutukiseni live.
- **Kulungisa kabusha.** Kubalulekile kubona tindlela lehlukene bantfu labasha labatsintseke ngato kantsi bayachubeka bayatsintseka kungabi khona kwebulungiswa kantsi kufanele kulungiswe ngetinchubomgomo letilinganako, tindhlelo, nekwabiwa kwetinsita.
- **Resilience.** Intfutuko yelusha kufanele isite lusha ekukhoneni kuphuma kunoma ngukuphi kutfuka noma bumatima ngekutfole ematfuba lokhona.

- **Kuphendvula.** Baniketimisebenti letfutukisa lusha kufanele baphendvuli kutidzingo netikhalo tebantfu labasha basebente ngemamla kulokutifiso tabo, khona batoletsa umtselela lomuhle ehlalweni nakumhlaba wonkhe. Kuhlalisana. Intfutuko yelusha kufanele ikhutsate kufakwa kwebantfu labasha njengengenye lebalulekile yemikhakha yemphakatsi ngekubafaka kumisebenti yentsandvo yelinyenti naleyakha sive.
- **Kuvela ebaleni.** Tikhungo kanye netinhlango letikhona ekutfutukiseni lusha kufanele tisebente ngendlela levulekile nalephendvulako.
- **Imisebenti yelusha.** Bantfu labasha kufanele bangenelele kumisebenti lesebentako umphakatsi lozuza kuyo, ngalesikhatsi batfutukisa umcondvo wabo wekutsembeka kanye nemakhono abo ngekufundza nemisebenti.

4. TINCHUBEKELEMBILI LETENTIWE NGETINCHUBOMGOMO LETENGCIILE

Kuniketwa emandla nekutfutukiswa kwelusha kwenta kube ngiko lokubalulekile kutindlela tahulumende tekungenelela. Umbiko weminyaka lengema- 25 wekubuyeketa ucacisa imphumelelo lenkhulu lemacondzana netindzawo letisihlanu (5) letibalulekile labuke tona tetinlubomgomo telusha tanga 2009-2014 kanye 2015-2020, lokunguleti: (i) imfundvo, emakhono kanye nematfuba esibili; (ii) kungenelela kutemnotfo netingucuko; (iii) temphilo nenhlalakahle; (iv) tekubumbana kanye nekwakha sive; kanye (v) nendlela yekutfutukisa lusha lephendvulako nalesebentako.

Uma sihlola intfutuko mayelana nemfundvo, emakhono nematfuba esibili, inhloso kutfutukisa kutfolo imfundvo lesezingeni lelisetulu letovula emandla ebantfu labasha ngekwakha emakhono abo. INingizimu Afrika yatfolo inzuzo ekuphakamiseni kutfolakala kwemfundvo nekuceshwa. Loku kufakazelwa yimiphumela yekutfolo imfundvo, lechubeka nekuba ncono. Cishe 52% walabaneminyaka lengu-24 kulelive balicedzile Libanga leli-12, nanoma loku kusephansi namanje nakucatsaniswa nema 70% emaveni lamanyenti lasathuthuka. Lizinga lekuphasa lavelonkhe leluhlolo leSitifiketi Savelonkhe Semfundvo lephakeme (NSC) lenyukile kusuka ku 75.1% nga 2017 kuya ku 78.2% nga 2018, kwabuye kwaba ngulomunye 81,3% welizinga lekuphasa lowatfolwa nga 2019, lelculiphesenti lelisetulu kakhulu lelabhaliswa kuleminyaka lengema 25 leyengcile. Kusukela ngemnyaka wa-1994 kuya ku-2016, kube nekuhphuka kwesibalo sebafundzi labaneticu temfundo yangemva kwesikolo sisuka kusigidzi lesi-1.7 kuya ku-3.6 wetigidzi. Ngetulu kwaloko, emkhatsini wa-1994 na-2016, kubhaliswa emayunivesithi kukhucite cishe linani leliphindwe kabili, nekuhula lokusuka ku 495 356 kuya ku 975 837. Lucwaningo Lwasemakhaya Lolwetayelekile Langa 2013 luchubeke lalinganisa kutsi, 705 397 bafundzi lababhaliswa emakolishi e- TVET nga 2016. Ekupheleni kwa 2018, linani lebafundzi lababhalisa kuTikhungo teMfundvo Lesetulu taHulumende laba ngu 1 036 984 (Lubalobalo ku-Post-School Education and Training eNingizimu Afrika, 2017). Kubuye kwaba nekwandza kwekungenelela kwemacambu elusha labencishwe ematfuba ngaphambilini kutemfundvo kuwo onkhe amazanga kuleminyaka lengamashumi lamabili lengcile, ikakhulukati emfundvweni yemabanga laphansi naphansi.¹

Ngetulu kwaloko, kukhona kutfutukiswa ekufinyeleleni etikhungweni temfundvo nakutinsita kanye nakumatfuba emisebenti kulabo labaphula umtsetfo, ngaleyo ndlela kube lula ukuhlanganiswa kwabo kabusha nemphakatsi. Sekukonkhe, kutfolakala kwemfundvo kuchubekile nekutfutuka ngekungenelela lokukhulile kunchubo yemfundvo sisekelo lokuphawuleke kutinlubomgomo tekusekela letinyenti letisetjentisiwe esikhatsini lesinyenti, kufaka nekusetjentiswa kweMtsetfo wetikolo taseNingizimu Afrika wanga 1996 lowenta kutsi sikolo siphoccelele kusuka libanga leku-1 kuya kulibanga le-9.

Kwandza kwekusekwa nguhulumende ngetimali kwebafundzi labaphuyile, ikakhulukati etikolweni letingakhokhisi mali kanye neSikimu SaVelonkhe Selusito Letimali Tebafundzi (i-NSFAS) sebafundzi labafanele labadinga lusizo, kulungisa kungalingani kutehlalo netemnotfo lokuvame kuvela ngoekwebuhlanga, kube lusha lolumnyama loluncishwa ematfuba. Inhlango i- # FeesMustFall, leyaphoccelela kutsi imfundvo itfolakale ngekukhululeka kubo bonkhe bafundzi emayunivesithi ahulumende, lokwaba nemphumela wekutsi kube nesimemetelo sahumende sekunikwa R57-wemabhiliyoni eminyakeni lemitsatfu (2018 / 19-2020 / 21), kute kukhokhelwe mahhala imfundvo yebafundzi labachamuka emindenini lephuyile noma lesezingeni lelisebentako, leneliholo lelihlango liseniwe lemnyaka lelifinyelela ku-R350 000.

Hulumende waseNingizimu Afrika usungule tinlubomgomo letinyenti kanye nemitsetfo kukhona kufinyelela kusakhiwonchani i-ICT nekuhona kuyikhokhela, kukhutsata kusetshentiswa kwema-ICT etikhungweni temfundvo ngoba ekuchubekiseleni phambili lusha. Lenchubekelembili iguculwa ngekuphuthuma kantsi iphatanyiswe kufika kweNgucuko Yesine Yetimboni lenenzawo lapho luhla lwetintfo letinsha nebuchwepheshe lobuhlanganisa umhlaba wemtimba, wedijithali kanye newetintfo letiphilako kusetjentiswa imikhakha kanye netindzawo letisetjentiselwa kuhlela indlela lesiphila ngayo, lesisebenta kanye nalesikhuluma ngayo. I- 4IR iphoccelela kutsi lusha lucedshelwe emakhono etebuchwepheshe kanye newedijithali kanye nenchubomgomo yesimondzawo letokwenta kungenelela kwelusha ekungenei kutindlela letinsha tedijithali neminotfo kanye nemisebenti ye" Big Data" nemnotfo wamhlaba wonkhe loweyeme kuliketange lemnotfo. Ngekusho kwaButler-Adam (2018), Kuhlakanipha kwekutentela kutawuvala imisebenti leminyenti kunekutsi kuyakhe – ngemisebenti lengetulu kwahhafa yanamuhla letentakalelako eminyakeni lengema-35 letako.

Ngekwelokungenhla, kufakwa kwedijithali yelusha laseNingizimu Afrika kusaloku kuyinshisakalo lenkhulu, ngoba kubikwa ngekutsi ngulenywe yetindzaba letinkhulu letinphumelelo, lebonisa kusetjentiswa lokunemandla kwetincomo teLuhlelo Lekusebenta Lenchubomgomo Yetimboni (i-IPAP) 2018/19 / 2020-21. Loku kuboniisa inchubekelembili ekusetjentisweni kwetincomo te-IPAP, letikhutsata kukhula kwedijithali kanye nekwakhiwa kwemphakatsi we`dijithali`. Konkhe loku bekusebenta ngemandla ekucinisekiseni kwekutsi bekukhona (i) luhlaka lolusebentako lekukhula kwedijithali; (ii) sakhiwonchani

1. Lefapha la Thuto ya Motheo (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>

lesidzingekele sekuphatsa “umphakatsi wedijithali”; (iii) kutfolakala kwedijithali yehardware nesoftware; ne (iv) kukhutsatwa kwetindlela letinsha tedijithali.

I-E-Strategy yaVelonkhe leyashicilelwa nga-2017 bekulindzeleke kutsi ichubeke nekwakha kutimphumelelo te-IPAP. Lelisu liphindze lacwayisa ngekutsi ngalesikhatsi kugucuka kwetimboni tedijithali kuyintfo lebaluleke kakhulu kunchubomgomo yekutfutukiswa kwetimboni yaseNingizimu Afrika, tidzingo temakhono taphambilini tinciphisa kukhucita kwemkhakha wetemfundvo. Ngako-ke, “kubeka tinsayeya letinkhulu kubuye kunikete mhlawumbe singatsi ematfuba lambalwa lajutjwe ngekuphufutuma kumnotfo wasekhaya” (Litiko leteKuhweba, Timboni neMncintiswano IPAP, 2018 p. 101).

Kucinisekisa Kungenelela Netingucuko kuTemnotfo, hulumende wasebentisa tihlelo letinyenti tekucashwa kwemphakatsi, lebetibuke kakhulu bantfu labasha, kufaka: Luhlelo Lekusebenta Lemphakatsi (i-CWP), Luhlelo Lekusebenta Kwemphakatsi Lolukhulisiwe(i-EPWP), Ikhophelethivi Yemsebenti Welusha Yasemaphandleni yaVelonkhe (i-NARYSEC), Bosomabhezini Belusha Nemakhophelethivi Elusha (sib ikhokhelwa yi-NYDA), Luhlelo Lemisebenti yelusha lavelonkhe n, Emakhono neKucechesha (sib. emalenashiphu akhokhelwa ngemaSETA), Sikhwama Semsebenti, Sincephetelise Sentsela Yemsebenti (i-ETI), neMisebenti Yekucashwa Kwelusha (i-YES). Letinye tibonelo tenchubekelembili yetenhlalo netemnotfo zifaka ematfuba lentelwe lusha nge-EPWP, YES ne-ETI, temabhezini, kanye nentfutuko kutemphilo nenhlalakahle yebantfu labasha. Kusukela ngaLweti wanga-2018, kumatfuba emisebenti ye-EPW latigidzi leti-4.3 lakhiwa, tigidzi leti-2 kwaba lusha.

Temisebenti Yekucashwa Kwelusha (i-YES) iyindlela leyakhiwe ngekubambisana nahulumende, labatimele, kanye nemphakatsi lohlose kukhulisa kucashwa kwelusha. Igcale kakhulu kulusha lolwaluncishwe ematfuba phambilini loluphakatsi kweminyaka leli-18 kanye nema-35 ngekuniketa sipiliyoni semsebenti semnyaka munye, inikete bantfu labasha litfuba lekukhombisa emakhono abo. Imphumelelo yayo lerekhodiwe ingu-33986¹ ematfuba emisebenti lesungulwe emabhezininini langema-662, lasayine neluhlelo ngaMashi 2020. Kubuye kwaba nenchubekelembili, lebangelwe yi-ETI, leyacala kusebenta ngemnyaka wa-2014. I-ETI ibe nemtselela lomuhle kutinombolo tekucashwa kwelusha, kusekela imisebenti yelusha lenge-645 973 ngoMashi 2017. Kusinyatselo lesitsembisako senchubomgomo lesingasetjentiselwa kuchubekisela phambili kucashwa kwelusha. I-ETI kufanele itfokotele kwatiswa lokuningi phakatsi kwebacashi kukhutsata kutsatfwa kwebantfu labasha. Noma kunjalo, letinhlelo tidzinga i-M & E kukhuphula nekuchubeka.²

Lusha luveze imiva lemihle ngematsembe ekharikhulamu lebuyeketwako kufananisa imisebenti lemisha kanye nekuvumelana lokukhulako kwekutsi imfundvo nekutfutukiswa kwemakhono kufanele kusekele tifiso telusha ekufakeni sandla etinhlosweni temphakatsi nekuzuzwa kumatfuba laniketwe imikhakha lehlukene yetemnotfo. Imikhakha lekhicitako lokumbandzakanya yekukhucita, yetimayini, yelwandle, kanye netinkampani tahulumende atinato tihlelo tekutfutukiswa lusha kantsi umkhakha lotimele kufanele ukhutsatwe kutsi utsatse indzawo ube yiNcenywe ku-ETI: “... kunyenti lekufanele kwentiwe kufundzisa libhezini ngenkhutsato yentsela. Kumele sibe “neluhlu” lwetifundvo lekufanele tiniketwe ngemakholeji - loku kutawucinisekisa kutsi kucechesha akugcili etifundvweni letingasasebenti kubantfu labasha.”

INhlangano Yetekutfutukiswa Kwetimboni kanye ne-Ejensi Yetimali Temabhezini Lamancane batibophelele ngekuhlanganisa tigidzigidzi leti-R2.7 kusekela emabhezini laphetfwe lusha. I-NYDA iphindze yasekela emabhezini lamanyenti elusha kanye nemakhophelethivi. Emabhezini lamanyenti laphetfwe lusha asitakele etinhlelweni tekutsengwa nekutfutukiswa kwemabhezini ahulumende kanye netinkampani letitimele. Tinyatselo letentiwe ngumkhakha wahulumende, njengekufakwa kwetimali kusakhiwonchani, tenyuse kucashwa kwelusha kutekwakha. Imali lesetjentisiwe lebuya emalini yekutfutukiswa kwemakhono kulindzeleke kutsi inyuke nga-3.6 % njalo ngemnyaka esikhatsini lesisemkhatsini. Umtimba Wemkhakha Wekufundzisa Nekucessha (i-SETA) itokhokhela tihlelo temakhono, emalenashiphu, ema-inthenshiphu kanye nekucesshelwa umsebenti wetandla, kanye nesipiliyoni sekusebenta. Kuyavunywa, tinombolo tisalela emuva kulokuhloswe Sivumelwano Sentsha sama-5% wesamba lesiphelele salokusunguliwe, nekufakwa emsebentini unomphela kusekuncane. Lusha lelake laphula umtsetfo liyachubeka nekubukana netinsayeya letiphindziwe tekuswelakala kwemisebenti kanye nemarekhodi ebugebengu ngenca yekulahlwa licala. Baniketwa kusekelwa lokungakanali kute banganokwati kungena emakethe yebasebenti futsi loku kuvame kuholela ekutseni baphindze bone, ngaleyo ndlela kubukele phansi imizamo yekuvuselela similo yelitiko Letebulungiswa neKulungiswa Kwesimilo.

Ngokwembiko wekubuyeketa wemnyaka wema-25, ngekuya ngekwemabhezini, sekube khona kwandza kwemabhezini elusha, kusukela ku 595 000 ngo-2015 kuya ku 641 000 ngo-2016.¹ Kukonkhe, amabhezini laphetfwe lusha, akhuphuke nga-7.7%, iGauteng yona ibalelwa cishe kukota (26%) yawo onkhe emabhezini elusha eNingizimu Afrika. Kukhula lokubonakalako ekusatjalalisweni kweminyaka yebudzala kwemabhezini lamancane nako kuyabonakala kuma-20-24 (15.9%) kanye nema-30-34 (7.6%) emacembu eminyaka. Kwekugcina, macondzana nekutfolakala kwemhlaba, tibalo tikhomba kutsi emkhatsini wa-Mabasa 1994 kuya ku-Indlovulenkulu 2018, emahektha la- 4 903 030 asatjalaliswa kabusha, ngeLuhlelo Lekwabiwa Kwemhlaba nekutsi labahlomulile, laba-306 610, nekutsi laba-35 615 (ngetudlwana kwa-10%) bekulusha kantsi labangema-775 bekubantfu labaphila ngekukhubateka.³

Bekukhona tindlela tekungenelela lentinyenti lekuhloswe ngato kwenta ncono imphilo kanye nenhlalakahle yelusha, letifaka lemitsetfosimiso, tinchubomgomo, tihlelo kanye nemikhankaso yebetindzaba: (i)Umtsetfo Wekuvimbela neKulashelwa Kusetjentiswa kabi Kwetidzakamiva, Umtsetfo 70 wa 2008; (ii) Umtsetfo Wekulawula Imikhicito 83 wa-1993 (netichibiyelo nemitsetfosimiso lehambisana nawo); (iii)Kwetfulwa kwetinsitakusebenta ngeNchubo Yekliniki Yebungani Lobukhulile yaVelonkhe (NAFCl) ngemnyaka wa-1999 kanye nenchubo yemisebenti yetemphilo lelungile yelusha nalabo lesebhakulile; (iv)

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>

uMtsetfo Wekukhetha Kukhipha Sisu 92 wa 1996; (v) Kwetfulwa kwetinsita temphilo tesikolo ngeNchubomgomo yetemphilo yesikolo lehlanganisiwe (ISHP); (vi) Tondlo Tekusekela Bantwana; (vii) Umkhankaso i-'She conquers'; (viii) Imikhankaso yavelonkhe yebetindzaba lenjenge 'Soul City', 'Love Life' ne 'Khomanani'; (ix) Luhlelo Lolukhulu Lavelonkhe Lekulawulwa Kwetidzakamiva 2013-2017; (x) Umkhankaso we-'Ke Moja' (ngiyaphila ngaphandle kwezidakamiva); (xi) Inchubomgomo yaVelonkhe Yemphilo Yelusha nalasebakhulile 2016-2020 kanye (xii) Tikhungo tekunakekela ema-Thuthuzela.

Tinchubomgomo letigcile kulusha nalabatfombile takhiwa tigcile etinhlelweni letinsha, letigcile kulusha kanye nebuchwepheshe (i) kukhutsata imphilo yengcondvo nenhlalakahle yelusha nalasebatfombile, (ii) kuvimbela ludlame nekusetjentiswa kabi kwetidzakamiva, (iii) kuniketwa ngeluhlelo lolukhulu loluhlanganise temacasi, tekutala, (iv) kuhlola nekwelapha bantfu labasha i-HIV ne-TB, kanye (v) nekugcina tiguli emisebentini ngekunakekelwa kwetemphilo ngekusekela kunamatsela lokuncono ekwelashweni; kugcugcutela kondleka lokunemphilo nalokunciphisa kukhuluphala nekunika lusha emandla nekutimbandzakanya nenchubomgomo nekuhlala ngemphilo yelusha. Umkhakha wetemphilo i-B'WISE Mobisite, yetfulwe nga-2017, iyinkundla yekuchumana leniketa bantfu labasha lwatiso ngetinkinga letahlukahlukene tetemphilo.

Lelisayithi liyasebentisana, livumela bantfu labasha kutsi babute ngetinkinga tetemphilo futsi batfole timphendvulo khona ngaleso sikhatsi. Nanoma kunjalo, leminyane imikhankaso ekubukaneni netinkinga letiphatselene netemphilo letifana nekutseleleka nge-HIV, kukhulelwa kwelusha, ludlame letemacasi netebulili nekusetjentiswa kwetidzakamiva kubonakala kubonakale kunemtselela lomncane, nakubukwa tinsayeya letinyenti tasekuhlaleni letisabonakala naletichubeka nekuba nemandla.

Umnyombo wekuhlalisana nekwakha sive kwakha bunye ngenhloso yekuncoba tinkinga letivimbela inchubekelembili ngekulingana. Kungenenelela kwelusha nebuve kucatjangwe kakhulu kusetjentiswa umcondvo wenkhululeko lensha wesakhamuti 'lesisebentako' nale'sitibophelele' lesitibophelele kupolitiki yendzabuko njengepolitiki yemacambu, kuvota naleminyane imisebenti yahlumende (Makoe *et al.*, 2018).

Kungaleso simo kwekutsi hulumende waba nalomcondvo wasebentisa Luhlelo Lemsebenti Yelusha Lavelonkhe (i-NYS) abambisene netinhlangano temphakatsi.

Inhloso yaloluhlelo kufaka lisiko lekusebenta nekufaka kutsandza live lakho ngekumbandzakanya lusha emisebentini yemphakatsi kutfutukisa kuniketwa kwetinsita, kukhutsata lubumbano lemphakatsi nekusita lusha lolungasebenti kutsi lutfole emakhono lahlobene nemsebenti lube futsi lusatfutukisa nemakhono ebuyana newebuholi. Mayelana nelusha lolungenamakhono nalolungasebenti, loluhlelo luniketa labangenelako litfuba lekufundza emakhono latheknikhali ladzingekile ekungeneni eveni lemsebenti, imfundvo, noma libhizinisi. Emkhatsini weminyaka weti-2016/17 kanye newe-2018/19, loluhlelo lwafinyelela kubantfu labasha labangetulu weti-127 000. Kwenta ncono kuhlanganisa, kuniketa tinsita nekukhulisa kufinyelela ku-NYS, Luhlelo Lemsebenti Welusha Lavelonkhe, lasungulwa labuye lamukelwa yiKhabhinethi.

Lokunye, macondzana nekungenenelela kwebantfu labasha elukhetfweni, kube nekwandza kwekubhaliswa kwebavoti kuwo onkhe emacambu elusha ngekweminyaka yebudza elukhetfweni lahulumende wasemakhaya lolwabanjwa emkhatsini wa-2006 na-2016, kanye nelukhetfo lolujwayeleleke lolwaba emkhatsini wa-2009 no-2014. Lokutfoktisako, tibalo teKhomishani Yelukhetfo Letimele (i-IEC) irekhode ngetulu kwa-500 000 webavoti labasha lababhalisile, bese kutsi labangetulu kwema-81% ngulabangaphansi kweminyaka lengema-30. Kuciniseka kutsi lusha lutsatsa buholi kugcwaliseka kwembono weMtsetfosisekelo, letincwadzi tekusebentela netincwadzi letingeMtsetfosivivinywa weKutibophelela, iflegi yeBunye Be-Afrika(i-AU), iflegi yeNingizimu Afrika, netimphawu tesive takhicitwa tatfunyelwa etikolweni. Litiko Letemidlalo, Buciko neMasiko uhlala usembili emizameni yekwakha buve bavelonkhe kanye nekukhutsata bunye. Kodvwa-ke, loku kuhlala kumibono lelinganisiwe yekungenenelela kwelusha njengoba ingafaki letinye tindzawo letisemtsetfweni naletingakahleleki, kufaka phakatssi tindzawo tekuchumana letidijithali lapho bantfu labasha batsatsa khona emalungelo netibopho tabo.

