

PROF MANDLA MAKHANYA, OYIHLOKO NESANDLA SIKATJHANSELA

WEYUNIVESITHI YESEWULA AFRIKA

ISIFUNDO SESI-5 SEHLELO LENARHA LEZETUTHUKO PLAN LECTURE

“The role of the National Development Plan Vision 2030 and its impact on the transformation of the socio-economic and political life of women post-1994 in the Republic of South Africa”

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Kuyihlonipho netjhudu elikhulu kimi, ehlangothini loMkhandlu, labaphathi, labasebenzi kanye nabafundi beYunivesithi yeSewula Afrika, ukuthi ngamukele uNgqongqotjhe e-Ofisini likaMengameli, umHlonitjhwa uJackson Mthembu, ekhamphasini yethu, kanye nemnyanyeni ohlonipheke kangaka.

Ngqongqotjhe, ngiyathemba, bonyana igalelo kanye nemibono yakho zizakusisiza ukobana sikhulume ngalokho begodu sizuze ilwazi ngalokho urhulumende akuthatha njengepumelelo esele izuziwe solo kwangesikhathi sokufika kwedemokhrasi yethu, okuyipumelelo emalungana nokuthuthukiswa kwabomma.

Okuqakatheke khulu, besingathanda ukuzwa ngalezo iintjhijilo ezinekani ekufanele siqalane nazo njengesitjhaba, nokuthi ngabe urhulumende uzimisele kangangani ukobana azilungise.

Lokhu okukhulunywako kanye namano kuqakathekile kithi njengomphakathi weyunivesithi ngombana kwethu nje, hlangana nokhunye, kumsebenzi, ukufundisa, ngombana lapho kukhiqizeka amagrajuweyithi angangezelela emthonjeni wamakghono ukusiza inarha ekurarululeni ezinye zeentjhijilo eziqalene nezakhamizi.

Umpfumela wethu werhubhululo, ngaphandle kokuthi ufune ilwazi, kufanele usize isitjhaba ukuqeda ezinye zeentjhijilo nanyana, okunganani, ukuzwisisa iintjhijilo.

Amayunivesithi – lokho asinikela begodu akukhiqizako – akhiwe begodu anomthintela ovela emphakathini. Ngendlela efanako, amayunivesithi angakha begodu angaba nomthintela phezu kwendlela abantu abasebenza ngayo begodu nangendlela abantu baqalana ngayo neentjhijilo.

Kodwana ukobana thina sisebenze mbala ngendlela yesayensi ekufuneni ilwazi, kanti, ngesinye isikhathi, sibe neensombululo zeentjhijilo zomphakathi, sifanele sikghone ukobana sirarulule imiraro yepilweni yamambala esiqalene nayo ephasini.

Sihlangene lapha namhlanjesi ngesikhathi lapho isitjhaba singaphakathi komraro womguruguru oqaliswe kubulili obuthize kanye nokubulawa kwabasikazi. Izehlakalo zokubalawa ngesihlungu kuka Uyinene Mrwetyana kanye no-Leighandre Jegels seziveze umtlhago wabomma abanengi enarheni yekhethu abahlunguphazwa ngomguruguru qobe lilanga.

Njengombana khengaveza mhlapha nje, njengombana isehlakalo sika-Uyinene kanye no-Leighandre zithinte inarha kanye nephasi loke, zithinte iinkulungwana zabasebenzi kanye nabomma abatlhagako eendaweni zemadorobheni nemakhaya batlhagiswa bobaba qobe lilanga, kanti abanye abobaba kubalingani babo. Izehlakalo zabongazimbi laba azithathelwa phezulu – abongazimbi bathulile, begodu bayathuliswa, ngobunengi.

Nasiqalisisa amanye wamarhubhululo akhona amalungana nemiguruguru eqaliswe kubulili obuthize aveza elinye iqiniso elibabako. Amarhubhululo amanengi kade aragwa Mkhandlu wezeRhubhululo kezokweLapha eminyakeni edlulileko, apethe isitjhijilo esiqalene naso, njengenarha, malungana nokubulawa kwabantu abasikazi kanye nabantwana.¹

¹ See some of the studies at <http://www.samrc.ac.za/intramural-research-units/GenderHealth-current-projects> (accessed on 2 October 2019).

Isifundo serhubhululo esenziwa liPhiko leemBalobalo eSewula Afrika lika 2018, *Crime against women in South Africa: an in-depth analysis of the victims of crime survey data*, leli rhubhululo liyaveza ukobana ngomnyaka ka 2000 izinga lokubulawa kwabomma eSewula Afrika beliphezulu ngokubuyelelwe kahlanu ngaphezu kwezinga lephasi, liragela phambili nokuncipha belafika phasi ngomnyaka ka 2015.