Kutfutukiswa kweLusha kwabekwa kwahambisana nemigomo ye NDP yetikhungo letichutjwe kahle tabuye tahlanganiswa ngendlela lesebentako kucinisekisa kucinisekisa indlela yekutfutukisa lusha lesebentako nalephendvulako. Emkhakheni welusha, tikhungo letitnikele letinikete tinsita kubantfu labasha tisekela intfutuko lephelele, lehlanganisiwe nalesimeme, tasungulwa nga 1994, nguleti: Ikhomishani Yelusha Yavelonkhe (i-NYC) kanye neMakhomishani Elusha Etifundza, Umkhandlu Welusha waseNingizimu Afrika (i-SAYC), lekungumtimba lomkhulu wetinhlangano temiphakatsi, Sikhwama SeLusha Umsobomvu (UYF), Lumphiko LeLusha ku DWYPD, I-Ejensi Yentfutuko Yelusha Yavelonkhe (i-NYDA), emayunithi/umtimba welusha kuyo yomitsatfu imikhakha yahlumende, kanye neLicembu LeLusha Lelisebentisana neHhovisi laMengameli (i-PYWG). I-DWYPD itawubukana nekuchumanisa nekugadza kusetjentiswa kwe-NYP 2030.

Intfutuko leyentiwe tikhungo tekutfutukisa lusha letisunguliwe tifaka kutfutukiswa kwetinchubomgomo telusha tavelonkhe netesifundza nemasu, nekumela, kukhulumisana, kuniketana indzawo yekungenenelela kwelusha kutinchubo tekutfutuka, kwakhiwa kwemisebenti, kutfutukisa emakhono, kugadza nekuhlola kusetjentiswa kwetinhlelo telusha, nekuhlala ndzawonye. Inchophamlandvo lebalulekile kwaba kutfutukiswa kweTinchubomgomo Telusha Tavelonkhe ta-2009-2014 kanye newa-2015-2020, leyahola labatsintsekako ekutfutukisweni kwelusha ngetinfo letisetulu tinchubomgomo kulomkhakha. Kwekugcina, luhlaka Lekugadza neKuhlola (i- M & E) lolwentelwe kulandzela inchubekelembili ngekusetjentiswa kwenchubomgomo kuniketa isethi yetindlela letisetjentisiwe kuhlola kuthi imisebenti yekutfutukiswa kwelusha iyayifeza yini imiphumela ledzingekako kantsi uma idzinga kuhlanganiswa lokufanele nekusetjentiswa kwenchubomgomo.

5. TINSAYEYA LETIPHIKELELE LETITSINTSA BANTFU LABASHA

Ngenca yemaphuzu etemlandvo tamanje tenhlalongcondvo netenhlalo-mnotfo letitsinta linyenti lemindeni eNingizimu Afrika, lusha lolunyenti lubukene netinsayeya letinyenti letingabe tibangelwe kwesamba kwetitukulwane llokuchumene nelubandlululo, kuphikelela kwekwandza kwewungalingani, buphuya, ngekwwebulili, kanye nekubandlululwa. Lokungalingani kunemtselela lomubi ngoba sizatfu ngasinye siholela kolokunye. Sibonelo, buphuya bekukhulisa nekucindzeteleka kuholela ekutseni ungondleki ngalokwanele kanye nekungatfoli kufinyelela ekukhulisweni usemncane kanye nekunakekelwa ekhaya, lokuholela kumiphumela lemibi yengcondvo nekutiphatsa ebantfwaneni lokutsintsa kusebenta kwabo esikolweni kantsi kungaholela kumazinga lasetulu ekuyekela sikolo. Bafundzi labashiya sikolo abakwati kubhalisa kutikhungo temfundvo lephakeme kantsi labanyenti abanayo inshisakalo yekubhalisa kumakolishi eMfundvo neKucecesha Yemphakatsi (CET) lekuholela kumatfuba lamancane ekucashwa. Lusha lelinekukhubateka libukene netinkinga letinyenti tetikhungo kumfundvo nakumatfuba emisebenti esikhatsini sonkhe semphilo.

5.1 Emanani lasetulu Ekuyekela sikolo nalaphansi ekusuka esikolweni uye emsebentini

Imbangela lenkhulu yebuphuya, kungalingani, kanye nekusweleka kwemisebenti kulusha eNingizimu Afrika ngemazinga laphansi ekuzuza imfundvo nemakhono. Lubalobalo lebasebenti bahlumende lukhombisa kutsi emazinga ebafundzi labashiya emkhatsini sikolo anyukile kusuka kuLibanga 9 kuya etulu, afinyelela cishe ku-12% kuwo omabili emabanga 10 na-11 ⁴

Liphesenti lebantfu labaneminyaka lengu-20 nangetulu labangamange babe nayo noma nguyiphi imfundvo lehlile kusuka ku 11,4% nga-2002 laya ku 4,5% nga-2018, ngalesikhatsi labo cishe labanelibanga 12 linyukile lisuka ku 30,5% kuya ku-45, 2% esikhatsini lesifanako. Cishe kubili kwalokutsatfu (66.4 %) kwalabafundzi bekungema-Afrika, 22.3% bekungulabaMhlophe; 6.7% bekumaKhaladi kantsi 4.7% beku ngemaNdiya noma ema-Asian. Lusha lase-Afrika, ngalokucondzile, bancishwa ematfuba kumikhakha yemakhono lephansi, hhayi ngoba kuswelakala emakhono ladzingekako nemfundvo lephansi, kodvwa ngoba abanayo indlela lengabachumanisa emisebentini.

Emazinga ekungenelela latfutukisiwe ekufundzeni avamise kukhishwa lizinga lelipansi lemfundvo kanye nekungafani emkhatsini walokudzingwa temsebenti nalokutfunyelwako. Umgudvu wemakhono unganywe tihibe letibukela phansi kufinyelela lokulinganako kumatfuba emsebentini. Emakhono ekufundza nekubhala newekubala esikolweni semazinga laphansi kungaphansi kwesilinganiso samhlaba wonkhe. Kwamukelwa kwebantfwana esikolweni kuphansi kantsi nelizinga lekuphasa tibalo nesayensi kuLibanga 12 kuvimbela kukhula kumfundvo lesetulu, ikakhulukati kubunjiniyela, isayensi nekucamba lokusha.

Cishe 52% webantfwana labaneminyaka lengama-24 eveni bacedze Libanga 12, kodvwa-ke, imiphumela lengasimihle etikolweni temabanga laphansi iholela ekungeneleleni lokubutsakatsaka kulamanye emazinga esikolo. Linani lelikhulu lebafundzi lishiya phansi imfundvo yemabanga laphakeme ngaphandle kwekutfoli i-National Senior Certificate (i-NSC) noma Libanga 12, i-Further Education and Training (i-FET), noma sitifiketi se-Adult Based Education and Training (i-ABET). Cishe 60% welusha lwaseNingizimu Afrika lushiye sikolo ngaphambi kwamatikuletjeni (Libanga le-12) noma balufeyilile luhlolo lwabo lwamatikuletjeni kantsi basala bangenalo luhlob lwesicu semfundvo lesatiwako[1]. Ngekuhamba kwesikhatsi bambalwa bantfu labasha labacedzela Libanga leli-12 bachubeke nemfundvo nekuceshwa kwangemva kwemfundvo yasesekhondari kutfoli emakhono emfundvo. Nga-2011, bangu-31% kuphela bantfu labasha labacedze Matikuletjeni wabo. ⁵

Indlela lemkhakhamnyenti iyadzingeka kuciniswa imfundvo sisekelo, kwehlisa emazinga ekushiya kwebantfwana esikolweni, nekukhulisa kuniketwa kwemakhono kubafundzi. Sinye setiphakamiso bantfu labasha nabo labasifakile saba sekutsi bantfu labanyenti baseNingizimu Afrika kufanele bafundze ngetilimi tabo tekucala, njengoba lucwaningo selukhombisile kutsi bafundzi bakhululeka kakhulu babuye bente ncono uma bafundziswa ngelulwimi labalutaye, loku kufaka lulwimi letimphawu kubantfu labasha labanekukhubateka. Lendlela kumele yente tindlela letisebentako talabaphuma etikolweni kufinyelela ematfubeni ekufundza ngemuva kwekucedza sikolo kanye nekucinisekisa emazinga laphakanyisiwe ekucedza ekuceshelweni emakhono, ngesikhatsi abukene ngco nekushoda kwemakhono nelwati lwemisebenti kulusha loluyekela sikolo nalolunye lusha loluseningeni nasengotini. Ematfuba ekucesha emakhono lehlukile nekusekela ngetimali bantfu labasha labanemakhono ekufundza laphansi kantsi babuya emakhaya laholi imali kusuka phansi nasemkhatsini ayadzingeka. Kusekelwa etikolweni kuletsa imfundvo lesezingeni leliphakeme esimeni lesivumelana Inkhulumiswano lemayelana neSitifiketi Semfundvo Letayelekile (i-GEC) lekufanele samukelwe ngalokusemtsetfweni ekucedzeni Libanga 9 kubalulekile. Lusha kufanele lukhulunyiswe njengalabatsintsekako kuhlolwa umtselela walesitifiketi nekutsi singabakhutsata njani bafundzi kutsi bayekele sikolo masinya kunesikhatsi lesilindzelekile.

Loku lokufakwako lokulandzelako lokuvela kumphakatsi ku-NYP kugcamisa leminywe imibono yezindzaba letibalulekile ngalabatsintsekako labahlukahlukeni:

“Insayeya lenkhulu lehlanganiswa kwehlukaniswa ngekwelinani lebantfu (sibalo selusha) kutsi sibalo sebantfu labasha labangena emakethe yetemisebenti (sib. lusha lolu-790,000 labhala luhlolo nga-2019) iyachubeka nekundlula kakhulu linani lematfuba lentiwa imikhakha yemphakatsi kanye naletimele. Loku kuphakamisa kutsi hulumende kufanele acabangele tindlela letitofinyelela emakhulwini etinkhulungwane kunetinkhulungwane noma emashumi etinkhulungwane elusha” (Kwetfulwa yi-

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.

5.2 Emazinga emakhono laphansi nekungafananiswa kwemakhono

ENingizimu Afrika, cedza noma ngutiphi ticu tangemva kwekufundza sikolo kahle kutfutukisa kakhulu emafuba ekungenela kutemisebenti, kufakwa kutemnotfo, nekwehla kwebuphuya ngalesikhatsi emakhono ebalamuli ehlisa kungalingani kweliholo. Linani lelincane kuphela lalabo labashiya luhlelo lekufundza lababhalisa emakolishi eTechnical Vocational Education and Training (TVET) noma labakwati kufinyelela kunoma ngukuphi kuceceshwa kwangemva kwesikolo. Kantsi ngalesikhatsi emazinga ekungenelela etikhungweni te-FET asenyuke kakhulu, namanje asengakaneli ngekwemanani nangekhwalthi kuhlanguketana netidzingo temakhono laphakatsi nendzawo emnotfweni. Nga 2018, labasha baseNingizimu Afrika laba 780 000 kuphela lababhalisa emakolishi e-TVET kantsi nga-2030, kungenelela kwenchubomgomo kufanele kukhuphule linani lekubhaliswa kwebafundzi kutikhungo te-FET.

Kungenti ngendlela kwemfundvo lephakeme kutsintsa kuniketwa kwetifundziswa telizinga lelisetulu letinemakhono. Kungena kumfundvo nekuceshwa kwangemva kwesikolo selibanga lelisetulu kumatima kukutfo labashiya sikolo, kantsi labo labatfo lamafuba abakukulungeli ngalokwanele kungena endzaweni yekusebenta ngenca yekhwalthi lephansi temfundvo nekucesha labayiniketile. Insayeya lebukene nemfundvo yemakhono kutfo tiindlela tekusita bafundzi labanyenti labafundza esikolweni labangafanele kungena ngco emfundvweni lephakeme noma emsebentini kute batfole emakhono. Lelinani lelikhulu lebantfu labasha labaphume eluhlelweni lwemfundvo ngaphambi kwesikhatsi, abanamakhono emfundvo noma ebuchwepheshe, lokwenta bangasebenti kahle, kungako 60% welusha lolungasebenti lolungaphansi kweminyaka lengema-35 alukaze lusebente. Ngaphandle kwekungenelela lokuhlosiwe, batohlala bakhishiwe emnotfweni.

Nanoma lomcondvo nenchubo yekutfutukisa lusha ifakwe kutinkhulumo tekutfutukisa bantfu eNingizimu Afrika, kuncane lokwatiwako mayelana nelusha nelinekukhubateka nekutsi basuka njani kusuka ebuntfwaneni bayoba bantfu labadzala. Kusuka ebuntfwaneni, bantfu labakhubatekile abanako kufinyelela lokulinganako emfundvweni ngako-ke basalela emuva ekutfutukisweni emakhono. Lucwaningo Lemphakatsi lwanga-2016 lutfole kutsi 7.7% webantfu baseNingizimu Afrika banekukhubateka lokutsile; ngekkukhubateka lokuphansi kakhulu kubantfu labasha (emkhatsini wa-2.6% na-3.4% kumacembu lehlukahlukene ngekweminyaka elusha). Lizinga lekukhubateka lavelonkhe likhuphuke kancane lisuka ku-7.5% nga-2011 laya ku-7.7% nga-2016.

Inchubomgomo yebantfwana labanekukhubateka ingumsebeni weLitiko letemfundvo Sisekelo neLitiko Letekutfutukisa Tenhlalo. nanoma kunjalo, uma bafika esigabeni sekuba lusha babonakala bawela lakuchekeke khona. INingizimu Afrika ayinawo umtsetfo kulabakhubatekile kanye nelusha lelinekukhubateka lubukana nekubandlululwa kantsi kungenteka bangayitfoli imfundvo sisekelo. Lokunye kukhubateka kuhlanguketana kuba nenkinga yekufundza ngekwelisiko akuvisiseki kugcine ngekutsi lolunye lusha luvallelwe ekhaya lungangeneli ngalokugcwele emphilweni yasenhlalweni njengekuya etindzaweni tekufundza, yekudlal, nekutimela kanye nekutifunela umsebeni.

Lusha luvete kukhatsateka ngekungafakwa kwelusha lolukhubatekile etinhlelweni nasemisebentini leminyenti yentfutuko. Babale kutsi *“Umntfu lokhubatekile akacanjangelwa etikolweni nasemayunivesithi;” kantsi kunesidzingo “sekwakha tinhlelo letimbandzakanya lusha lolukhubatekile,” kanye “nekucinisekisa kutsi luyafakwa kuto tonkhe tinhlelo tentfutuko netengucuko nematfuba.”*

5.3 Kungasebenti kwelusha lokuvamile nalokuhlelekele kanye nekwehla kwemoya i webhizinisi

Kungasebenti, ikakhulukati kulusha, umenyetelwe ngesimo lesibucayi savelonkhe Buholi beKuphatsa be-6th ngelizinga lelisetulu lekungasebenti elichazwe ngekubuka totimbili tidzingo nekwabiwa. Emazinga lasetulu ekuswelakala kwemisebenti kulusha avamisa kuholela kumcondvo lokhulile wekungafakwa nekukhungatseka ngemitsela lemihi emphilweni yemtimba nengcondvo, lokudala umjikeleto lomubi (UDe Lannoy, uGraham, uPatel noLeibbrandt, 2018). Kute live lilete ingucuko lenkhulu lesimeme, lidzinga kubuka indlela lecinile kudzilila lokundluliselwa kwebuphuya kutitukulwane ngetitukulwane. Kuba musha ngulesinye setigaba lesibalulekile ekuphileni lapho kusekelwa lokufanele kungenta khona umehluko lobalulekile. Sifiso setembusave lesingagucuki siyadzingeka kwehlisa kungasebenti kwelusha ngekukebentisa tingucuko temnotfo naletinye, kucinisekisa imiphumela lemihi yesikhatsi lesifishane, lesisemkhatsini nalesidze.

Ngekwemiphumela yeLucwaningo Lemsebeni Lekota, i-Quarterly Labour Force Survey (i-QLFS) kukota yesibili yanga 2020 leyakhishwa beLubalobalo beNingizimu Afrika, i-Statistics South Africa, lizinga lelisetsetfweni labangasebenti lime ku 23.3 %, lekuyintfutuko nakucatsaniswa na Q1, nanoma kunjalo, loku kwabangelwa kakhulu ngulenchazelo yekungasebenti. Ngokuvamile, kungasebenti kwelusha kuhlala kuphakeme ngenkhani. Lizinga lekungasebenti kwelusha lolusemkhatsini wa 25 na 34 kwaba ngetulu ngalokuphindziwe kunaloko kwemacembu eminyaka lesemkhatsini kwa 45 na 54 (37.3% vs 17.5%) ku Q1 ya 2020. Ngesikhatsi lesifanako, lizinga lekuswelakala kwemisebenti emkhatsini welusha loluneminyaka lesemkhatsini wa-15 na-24 cishe belingu- 60 %. Kungasebenti kwelusha sekufike ezingeni leliyinkinga eNingizimu Afrika futsi kusasele kuyinkinga lenkhulu lebukene neline. Nanoma kungasebenzi kwelusha kungasiyo inkinga eNingizimu Afrika kuphela, lusha laseNingizimu Afrika lisengotini kakhulu uma kucatsaniswa nemhlaba wonkhe. [1] Umbiko we-Spectator Index ubala lizinga lelusha laseNingizimu Afrika lolungasebenti njengalelisetulu kakhulu emhlabeni. Labanengi sebavele baneminyaka leminyenti

6. Mokgahlo wa Boditšhaba wa Mošomo. (2019). Phihlelelo ya Mošmothohlo yeo e tšwelelago mo mošomong. A study based on ILO's global estimates for youth labour market indicators.
7. Dipalopalo tsa Aforikaborwa. (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: Setheo sa Bana.

yekungatsatfwa ekufuneni imisebenti, futsi loku kuholela ekulimaleni emphefumulweni nasengcondvweni.

Linyenti lebantfu labasha liphelelwe ngemandla ngengenzaba yemsebentii futsi alikhulisi emakhono alo ngemfundvo nekuticecesha, ngaleyondlela, alikho emsebentini, emfundvweni, noma ekuceceshweni (NEET). Emaphesenti ebantfu labasha labaneminyaka lesemkhatsini weli- 15 ne- 24 iminyaka lebebaku NEET bebeme ku 34.1% nge Q1 ya 2020. Loku kumele bantfu cishe labatigidzi leti 3.5 sebantfu labasha labaneminyaka lesemkhatsini weminyaka leli- 15 ne- 24. Ngetulu kwaloko, kunalokukhatsatko lokuphatselele netebulili kulizinga le-NEET, lelisetulu kakhulu kulabasikati kunaloko kwalabadvuna labasebasha. Yamadoda amancane. Uma kucatsaniswa ne-Q4 ya-2019, liphesenti lebantfu labasha labaneminyaka lesemkhatsini weminyaka leli 15 ne- 34 weminyaka lebeba-NEET kukhule kancane nga-1.1%, lokungukutsi, kusuka ku-38.9% kuya ku-41.7% ku-Q1 ya-2020.[1 7] sekukonkhe, emazinga ekungasebenti abonakala emkhatsini weminyaka lengema 20-24 budzala lasebalungiselela kusuka kutemfundvo bayongena emsebentini, labasikati labasha bangetulu kwalabadvuna labasha, kantsi nelusha lema_Afrika neMakhaladi lutsintseke kwengca lusha lalabaMhlophe neMandiya.

Lusha lolunekukhubateka lulwela kutfolo imisebenti lefanako neyelusha lolungenako kukhubateka kantsi ayikho indlela lephocelela kusekelwa kwekusetjentiswa kweluhlelo lequota macondzana nemacembu lakhetsiwe njengobe kubeka Umtsetfo Wekulinganisa Umsebenti 55 wba emsebenti avame kukhangiswa bemtfombo webetindzaba kantsi awubacabangeli labo labanekinga yekuva noma kubona. Njengoba kukhubateka kungakafakwa etindzaweni temsebenti kufaka umkhakha wahulumende, labanye bantfu labasha labanekungaboni, kuva, nekukhubateka emtimbeni angeke bakwati kuchudzelana ngematfuba emsebenti lokhona. Ematfuba lamanyenti emsebenti adzinga i- Curriculum Vitae (i-CV) lethayiphiwe ngaphandle kwekubuka labo labangeke basebentise tandla tabo kuthayipha. Kusetjentiswa kwetindlela letivuma kutsi lusha lolunekukhubateka luphile ngekutimela lubuye lungenelele ngalokuphelele kuto tonkhe tihlangotsi temphilo lekufanele tibekelwe embili. ibambe iqhaza ngokugcwele kuzo zonke izici zokuphila kufanele kubekwe eqhulwini.

Lokulandzelako ngemaphuzu labangele ekwehleni kwelizinga lekungenelela kwebantfu labasha ekuhlanganisweni nemnotfo eNingizimu Afrika:

- a) Umnotfo waseNingizimu Afrika bewuloku uhlangabetana nekwehla komnotfo kusukela nga-2014, ngekwela kwemnotfo umnyaka ngemnyaka lizinga lekukhula kwemnotfo lehle laya ngaphansi kwa-2%. Lokwehla kungabangelwa kakhulu kuphela kwelizinga letimphahla ngemnyaka wa-2011; kwehla kwetindleko temphakatsi kanye nekusisa kanye netinsolo tenkhohlakalo kutikhungo tahulumende letibalulekile lokuchubeka nekuba nemtselela longasimuhle kutsemba lebasisi. Kwehliswa kwanyalo kwemnotfo waseNingizimu Afrika lokwentiwa ngema-ejenti ekulinganisa tikweledi enta kube mnyama.
- b) Inchubekelembili ekutfufukisweni kwemnotfo iphazanyiswa kungasetjentiswa kahle kwemtsetfo wetemnotfo, kusebenta lokungakalungi kwetikhungo temtsetfo letisungulelwe kusheshisa kutfufukiswa kwetenhlo netemnotfo, kanye nekwehluleka kubumbana nekuchumanisa luhlaka lwenchubomgomo lekhona. Sibonelo, luhlaka lwemnotfo lomkhulu aluzange lusekele kukhula lokusimeme nekwakhiwa kwematfuba emisebenti. Letinye tinsayeya kwekutsi sikweledi sahumende besiloku sikhula kancane, kantsi konga lokwentiwe imikhakha letimele kanye neyahulumende kusaloku kuphansi kakhulu, ngaleyo ndlela kuvimbela kukhula kwemnotfo.
- c) Kuhamba ngemandla kwekutfufuka kwetebuchwepheshe kube nomtselela lomubi kutekucashwa kwebantfu, ikakhulukati emikhakheni lekhicita umnotfo yaseNingizimu Afrika ngenca yemishini yebuchwepheshe kanye nemishini letisebentelako. Ligagasi lamanje le- 4IR liletsa litfuba nensayeya njengoba linemandla ekutsikameta cishe yonkhe imboni ngekusebentisa i-automation lenkhulu, ledzinga kulungiswa kumikhakha yetimakethe tebasebenti. Bantfu labaningi labasha abanawo emakhono lahambelana nesakhiwo semakethe yetisebenti leseychutjwe kakhulu buchwepheshe nekutsembeka kumakhono lasetulu. Kungasebenti kwelusha kuyachubeka nekubeka enkingeni kutfufukiswa kwemakhono ladingekako kusimamisa kukhula kwemnotfo.

Ngekwe-Statistics SA, linyenti lelusha laseNingizimu Afrika livame kuwela kusinye saletigaba letintsatfu: labangakafundzi, labangakacashwa, nalabangacashaki.[1] Ngisho nebantfu labasha labaneminyaka leminyenti yekufundza kungenteka bangacashwa kunalabadzala ngenca yekuswelakala kwelwati lwemsebenti lolufanele.

Lokucaphelekako kutsi bantfu labasha labanetiqu temfundvo lephakeme banelitfuba lelincono kakhulu lekutfolo umsebenti uma nje imfundvo yabo nemakhono kuhambisana nesidzingo semakethe yebasebenti. Uma ubuka lizinga lekusisa emphakatsini kumfundvo sisekelo nakumfundvo lephakeme, labasha baseNingizimu Afrika labaphume eluhlelweni lwemfundvo ngaphandle kwemakhono nalabo labatfole emakhono langadzingeki ngamanani lasetulu kumnotfo kantsi netimboni tingazuza kuletindlela tekungenelela letisetjentiswa ekuseni kuchuba kutfolakala kwemakhono emsebenti kanye nemakhono emabhizinisi.

Lubalobalolukhombisa kusuka kwelusha loluneminyakaleli-15 kuya ku-29 kuletinye tifundzaluyekakhulukatieGautengnakuletinye tifundza njenge KwaZulu-Natal nase-Kapa ikakhulukati emaphandleni lufuna ematfuba emnotfo lancono, imisebenti, kanye nemphilo lencono. Lusha lolufudukako luhlangabetana netinkinga tekuwela egibeni lebuphuya emadolobheni ngenca yenchubo yekusekela enhlalweni ngesikhatsi bangena kulesinye sigaba; ngako-ke, lapho kufanele kube khona kungenelela lokusebentako nekusebentisana lokuningi kubukana netimo letitsile, bungoti, kanye nekuba sengotini kwalabasha lababafudukile. Labasikati labasebasha nemantfomatana basesimeni sekungaphumeleli, njengoba benta linyenti lebahlukunyetwa bekushushunjiswa kwebantfu mayelana yekuchashatelwa imali nemacasi. ⁹

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

Leligalelo lelilandzelako loluvela kutetfuko temphakatsi ku-NYP kugqamisa leminywe imibono yetindzaba letibalulekile ngabatsintsekako labahlukahlukeni:

Ngelishwa, bantfu labasha kanye nemkhakha lotayelekile wema-SMME bewuhlala uhlupheka ngecutfola imali ku-SEFA [I-jensi Yemali Yemabhezini Lamancane], ngenca yetihibe netidzingo letinkhulu kanye nemaphepha layintsaba ladzingekako labita imali lenyenti kuwahlanganisa. Loku kufaka phakatsi kufinyelela kwema-akhawuntenti kute bente luhlaka lwetilinganiso tetimali babuye bakhiphe emaphrojekthi lanengcondvo nalabhangekako. Ngako-ke, tidzingo kanye nendlelakuhlola yekufaka ticelo kufanele ichtijyelwe". (Kuletfwa nguMasipalati, mhlathi 16 Indlovulenkulu 2020).

Kungeta, simo sanyalo se-4IR sinemtselela kulikusasa lemsebenzi welutha, tinchubo tekufundzisa ngemsebenzi netinchubomgomo tetimboni. Ngalesikhatsi kunekucagelwa kwekuphatamiseka lokukhulu esakhiweni sendzabuko kanye nekuphelelwa sikhatsi kwetinhlelo tetemfundvo, kunesikhala sekuvulwa kwematfuba emisebenzi. Ngako-ke, kunesidzingo sekwakha emakhono e - 4 IR kulusha ngekuhambisana ne-'Inthanethi Yetintfo Letinkhulu' kute kusitakale tinzuzo te-4IR. Loku lokufakwako lokulandzelako lokuvela kutetfuko temphakatsi ku-NYP kugcamisa leminywe imibono yetindzaba letibalulekile ngalabatsintsekako labahlukahlukeni: *"Tinchubekelembili netintfutuko letihleliwe njengoba i-4IR itsatsa yonkhe imisebenzi kantsi nanoma sisekela ngekwewebuchwepheshe naletinye tintfutuko, njengelusha singayibuta lentfutuko lesitsintsa ngendlela lengakalungi".*

Kutfunyelwe yinhlangano yelusha yavelonkhe mhlathi 16 Indlovulenkulu 2020.

Iphindze ivete ematfuba lamasha. Idatha lenkhulu ibonakala iyigolide lensha noma woyela lomusha. Idatha isikhiya lesisha sekucala tintfo letinsha nekutfutukisa tisombululo tekulungela inhloso tebantfu nemiphakatsi. Kubuye kubaluleke kakhulu kutsi itfolakale kutintfo letinsha letingasungulwa, kwabelwane ngato kubuye kwentiwe kutsi itfolakale ngetinkhambiso tekutfolakala letivulekile.

Inkinga ye- Covid-19 iphindze yabhebbhetsekisa simo sekungasebenzi selusha eNingizimu Afrika. Umnotfo bese uvele usesimeni lesibi sekukhula, nekuvalwa ngci kwetintfo kuhambisana nekwehliswa kwekulinganiswa kwetikweledi bewungaletsa inkinga ekulimateni kwakhiwa kwemisebenzi nekusimama kwemabhezini ikakhulukati lamancane. NgeNhlaba 2020, tinkampani letiyenti tamemetela tindhlelo tekudziliza basebenzi lokuhlanganisa nemabhezini ahulumende tekundiza kuyofika kutinkampani tekwakha tekutijabulisa tekungcebeleka, netekunakekela tivakashi.

Kubalulekile kungacabangi kutsi bosomabhezini labasebasha labadvuna nalabasikati, ngisho noma betinhlanga letahlukene nabo babukene netinsayeya letifanako nalomunye. Kumphakatsi lapho ikakhulukati, labasikati labamnyama bahlala babandlululwa ngekwendlalo, emasiko, kanye netinkhambiso temasiko, imitamo lekhetsekile kufanele yentiwe kucinisekisa kumbandzakanyeka lokungetulu nangale, ekuniketeni ematfuba lafanako kulabasha labadvuna nalabasikati.

5.4 Imiphumela lemibi yetemphilo yemtimba nengcondvo

Bantfu labasha labanemphilo kungenteka bakhicite babuye bafake sandla ekukhuleni kwemnotfo welive. ENingizimu Afrika, kubalulekile kulungisa tinsayeya temphilo kanye nekuphila kwelusha lokuphikelelako kanye netifo letitsatselanako, netifo letitsatselana ngemacansi (ema-STI) kanye nemiphumela lengasimihle yetemacansi nemphilo lenhle (i-SRH) nemiphumela, netinkinga temphilo ngekwengcondvo nekungakhuli ngenca yalokusamanti kanye nekusetjentiswa kabi kwetidzakamiva, buphuya, kuswela nekuchashatwa, kanye neludlame nekulimala.

Lokuvame kuba liciniso kutsi kusetjentiswa kabi kwetidzakamiva nalokuluketjiti kungaba nemphumela wekugula ngengcondvo noma kuhlukumeteka. Kunye kwetintfo letimcoka letikhatsatoko temphilo lokuvamise kunganakwa sifuba semaphaphu (i-TB), ngaphandlekwekutsi singusinye setifo letihamba embili tetifo letitsatselanako letibanga kufa kubantfu labasha. Ngekwelubalobalo laseningizimu Afrika (2018: 40), nga-2016, sifo semaphaphu besiyimbangela lehamba embili yekufa kwebantfu labaphakatsi kweminyaka lengu -15 kuya kuma- 24, sibala labangu-7,0% walabafile. Salandzelwa sifo i-human immunodeficiency virus (i-HIV) (lesibangele 5.7% walabafile). Noma kunekwehla kwemazinga ekukhulelwa kwelusha lahambisana nekutfolakala lokusetulu kwe-HIV kutidzandzane eNingizimu Afrika, emazinga ekukhulelwa kwetidzandzane kuhlala kusetulu. Ngekwel-Ejensi Yelusito Yemave Labumbene, nga 2018, kutseleleka lokusha nge-HIV kulabasikati labasebasha labaneminyaka lengu-15 kuya kuma-24 bekungetulu ngalokuphindvwe kabili kulabo labadvuna labasebasha (tifo letitsatselanako leti-69 000 letinsha kulabasikati labasebasha, nakucatsaniswa neti-25 000 kulabadvuna). Ngelokuvamile, labasikati bebanemazinga lasetulu ekutseleleka nge-HIV kunalabadvuna.¹⁰ Kutfolakala kweligciwane le-HIV kulabaneminyaka leli-15 kuya kulengema-49 eNingizimu Afrika bekuku-20.6%, 26.3% kulabasikati kantsi ngu-14.8% kulabadvuna nga-2018. Kungalingani kwekutfolakala kwe-HIV ngetemacansi kwamenyetelwa kakhulu kulabasha labadzala labaneminyaka lengema 20 kuya ku 24 weminyaka kantsi bekusetulu kuphindzeke katsatfu emkhatsini walabasikati kunalabadvuna. Kubhedvuka kweligciwane i-Covid-19 kubeka enkingeni bantfu labasha labane-HIV kumtfwalo lomatima wetifo letingalapheki.

Ubufakazi lobuvela ekuhlolweni kwesimo samanje senhlalakahle yemtimba, yengcondvo, kantsi kuphila kwengcondvo yelusha kukhombisa kutsi kunekusetjentiswa ngalokundlulele kwetidzakamiva letibomaphila ngato: tidzakamiva, tjwala, ligwayi, netjwala lekuyintfo lehlukumeteka kakhulu eNingizimu Afrika. Litiko Letentfutuko Yetenhlelo letfula Luhlelo Lokukhulu Letidzakamiva

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/>

Lavelonkhe, kanye nemikhankaso yavelonkhe lefana ne 'Ke Moja' kuvimbela nekunciphisa kusetjentiswa kabi kwetidzakamiva letakhelwe kunamatsela, kodvwa letindlela tibe nawo umtselela longakeneli.

Ikhabinethi yamukela Luhlelo Lolukhulu Lwetidzakamiva lwanga-2019-2024 yatsembisa luntjintjo lolukhulu kanye nekusebentisana lokutfutukile kudvoncula lomkhuba wekusetjentiswa kabi kwetidzakamiva nalokusaluketjeti lusha. Inkinga yetikhungo tekwelapha letingakaneli, lenetikhungo tahlumende letilishumi (10) kuphela letisebentako eveni lonkhe, lokusho kutsi lasebatfombile labayincenye yalokusetjentiswa kabi kwetidzakamiva bahlala bangakalashwa kantsi bangangena ekubeni bantfu labadzala banemitselela yekusetjentiswa kabi kwetidzakamiva tesikhatsi lesidze lokungasabuyeli.

Kukhona futsi kungasetjentiswa kahle kweMtsetfo 70 wanga 2008 Wekuvimbela neKwelashelwa Kusebentisa kabi tidzakamiva, ikakhulukati ngembandzela wekulawula tikhungo letingakabhaliswa tekwelapha kusetjentiswa kabi kwetidzakamiva. LoMtsetfo uyachitjiyelwa kantsi utawukhutsata kuvimbela nekungenelela kusanesisikhatsi. Ngetulu kwaloko, kumatima kulinganisa umtselela wekungenelela, ngenca yekuswelakala kwetekugadza nekuhlola lokususelwa kumininingwane lehlukane ngeminyaka. Kukhona tinsayeya letinsha naletivelako letibikiwe njengekusetjentiswa kwetidzakamiva letinsha letingekho emtsetfweni, kwandza kwekuchashatwa kwe-cyber nekunyukubetwa ngekwemacansi babhebhetselisi laba-online ngekwandza kwalokwentwa lusha online.

Kusetjentiswa kutawudzanga labatsintsekako labafana neLitiko Letekutfutukiswa Kwemphakatsi, Lumphiko Letidzakamiva Leliphakatsi, Litiko Letemphilo, Litiko Letemfundvo Lesetulu Nekucesha, nemabhodi emtimba lophetse tjwala yesifundza navelonkhe asise kutinhlelo letibuke imphilo yesive, leyame kumalungelo nekwehlisa kulimala. Kubuke bachubi labanyenti labahlelelabatikhandza basenkingeni yekububona nengoti yetjwala nekusetjentiswa kwetidzakamiva kanye nekufundza tifundvo kulokungenelela lokukhona kufaka loko lokwetfulwa ngaphansi kwemphendvulo yavelonkhe ye-covid-19

Kusebentisa kabi tidzakamiva kubeka imphilo yebantfu labasha enkingeni kantsi kungagcina kuholela etinkingeni temphakatsi letifana neludlame, bugebengu, nekudzilika kwemindeni nebantfu labasha njengebahlukunyetwa nebabhebhetselisi beludlame. Lusha lolunyenti luphila imphilo yekuhlukunyetwa kusukela ebuntfwaneni kuye ekutfombeni ngetinhlobo letinyenti letahlukahlukeni labahlangabetana nato etindzaweni letahlukahlukeni. Buhlungu lobabonwa ngumntfwana ebuncaneni buvamise kuholela ekutiphatseni kwesidlova ngekuhamba kwesikhatsi emphilweni kantsi loludlame lunemtselela lomubi emphakatsini. Loku kutiveta kuludlame lelusha (kushayana, emagege, nekuphokelela emacansi ngenkhani). I- GBV nekubulawa kwalabasikati kuyinsayeya lesakuhlako ngekwelinani ihlasela labasikati labasebancane. NgekeNdvuna yeteMaphoyisa, ngeNdlovulenkulu 2020, emacala e-GBV labikiwe bekangema- 37% kunaloko bekubikiwe nga-2019.¹¹

Kwandza kwe-GBV kanye nelizinga lekusetjentiswa kwetidzakamiva kwentiwe kwaba kubi kakhulu simo se- Covid-19. Njengoba live lisebentisa tinyatselo leticinile kwehlisa kusabalala kweligciwane, kwaba khona kuvalwa kwetikolo, kuphazamiseka kwemisebenti lekhicita imali kanye netinsita letidzingekeko. Konkhe loku kwabeka labasikati nemantfombatane ekuhlukunyetweni ngekwelicansi, ekudlwengulweni, nasekuhlukumeteni balingani. Kungabuye kube nemazinga lasetulu etifo letivamile temphilo yengcondvo njengekucindzeteleka, kukhatsateka, kanye nemazinga laphansi ekutetsembe kodvwa avame kwatiwa kabi fkantsi nelusito alutfolakali kalula. Ngo-2019 iNhlango yeteMphilo yaMhlabawonkhe ibike emazinga lasetulu ekutibulala (kufaka imicabango yekutibulala nekulinga kutibulala) ngo-12.8 kulaba-100 000 nga-2016 ngulabadvuna baseNingizimu Afrika labasengotini lenkhulu yekutibulala kunalabasikati¹²

Lusha lolungenakhaya, loluvame kubitwa 'ngemntfwana wasemgwacweni' nako kuveta kukhatsateka lokukhulako lokuchumene kakhulu nesimondzawo sasekhaya lesingayisekeli inhlalakahle yebantfwana. Kuyaphawuleka kutsi lendzaba idlangile emadolobheni, kunasemaphandleni, lapho tindlela tekuphila tasenhlalweni kanye ne-Ubuntfu kuyindlela yekuphila. Linani lelusha lolungenakhaya lingetulu emadolobheni njengoba bantfu labasha batfutsela emadolobheni lamakhulu bafuna ematfuba ngaphandle kwekusitwa batali. Tifundvo ngekungabi nelikhaya titfole kwenyaka kakhulu kwemikhuba lengasimihle leyenteka ngesikhatsi sebuntfwana sekungakhuleli ekhaya noma ubaleke ekhaya.¹³

Lenye indlela yekubukana nalendzaba kuhlenganisa lusha lolungenamakhaya ndzawonye ube uzama kuyivuselela nekuyipha emandla. Luhlaka lwenchubomgomo linika Litiko leteKutfutukiswa Kwemphakatsi umsebenzi wekutfutukisa nekuchuba kucaliswa kwekusetjentiswa kwemaphrothokholi emikhakha yonkhe lefanelekile lehlobene nekwehliswa kwebuphuya, kucinisa imindeni, kuvikelwa kwebantfwana nekutfutukiswa kwelusha, kucinisekisa kutsi tindhlelo tekuvikelwa netekungenelela kusenesikhatsi tiyasetjentiswa kuyo yonkhe imikhakha.%[14] . Emacambu lahlukahlukene ebantfu labasha asengotini njengalawo langenato tindlu letifanelekile (labangenamakhaya nebahlali betindlu letingekho emtsetfweni) adzinga kuhlolwa, kuthestwa, kanye nekwelashwa ngesikhatsi sabhubhane.¹⁴

5.5 Timboni letingasetjentiswanga temasiko netekucamba

Imidlalo nemidlalo yemasiko kungaletsa takhamiti letinemphilo, letikhutsele, kufaka umcondvo weligcabho lesive, ngaleyo ndlela kube nekubumbana kwemphakatsi nasekugucukeni kwetindhlelo netemnotfo. Lemikhakha inemandla ekufaka sandla ekukhuleni kwemnotfo eNingizimu Afrika kantsi icela ikakhulukati kulusha laseNingizimu Afrika. Kunesidzingo sekugcila ekuletseni inzuzo lesetulu kusukela kumidlalo lokhona nalehleliwe, tekungebeleka, netindhlelo tebuciko nemasiko netindlela. Lemikhakha inemandla ekutfutukisa nekukhulisa emakhono, kuniketa ematfuba emsebenzi nemabhizinisi, abuye afake sandla ekwakheni sive kubantfu labasha. Imikhakha yetemidlalo nekucamba kufanele kugcile ekufakeni sandla ngemandla kubuke tidzingo telusha, ikakhulukati ekutfutukisweni kwemfundvo nemakhono, ekwakheni ematfuba emsebenzi nekukhutsata

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/87/2/24

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>

imiphumela yetemphilo eveni lonkhe. Umsebenzi wemasiko, kutfutukiswa kwetemagugu nekukhutsatwa kwelubumbano netimboni leticamba lokusha kubhalwe kabanti kutindzawo letibekelwe embili kunchubomgomo.

Bhubhane Covid-19 uvete tinsayeya letinyenti kubetebuciko kanye nawo wonkhe umkhakha wekucamba. Labanyenti babo abanato tivumelwano tasemsebenzini, kusekelwa kwalabangasebenti, timpesheni, naletinye tindlela tekusekela. Timphendvulo letisebentako talobhubhane netinhloka teMtsetfo kumele tibe khona kusita baculi nekuvikela kuchashatwa.

5.6 Kucedza budlelwane enhlalweni kanye netakhamiti letisebentako

Bantfu labasha eNingizimu Afrika bativeta bubona endzaweni labahlala kuyo lecakile lehlanganisa tinsalela telubandlululo lolusetikhungweni nekungalingani ngakolunye luhlangotsi, kantsi nemphakatsi lowavela ngemuva kwentsandvo yelinyenti lolindzeleke kusebentisa emalungelo ekuba sakhamuti ngakolunye luhlangotsi. Ngeke- Stats SA's Governance, Public Safety and Justice Survey 2018/19 bantfu labangetulu kulasishiyagalombili kulabalishumi bayatigcabha noma batigcabha kakhulu ngekuba baseNingizimu Afrika (Statistics South Afrika, 2019).

Umpakatsi ukwamukela ngalokucacile kubaluleka kwetinchubomgomo letinyenti tentsandvo yelinyenti letibalulekile, lokufaka lukhetfo lolukhululekile nalolungakhetsi, lilungelo lekuhlanguka nekubhikisha, intsandvo yelinyenti lecocisanako, kuphendvula kwalabakhetsiwe, kukhuluma ngekukhululeka, nekubeketelelana kwetepolitiki. Lukhetfo lolukhululekile nalolungakhetsi luhlala luyintfo lenhle yentsandvo yelinyenti lebekelwe etulu kakhulu. Kodwa-ke, bantfu labasha bativa bashiye ngaphandle, ikakhulukati ngenca yemazinga lasetulu ekungacashwa kanye nekungakwati kwabo kuba yincenye kutemnotfo. Lucwaningo Lwetekuphatsa, Kuphepha Kwemphakatsi kanye Nebulungiswa lukhombisa kutsi cishe bantfu labali-13% baseNingizimu Afrika babukana nekubandlululwa eminyakeni emibili ngembi kwalolucwaningo.¹⁵ Lubandlululo ngekwebuhlanga lokwatfolwa ngulabanyenti ngu 6.8% kantsi kubandlululwa ngenca yetinkhanuko temacansi kwaba khona ngemaphesenti lamancane nga-0.1%. Kubalulekile wati kutsi liphesenti lingaba setulu etindzaweni letitsite tekuhlala nakucatsaniswa kulokudlanga lokukuelonkhe. Tikhungo tembuso telusha lolutibophelele nelusha lolusebentako kanye netinhlangano temphakatsi kudzingeka tifake sandla kulubumbano lwemphakatsi ngekuhlanganisa luhlelo lwavelonkhe kulwa nebuhlanga, lubandlululo ngetebuhlanga, kusabisa ngekwebuve, nekungabeketelelani lokuhambisana netinhlelo kute tisebente. Ngalokuvamile, bantfu labasha bavakalisa kungametsembi hulumente nakumisebenti leniketwa nguhulumente.