Nanyana kunjalo, ituthuko encani kangaka akukafaneli bonyana ithatjelwe. Ukubulala kanye nokuhlukunyezwa kwabomma sekukhule ngendlela erarako. Njengomphakathi ophucukileko, akukafaneli bona sihlangane lapha besicoce ngokuthi abomma baphila baragela phambili nokuzibona bangakaphephi emakhaya wabo, eendaweni zokusebenza, emayunivesithi kanye neentaradeni.

Ukuphepha kulilungelo lokubelethwa lanoma ngimuphi umma.

Abanye bangabuza ukobana kubayini ngiveza lezi zinto ezibuhlungu kangaka esifundweni esethulwako, okusifundo okufanele siqale ukuthuthukiswa kwehlalakuphelele yabomma kwezomnotho solo kwangomnyaka ka 1994.

Kuneenzathu ezintathu eziqakathekileko ezitjhoko ukobana kubayini siqale sicoce ngokuthuthukiswa kwabantu kwezomnotho ngaphasi kobujamo bagadesi obuthinta abomma.

Kokuthoma, njengombana khengatjho nekuthomeni, ukobana kuzabe kuphambene nobusayensi ukwenza sengathi asiboni lokho okwenzeka ebhodulukweni lethu. Nanyana ngiyiphi ituthuko eyenzeka emphakathini, kanye nokuqala ngelihlo elifundekileko kuhlobene nalokhu, kufanele kudzimelele phezu kwelwazi lepilo ephilwako yalabo abathintwa zizehlakalo emphakathini lowo. Yeke-ke, lokha iKomitjhani yezokuLingana koBulili nayihlaba iHlelo leNarha lezeTuthuko (NDP), ziyaphikisana ukobana i-NDP *“needs gender disaggregated data to emphasise the crisis proportions that GBV [gender-based violence] has taken on in South Africa, and dealing with GBV should be prioritised for intervention”*.²

Kwesibili, amayunivesithi athintwa lizinga eliphezulu lemiguruguru eqaliswe kubulili. NgokukaFinchilescu kanye no Dugard (2018), abafundi ngibo abadume khulu ngokuba bongazimbi emayunivesithi wethu. .³

² Commission for Gender Equality. 2014. *Gender analysis of the National Development Plan Vision 2030*. <http://www.cge.org.za/wp-content/uploads/2014/05/NDP-integrated-analysis-FINAL-2-gender-analysis.pdf> (accessed on 2 October 2019).

³ Finchilescu, G & Dugard, J. 2018. Experiences of gender-based violence at a South African university: prevalence and effect on rape myth acceptance. *Journal of Interpersonal Violence*. <https://doi.org/10.1177/0886260518769352> (accessed on 2 October 2019).

NjengeSandla sikaTjhansela, angekhe ngavuma ukuthula lokha nanginethuba lokukhuluma ngiphikisane nobumbi balobu bulwele. Sifanele bona sisebenzise nginanyana ngiliphi ithuba ukungezelela amaphimbo anghonghoyilako, begodu sizibophelele ukuvula isikhala esinaso kanye negalelo esinalo, ukubeka phambili ukuphepha kwabafundi bethu kanye nabakhambisani bethu..

Isizathu sesithathu sokuthi kubayini ngiveze ukurhagala komguruguru oqaliswe kubulili obuthize kungombana lobu bujamo obuliqiniso buveza indlela umphakathi usabuswa ngayo lisikopilo lokubuswa kwabomma bulili obuduna, bokuthi abomma abakafaneli ukuphathwa ngokulinganako nabaduna begodu nokunikelwa amathuba alingana nawabaduna. Yeke-ke, lokhu kubonakala ngezenzo ezisibuyisela emuva nangemikghwa yokuba nomguruguru, lokhu kuveza ukurhagala okukhulu kanye nemikghwa efihlekileko yokutjala ummoya wokungalingani kanye nokuninwa kwabomma kezokuthuthukiswa kwezomnotho.

Lokha nakuhlangana ubuhlanga kanye nokutjhugutjhuguluka malungana neengaba zabantu ngokwezinga lomnotho, okuvelako kuyisistimu eyehlukahlukeneko lapho abomma abaphakathi ngokwesigaba sezomnotho kufanele babe semazingeni aphezulu emkhakheni wezamabhizinisi, kanti abomma abasezingeni eliphasi

ngokwesigaba sezomnotho, abasemalokitjhini neendaweni zemakhaya, kufanele baqalane nobujamo baqobe lilanga bepilo yamambala yokuninwa kanye nokungafikeleli ezingeni lokulawula amandla wezomnotho.

Kungenxa yalombono ukuthi ngifise ukuthi kafitjhezana ngiphendule ezinye zeendaba engicabanga bona zifuna ukuqalwa lokha nakudenjwa ihlelo le-NDP.

Ngezinga lokutlhogakala komsebenzi elijame ku-29% ngekotara yesibili yomnyaka ka 2019, okufanele sikulindele, kukuthi abomma bazithole basesigabeni esiphasi samathuba womnotho.