Kubukana naletinsayeya letingenhla, inchubomgomo lebanti lecondze ngco kulusha lebona kuba nhlalunhlalu kwelusha; icondze ekwenteni ncono luhlelo lwetempfundvo; kwandzisa emakhono nematfuba etemnotfo kufaka nematfuba emisebenti newemabhizinisi kubantfu labasha; kuvikela lusha lolusengotini kufaka nalabakhubatekile, kungasiko kutempfundvo, kusebenta nekuceshwa; kukhutsata tindlela tekuphila letinemphilo letivimbela kukhuluphala, tifo letitsatselanako naletingatselani kanye netinkinga temphilo yengcondvo; kanye nekucinisekisa ekutfoleni lwatiso lwetemphelelo ngetemacansi nekutala kantsi nemisebenti lengabandlululi ngebulili, iyadzingeka. I-NYP 2030 itophindze inikete luhlaka letinhlangano tahlumende, tindhlangano temphakatsi, tinkampani letitimele, kanye nelusha emizamweni yabo yekutfutukisa lushakufaka kuciniswa kwelubumbano lwemphakatsi, kuvuselelwa kwekutiphatsa, nekuhlanganiswa nemphakatsi.

Kutsembela kwetakhamiti etikhungweni letahlukahlukeni lokufaka sandla ekuphendvuleni, ekubonakaleni, ekungeneleni entsandvweni yelinyenti nasekutfolakaleni kwetobulungiswa kuhlala kuyintfo lebalulekile emphakatsini wentsandvo yelinyenti lapho emalungu asekelwa tinchubomgomo tahlumende abuye afake sandla ekwakheni live lawo, kufaka phakatsi nekwenta ngekutitsandzela. Noma kulahlekelwa litsembe kwemphakatsi kubohulumente bavelonkhe kuyintfo lekhumalo emhlabeni jikelele, kuyakhatsata kutsi eNingizimu Afrika litsembe kutepolitiki nako kuyachubeka nekwelula. Loku kungachunyaniswa nekweluleka lokuliciniso naloko lokucatjangwako ngembuso, kufaka phakatsi kuhamba kancane ekubukaneni nenkhohlakalo embusweni. Kuswelakala kwekuvuleka kungafihlwa lutfo nekuphendvula kunemtselela wekunganakwa nasekutihlukaniseni kungakhulunywa nelusha.

5.7 Imisebenti lengakahlanganiswa ngendlela kanye netinsita tekutfutukisa lusha letingakeneli nemisebenti lengakahlanganiswa kahle

Kubonisana nelusha kukhombe tinsayeya letinyenti emkhakheni wekutfutukisa lusha. Loku kufaka kungahlangani emkhatsini welusha nemitimba letfutukisa lusha, kuswelakala lokucacile kwemisebenti leyiwentako, nekuswelakala kwekwelukanisa emkhatsini wetincenye tepolitiki netekuphatsa umsebenzi wentfutuko yelusha. Kunekungakhishwa ngendlela kwetinsita letentelwe kutfutukisa lusha, kusuka etimalini kuye ekucashweni kwebasebenti. Kodwa-ke, umsebenzi welusha ugile kakhulu ekuphoseni inselelo kumbono wekutsi bantfu labasha basihibe kunchubekelembili yavelonkhe. Mayelana nalokhu, umkhakha wemisebenti welusha ugile ekutfutukisweni lokuphelele kwemuntfu lomusha ngekumsekela kuze ahlangebetane netidzingo takhe abuye afinyelele lapho emandla akhe akhona kungabukwa tinsayeya lahlangebetana nato eminyakeni yekuphila kwakhe.

Ngisho noma emakhono ebantfu labasha akhiwa ngekusebentisa lusha lomkhakha awatiwa futsi awunakwa, ngaphandle kwekutsi usetjentiswe ngaphansi kwensika yenchubo yekutfutukisa lusha lesebentako nalephendvulako. Umsebenzi welusha uchazwa njengemisebenti lefuna kugalela bantfu labasha ngenhloso yekusita nekwenta ncono kutfutuka kwabo njengebantfu

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

nasenhlalweni ngekutimbandzakanya kwabo ngekutitsandzela, lokugcwalisa imfundvo nekucesha lehlekile, yetifundvo noma yemsebenzi; kantsi kuniketwa ikakhulukati tinhlango tekusebenta kwelusha.

Kungabikhona kweluhlaka lemtsetfo lemsebenzi welusha kuyintfo leshiye sikhala lesikhulu nawubuka letinsayeya letinyenti letibukene nebantfu labasha kuyo yonkhe imphilo, njengemuntfu, umndeni, umphakatsi, kanye nemmango. Lucwaningo lolwentiwe nguHlagala (2012), lukhombisa kuvela kwemsebenzi welusha kutimphendvulo tetinkinga tenhlalo letibangwe timo letibucayi tenhlalo netepolitiki. Mayelana naloku, budlelwane besisebenzi - nelusha budzinga kuvisisa lokujulile kwetimo temphakatsi kanye netindlela letahlukahlukeni leticondze ekuhumusheni loko kuvisisa ekusombululeni tinkinga tasekuhlaleni tebantfu labasha.

Konkhe loku sekuholele ezingeni lelisetulu kantsi nabosolwati labanyenti labanengcebo yelwazi nelutsandvo sebavele balahla phansi lomsebenzi bayofuna emadlalo laluhlala. Loku kuye kwabangela kunganakwa kwetinkinga telusha letifana nekushiya phansi sikolo, kusetjentiswa kwetidzakwamiva, kubhebhetselisa bugebengu, nekungabi nemakhaya. Bantfu labasha kudzingeka kutsi batfutukise emakhono labenta bakwati kwenta luntjintjo loluphumelelako nalolunetisako ngekusebentisa busha bakhule babe ngebantfu labadzala ngekhatshi kwetimo tabo tenhlalo netemnotfo njengoba kuniketiwe yinchubomgomo lekhona kanye netinhlelo tetikhungo. UMtsetfosivivinywa Wetenhlalakahle ta-1997 ubuka luhlelo lekutfutukiswa kwetenhlalakahle tahlumende lapho basebenti betenhlalakahle labehlukahlukeni, kufaka nebasebenti belusha, batosebentisa tinsita letahlukahlukeni emazingeni lahlukene ekungenelela kubukana netinkinga temphakatsi letingatsikameta imizamo yekutfutukisa umnotfo.¹⁶ ENingizimu Afrika, inchubo yekwenta umsebenzi welusha ngebungcwethi yacala ngasekupheleni kweminyaka yabo-1980, kantsi umsebenzi welusha wafakwa ku-NYP 2015-2020 njengencinye lebalulekile yetindlela tekutfutuka kwelusha lokuhle.

6. TINDZAWO LETIBALULEKILE KUNCHUBOMGOMO

6.1. IMFUNDVO LEYIKHWALITHI, EMAKHONO NEMATFUBA ESIBILI

Kusisa kutebasebenti kusisa lokubaluleke kakhulu lokukodvwa noma nguliphi live lelingakwenta. Alikho live lelibe nemphumelelo yekusuka “ekutfutukeni” laya “kutfutukile” ngaphandle kwebantfu labafundzile (NDP, 2012). Imfundvo kufanele ivumele bantfu labasha bakhe emakhono babuye bafinyelele kumaphupho abo. I-NDP icacisa kutsi iNingizimu umbono wemfundvo yaseNingizimu Afrika nga- 2030 wekutsi bantfu baseNingizimu Afrika kufanele bakhutsate kutfolo imfundvo nekucesha kwekhwalthi lesetulu lengatfolakala ngemiphumela yekufundza letfutukiswe kakhulu. Kusebenta kwebafundzi baseNingizimu Afrika kumathesti lavunywe ngekwemigomo yavelonkhe kufanele kucatsaniswe nekusebenta kwebafundzi lababuya emaveni lanemazinga lafanako entfutuko. Luhlelo lwetemfundvo kufanele lunake emacembu lahlukene libuye luvete bantfu labanemakhono lasetulu lahambisana netidzingo tetimakethe temsebenzi.

Tifundziswa letineticu tasemayunivesithi nakumakholeji aseNingizimu Afrika kufanele tibe nemakhono nelwazi kuhlanguketana netidzingo tanyalo netesikhatsi lesitako telive kanye netimo tetemnotfo tamhlaba wonkhe, kufaka phakatsi nekuntjintja kwetimakethe tebasebenti lokubangelwe yi-4IR. Emakhono lanjalo kufanele ahlanganise emakhono ekulungela kusebenta, emakhono lalula, ebuchwepheshe, kanye nemabhizinisi. Luhlelo lwemfundvo lutodlala indzima lenkhulu ekwakheni umphakatsi lohlanganisa konkhe, ematfuba lalinganako nekukhulisa bonkhe labasha baseNingizimu Afrika kuphumelelisa emaphupho abo, ikakhulukati kulabo bebancishwe ematfuba ngaphambilini ngenca yetinchubomgomo telubandlululo, leku bantfu labamnyama, labasikati, nebantfu labaphila ngekukhubateka. Imigomo lebekiwe yalombono ifaka umkhakha we-TVET lohlanganisa cishe 25% welusha loluhambisana ngekwemnyaka, lokusho kwandza kusuka ku-705 397 nga-2016 (Litiko Letemfundvo Lesetulu Nekucesha, 2018) kuya kutigidzi leti-2,5 tebantfu labasha baseNingizimu Afrika ngemnyaka wa-2030. Kutsatfwa kwebantfwana kumfundvo lesetulu nalechubekako kutfutukile.

INingizimu Afrika idzinga basebenti labanemakhono ekukhulisa kukhula kwemnotfo. Lamakhono lawa afaka bosonjiniyela, bochwepheshe betemphilo etigabeni letahlukahlukeni temsebenzi kuletsa kunakekelwa kwetemphilo lokuyikhwalthi, bacwaningi nebasunguli betintfo letinsha kute badlale indzima lebalulekile ekwakheni imikhicito lemisha, kanye nemisebenzi lemisha netindlela letinsha tekukhucita imikhicito lekhona leshiphele nangendlela lephumelelako, kufaka nekuletfwa kwetinsita temphakatsi. Sisekelo kutemfundvo nasekufundzeni siyintfo levikelako lebalulekile kumiphumela lengasimihle kantsi idzingekile kubantfu labasha kutsi batfole kutfutukiswa kutemnotfo. Bantfu labasha, noma ngabe timo tabo tinjani, kumele basekelwe kute batfole imfundvo lesezingeni, nemakhono ekuphumelela emnotfweni wemhlaba.

Kuphumelelisa letinhloso, kutfutukiswa kwebantfwana basebancane kanye nemfundvo, imfundvo sisekelo, imfundvo yangemva kwesikolo, kanye nemkhakha wekucesha kufanele utfutukise kulingana ekufinyeleleni nakumiphumela lesezingeni yemfundvo nekuceshwa kanye nekusebentisana nemkhakha wetekutfutukiswa kwemphakatsi kanye netebulungiswa ekuniketeni tinhlalo telitfuba lesibili letisebentako kulusha lolusengotini. Onkhe ematiko ahlumende kanye nabomasipalati kufanele babe netinhlelo tekufundzela umsebenzi netekuceshelwa umsebenzi, lokufanele kugadvwe ngekubuka emanani, kufakwa kwawonkhe wonkhe, nekhwalithi. Luntjintjo lekusuka ekufundzeni kuya ekuholeni kufanele lushelele, khona kukhula kwemnotfo kungazwa live.

Tindlela Tekungenelela Letiphakanyisiwe:

6.1.1 Cinisekisa kutfolakala lokufanako kwema-ECD layikhwalthi kanye netinhlelo tekufundza tabo bonkhe

- a) Buyisela, cinisa, bese ugadza kuniketwa lokuphokelelele kwekungena eNkhulisa (i-ECD).
- b) Ngekulandzelanisa yenta ncono ikhwalthi kuto tonkhe tikolo tahulumende kanye netikolo letitimele.
- c) Niketa tinsitakufundza nekusekela kubafundzi labanekukhubateka ekungeneni kuto tonkhe tincenye temphilo yesikolo kanye nekufundza.
- d) Ngenisa lulwimi lwetimpawu nelehreyili kuluhlelo lemfundvo yabo bonkhe, kucala kumazinga laku-ECD.

6.1.2 Kutfutukisa tindzawo tekufundza letiphephile

- a) Cinisekisa kufundza lokungenalo ludlame kanye nalokuphephile kanye nendzawo lefanelekile yekufundza bafundzi.
- b) Ngenisa luhlelo lekuphepha etikolweni kucinisekisa kutsi kufundzisa nekufundza akuphazanyiswa nganoma nguluphi luhlobo lekusatjiswa, noma kulinyatwa ngesihluku.
- c) Litiko Lemfundvo Sisekelo, neNemfundvo Lesetulu neKucecesha kufanele asebensane ne-SAPS kanye nemphakatsi kute ngekuhlanyela, nebaholi bebafundzi, basebensa imisebenti yasesikolweni lelwa neludlame kanye neludlame lolucondziswe kutebulili.

6.1.3 Tfutukisa thishela ubuyekete ikharikhulamu kukhutsata kusombulula tinkinga, kucasheka, bubhizinisi, nekutayela i-4IR.

Gwema tingucuko letiphutfumako kukharikhulamu ezingeni lemfundvo sisekelo.

- a) Buketa luhlelo lemfundvo kanye neluhlaka lekuhlola kuhlenganisa ikharikhulamu lehangabetana nemazinga amhlaba wonkhe, kuhlenganisa i-4IR kantsi kunemsebenti lowentekako ekufakeni sandla kutidzingo temnotfo welive.
- b) Cecesha bothishela ngetindlela tekufundzisa tesimanje, letisekelwe kubuchwepheshe.
- c) Heha, casha, ugcine bantfu labasha emsebentini webuthishela.
- d) Tayela tikhatsi te- 4IR ngekwenta ncono kutfolakala kwe-broadband ne-Wi-Fi ekuchumaniseni ku-intanethi kwentela kufundzisa ngcondvomshini kanye nekusetjentiswa kwe-inthanethi nasetikolweni letisemaphandleni, emakhaya, nasemiphakatsini.
- e) Hlanganisa tinzuzo letivela embonini ye-drone njengalenye yebaniketi mandla betimboni leticambako ekwakhiweni kwematfuba emisebenti yelusha
- f) Yenta ngendlela lofisa ngayo bonkhe buchwepheshe lobuletfwa eveni endzaweni yaseNingizimu Afrika kuchubekisela embili emakhono latfolakala eveni.
- g) Sekela ubuye ukhutsate lisiko lelatisa kucamba, kuhlolwa kwentfo, nekucabangisa kwasomabhizinisi kusita bantfu labasha kutsi babe bahlanganyeli nebaholi labakhutsele emnotfweni wedijithali.
- h) Sebentisa ubuye ucinise kuceceshwa kwemakhono ebantfu labasha etindzaweni te-4IR njenge: kubuyisela emuva buchwepheshe betimoto letihlaniphele, kuphrinta kwe-3D, buhlakani bekufakelwa, emarobhothiksi, timoto letitimele, inanothekhnoloji, ibhayothekhnoloji, idatha lenkhulu, i -inthanethi yetintfo, i- quantum computing, inethiwekhi lebonakalako yekutikhetsela, tinsita tekusakata letibonakalako, imidiya lebonakalako nenethiwekhi njll njengoba kudzingwa yimboni.
- i) Kancane kancane ngenisa tifundvo letisebentako njengemabhizinisi kanye ne-e-commerce, tekulima, tabongcondvomshini, kutsengiselana ngetetimali kanye nekusiswa kwetimali, umnotfo wemvelo, emakhono ebuchwepheshe, kanye nemsebenti wetandla (buciko betandla) kuto tonkhe tekutsenga nekutsengisela kutemfundvo.
- j) Bonkhe bafundzi baseNingizimu Afrika kufanele bafundze umlandvo, emakhono ekucamba newekucabanga ujule, emakhono ekusombulula tinkinga, kubhala emakhodi kanye nemarobhothiksi, temakhono emphilo, kuchumana netilwimi temdzabu.
- k) Tikolo letisemaphandleni kufanele tisebensa umhlaba wekulima wasendzaweni yato kufundza kwenta noma kulinga kutekutsenga nekutsengisa tekulima, nebalimi bendzawo lababsebenta njengebacecheshi.
- l) Emakholeji e-TVET neweMfundvo neKucecesha kweMphakatsi (i-CET) kumele unikete tindlela letinyenti temsebenti ngekuhambisana, phakatsi kwalokunye, neLisu leLivekati lebuchwepheshe, Imfundvo Yetebuciko NeKucecesha kukhutsata Kucashwa Kwelusha (i-African Union, 2018) . Kuniketwa kwalamakhono kufanele kubukane nezidzingo

temboni kanye netidzingo tentfutuko telive.

- m) Lusha kumele ludlale indzima lebalulekile ku-4IR kanye nakumnotfo lojikeletako nemisebenti yemancusa kuyo yonkhe imikhakha yahlumende.

6.1.4 Sebentisa tihlelo tetifundvo letinyenti tekushesha ungenelele kuntfutuko lenhle yebantfu labasha

- a) Litiko Letemfundvo Sisekelo kukhuphula tindlela tekungenelela letinjengemfundvo yabontsanga; Tihlelo Tekunakekela Nekusekela Kutekufundzisa Nekufundza(i-CSTL) kusekela bafundzi labanetidzingo ngekwengcondvo nasekuhlaleni tifaka tindzawo tekuphepha naletilungele titfutsi tetikolo tasemaphandleni kanye nebafundzi labanekukhubateka.
- b) Kuniketa tihlelo tangemva kwakuphuma kwesikolo kufaka phakatsi tifundvo te- Original Equipment Manufacturer (OEM) Certification lesesivele sesikhona emnotfweni lomkhulu. Loku kungafana netihlelo te-Microsoft letingangeniswa kusenesikhatsi ngekubambisana netinkampani letitimele.
- c) Ematiko Ekutfukiswa Kwetenhlahlakahle, Imfundvo Sisekelo, neTemidlalo, Tebuciko Nemasiko, kufanele, ngekubambisana nemphakatsi netinhlangano tenkholo, tihlele tibuye tisebentise tihlelo tekuphangisa ungenelele tebantfwana nelusha ekufakeni umcondvo wekutetsemba, emalungelo netibophelelo, kube kukhuliswa kutihlonipha.
- d) Tigcinekile emva kwetihlelo tekunakekela letitfutukisa kusebenta kwetemfundvo kanye nekubukana netinkinga temphakatsi tingaletfwa bosolwati bentfutuko yelusha ngekubhizinisa kwemphakatsi. Imisebenti ingafaka kufundziswa, kululekwa, emakhono emphilo netihlelo tebuholi betemidlalo, nekungcebeleka, tekuboniswa ngeteMsebenti nema-expo, buciko, temidlalo nekungcebeleka.
- e) Ngenisa ubuye ugugcutele imfundvo nekucecesha kutemabhizinisi etikolweni kusita ekuchubeni intfutuko yelisiko lemphakatsi lelibanti kanye neluhlelo lwetemvelo kutemabhizinisi.

6.1.5 Niketa ematfuba esibili kusita ekucedzeni nasekusebentisaneni kabusha netikhungo temfundvo

- a) Litiko Letemfundvo Sisekelo, ngekubambisana nebaphakelitisita labatimele kanye nemphakatsi (ikakhulukazi tihlangano letiholwa lusha), kufanele basekele bafundzi labadzinga litfuba lesibili lekuphasa Matikuletjeni. Imiklamo yekubhala kabusha Matikuletjeni kufanele isekelwe ibuye imenyetelwe kute bantfu labasha kuyo yonkhe imiphakatsi bati kutsi bangatitfoli ticu ngemakolishi emphakatsi kanye netikhungo tekucecesha bantfu labadzala.
- b) Ematiko Emfundvo Lesetulu, Isayensi Nekucamba kufanele anikete bantfu labasha lasebayekelile etikhungweni temfundvo lechubekako ngenca yetizatfu letingasito temfundvo, litfuba lekucedza imfundvo libente bakwati kuncintisana emakethe yebasebenti levulekile.
- a) Bonkhe bantfu labasha kumele bafinyelele etindleleni letinyenti letisekela tindzawo letinyenti tekuphuma letiya ekuceceshweni kwetebuchwepheshe, kutfutukiswa kwemabhizinisi kanye nemfundvo lechubekako. Labatsintsekako labafanele (i-DBE ne-DHSI) kufanele batfutukise inchubomgomo yekucinisekisa inkhulumo lecacile emkhatsini wetikolo, tikhungo temfundvo yebantfu labadzala nekucecesha, emakolishi emphakatsi, emakolishi e-TVET, emayunivesithi kanye nalabanye baphakeli bemfundvo nekucecesha. Loku kutovumela tindlela letahlukahlukene, letingasito tendzabuko kepha letigunyatiwe tekutfoli kucecesha.
- b) Bantfu labasha, ikakhulukati emantombatane lasemancane adzinga kufundziswa atofundza tifundvo te-STEM (isayensi, buchwepheshe, bunjinnyela kanye netibalo) ngekunakwa kwesimondzawo.
- c) Litiko Letemfundvo Sisekelo kufanele lilungise indzawo online lengahlolwa lelungele bafundzi labaniketwa litfuba lesibili, nebafundzi labangakwati kukhokhela noma kufinyelela ku-Technical and Vocational Education and Training (TVET) nakumfundvo letimele. Indzawo lenjalo ingenta simo semfundvo sibe sihle online ezingeni lemfundvo yelizinga lelisetulu kantsi ingafinyelela kabanti emiphakatsi lekhashane.

6.1.6 Niketa kubonisa lochubekako ngemisebenti yetebuchwepheshe, leyame kutebuchwepheshe, kanye nemikhakha lekhicitako yetemnotfo

- b) Litiko Letemfundvo Sisekelo, Temsebenti neTebasebenti kanye Nemfundvo Lesetulu, Isayensi kanye Nekucamba, kanye ne-NYDA kumele bacinisekise kutsi bonkhe bafundzi bayalutfoli lwatiso lolusezingeni lelisetulu letemisebenti kanye nekuboniswa ngemisebenti lefanele. Imibukiso yemisebenti kufanele inikete lwatiso ngematfuba ekucecesha ikakhulukati emakhono ladzingekako emikhakheni lekhicitako yetemnotfo (tekulima, tebuciko bekuticambela, i- ICT, temabhizinisi, tekukhicitika timphahla, tekuvakasha) kanye nekuchumana nemakethe yemisebenti legucukako kufanele kwentiwe imephu.
- c) Kuboniswa ngetemisebenti kufanele kucale kusenesikhatsi nekuhlanganisa kukhubateka kute bantfu labasha bakwati kukhutsa tifundvo letifanele letitochumana nemisebenti yabo labayikhetsile.
- d) Bonkhe baphakelimebenti ye-inthanethi kufanele banikete idata yamahhala yamalanga onkhe kanye nemawebisayithi emfundvo langakhokhi ntsela kulusha lolufanele likutfole njengendzaba lephutfumako yekusita bantfu labasha batfole ematfuba ekufundza nekuchubekelembili.

6.1.7 Kwandzisa ematfuba ekucesha emakhono lasezingeni lelisetulu abo bonkhe lesebengcile esikolweni

- a) Kusigodzi ngasinye semfundvo kufanele kube nekwatiswa kwebantfu ngesikolo lesisetulu seKucesha Tebuchwepheshe Netemisebenti kanye ne-TVET kuphakamisa letikhungo.
- b) Nasekwentiwe kucwaningwa kwemabhuku, ematiko lekungiwo labukene nemfundvo kufanele asungule tekulima letisezingeni lelisetulu nemakholishi kusifundza ngasinye bacinise tikhungo tekulima letikhona.
- c) Ngenisa tihlelo letifanele tekuchumanisa tebafundzi lababhalisa emakolishi i-TVET labangenato ticu tamatikuletjeni noma bafundze etikolweni temabanga laphansi.
- d) Sungula tikolo letitfufukisa emakhono lamasha, lalungele kubonakala, letivumela tihlelo letimfisha naletinemandla telusha. Indzawo neluhlobo letenhlalo kufanele kungabi sihibe ekufinyeleleni kwelusha.
- e) Hulumende kufanele ngekuchubeka andzise kusetjentiswa kwemfundvo yamahhala nektufufukisa kusebenta ngendlela lelungile nalesebentako yeSikimu Savelonkhe Selusito Letimali Lebafundzi.
- f) Veta lwatso ngematfuba ekusita ngetimali bafundzi kuyo yonkhe imiphakatsi kanye netikhungo temfundvo ngekusebentisa tindzawo tekusakata tindzaba letahlukene.
- g) Litiko Lemfundvo Lephakeme, Isayensi kanye Nekucamba kusungula luhlelo loluphelele lolubanti mayelana netikweleti takudzala lekuyinsayeya kubafundzi labanyenti.
- h) Tonkhe tikolo tangemuva kwemfundvo lefinyelela kumatikuletjeni kufanele tifakwe, kucinisekisa kutsi bafundzi labanemalungelo ekukhubateka kumfundvo bayavikeleka. Emakholishi ema-TVET kufanele afinyeleleke kubantfu labakhubatekile. Kufundza netinsita tekufundza kutikhungo letingemuva kwemfundvo lefinyelela kumatikuletjeni kufanele ticabangele bafundzi labanenkinga yekubona nekuva, kufaka netinsitakufundza temtapolwati.
- i) Litiko Letemfundvo Sisekelo kufanele liphutfumise kusetjsivivinyo KuteMfundvo Yetidzingo Letikhetsekile kucinisekisa kufinyelela ngekulingana nangalokusimeme imfundvo yelusha lolunekukhubateka.
- j) Budlelwane emkhatsini wemakolishi kanye nemabhizinisi kufanele bakhiwe kute kucinisekiswa kutsi luntjintjo lolunemandla kubafundzi labasuka kusikhungo sekufundza baya endzaweni yekusebenta bayosebenta noma bayocedzela kufundzela sifundvo.
- k) Labasha labaneticu labatitfole emakolishi e- TVET kanye nakuto tonkhe letinye tikhungo tekufundza lokuphakeme kufanele basekelwe ekutfoleni imisebenti ngekufundza ngekuwenta kantsi ema-inthenshiphu kufanele acinise emandla nguhulumende kanye nemkhakha lotimele.
- l) Khulisa luhlelo lahulumende le-inthenshiphu uhlanganise loku kuhambisane netidzingo temakethe yebasebenti. Ematiko ahulumende, tifundza nabomasipalati kudzingeke bachumanise letinhlelo te-inthenshiphu kumasu ekutfutukiswa kwebasebenti kanye nekwakha silululwati lesibuyetiwe semtombi wemathalenta lapho kungacashwa khona uma tikhala temsebenti tikhona. Bomasisipalati netinkampani tahulumende noma ema-ejensi kufanele nawo atfutukise tihlelo tema-inthenshiphu kanye neteticu temfundvo njengencenye yabo yekulungisa emasu ekuniketa emandla lusha.
- m) Khulisa kucecesha kwebantfu labasha njengabosobuciko bekusebenta ngetandla bochwepheshe labalusito ekukhuliseni umnotfo. Luhlelo Lavelonkhe Lekutfutukisa Emakhono (i-NSDP) la-2030 kufanele lusetjentiswe kucinisekisa kutsi umkhakha lotimele uyacecesha etindzaweni tekusebenta.
- n) Sebentisa i-NSDP ugadze kuphendvendlu kwebalingani kucinisekisa kwandza kwekucasheka kwelusha kanye nekwenta ncono umkhicito wetemnotfo.

6.2 TINGUCUKO TEMNOTFO, BUBHIZINISI NEKWAKHIWA KWEMSEBENTI

Kungasebenti kwelusha kwaba setulu ngisho nangombi kwabhubhane i-Covid-19. I-2020: Idatha ye-Q1 GDP kanye neLucwaningo Lwekota Lwemsebenti lesikhatsi lesifanako, lukhombise kutsi lobhubhane wente saba sibi kakhulu lesimo sekungasebenti. Mengameli waseNingizimu Afrika wabhala ngoJuni 2020 kutsi, “kunetikhatsi letimatima letitako. Atikho tintfo letitolungiswa ngekuphutfuma futsi kufanele sibukane nemaciniso ngematsemba etfu, ikakhulukati mayelana nesikhatsi lesitowutsatsa kute umnotfo wetfu uvuseleleke.” Tinyatselo letihlongotwako ngentasi tihlose kuqinisekisa kutsi intfutuko yelusha ibekelembili inchubomgomo njengoba live ligcila ekutivuseleleni lokuyame kutinchubomgomo tekulingana kanye nebulungiswa bangemva kwabhubhane i-coronavirus.

Bonkhe bantfu labasha kubafanele kutfoli imisebenti lefanele. Uma ucabanga lobumatima lobukhulu betemnotfo, ngenca yekuma ndzawonye kwetemnotfo kuleminyakashumi leyengcile kwabese kubangelwa nangulobhubhane, imizamo yekubukana

nekungalingani lokwakheka ngemlandvo, kungasebenti, kanye nebuphuya ikakhulukati phakatsi kwelusha yehlulekile. Ngokuhambisana naloko lokushiwo nguMengameli, kwakutsi “Sitimisele hhayi nje kubuyisela umnotfo wetfu lapho bewukhona ngembi kwe-coronavirus, kodwa kwakha umnotfo lomusha esimeni lesisha semhlaba wonkhe,” lenchubomgomo isekela kulungiswa kwemnotfo kuze kucinisekise indlela lehlanganise konkhe yemnotfo lomkhulu. Tonkhe tindlela tekuvuselela umnotfo kumele tibeke lusha emkhatsini, kuhlenganisa sakhiwonchanti lesikhulu lesihlose kwakha imisebenti lemikhulu. Bantfu labasha bakulungele futsi bayakhona kungenelela kumiklamo yesakhiwonchanti lehlontwako emantini, kutekutfutsa, temandla, sakhiwonchanti sedijithali, tekuhlaliswa kwebantfu, kanye netekulima, kokubili kwekucabanga, kuphatfwa kwemklamo, umphakelintsi, nalokuphatselene nebasebenti. Wonkhe umuntfu lomusha kufanele atfole ematfuba ekwandzisa ematfuba akhe ekutfolela umsebenti lobonakalako. Lenchubomgomo iphindza icele nebalingani bemikhakha letimele kutsi yakhe imisebenti kusita ekulungiseni lenkinga yekungasebenti kwelusha lokuyinkinga eveni. Letigaba letimbili letengcile teLuhlelo Lekulungisa neKwakha Kabusha Umnotfo eNingizimu Afrika takha umnotfo losimeme, lokwati kubukana nekuhlupheka, umnotfo lofaka konkhe ngetindlela tekwakha kabusha netingucuko.

Tindlela tekungenelela Letiphakanyisiwe:

6.2.1 Sebentisa Indlela yaMengameli Yekusebenta Kwelusha neLuhlelo Lekubuyisa nekwakha kabusha Umnotfo

- Yakha inethiwekhi yavelonkhe yekuphatfwa kwetindlela kuniketa labafuna umsebenti litfuba lekutfolela lusitosisekelo lekusekelwa kanye nekucecehwa kwekulungela kusebenta kuwafanisa nematfuba etemnotfo.
- Cecesha bantfu labasha ngemakhono kumikhakha lekhula kakhulu kufinyelela kumatfuba lafana neminotfo yalokuluhlata, yemfucuta kanye nekudla ubuye ukhulumele nentfutfolela lekulisu lekubamba kulabo bebasele ngemuva ngenca yekuphuma esikolweni.
- Yetfula tindlela letinsha tekusekela bosomabhezini ngendlela lebeke embili kususa tihibe nekwakha tindzawo tekusita emabhezini kutsi aphumelele ngekwenta kube malula kutfolela idatha kanye nekubuka imikhakha lesevivutsiwe ekusunguleni lokusha.
- I-Ejensi Yavelonkhe Yetekutfutfolela Lusha (i-NYDA) kanye neLitiko Letekutfutfolelwa Kwemabhezini Lamancane batwusebentisa sikhwama sesibonelelo kanye nekusekela emabhezini kubosomabhezini labasha laba-100 000 eminyakeni lemitsatfu letako.
- Niketa lwati kubantfu labasha ngekuhphula linani leTembentse Yekucashwa Kwelusha (i-YES), leholwa libhezini lelibambisene nahulumende kanye ngeteMsebenti kusita bantfu labasha batfole lwati lwemsebenti kutfutfolela emakethe yemsebenti.
- Sebentisa Luhlelo LaMengameli Lemisebenti Yelusha (i-PYSP) kukhula kuLuhlelo Lavelonkhe Lemisebenti Yelusha nekukhutsa ematfuba emisebenti ebantfu labasha labafisa kuhlanyela emuva emiphakatsini yabo, kufaka umkhakha wasekuhlaleni newekunakekela. I-PYSP itosebenta njengelibhuloho lekungena ngalokutako kutemfundvo, umsebenti, noma kucala emabhezini.
- Yakha imisebenti lesezingeni lelifanele nalevakalako yelusha, kute ibe semkhatsini wato tonkhe tindlela tekwakha imisebenti.
- Citsa sidzingo sesipiliyoni semsebenti kumazinga ekungena emisebentini kwentela kutsi lusha lolunyenti likwati kungena emakethe yeMsebenti lutfole sipiliyoni semsebenti.

6.2.2 Ngenisa Imali Lesibonelelo Sisekelo Lefanako Yelusha Lolungasebenti

- Sekela bantfu labasha kanye nemizamo yebantfu labasha labaphelelwe ngemandla ekufuna imisebenti kungena emakethe yeMsebenti ngekungenisa Imali Yesibonelelo Sisekelo Lefanako- sincepheteliso lesifana nesibonelelo Sekukhulula Kukhatsateka Ekuhlaleni se-Covid-19 kakhulukati kusekela lusha ekungeneni emsebentini noma ebhezini.

6.2.3 Sebentisa lokubekelwe eceleni kwelusha kumikhakha yonkhe

- Sebentisa ubuye ugadze 30% walokubekelwe eceleni wekucashwa kwelusha kumikhakha lebekelwe etulu lebuikiwe lenemandla ekucashwa labanyenti, njenge: Tekulima, Tekukhucita, Tekuvakasha, Umnotfo waselwandle, Umnotfo Wekucamba, Umnotfo Wemvelo, kanye Nemnotfo Wemfucuta. 50% wekungenelela kwalabasikati labasebasha, kanye na-7% wekungenelela kwelusha loluphila nekukhubateka kulemikhakha kufanele banceshetelisewe.
- Kucashwa kwelusha nekuba ngusomabhezini kudzinga kuphakanyiswa njengetintfo letibalulekile letibekelwe etulu ngekuqashwa kwemphakatsi nekutsenga lokubekelwe eceleni kwelusha kuvelonkhe, sifundza nakuhulumende wendzawo.
- Hulumende kufanele asebentise kuthenga kwembuso abuye asebentise agadze lokungenani sidzingo sebuncane ba-30% belusha lolubekelwe eceleni ngekungeni ngaphansi kwetikontileka “kwemabhezini lamancane langakhokhi

intsela" (i-EMS) njengencenye yeLuhlaka Lekutsenga Lokunconotwako kute kutfutukiswe kutfutuka kwemabhezini laphetfwe lusha.

- d) Onkhe ematiko avelonkhe newesifundza, kanye nabomasipalati kumele babike njalo ngephesenti yekutsenga kwabo labalitfolile noma lelifakwe kumabhezini laphetfwe lusha.
- e) Gadza kusetjentiswa kwemitsetfo yekusebenta eNingizimu Afrika, letsi bantfu baseNingizimu Afrika kufanele baniketwe ematfuba emisebenti kucala. Ngaleyo ndlela, imikhuba leyentiwe mikhakha lephula leyo mitsetfo kufanele kubukanwe nayo ngekubopha bacashi labacasha ngalokungekho emtsetfweni bantfu bekuchamuka labangenawo emaphepha.

6.2.4 Sebentisa tikimu tekusebenta kwesive letitfutukisiwe letiniketa ematfuba emisebenti lavakalako elusha (Lisu Lekucasha ngebunyenti)

- a) Khulisa kungenelela kwelusha kutikimu temsebenti wemphakatsi phakatsi kwalokunye, Luhlelo Lemisebenti Yahulumende Lolukhulisiwe, kugcina sakhiwonchanti, neLuhlelo Lekugcinwa Kwemigwaco Nekuvuselela kufaka ngetulu kwa- 50 %. Ematfuba lamanyenti kumele aye kulusha (kuhlanganise i-NEET, labasikati labasebasha, nelusha lolunekukhubateka), kantsi lolusha kufanele luhlanganiswe kusita umphakatsi, lube luhola lutfole nelwati lwemsebenti.
- b) Tfutukisa kukhulumisana emkhatsini wemikhakha yahulumende nalatimele kanye netinhlangano temphakatsi ngetinhloso tekwakha imisebenti leminyenti.

6.2.5 Faka lusha ekulungisweni kwemhlaba, kutfutukiswa kwetindzaba tasemaphandleni, nemisebenti yetekulima leyentelwa kubatfutukisa

- a) Litiko Letekulima, Kulungiswa kwemhlaba Nekutfutukiswa Kwetindzawo tasemakhaya kwenta ncono simo sebalimi labakhasako nalabatsengisako ngekwandzisa tekulima lokuniselwako, kucasha labanye basebenti, kulekelela ngekunika balimi emathulusi ekulima nekusita lusha kutsi lubone tindzawo letidzinga basebenti labanyenti, babe nemakhono lamanyenti kanye nekuchumana lokusetulu netimakethe, njengamagilebisi lomisiwe, emantongomane e-pecan kanye ne-oilseed.
- b) Sebentisa indlela yekubeka lusha emkhatsini kutekutfutukiswa kwetindzawo tasemakhaya ekusekeleni bantfu labasha kuhlanganise bosomabhezini labasebancane kutekulima labangenelela kutekutsengisa nekutsengiselana ngekwenta kufinyeleleke emhlabeni, kanye nakusakhiwonchanti setimali nasekuhlaleni.
- c) Heha, casha ubuye ugcinwe bantfu labasha ekucaleni imisebenti kumkhakha wetekulima (sib. Njengabo sosayensi betitjalo, baohatsi bemfuyo, bosonjiniyela betekulima, emathekhnoloji etekulima, bodokodela betilwane, bochwepheshe betilwane) kufaka nekuniketa emaskolashphu (kufundza endzaweni nangaphesheya kwelive) nekucinisekisa kusekelwa emizamani yabo yebhezini noma kubekwa kuma-inthenshiphu / emisebentini nasebaphotfole ticu tabo.
- d) Gcugcutela umkhakha lotimele kulekelela timali tahulumende ngekusekela kutfolakala kwemhlaba ikakhulukati ngetinhloso tetekulima. Bosomabhezini labasebasha betekulima kumele basekelwe bahlanganiswe nebalimi lesebavutsiwe batofundziswa.
- e) Chumanisa balimi labasebasha kuLuhlelo lekundluliswa kwemakhono kusuka kumlimi kuya kulomunye umlimi, kukhulisa tekulima nekucinisekisa kutsi kuceceshwa kwabo kuhambisana nemboni.

6.2.6 Sekela iminotfo yelilokishi neyasemaphandleni mayelana netingucuko temnotfo, kwakhiwa kwemisebenti, nekucashwa ngemanani lamakhulu

Litiko Letemisebenti Nebasebenti, lisebentisana nalabatsintsekako kusungula Lisu leLikhulu Lekusebenta Kwelusha.

- a) Litiko ebasebenti Nemsebenti, kusebenta nemabhezini kuvikela imisebenti lesengotini ngenca ye- 4IR.
- b) Khulisa tifundvo tekulungela umsebenti wekukukhanyisa kwedatha wente tifinyeleleke kumafoni laphatsekako. Ecinisweni, emanani entsengo yedatha jikelele kufanele ehle eNingizimu Afrika, kantsi nesakhiwonchanti Selwatiso Lwebuchwepheshe kufanele sikhuliswe kute kuvalwe umkhatsi wetindzawo tasemakhaya netasemadolobheni mayelana nekufinyelela kumatfuba labonakalako. Lonkhe lusha kufanele likwati kusebentisa i-WI-FI emakhaya alo.
- c) Sekela umnotfo wasemalokishini newasemakhaya ngekwakha timakethe letifaka wonkhe umuntfu etindzaweni letinematfuba lafana nemnotfo wekudla, umnotfo loluhlata, temphilo netemfundvo. Hulumende (ngekutsengwa kwemphahla yemphakatsi) nemabhezini lamakhulu anemsebenti lomkhulu lekufanele bawente.
- d) Umbuso, ngekusebentisa Litiko Letimbiwa Nemandla, kute ucinisekise kusitakala ngco kutimbiwa temvelo. Kusungulwa lokuhlelekile kweSikhwama Lesikhulu Semnotfo njengoba kumenyetelwe nguNdvuna Wetetimali Enkhulumeni Yesabelotimali 2020 kuyasekelwa.
- e) Litiko Letemidlalo, buciko Nemasiko lisebentisana nematiko emikhakha yemnotfo kusungula nekucinisa emasu ekungenelela kwelusha kutimboni tekusungula, tekuvakasha kanye nemidlalo nekungeceleka. Loku kungafakwa kumasu lakhona lanjengeMzansi Golden Economy.

- f) SoTimali Wavelonkhe, i-NYDA kanye neLitiko Letemsebenti Nebasebenti litocinisekisa kutsi lindlela Yekuncephetelisa Intsela Kubasebenti (i-ETI) abawashiyeli ngaphandle emabhizinisi lacalako elusha kute kuzuze emabhizinisi lamakhulu.
- g) Khutsata konkhe kufinyeleleka ngekusiswa tonkhe tihibe letivimbela bantfu labasha labanekukhubateka ekutfoleni, kusebentisa noma kuzuza kutincho letinyenti letikhona kuletinye takhamiti njengoba kungiyi indlela lapho bantfu labanekukhubateka bangatfokotela kuyo ematfuba netinzuzo lokulinganako, kanye nekuba yincenye yemphakatsi. Kubalulekile kulandzela Emalungelo emtsetfo wemphakatsi, tepolitiki, etemnotfo, etenhlo, etenkholo, emalungelo etemasiko emiphakatsini.
- h) Khutsata konkhe kufinyeleleka ekwentiweni kwemikhicito, etindzaweni, tindhlelo kanye netinsita ngibo bonkhe bantfu ngendlela yekutsi kunganoba khona sidzingo sekubuyeketa kuhlela lokukhetsekile, kufaka emadivayisi netebuchwepheshe tekuncedza kumacembu latsite ebantfu labanekukhubateka lapho adzingeka khona. Letindlela letilandzelako tekungenelela letingetiwe tiyadzingeka kucinisekisa kutsi lusha lolunekukhubateka alushiywa ngaphandle:
- (i) Umsakati wemphakatsi kufanele abe nesiteshi slabangave etindlebeni ku-TV, ngaleyo ndlela kwakheka ematfuba emisebenti yebantfu labakhubatekile.
 - (ii) Kufanele kube sibophelelo kuto tonkhe takhiwo kutsi tibe netindlela letihamba ngetitulo temavili kufaka tindzawo tetemphilo netemfundvo kanye netindzawo
 - (iii) Lulwimi lwetandla kufanele lufakwe kuto tonkhe tatiso temphakatsi.
 - (iv) Tikhungo tekuvuselelwa kwemphakatsi kufanele tisungulwe ekusekeleni ngekwengcondvo nangasekuhlaleni kulabo labatalwa nekukhubateka kanye nemindeni yabo.
 - (v) Bacashi abakunake kutsi akusuye wonkhe umuntfu longakwati kuthayipha i-CV yakhe, phindza unake nalabo labangakhona kulayisha ku-MP3 bakhulume kutitfwebuliliphimbo ngema-CV abo.

6.2.7 Tfutukisa usekele emabhizinisi elusha nemakhophelethivu (kugcugcutela bubhizinisi)

- a) Litiko Lekutfutuka Kwemabhizinisi Lamancane kute likhice Umbiko wekota lohlanganisiwe ngekucekela kwemabhizinisi elusha nekwakha ibharomiitha lesimeme yebhizinisi yelusha kubuka inchubekelembili. Kubalulekile kutsi lusha lwatisile ngekutfolakala kwekucekela ngemisebenti/tincho nguulumende noma umkhakha lotimele. Loku kufaka, ngetulu kwalokunye, Kutfutukiswa kweBhizinisi, emakontileka ahulumende, kusekela ngetimali njl.
- b) Tikhungo nematiko lafanelekile atawukhipha imali yekufukula kanye nesigaba lesisephansi sekukhula kwemali kubantfu labasha kucala nekukhulisa libhizinisi labo. Indlela yekungena kulesinye sigaba yemabhizinisi lamancane lakusigaba lesiphansi, ngenhlanganisela yemikhicito yetimali letinwebekako leyentelwe kwenta bantfu labasha bafike kusigaba lapho Bakhona khona kutfolala lula timali tebhizinisi kukhulisa emabhizinisi alo kuyadzingeka.)
- c) Yakha ubuye usekele emabhizinisi alabasikati kulemikhakha lenalabanyenti labasikati njengetekunakekela buhle, imisebenti yemphakatsi, tekuvakasha, tekulima, kudla, nekutsengisa.
- d) Yonkhe imikhakha netimboni kute tente lokunenti ekutfutukiseni kungenelela kwebantfu labaMnyama, lusha, nalabasikati, nekusekela bosomabhizinisi belusha ngekusenga nekutfutukisa libhizinisi. Lapho kufanele khona, kupolishwa kwetimbiwa kumele kusetjentiswe njengelithulusi lekukhula bosomabhizinisi bakusasa
- e) Litiko Lemabhizinisi Lamancane lelibukene nekusita ekwenti uhleleke umkhakha wemabhizinisi lamancane ngekulungisa tinsayeya letibukene nabosomabhizinisi labancane.
- f) Kulekelelwa ngekungakhiphi intsela kumabhizinisi lamancane kufanele kutsatfwe njengendlela yekutfutukisa kusimama kwalo.
- g) Tindhlelo tekuboniswa ngemisebenti kumele tifake Kutfutukiswa kwemabhizinisi nemakhophelethivu kanye nekukhutsatwa bosomabhizinisi labaphumelelako kucinisekisa kufisa kulabanyenti nekugcugcuteleka kwelusha:
- (i) Kuhlenganisa emabhizinisi elusha kumatfuba ekusekela ngetimali leniketwa nguulumende nemkhakha lotimele ngekuphutumisa lizinga lekufukulwa ngetimali letisungulelwe kusukela emabhizinisi nemakhophelethivu elusha.
 - (ii) Kutsatsa indlela yemikhakha kuhlenganisa bosomabhizinisi labasha kumatfuba lakumikhakha lehlukene yemnotfo kanye netindhlelo lehlukahlukene, letifana neluhlelo lwekwakha sakhiwonchani kanye nekutsengwa kwemphahla yemphakatsi jikelele. Kumele kunakwe kakhulu lusha lolusetindzaweni tasemakhaya netilulu tebhizinisi leteyeme kumkhakha kufanele tibukwe tibuye titfutukiswe. Kusekelwa kumanethiweki emabhizinisi lamancane netilulu temabhizinisi kufanele titfutukiswe.
 - (iii) Kuchumana kwetimakethe letidvonsa batsengi tikhutsate kudzingeka kwemikhicito lekhitwa bantfu labasha. Ngalesizatfu, lisu lekukhuphula kusenga kuulumende nakumitimba letimele kusekela emabhizinisi elusha kufanele kutfutukiswe. Litiko Letemabhizinisi aHulumende kufanele lihlenganise imizamo livule nematfuba

ekutfufukiswa kwemabhezini kubantu labasha kutinkampani taHulumende.

- (iv) Kuniketa lusha ngemakhono nekuhlakanipha njengekubona ematfuba, kuhlelelwa libhezini kanye nekuchuba emabhezini ekulinga, kufaka emakhono latsambile lanjengemcondvo wekucala lokutsi, wekucamba njl.
- h) Labasebasha labatsandza kuphuma emajele babukane kabili nensayeya yekungasebenti neyelirekhodi lelicala lebugebengu lekuboshwa kwabo, kufanele basekelwe ngekubahlanganisa kabusha nemiphakatsi nekulekelela kufakwa kwabo emakethe yebasebenti, ngaleyo ndlela kuvinjelwe kona kabusha ngalesikhatsi kukhutsatwa kuvuselelwa kwesimilo.
- i) Hulumende kugcugcutela kusetjentiswa kwemakhodi, kusebentisa kanye nebuchwepheshe lobakhiwe nalobubebantfu labasha baseNingizimu Afrika kantsi labosomabhezini kumele baniketwe lusekelo lwetimali kanye nekuvikelwa emiphumeleni lemibi levela etimakethe temhlaba.
- j) Esimeni lapho kufinyelela kusakhiwonchani sebhizinisi kuyinkinga, hulumende wenzawo akanikete kuseekela kweBhezini ngekulekelela ngetindlela tekusekela ngesakhiwonchani.
- k) Gcugcutela lisu lekusebentisa umkhicito wenzawo, kuvuselela kabusha timbon, kukhutsatwa kwekuhanjiswa kwemkhicito ngaphandle nekuhlanganiswa kwemabhezini elusha nemi-notfo yelivekati lase-Afrika.

6.3. KUKHUTSATWA KWEMPHILO YENGCONDVO NEMTIMBA

Kucinisekisa kutsi iNingizimu Afrika iyatiphumelelisa tihloso tetemphilo kubantfu, bantfu labasha badzinga kusekwa ngelwazi, emakhono kanye netinsita letibasita kutsi bavikele tifo letingatsatselani naletitsatselanako letifaka bhuhane, kanye nekuphazamiseka kwengcondv. Temphilo kufanele tibukwe ngalokuphelele, tihlanganise tintfo letifaka imiva nemoya. Kubukana nalobhubhane, bantfu labasha baseNingizimu Afrika kudzingeka babe yincenye lebonakalako yesisombululo, nekufaka ngemandla kumizamo yekwehlisa kwandza kwemagciwane nekucedza imitsetela yawo.

Mayelana nemphilo yengcondvo ikakhulukati, iNingizimu Afrika kufanele ibukane ne-SDG Target 3.5 “kucinisa kuvimbela nekwelashwa kwekusetjentiswa kabi kwetidzakamiva (tinkhomba: kubikwa kwetindlela tekungenelela kwelashwa kwetinkinga tekusebentisa kabi tidzakamiva; kusetjentiswa kabi kwetjwala nekulungisa tindlela tekungenelela talabasesigabeni setintfombi nemajaha kanye nelusha batonciphisa umtfwalo wemphilo lebutsakatsaka) ”. Lwatiso ngemiphumela yekusetjentiswa budlabha kwetidzakamiva kufanele lutfolakale kubaniketinsita labafanele. Bantfwana nelusha batsikametwa tintfo letinyenti kufaka ekhatsi imitsetela ye-HIV kumnden, kusebentisa kabi kwebatali tidzakamiva, ludlame lwasekhaya nekuhlukunyetwa kwebantfwana kanye nekunganakwa, buphuya nekwehlukana kweminden, budlelwane lobungasimnandzi babontsanga kanye netinkinga temfundvo letenta bantfu labasha batikhande bangakaphili engcondvweni imphilo yabo yonkhe. Kulahleka kwemisebenti lehambisana nabhubhane, kuvalwa kwemabhezini, kushonelwa ngulesibatsandzako bekulindzelekile kutsi kungangeta ngetulu kukhatsateka lokukhulu emoyeni kulusha lolunyenti. Ngesikhatsi sekungena ebudzaleni, tinkinga letinjengekwehluleka etifundvweni, kusetjentiswa kwetjwala, tingoti tetimoto, ludlame ekhatsini webantfu, kubandlululwa, kanye nekungasebenti kungatsikameta kabi umcondvo webuwena kuphindze kwehlise nelizinga lemphilo kubantfu labasha. Imvama, kubitwa ngemagama kutsikameta kusetjentiswa kwetinsitakusebenti letikhona temphilo yengcondvo nekusekelwa ngebantfu labasha.

Luhlelo Lavelonkhe Lekulwa Neludlame Letebulili kanye Nekubulawa Lokuhleliwe Kwebantfu Labasikati (i-NSP) (2020-2030) lwasingulwa ngenchubo yekubonisana nalabatsintsekako labanyenti kufaka bantfu labasha. I-NSP iniketa imizamo levuselelwako yemikhakha lehlukahlukene nguhulumende kanye netihlangano temiphakatsi kuphumelelisa iNingizimu Afrika lekhululekile kuludlame lolubukiswe kutebulili kanye nekubulawa kanye nekubulawa kwebantfu labasikati (i-GBVF). Lubona lonkhe loludlame lolucondziswe kulabasikati (kuyo yonkhe iminyaka yekutalwa, indzawo, kukhubateka, kukhatsa temacansi, bunikati bebulili nebulili, buve, nalokunye lokwehlukile) kanye neludlame lolucondziswe ebantfwaneni. I-NSP iniketa ngeluhlaka leluhlelo lolutobonisa lusha ngetindlela tekungenelela ekuphendvuleni ngalokuphutfumako kubahlakunyetwa kanye nalabasindzile be-GBV, kwandziswe kufinyelela kwetebulungiswa kulabasindzile, kugculwe tindlela tekutiphatsa ekuhlaleni nendlela yekwenta ngekusebentisa imikhankhaso yekucaphelisa lesezingeni leliphakeme kanye nemikhankhaso yekuvimbela, icinise takhiwo letikhona ku-GBVF nekukhutsata kutiphendvulela, nekwakhiwa kwematfuba lamanyenti etemnotfo kulabasikati labasebancane labasengotini yekuhlukunyetwa ngenca yebuphuya (DWYPD, 2020).

I-4IR iletsa ematfuba lamasha ebhezini kanye nemamodeli ekuniketa kunakekela langatfufukisa kuletfwa kwekunakekelwa kwemtimba nengcondvo, langasitwa buchwepheshe lobudijithali lobungabiti, lobufinyelelekako, lizinga leliphakeme lekunakekelwa kutemphilo kubo bonkhe. Sibonelo, buchwepheshe beselula sebuyipulatifomu yekwenta ncono idatha yetekwelapha kanye nekuniketwa kwetinsita. Ngetulu kwaloko, kutfolwa kwekugula nekukhicitwa kwemitsi kusitakale ngekushesha lokukhulu kudijithali. Tihlangano netikhungo letihlukahlukene letihlangana nelusha kufanele tihlanganise kuhlolwa kwetemphilo yengcondvo, kutfunyelwa, kanye nekugadwa etinhlelweni tato.

Kuphatsa, uMshwalense Wetemphilo Wavelonkhe (i-NHI) sewukulungele kusetjentiswa. Lolu luhlelo letemphilo letimali lelentelwe kudvonsa timali kuniketa tinsita letiyikhwalthi tetemphilo letifinyelelekako kubo bonkhe base-Ningizimu Afrika

ngekwetidzingo tabo tetemphilo, kungabukwa simo sabo senhlalo nesemnotfo. Inchubomgomo ikhuluma ngekufakwa kwelusha hhayi njengebazuzi benchubo, kodwa njengebafakisandla ekuhlelweni nasekusatjalalisweni kwayo. Imodeli yetimali ye-NHI itosebenta itocala kusebenta kutinchubomgomo letintsatfu letibalulekile te-NHI: kuniketwa kwenzawo yonkhe yetemphilo, kuvelana nemphakatatsi ngekuwuchasa ngetimali, nekulinganisa.

Tindlela Tekungenelela Letiphakanyisiwe:

6.3.1 Sekela indlela yekuphila lephilile ngekukhutsata ingcondvo netamba lophilile

- Ngenisa imfundvo yekutilolonga kuto tonkhe tikolo, emayunivesithi nasejele kulwa netifo tekuphila letinjengesifo sashukela nomfutfo wengati losetulu. Ngetulu kwaloko, Litiko Letemidlalo, Buciko Nemasiko nabomasipalati kufanele bacinisekise kuniketwa kwetindzawo tekungebebeke, kufaka netindzawo tekutivocavoca nekudlala emiphakatsini.
- Tikolo taHulumende naletitimele kanye netikhungo temfundvo lephakeme kufanele kumele banikete tinsita tangekhatsi letiniketa tengcondvo netenhlalo kulungisa tinsayeya letifana nekuphila kwengcondvo, budlova, ludlame lolubukene netebulili, kudlwengula njl.
- Litiko Lekutfufuka Kwetenhlalakahle litokusekela kucecehwa, kucashwa, umsebenzi, nekugcinwa kwabosonhlalakahle kanye nekukhulumisana nalamanye ematiko kutsi ente lokufanako kucinisekisa tinsita tengcondvo nenhlalo, ekulungisweni tonkhe tinkinga tasenhlalweni letandzako.
- Umpakatsi kanye netifundziswa letisetincane letisafundza, njengabosongcondvo, bosonhlalakahle, bosolwati bekutfufukisa lusha, bosolwati betinkhulisa, nebasebenzi betemphilo bemphakatsi kufanele bacashwe kukhulisa nekucinisa kusekelwa kwengcondvo nenhlalo kufaka kuniketwa kwetinsita temphilo yengcondvo nemndeni.
- Umgodla losisekelo wekusekwa ngaphakatsi Kwetindlela Tekungenelela Kwelusha Ehhovisi Lamengameli kufanele lusito lwengcondvo nenhlalo kanye nekunakekela kwemphilo.
- Litiko Letemphilo kufanele lisungule luhlaka lelusha ku- NHI kucinisekisa kutsi lusha lubekelwa embili lubuye lufakwe esikhatsini sekusebenta kwayo.

6.3.2 Khutsata ingcondvo lephilile kulusha

- Khulisa kucaphela kumisebenzi yekululekwa yebantwana, lasebatfombile, lusha, kufaka nelusha lolusetindzaweni letinganakwa nasemaphandleni. Loku kufaka phakatsi imisebenzi ye-ISHP, imisebenzi yemphilo yengcondvo leyame emiphakatsini leniketwa yi-NGO, yi-Childline kanye neSouth African Depression Action Group (SADAG).
- Litiko Letemphilo litosungula tikhungo temphilo yengcondvo letisekelwe ngumphakatsi kuniketa letinsita kantsi kufanele iniketwe emagama langeke ente kutsi babitwe ngemaganyana tigulane.
- kulusha lolufuna lusito lekwelelelwa. Tinsita tekukhuluma nebululeki labangakacecehwa, basebenzi belusha, bosongcondvo, balaphi bengcondvo noma bululekile bengcondvo labakufundzele kutindzawo letifana ne-WhatsApp / i-Messenger tiyasita kantsi tingachunyaniswa nenchubo yelwatiso lendzawo (i- GIS) kukhomba indzawo yemsebenzi lucingo nekuniketa lusito ngaleso sikhatsi uma umuntu afuna kutibulala noma letinye tinkinga tengcondvo. Tinsita letinjalo tamenyetelwa kanyenti ngesikhatsi salobhubhane nekutsi kufanele tandziswe, tindluliselwe nakuletinye tindzawo tibuye tisetjentiswe nangale kwalobhubhane.
- Bonke labafake sandla kufanele babuke indzaba yengcondvo lephilile kabanti ngekusebentisa ilensi yetemphilo, nekubukana netimbangela letibukene nelusha, njengemazinga lasetulu eludlame lolubukiswe kutebulili, kusetjentiswa kabi kwetidzakamiva, kutibulala, bugebengu, kubandlululwa ngekwwebuhlanga noma lokunye kubandlulula, kanye nalomcondvo wekungasebenzi kwebantfu labasha

6.3.3 Kulwa nekusetjentiswa kabi kwetidzakwamiva kulusha

- Sebentisa ngalokuphelele Luhlelo Lavelonkhe Lolukhulu Letidzakamiva.
- Temisebenzi Yemaphoyisa aseNingizimu Afrika titobekela embili kwehlisa kutfolakala kwetidzakamiva letingekho emtsetfweni kufaka nekukhulisa iminyaka yekutalwa lesemsetfweni yekusebentisa tjwala kuminyaka lengem-21.
- Litiko Letemphilo litotfufukisa libuye lisebentise emaphrothokholi netinchubo tekuhlola lokuhlanganisiwe nekulashwa kwekuphila ngetidzakamiva kanye nekuphitsitela lokwenteka njalo.
- Imitsetfo netinchubomgomo letilekelela kuphatsa ngendlela lefanele tjwala netidzakamiva idzinga kuvumelana ibuye isetjentiswe.

- e) Tjwala akukafaneli butsensigwe dvute netikolo nakuletinye tindzawo letivame kuvakashelwa bantfu labasha.
- f) Bantfu labasha kufanele bangenelele kumikhakha yendzawo lelwa nebugebengu noma imitimba yebuphoyisa yemphakatsi (i-CPF) nekulwa nekukhohlakala lokulimata imizamo yekulwa netidzakamiva.
- g) Lwatiso ngemiphumela lemibi yekusetjentiswa kabi kwetidzakamiva netingoti tekungakhoni kuphila ngaphandle kwato kufanele tihambisane netikhangisi tetjwala kumabonakhashane. Tikhangisi tekuvala tjwala kufanele umbuso utibuke.
- h) Kute kulungiswe kufinyeleleka lokubekelwe kutikhungo tekulungiswa similo, Litiko Lekutfutuka Kwetenhlalakahle kufanele lichube libuye likhulise tindhlelo tekuncishiswa kwemonakalo nekulungiswa kwesimilo kubantfu labasha labahlushwa kusebentisa kabi kwetidzakamiva eveni lonkhe.
- i) Imitsetfo yaboMasipalati lebukene nekuvimbela kutfolakala kwetjwala kufanele kuphokelelwe kakhulu.
- j) Imisebenti lehambisana nekulwa nekusetjentiswa kabi kwetidzakamiva kufanele isungulwe.

6.3.4 Kulwa Neludlame Lolweyeme Kutebulili kanye Nekubulawa Kwalabasikati

- a) Sebentisa Luhlelo Lavelonkhe leludlame Lolweyame Kubulili neKubulawa Lokuhleliwe Kwalabasikati (i-NSP) (2020-2030). Cinisa umtsetfo lokhona losebenta ngeludlame lolubukiswe kutebulili ngekuchibiyela imitsetfo lemitsatfu lebalulekile, lokunguMtsetfo Weludlame Lasekhaya; Umtsetfo Webugebengu (Umtsetfo Wetindzaba Temacala Etemacansi Naletihambisana nako); neMtsetfo Wetindzaba Tebugebengu Naletihambisanako.
- b) Sebentisa tinsita tekuvikela netekungenelela kusanesisikatsi tehlukunyetwa nebabhebhetselisi beludlame kubantfwana nebantfu labadzala.

6.3.5 Khutsata imphilo nemalungelo etemacansi nekutala

- a) Faka indlela yekutiphatsa ngalokumelene nemcondvo ngetebulili longagucuki kanye nekubandlululana kubantfu labasha kufaka Umcondvo wenkholelo lengekatsi, kutihlonipha nekuhloniphana, kanye nekuvisisa lokujulile kwebulili bemuntfu. Lusha, ikakhulukati labasikati labasebasha, kufanele lufundziswe kuba nemandla uma lutsatsa tincumo letimayelana nemphilo nemalungelo etemacansi kanye nekutala kanye nemalungelo, nekubika kwephulwa kwalamalungelo. Loku kungumnyombo wekunaka imfundvo lephelele yetemacansi kanye nemsebenti wesikolo nemindeni.
- b) Gcugcutela tintfombi titfole tinsita temphilo letinemfudvumalo kulusha kanye nelwatiso loluhambisana netemacansi netekutala kanye nemalungelo bakhulise loko ngemitfolamphilo lebomahambanendlwana, etikhungweni tetemphilo tahlumende naletitimele, kanye nasetikolweni, nakuletinye tindzawo. Bantfu labasha kufanele bakwati kutitsatsela tincumo letimayelana nemphilo yabo lokuholwa betemphilo labangahluleli nalabaneluvelo, basebenti betenhlalakahle nebemphakatsi.
- c) Sebentisa tindhlela letisemtsetfweni Tekuvikela umntfwana etikhungweni temphilo, ngetindzaba temacala ekudlwengula nato tonkhe Tindhlelo tekuhlukunyetwa ngekwemacansi.
- d) Vumela bantfu labasha basebentise tinsita tetemphilo, kufaka nemitfolamphilo yetemphilo lebomahambanendlwane kute babakhutsate imikhankhaso yekugcugcutela temphilo nekuvimbela tifo; Kululekwa nekukholwa nge-HIV nekuba nenshisakalo emphilweni yakho nekubuka ngayinye yetinkinga lotibangele tona netinkinga letibangelwe simo ngesikhatsi sabhubhabe ngaletinye letisatovela tifo.
- e) . Vikela bantfu labasha kuludlame letemacansi naloluyeme kutebulili, tifo letingena ngemacansi nekukhulelwa kwetidzandzane. Sidzinga kubukana ngekutikhandla nalemikhuba lesemuva lehlukumeta Emalungelo abo kanye nekulungisa netimbangela tasenhlalweni tetinkinga temphilo.
- f) Sebentisa tindlela tekungenelela letiniketa lwatiso tibukane netinsayeya temahlazo, tinganekwane, imicabango lengekho, tinkholelo tekungagucuki, kanye nekubandlululwa lokuhlobene netemacansi.
- g) Fundzisa imindeni nemiphakatsi ngemakhono batokwati kukhuluma ngekukhululeka nangekutitsemba nalabatfombile ngetemacasi basebentisa lulwimi lwasekhaya.

6.3.6 Nciphisa umtselela wabobhubhane

- a) Niketa imphendvulo lephelele kuvala takhamiti, ikakhulukati bantfu labasha, ngalokumayelana nemtselela wabubhubhane, ngalesikhatsi ulawula tinkinga tawo.

- b) Nciphisa umtselela wetenhlalo nemnotfo wabhubhane kanye nekuvikela labo labasengotini, ngekucinisekisa kutsi totimbili letindlela tekungenelela kutenhlalo nakumnotfo tibuke lusha lolu-40% njengabazuzi.
- c) Gcugcutela kutfolakala kwetindlela letinsha tekufundza (ngemfundvo le-online neyakhashane).
- d) Niketa lusito letenhlalakahle kumindeni liholo layo lelitsintseke kakhulu ngalobhubhane.
- e) Sekela emabhezini elusha ngekungakhokhisi intsela.
- f) Sita imiphakatsi ikwati kutfolakala emanti nekutfutwa kwelindle
- g) Faka lusha njengemancusa ekukhutsatani tinchubo tetemphilo tekuhlanteka njengekuwasha tandla njalo nekusebentisa sibulalimagciwane setandla.
- h) Ciniseka kutsi kungenelela kwelusha etinhlelweni tekutsatsa tincumo, kucinisa i-ejensi yabo nelivi labo.
- i) Khulisa tindlela letinsha letita nelusha ekuphendvuleni kubhubhane.
- j) Gadza njalo umtselela wabhubhane kulusha, kufaka ngekusebentisana ngco, tinkhulumiswano, Lucwaningo, njl.

6.4 KUBUMBANA KWASEKUHLALANI NEKWAKHA SIVE

I-NDP inembono wekutsi nga-2030 bantfu baseNingizimu Afrika batohlala emphakatsini lobumbene logwema kwehlukana ngekwebuhlanga, bulili, kanye nesigaba emphilweni, futsi kwamukelwa ngalokugetiwe bunikati bebantfu. Kwakha-sive kanye nekubumbana kwemphakatsi kudala bunye lobunenjongo, lekuyintfo ledzingekako kute kuncotjwe tinsayeya letivimbela kuchubekelembili nekulingana. Lusha laseNingizimu Afrika likufakazele kanyenti kutsi lungancintisana kuwo onkhe emazinga etimboni tebuciko nemasiko lapha ekhaya nasemhlabeni jikelele kantsi sibonelo salo kufanele silingiswe nangulabanye. Ngekwesibonelo, kuluhlelo lemboniso lamalanga onkhe laTrevor Noah, nga-2020, lelasakatwa e-New York, labukwa malanga onkhe tigidzi tebandzeli emhlabeni wonkhe. I-Ningizimu Afrika yakhicita labaphumelele labambalwa kumbukiso waboLobuhle Bamhlaba Wonkhe kuleminyaka yamuva kuhlangukise Demi-Leigh Nel-Petersen nga- 2017, Zozibini Tunzi nga- 2019 kanye na-Tamaryn Green lobekanguNobuhle Wamhlaba Wonkhe wekucala nga- 2018. Live laphindza laphumelela kuNdzebe Yemhlaba Yombhoco ngemnyaka wa-2019, kuvala umoya wekuncoba ngemizamo yekubambisana.

Ngenca yaloko, bantfu labasha kumele bahole ekuphumeleliseni umbono wemtsetfosisekelo wemphakatsi lobumbene, longakhetsi ngekwebulili, ngekwemacansi ngekwebuhlanga, lobuswa ngentsandvo yelinyenti, lochubekelembili, nalolinganako. Temidlalo kanye nebuciko tinelikhono lelinemandla lekusekela ekwakheni sive njengoba kuboniswa bunye uma baseNingizimu Afrika baba yincenye yetemidlalo noma bawina lemichudzelwane yemidlalo lefana nekugijima, ibhola, kuhlamba, kanye neragbhi. Hulumende, ngekusebentisa Litiko Letemidlalo, Buciko Nemasiko kanye nema-ejensi akhe bakhomba indzima umkhakha wetebuciko, emasiko kanye nemagugu “kufaka sandla ekutfufukisweni kwemnotfo losimeme nasekutfufukiseni kudala emafuba emisebenti ngekugcina, kuvikela nekutfufukisa tebuciko, emasiko nemagugu aseNingizimu Afrika kute kugcinwe sive lesibumbene nentsandvo yelinyenti” (Litiko Letebuciko Nemasiko, 2017).

Litiko Letemidlalo, Buciko Nemasiko lisungule i- “Mzansi Golden Strategy” nga-2012, ngenhloso yawo lenkhulu njengekutfufukisa emakhono nekwakha emafuba emisebenti lesimeme kubetebuciko. Lelisu lisita luhlelo lwamnyaka yonkhe lekusekela ngetimali tebuciko, emasiko kanye nemkhakha wemagugu lobukene nekunikwa timali kubosobuciko labasebasha, baphatsimafa, bosolwati ngemagugu, tinhlango letisetincane, tikhungo telucwaningo kanye nemphakatsi wonkhana. Ema-ejensi eLitiko Letemidlalo, Buciko Nemasiko njengeMkhandlu Wavelonkhe Wetebuciko, kanye neMkhandlu Wavelonkhe Wetemagugu nawo uniketa ngemali kudala emafuba emisebenti. Lokunye, Ilotho Yavelonkhe nayo ineluhlelo loluchubekako lokusekela ngetimali imiklamo yetebuciko, emasiko nemagugu kantsi labo labahlomulile lokubukiswe kubo ikakhulukati ngebantfu labasha. Noma lubalobalo ngelinani lemisebenti ledalwe ngumkhakha wetebuciko, emasiko nemagugu alutfolakali, lomkhakha unemandla lamakhulu ekwakha emafuba emisebenti ebantfu labasha kantsi kufanele atfutukiswe. Noma nguluphi luhlelo loluhlose kudala emafuba emisebenti kubantfu labasha lubuye lubasite bakwati kutimela, kufanele lugcugcutele kukhutsatwa kwetebuciko nemasiko nentfutuko kanye nekulondvolotwa kwemagugu. Bantfu labasha baseNingizimu Afrika kufanele balwe nekungabi nebulungiswa, eNingizimu Afrika nasemhlabeni jikelele, kantsi kufanele bafake sandla kutimbangela letifuna tingucuko letihlekile. Loku kufaka phakathi tinhlango letifana ne- #DataMustFall; #BlackLivesMatter; #LGBTQILivesMatter; naletinye letingavela ngalokutako.

Tindlela Tekungenelela Letiphakanyisiwe::

6.4.1 Indlela lehlala sikhatsi lemkhakhamnyenti lecinisa lubumbano lasekuhlaleni nekwakha sive

- a) Hulumende nebaligani bakhe kwetenhlalo kumele basungule imiklamo yesakhiwonchani lesifana nemitapolwati yemphakatsi kanye nekunakekelwa kwetindzawo letingemagugu letisezingeni lemhlaba kukhulisa tekuvakasha kanye nekwakha emafuba emisebenti.

- b) Imboni yetebuciko kufanele yamukele ibuye isebentise tinzuzo lezivela ku-4IR. Sibonelo, kusetjentiswa kwe-Blockchain kungachaza kabusha kutsi bosobuciko baholelwa njani ngekuba yipulatifomu yabacambi bemphahla lenebuhlakani yengcondvo yekuthola labakusebentele ngemsebenti wabo (WEF, 2017). Loku kunciphisa kuchashatwa ngebalamuli labatifaka etindzabeni letiphakatsi kwabosobuciko nebalaleli babo.
- c) Bubhizinisi buhambisana neTimboni leticambako natemasiko kantsi kumele tinakekelwe futsi tigcugcutelwe njengendlela yekudala ematfuba emisebenti ebantfu labasha.
- d) Umculo, idrama, lifilimu kanye imikhicito yebhayisikobhu, imidiya, tetitfombe, tindlu tefeshini, imidlalo yaseshashaladini, nemahlaya kanye nebuciko lobuhlekisako lobuhlobene kufanele kusekelwe njengemikhakha lekhula ngemandla yetimboni tekucamba nemasiko.
- e) Hulumende wendzawo neLitiko Letemidlalo, Buciko kanye Nemasiko kumele badale ematfuba kubantfu labasha ekukhulumisana kuto tonkhe tigaba temphilo enhlalweni kanye netebuhlanga kantsi kufanele tifikwe kuTinhlelo Tentfutuko Letihlanganisiwe.
- f) Litiko Letemidlalo, Tebuciko Nemasiko lisebenta ngekubambisana nalamanye ematttiko kanye netinhlangano temphakatsi kungenelela ngemandla ekwakheni indlela yekutiphatsa kubantfu labasha ekutibopheleleni kwabo kwesikhatsi lesidze ekubeni batsembeke ngekwabo nekutiphatsa nekuhlalisana nemphakatsi. Ngokufanelekile, loku kufanele kuvete kucabanga lokunengcondvo yekutiphatsa kute ukwati kubukana nemaciniso ekutiphatsa kanye nekutentela tincumo kuye ngekutsembeka lokufaka likhono lekumelana nenkhohlakalo.

6.4.2 Tinsita letanele nekukhuliswa kweLuhlelo Lemisebenti Yelusha Lavelonkhe

- a) Imikhakha yaHulumende, letimele kanye nemphakatsi kufanele ikhutsate, ivuselele, nekuniketa tinsita letanele Temisebenti Yelusha Yavelonkhe (i-NYS) yandzise kufinyelela kwayo. Loku kuhambisana nemave lamanyenti ase-Afrika lafana ne-Namibia, i-Kenya, ne-Tanzania, lapho Litiko Letekuvikela lisekela khona luhlelo le-Nys, kusekela ingucuko yemakhono etindzaweni letikbekelwe etulu letikhonjiwe kufaka kucondzisa nekutsandza live. Kutfolaloku, 50% wetindzawo tekucecesha letikhonjiwe kufanele tisekelwe be--SANDF ngetimali letibiyelwe te-SETA.
- b) Beka kucala umtsetfosimiso kucala weluhlelo loluphokelelekile le-NYS. Latsintsekako labakuhulumende, bemabhizimisi kanye nemphakatsi kufanele banikete sichumanisi emkhatsini wematfuba e-NYS kanye nelitfuba lekuphuma lelifaka bantfu labasha kumkhakha welusha wekusebenta kanye naleminywe imikhakha.
- c) Yakha ubuye utfutukise ematfuba ekukhulumisana nekundlulisa naphakatsi-kwelivekati emkhatsini welusha laseNingizimu Afrika lendzawo nelunsha lolubuya kuletinye tincenye telivekati lase-Afrika kanye nemhlaba wonkhe njengemigidvo yemagugu nebuciko, tinhlelo tekuntjintjanisa esikolweni kanye nemisebenti lehambisanako lengafaka kuvisisa emagugu e-Afrika.
- d) Vumela lusha laseNingizimu Afrika lufundze kutsi lusha kuletinye tincenye temhlaba litakhela njani ematfuba emisebenti

6.4.3 Dvonsela lusha kumagugu emtsetfosisekelo lamahle lakhutsata kuba ngumuntfu waseNingizimu Afrika

- a) aBantfu labasha kufanele bafundze, bakufake enhloko, batitayete setfulo seMtsetfosisekelo, njengoba sitfwele kutsi kushiwoni ngekuba ngumuntfu waseNingizimu Afrika. Siphakamiso se-NDP mayelana nesetfulo seMtsetfosisekelo kutsi sishiwo njengesilandzelo kuyo yonkhe imihlangano yesikolo, ilandzelwe kuculwa kweliculo lesive sekuyasetjentiswa etikolweni, kantsi kufanele kube yintfo levamile kuto tonkhe tikolo.
- b) Bonkhe bantfu labasha kumele batitayete uMtsetfosisekelo neMtsetfosivivinyo Wemalungelo baphile letimiso letifikwe kuloku. UMTsetfosivivinywa Wemisebenti uncenga bantfu labasha kutsi "bamukele lolubito lekutsi kungumsebenti wami loluta nemalungelo netinkhululeko letinyenti kwekutsi bebanehlanhla kuzuza kulokutinikela nekuhlupheka kwalabo labafika ngaphambilini".
- c) Bafundzi labamele imikhandlu kumele bashove ngemandla indzaba yengucuko etikolweni nakutikhungo temfundvo lephakeme kanye nekucinisekisa kutsi tikhungo tabo tisungula tibuye tisebentise emasu kwakha lisiko lelingabuki buhlanga kantsi lifaka wonkhe umuntfu, tinkholelo nekhrikhulamu.
- d) Betindzaba nebakhiciti kumele bakhutsate timiso tekungabandlululani ngekwelibala, ngekwelubili, kanye neNingizimu Afrika yentsandvo yelinyenti kuko konkhe kubika kwabo kanye nekuniketa i-airtime leyanele kutindzaba letiletsa kulapheka, kwakhiwa kwesive, kanye nenkhulumiswano.
- e) Litiko Letemidlalo, Buciko Nemasiko kumele lichubeke nekwenta timphawu telive titfolakale kalula etikolweni nasetikhungweni temfundvo. Timphawu tavelonkhe kufanele tikhonjiswe ngalokugcamile etakhiweni tahulumende kantsi uma kwenteka khona etinkampanini letitimele, kuhlompheba kubaluleka kweNingizimu Afrika lebumbene.

- f) Litiko Letemidlalo, Buciko, Emasiko kanye neteKungcebeleka kumele lichubeke nekucinisa nekulondvolota tinhlelo letilungiselwe ekwakheni sive kanye nelubumbano lasekuhlaleni lolunjengemicimbi yetebuciko yavelonkhe kanye nemidlalo.

6.4.4 Sekela bantfu labasha baseNingizimu Afrika ekubukaneni nato tonkhe tinhlobo telubandlululo nebuhlanga lobuhlelekile

- a) Litiko Letemidlalo, Buciko kanye Nemasiko, lihambisana netikhungo tembuso letehlukene, hulumende wenzawo, tinhlangano temphakatsi kanye nelusha ngekwalo kusebentisa Luhlelo Lavelonkhe Lekwenta kulwa nebuhlanga jikelele, kubandlululwa ngekwabuhlanga, kusatjiswa ngekwakuba ngumchamuki, nekungabeketelelani lokuhambisanako kufaka kubandlulula ngetizatfu tetebulili, neludlame lwebantfu labatsandzana babe bulili bunye.
- b) Sebentisa imikhankhaso ugcile ekufundziseni netimo tengcondvo letintjintjako o nekutiphatsa lokumacondzana nemikhuba yetebuhlanga nekwasatjiswa ngekwakuba ngumchamuki. Loku kufanele kufake kwetayeta bantfu labasha neLuhlelo Lavelonkhe Lekwenta ekulweni nebuhlanga, bugebengu bematondvo, kwesabisa ngekwabuve naletinye tinhlobo tekungabeketelelani kanye neKuvimbela nekulwa kanye neMtsetfosivivinyo Wenkhulumo Yematondvo kanye Nebugebengu Bematondvo kanye netinhlelo letihambisanako.
- c) Hulumende nebaligani bakhe, kufaka bemabhizinisi, kugcugcutela umsebenti wetebuciko ngekuniketa kusekelwa ngetimali nange-ICT kubosobuciko labancane kwentela kutsi bakhe umsebenti lotoveta kwakhiwa kwesive kanye nekwakha emaplatfomu etinkhulumiswano.

6.4.5 Gcugcutela buholi nekuba sakhamuti lesisebentako kulusha

- a) Sekela ngalokutfokotisako intfutuko yebuholi belusha kungciki kutsi yebudlelwane babohulumende. Onkhe emalungu emphakatsi kumele abukane nekwakha indzawo levumela kutfutukiswa kwesitukulwane lesilandzelako sebaholi. Lusha kufanele liniketwe ematfuba ekufundza nekwenza ncono emakhono ebuholi. Kufanele kube nemaphesenti labukwako ekumelwa kwelusha kutinhlelo tekutsatsa tincumo kuwo onkhe emazinga ahulumende, umphakatsi nemkhakha lotimele. Tifundziswa letincane nato kufanele tinakekelwe tibuye tisekelwe.
- b) Tsatsa emathulusi ekusebenta emphakatsi lasunguliwe, lekulula kucoca kuwo nalabomahambanendlwana njenge-GovChat, i-LetsChat netindlela letinsha letifanako letifuna umbono noma sinyatselo sebantfu labasha kuhulumende kufanele siphoccelele. Bomasipalati kufanele basebentise bantfu labasha bendzawo kwenta lucwaningo ngesento semphakatsi kanye nekubutsa imininingwane yeliwodi kwenta ncono kuhlela nentfutuko yamasipala.
- c) Imikhandlu yaMasipalati kumele igcugcutele imfundvo yemphakatsi abuye asebentise tinhlelo letinsha njalo ngemnyaka kufundzisa bantfu labasha mayelana nemisebenti nemisebentiyabo yemphakatsi, kanye nemalungelo nemisebenti njengetakhamiti. Loku kungentiwa ngetindleko letingabiti ngemisakato yemphakatsi, emabhodi ekukhangisa abomasipalati, imitfombo yetindzaba lephrintiwe kanye nemdiya yekuphrinta emakhasi etinkundla tekuchumana kwamasipala.
- d) Imikhandlu yendzabuko kumele ivikele ibuye ilondvolote emasiko ngekwahlukana ngekgcugcutela ligcabho lebunikati be-Afrika, ngekgcugcutela lwati lwendzabuko, tilwimi, netinchubo.

6.4.6 Khulisa ubuye unikete ngalokwanele tikolo letiphocellelekile nemidlalo yemiphakatsi

- a) Hulumende kufanele acinisekise kutsi tindzawo temphakatsi tekungcebeleka nekudlala tenele, tinakekelwa ngendlela kute bantfu labanyenti batitfole.
- b) Lusha kufanele luthilele lube ngemacembu emphakatsi kute lichubeke nekudlala imidlalo. Loku kutowenta kube malula kutsi tinhlangano tetemidlalo nahulumende basite ngemishini lapho kudzingeka khona.
- c) Litiko Letemidlalo, Buciko Nemasiko kanye Netemisebenti Yemphakatsi kanye Sakhiwonchanti, basebentisana nemabhizinisi kanye nabomasipalati, kumele batfule tinhlelo letisebentako tekuphila emiphakatsini telusha.

6.4.7 Sebentisa Ingucuko yetimboni ye- 4 ekufakeni lubumbano lasekuhlaleni nekwakha Sive

- a) Nweba luchumano lenethiwekhi ucinisekise kutfolakala kalula / noma idatha lengabiti .
- b) Yenta kube malula kutfolakala kwensitanchanti i-broadband etindzaweni letingakanakwa ikakhulukati etindzaweni tasemaphandleni eNingizimu Afrika .
- c) Sekela bantfu labasha batfole lwatiso

6.5. INDLELA YEKUTFUFUKISA LUSHA LESEBENTAKO NALEPHENDVULAKO

Ngekuhambisana nenhloso ye-NDP yekwakha umbuso lokhonako ngekwenta temiskwakha emakhono emkhakha welusha, kufaka kucinisa tikhungo letibalulekile letitimisele ekuniketeni tinsita kulusha kanye nekucinekisa kwekutsi bosolwati bekutfufukisa lusha njengebaniketitsita labakhulu banemakhono lenele kantsi batingcwethi. Mayelana naloku, letikhungo letilandzelako tisidzingo ekusetjentisweni kwalenchubomgomo::

- a) Litiko Lalabasikati, Lusha kanye Nebantfu Labaphila Nekukhubateka (DWYPD) ngilo umgcini wekutfufukiswa kwenchubomgomo, kuhlangukisa, kugadza, nekuhlola. Lomunye umsebenzi walo lomkhulu ufaka phakatsi kwenta lonkhe lucwaningo lwelusha, kukhulumela, kuhlangukisa, kanye nekungenelela nekusekela kwalabatsintsekako. Ngalelihovisi kanye neligatja lekutfufukisa lusha lavelonkhe, Litiko litawusungula luhlaka likhulume ngeluhlelo lekuphendvula lelusha, kubhajetha, kugadza, kuhlolwa nekucwaninga (i-YRPBMEA) kuyo yonkhe imikhakha kuyo yonkhe imikhakha emphakatsini kucinisekisa kuhlangukisa lokungenaphutsa kanye nemphendvulo lehlanganisiwe yekutfufukiswa kwelusha. Ezingeni lesifundza, lomsebenzi lohambisanako utokwentiwa boNdvunankhulu basekelwa tinhlangukisa telusha kumahhovisi aboNdvunankhulu.
- b) Ngetulu kwaloko, kuneyunithi yelusha kuwo onkhe ematiko lakuyo yonkhe imikhakha yahulumende. Tisungulelwe kutfufukisa tinchubomgomo / emasu lacondzene nemikhakha letsite, kuhlangukisa kutfufukiswa kwelusha ngaphakatsi kutinchubomgomo netinhlelo talo, nekuhola ekucabangeni nasekucalisweni kwetinhlelo temikhakha kanye netinhlelo letitsile. Ezingeni lendzawo, kukhona y emahhovisi elusha laniketwe wekuniketa ngco tinsita kubantfu labasha kanye nekucinisekisa kutsi babekelwe embili kuTinhlelo Tekutfufukisa Umnotfo Wenzawo (ema-IDP).Emahhovisi elusha endzawo kufanele asebenzisane nematiko Ekutfufukisa Umnotfo Wenzawo (i-LED) kusekela lusha ngelwatiso nangemakhono kuphendvula kumatfuba lokhona. Tonkhe letinhlelo titawucinisekisa kusetjentiswa kwenchubomgomo lokuyimphumelelo.
- c) Kuchubeka nekucinisa kucaliswa kwekungenelela kwelusha, i –Ejensi Yavelonkhe Yekutfufuka Kwelusha (i- NYDA) yasungulwa ngeMtssetfo we-Ejensi Yavelonkhe Yekutfufuka Kwelusha, Nombolo 54 wa-2008. NgekwaloMtssetfo, i-ejensi inikwe umsebenzi wekuhlangukisa lusha emnotfweni, ngesikhatsi kugcugcutelwa timfuno tayo. Lokubalulekile kuphawula kutsi ligunya le- NYDA lamanje libanti kantsi kumatima kulisebentisa, ikakhulukati uma kubukwa tinkinga tetinsita. Umtssetfo we-NYDA uyachitjiyelwa kute utfufukise kusebenta kwawo kahle kanye nekwandzisa kufinyelela kwawo.
- d) Umkhandlu Welusha WaseNingizimu Afrika (i-SAYC) yasungulwa eNingizimu Afrika nga-1997 kumela timfuno tebantfu labasha. I-SAYC inetinhlangano letahlukahlukeni letingemalungu. Lenye yetindzawo letinakiwe kucinisekisa kutsi tinhlangukisa telusha tiyanga kutindzaba temphakatsi. Lokubalulekile kulenchubomgomo kwekutsi noma ngabe umsebenzi wema-SAY kuba “liphimbo lelusha” livunywa, lenhlangukisa ayikamukelwa ngalokusemtsetfweni kantsi iyachubeka nekubukana netinsayeya, kufaka kuswelakala kwetinsita tetimali nebasebenzi. Letinkinga tiyachubeka ngoba titsintsa ngco kuhlangukiswa kwemkhakha welusha. Ngako-ke kubalulekile kutsi i-SAYC yamukelwe ngalokusemtsetfweni njengesigungu esiphezulu sabantu abasha eNingizimu Afrika. Tinsitakusebenta tebantfu netetimali kufanele ticiniswe kute tikwati kwenta ngemphumelelo umsebenzi wato. I SAYC nayo kulindzeleke icinise emandla tinhlangukisa temalunga ayo kungena ngemandla kutinhlangano temalunga ayo khona itokhulumisana ngemdlala nelusha lutoba takhamiti
- e) Licembu Lelisebentako eHhovisi laMengameli kuLusha (i-PYWG) liniketa umsebenzi wekugadza kutepolitiki ekusetjentisweni kwe-NYP 2030. Iholwa kubuye kube nguMengameli sihlalo, i-PYWG isebenta njengencenye lehlelekile yekuhlela ngekuhlangukanyela nekubika ngenchubekembili.Lisita ekuphendvuleni kwalabanyenti labangenelele Uhanjelwa ngulabalulekile nebantfu labasha kuhulumende wonkhona, umphakatsi, emabhizinisi, nebasebenzi.
- f) Likomidi lasePhalamende lelibuke Talabasikati, Lusha Nebantfu Labanekukhubateka lenta umsebenzi wekugadza Sigungu ne-NYDA njengencenye yahulumende. Liyachubeka nekwenta emacembu atiphendvulele ngekutfufukiswa nekufukula lusha.
- g) Tinhlangukisa letiholwa lusha naletingaholwa lusha letingekho ngaphansi kwahulumende tisebenta ngekutimela atikayami kuhulumende kantsi titfumele ngco nansombo imisebenzi yekutfufukisa lusha. Tisebenta emaveni emhlaba, kuvelonkhe, nasendzaweni naletinye leteyeme kumphakatsi noma tenkholo. Lenchubomgomo ivuma indzima lebalulekile ledlalwe nguletinhlangukisa ekuniketeni tinsita letitfufukisa lusha.
- h) Kutinikela kwemkhakha lotimele ekutfufukisweni kwelusha kuhlala kubalulekile, ikakhulu ngoba kusebenta kwelusha kuyinsayeya lenkhulu kakhulu kulomkhakha. Umkhakha lotimele kufanele ubekele embili kufakwa kwelusha kutemnotfo, sibonelo, ngekuucinisekisa kuphendulwa kwemakhodi e-BBEE kulusha nangekufaka i-YRPBMEA. Kuhlala ngekuhlangukanyela kanye nekuniketwa kwetinsita nemkhakha lotimele nako kubalulekile. Litiko Lalabasikati, Lusha nebantfu Labaphila Ngekuhubateka kufanele licinise kusebenta kweMtimba/Luphiko Lekutfufukisa Lusha- sakhiwo lesihlanganisiwe sekutfufukisa lusha lesentiwe ngumkhakha lotimele, umkhakha waHulumende, nalabatsintsekako bemphakatsi.).
- i) Tincenye tetinhlangano letimkhakhamnyenti tetindzaba telusha nati tidlala indzima lebalulekile, Kumave Labumbene, i-Afrika Lehlangene, i-BRICS, ne-Commonwealth Secretariat kanye ne-Southern African Development Community.

Go botlhokwa go lemoga gore, go rebola ditirelo le manaane a a nang le kwutlalo, Aforikaborwa e tswela go dirisa mokgwa wa yona o e o latelang wa dikarolo di le pedi mo tlabolong ya baša, yona ke: go tsenyeletsa tlabololo ya baša go ralala maphata a a farologaneng; le go tlamela maanane a a kgethegileng a a totleng baša le ditirelo. Se se tlhoka maiteko a a tshwaraganeng le a a gokaganeng go tswa go banna le seabe ba ba botlhokwa mo tlabolong ya baša, jaaka karolo ya kitlano ya loago, ka moo tlhoko ya go ntlafatsa dikamano gareng ga dipuso le gareng ga puso ya bosetšhaba, diporofense le ya selegae go netefatsa tshwaragano gareng ga maphata otlhe a puso gammogo le baša. Malebana le se, baša ba tshwanetse go nna teng mo thulaganyong le mo go direng ditshwetso, tlhola dikamano, le go lwantsha dikakanyo tse e seng nnete tse di ba supang e le "mathata a loago." Mo boemong jwa seo, tikologo e e kgonisang e e lebisang maatla a bona, tlagisang boeteledipele jwa bona, le e e tsenyang dikakanyo tse dintšhwa tse di ba rotloetsang jaaka baagi ba ba matlhagathaga, ba ba kgonang go lwantsha mathata a loago le go dirisa ditšhono, di tshwanetse go tlhodiwa. Bolekane bo botlhokwa, le mekgwa ya thebolo ya tirelo e e netefatsang tshetsetso ya setheo le go abelana mo go tlameng dipeeletso tse di popota mo manaaneng a baša jaaka go tlhokega go ralala loago.

Kuyaphawuleka kutsi, kute kuletfwe tinsita netinhlelo letinemtselela, iNingizimu Afrika iyachubeka nekusebentisa timbili tindlela letihambisanako letamukelwe kutfufukisa lusha, lokunguleti: kuhlanganisa lusha kuyo yonkhe imikhakha leyahlukene; nekuniketa imisebenti netinhlelo telusha letinemdlandla naletikhetsekile. Loku kudzinga kuhlanguana nebambisana kusuka kulabatsintsekako lababalulekile kutfufuko yelusha, njengcenywe yekuhlalisana emphakatsini. kungako kunesidzingo sekukhuliswa kwebudlelwane kwabohulumende emkhatsini wavelonkhe, wesifundza newendzawo kucinisekisa kusebentisana kuyo yonkhe imikhakha yahlumende kanye nelusha . Kulenzaba, bantfu labasha kufanele bafakwe ekuhloleni nasekutsatseni tincumo, kwakha tindlela tekuchumana, kanye nekubukana netinkinga letibaveta njenge"tinkinga temphakatsi " Kunaloko, simo lesivumako lesishonisa emandla abo, sivune imicondvo lemisha lobakhutsatako njengetakhamiti letisebentako, bakhone kubukana netinkinga tasenhlalweni nekubukana nematfuba, kufanele akhiwe. Lubambiswano lumcoka, kanye nemamodeli ekuniketa tinsita lacinisekisa kusekelwa endzaweni nekufaka sandla ekwakheni kusisa lokunemandla kuTinhlelo telusha kuyadzingeka kuyo yonkhe imiphakatsi.

Tindlela Tekungenelela Letiphakanyisiwe:

6.5.1 Cinisa Tikhungo Telusha nemikhakha kucinisekisa kusebenta ngenslela nekuphendvula

- a) Kumele kube nekubonakala kanye nekunela kwetinsita tetikhungo tekutfutukisa lusha, kanye netindlela leticinile tekuphendvula ngendlela tinsita tisetjentiswe ngayo.
- b) I-DWYPD itawuphendvulela ibuye yetfule tindlela tekungenelela letihlelekile kucinisekisa kuhlanguka lekufanele kwetikhungo letahlukene nekucedza imisebenti leyentiwa ngekwahlukana kukhutsata kuhlangukela lekufanele kwetinhlelo tekutfutuka kwelusha nekubalekela kwehlukana, kuphindzeka kwemisebenti, nebudlabha.
- c) Tonkhe tihlaka tembuso kufanele tihlanganise tonkhe tihlaka tembuso kufanele tihlanganise kutfutuka kwelusha kuto tonkhe tinchubomgomo netinhlelo kucinisekisa kuphendvula.
- d) Tinhlelo nemiklamo lecatjangwe kahle itosetjentiswa nguhulumende, umphakatsi, nemikhakha yemabhezini.
- e) Cinisa ligatja Lavelonkhe Lekutfutukisa Lusha kuLitiko Lalabasikati, Lusha Nebantfu Labaphila Ngekuhubateka ngebantfu nemali leyanele yekwenta umsebenti wabo wekugadza kusebenta ngendlela kwenchubomgomo yekutfutukisa lusha.
- f) I-DWYPD kufanele iphutfumise ibuye icedzise sichibiyelo seMtsetfo Wavelonkhe Lotfutukisa Lusha
- g) Sekela tikhungo netinhlangano letitfutukisa lusha kumazinga avelonkhe, esifundza newenzawo. Loku kungafaka Umtimba Wavelonkhe Wekutfutukisa Lusha, Umtimba Wesifundza Wekutfutukisa Lusha, Umtimba Wesigodzi Wekutfutukisa Lusha. Inhloso yalemitimba kuhlanguka labatsintsekako endzaweni yekutfutukisa lusha mayelana nekuhlela lokuhlangene nalokusebentako, kufundza, kucocisana, nekuhlola ngetulu kwalokunye lokubalulekile.
- h) Hulumende kufanele etfule tilinganiso letihlukaniswe ngebulili, Umyaka wekutsalwa, nekukhubateka kuto tonkhe tinhlelo telusha kute kwakheka kwekungenelela kwalamacembu kube bufakazi lobususelwe.
- i) Yonkhe imikhakha kuyo yonkhe imikhakha kumele isekele kutfutukiswa kwelusha isebentisa tindzawo letibalulekile telusha kumayunithi elusha.
- j) Umtsetfo weluhlaka lekutfutukiswa kwelusha eNingizimu Afrika (uMtsetfo Wekutfutukiswa kwelusha laseNingizimu Afrika) kufanele wentiwe uphindze utfunyelwe ePhalamende kute uyohlolwa.
- k) Sungula futsi / noma ucinise iPhalamende Yelusha.

6.5.2 Hlanganisa kuniketwa kwetinsita mayelana nekuniketwa kwetinsita lokunemtselela lomkhulu

- a) Litiko Lalabasikati, Lusha Nebantfu Labaphila Ngekuhubateka kufanele bachumanise kutfutukiswa kanye nekusetjentiswa kwemigomo nemazinga langakeneli ekutfutukisweni kwelusha, kucinisekisa kutsi lusha liyafinyelela kutinsita netinhlelo letiyikhwalthi kungakhatsalekile indzawo labahlala kuyo.
- b) Emasu ekutfutukisa lusha kumele emukelwe kuwo onkhe emazinga ngulemikhakha lemitsatfu yahulumende. Bomasipalati kufanele bacinisekise kufakwa kwetikhungo tekutfutukiswa kwelusha ngaphakatsi kwetinchubo tabo, njengoba baluhlaka lahulumende loludvutane nelusha.
- c) I- DWYPD, i-COGTA kanye nema-OTP kufanele asekele bomasipalati ekusunguleni emasu ekutfutukisa lusha lokukhulunyiswene ngawo kabanti (lawo lehambisana ne-NYP-2030 kanye nemaciniso endzawo), langamukelwa akhokhelwe Mikhandlu yabomasipalati.
- d) Bomasipalati kumele basungule lithulusi lekutfutukisa lusha lendzawo ekuhlanganiseni kuniketwa kwetinsita ezingeni lendzawo. Imikhandlu yendzabuko kufanele ente lokufanako kantsi ngetulu kwaloko acinisekise kutsi tindzaba letitsintsa lusha kumikhandlu yendzabuko tiyahlanganiswa kulelisu lekutfutukiswa kwelusha lamasipalati.
- e) Sebentisa indlela yekutfutuka leyame kusifundza kucinisekisa umtselela loncono wetinchubomgomo, emasu, kanye netinhlelo telusha.
- f) Yenta kube malula kusungulwa kwetinkhulumo letisezingeni lelisetulu ngentfutuko yelusha lokuholwa ngumkhakha lotimele.

6.5.3 Yenta kube malula kwamukelwa kwenchubo yekutfutuka kwelusha njengemsebenti

Yenta kube malula kwamukelwa kwenchubo/umsebenti wekutfutukisa lusha njengemsebenti lohlukele

- b) Yenta kube malula kutfutukiswa kwelusha njengemkhakha lokhetsekile wemfundvo emikhakheni lehlukene.
- c) Sungula luhlaka lwemtsetfo lendlela levutsiwe yekutfutukiswa kwelusha.
- d) Khutsata kutfutukiswa kwemtimba welwati kusekela indlela yekutfutukisa lusha.
- e) Sungula la inhlango yebungcwethi kute ikhutsate bunikati bemsebenti kanye nekwabelana ngemikhuba lemhle.
- f) Sungula imigomo yeyunithi yekusebenta lephatselene nendlela yekutfutukisa lusha ubuye wetfule tinchubo temalayisensi tebasebenti labasha ngekubuka ticu temfundvo yabo.
- g) Cabanga tindhlelo telusha letinemtselela lohlosiwe.
- h) Yenta malula kwamukelwa kwemfundvo yangaphambilini njengencenye lengumnyombo wekuba sifundziswa
- i) Beka tindhlelo tekubika letilungele inhloso, kantsi loko kucinisekisa kutiphendvulela

7. TINDLELA TEKUGADZA NEKUHLOLA

Kusetjentiswa kweNchubomgomo Yelusha Yavelonkhe esikhatsini 2020-2030, kutawubukwa njalo Litiko Lalabasikati, Lusha neBantfu labanekuhubateka, lihlangele nemikhakha lefanele kanye nalabatsintsekako kuwo onkhe emazinga. Litiko litosungula Luhlaka lweKugadza Nekuhlola (i-M&E) ngelizinga lelisetulu lalokukhicitwako, umphumela, netinkomba temtselela i-M&E) kuyinye yetinchubomgomo letibalulekile. Luhlaka lutawube luholwa luhlaka lwanga 2018 lwe- M & E loluvunyiwe lwe-NYP 2020 kanye neLuhlaka laHulumende Lolubanti lwe-M & E kanye noLuhlaka Lenchubomgomo Yekuhlola Yavelonkhe (i-NEPF) lecinisa kutibophelela kwahulumende waseNingizimu Afrika kutimiso tekumbandzakanya nasekusetjentisweni kuyo yonkhe indzawo tinchubo tekugadza nekuhlola letikhutsata kuhlanyanya (DPME, 2019: 6). Luhlaka loluhlongotwako lwe-M & E lutoniketa ngalokucacile tinkhomba letilinganisekako kanye nekubutfa kwelwati netinsita tekulandzelela kusetjentiswa kwalo.

Luhlaka lutolandzelela kusetjentiswa kwe-NYP ngiyo yonkhe imikhakha nabaniketi tinsita labafanele kucinisekisa kutsi imphumelelo ayikeyami kumikhicito yekungenelela (sib. Linani lebazuzi) kuphela, kodvwa lubuye lunake imiphumela yekungenelela yesikhatsi lesisemkhatsini kuya kulesidze (sib. kwekutsi timphilo tebazuzi ngabe tintjintje njani ngenca yekungenelela kwetinchubomgomo). Kutawuba khona kwakhiwa kwetindlela tekuniketa emandla tangekhatsi tekugadza nekuhlola kubo bonkhe labatsintsekako nema- ejenti lasebentisako. Loku kutofaka kubuka bantfu labasha kutsi abe banikati bemiphumela yenchubo yentfutuko ngekuba yiNcenywe ekugadzeni nasekuhloleni, babe bafaka kuphendvula kwelusha loluholako ngekubuka emalungelo esintfu njengoba abalulekile kutfutuko.

Lesihlangene nako ku-NYP leyengcile kukhomba tintfo letiyimbangela yekwehluleka kusetjentiswa kuyofika ekwehlulekeni kutfutukisa ngesikahtsi nekwamukelwa kwe-M & E. Tinkinga letinjalo kubukwana nato ngekutikhandla kuvimbela kumoshwa kwetinsita lehlukansiwe. Luhlelo lenchubo yekulawulwa kwelwati lolu-online nalo luyabukwa kusita ekukhutsateni kweniwa ncono kubika nekutfutukisa kuphendvula.

Ngetulu kwaloko, Lisu Lentfutuko Lelusha loluhlanganisiwe (i-IYDS) litawusungulwa yi-Ejensi Yekutfutukisa Lusha Yavelonkhe, kute kucaliswe kusebenta kwenchubomgomo yelusha. Lokunakekako, kuhlola lokunemandla lokutimele ekusetjentisweni kwenchubomgomo kutokweniwa ngo-2025 kwatisa ngetichibiyelo letingenteka ku-IYDS, ngesikhatsi kuhlola lokuphelele lokutimele ekugcineni kutowentiwa kuhlola wonkhe umtselela wenchubomgomo kanye nezinzuzo letitfolakele tebantfu labasha, umkhakha welusha kanye nemphakatsi ngalokubanti. Bantfu labasha batohlanganiswa kutsi babe yincenye ye--YRPBMEA njengabasebentisi bekugcina / bemukeli betinsita / bazuzi.

8. SIPHETFO

Tifundvo letitfolakala ekusetjentisweni kweNchubomgomo Yelusha Yavelonkhe yanga 2020 iphakamise kutsi kunesidzingo sekuphendvula kuletidzingo telusha leticakile, letikhulako naletintjintjako. Letimphendvulo kufanele tisetjentiswe ngendlela lephutfumako nalehlanganisiwe uma kubukwa kutsi lusha lusigaba lesibucayi sekutfutuka, kantsi bonkhe bantfu labasha kufanele banikwe emandla khona batokwati kungena kamnandzi ebudzaleni. Inchubomgomo Yelusha Yavelonkhe yanga-2030 kuhloswe ngayo kulungisa tinsayeya letibukene nelusha lwaseNingizimu Afrika, kanye nekwakha simondzawo lesitowenta lukwati kuphumelelisa emakhono alo. Ngako-ke, kuba neluhlaka lwekugadza nekuhlola kulandzelela kusetjentiswa kwemiphumela yenchubomgomo yelusha kantsi nekukhishwa kwayo kusanekhatsi kubalulekile. I-NYP 2030 ihlose kutsi ibe netinhlelo tekutfutukiswa kwelusha letitobukana netinsayeya letibukene nelusha laseNingizimu Afrika ngekusebentisa i-IYDS khona bantfu labasha batokwati kuba nenhlango nekuphatsa likusasa labo.

Inchubomgomo yelusha isasungulwa esikhatsini se- 4th Industrial Revolution. Ngelokunjalo, kuphufumisa lokubekelwe embili kwenchubomgomo ye -NYP 2030, tindlela letiphakanyisiwe timbandzakanya imfundvo lesezingeni lelisetulu kanye nekuguculwa kwemakhono, kungenelela kwemnotfo, imizamo yekwenta ncono kufakwa kwebasebenti emnotfweni, kutfutukiswa kwengcondvo nekwemphilo yemtimba kanye nekusebenta ngendlela kwemikhakha letfutukisa lusha. Konkhe loku kufanele kusekelwe ngendlela lebonakalako, ngekuniketwa ngalokwanele tinsita kanye nemizamo yekuniketwa tinsita lehangene lebeyenta kungasebenteki ngaphambilini.

Kuyabongeka ngalokuphelele kutsi tinsita tilinganiselwe, kantsi hulumende achamuke netindlela letichudzelanako letibekelwe embili, nanoma kunjalo kusisa kulusha kukusisa kutfutuko lenkhulu yemphakatsi waseNingizimu Afrika. Kusebentisa letindlela eminyakeni lelishumi letako kutosondzeta dvutane neNingizimu Afrika lapho bantfu labasha netinhlangano letisebentela lusha titfola khona emandla ato ngalokugcwele kutehlalo, temnotfo nakumkhakha wetemphilo wetepolitiki, kute tibone tiphindze titfutukise imisebenti yato yekwakha imphilo lencono yabo bonkhe.

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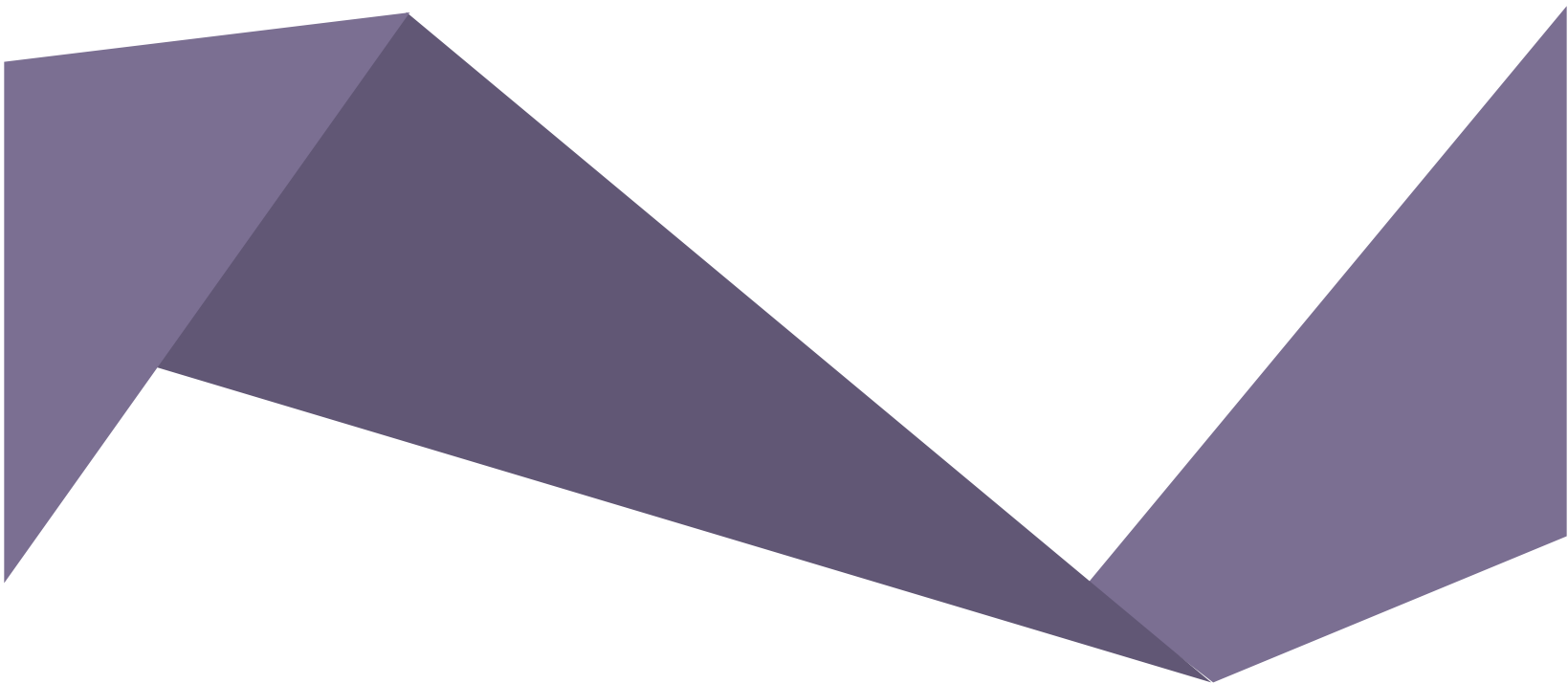
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