Mhlambe uNgqongqotjhe angaba nelwazi elifihlekileko ngeemalobalo zamhlapha, ihlathululo lagadesi elivela ePhikweni Leemalobalo eSewula Afrika (*Statistics South Africa*) liveza ubujamo obuliqiniso obusaqalene nabomma. Njengesibonelo, njengenye yehlathululo yamahlathululo abeka ngalendlela *“in addition to the low employment rates among females, a large portion of South African female workers remain concentrated in low-skilled and low-paying jobs. Women also bear the burden of doing unpaid work”*.⁴

⁴ Statistics South Africa. 2019. Gender Series Volume 1: Economic Empowerment, 2001–2014. <http://www.statssa.gov.za/publications/Report-03-10-04/Report-03-10-042014.pdf> (accessed on 2 October 2019).

IPhiko lezemBalobalo eSewula Afrika libika bona kunezinto ezehlukahlukeneko ezisebenza ukuvala isikhala sezomnotho. Zona zifaka lokhu:

- Abomma abahlala eendaweni zemakhaya kanengi banobudisi bokuthola ifundo kanye namakghono afanako njengabobaba.
- Ukungalingani kwamathuba wokungena emarhwebeni nokusizwa ngeemali
- Incenye ekulu yabomma baqalene neenkhinyabezo ezibaqabela bona bakwazi ukuphatha ipahla bebalawule ipahla emagugu. ⁵

Kanti abomma abasesigabeni esiphasi nabatlhagako basaqalene nobudisi, abomma abasesigabeni esiphakathi nabo babefanele baqalane neentjhijilo lokha nabangena emazingeni aphezulu weenkhundla zamabhizinisi.. Kubonakala kunesithombe esihlukileko phakathi kwemikhakha emibili yombuso neyangeqadi.

Njengombana sengibeke umnqopho wokufika ku 50% mayelana nokujameleka kwabomma eenkhundleni eziphezulu, umkhakha ubonakala usendleleni yokufikelela kulowo mnqopho, nanyana kuneentjhijilo. ⁶

⁵ Ibid.

⁶ Kahn, SB & Motsoeneng, RP. 2014. Gender equality in the South African public service: ideal or reality? *Journal of Public Administration*, 9(4):1060–1082.

Umkhakha wangeqadi akhange khewusebenze kuhle. Umbiko okhitjhwe yifemu yeencwadi zeemali i-PwC ekuthomeni komnyaka ukhombise ukobana kusese nomsebenzi omnengi okufanele wenziwe emkhakheni wangeqadi. Njengesibonelo, yi-3.31% kwaphela yabaphathi abaphezulu besigungu (CEOs) beenkhamphani ezikulu ezitloliswe ku-*Johannesburg Stock Exchange* kubomma.⁷

Ezinye iinkhinyabezo ezimalungana nobulili ezatholakalako bezifaka indaba yokuthi:

- Bekunomehluko wemirholo owawubeka abomma ngehla kwabobaba malungana emikhakheni yezokutlhogonyelwa ngokwezepilo,ngokwethekinoloji nangakezeemali.
- Abaduna abamhlophe basakhamba phambili njengabaphathi (CEOs). Lokhu kutjho bona abomma, ikakhulukazi abomma abanzima, bazithola basesephasi khulu..

Lokhu kanye neemalobalo ezibuthelelwe ziinhlango ezinengi, zikhombisa ukobana iseseyide indlela ekufanele ikhanjwe bomma ukobana babe nokubandakanyeka okulinganako emnothweni.

⁷ PwC. 2019. Executive directors: practices and remuneration. <https://www.pwc.co.za/en/assets/pdf/executive-directors-report-2017.pdf> (accessed on 2 October 2019).

Nanyana kunjalo, into okufanele singayikhohlwa kukuthi, kube neempumelelo ezibonakalako malungana nokuvala isikhala phakathi kobulili solo kwangomnyaka ka 1994. Kwethu nje, thina siyinarha ezivulekeleko ngokwayo ukobana izikalukanele “*grapple*” nokulwa nomlando wombuso wegandelelo (*apartheid*), lapha bewubona abantu abanzima kanye nabomma baninwa ekudlaleni ndima kwezomnotho kizo zoke izinto, kanye nokudinywa amathuba wobunikazi kanye nokuphatha imisebenzi enjalo khulukhulu.

Umsebenzi wangemuva komnyaka ka 1994 wawumkhulu kwamambala. Kumsebenzi owenziwa ngokuzimisela nangehloso, ikakhulukazi mbuso. Kanti-ke, kunengi okufanele kwenziwe.

MPhathihlelo, malungana nomlando esele ngiwendlalile, zinengi izinto okufanele ngizitjheje, engicabanga bona zingaba negalelo ekufikeleleni iNembombono ye-NDP ka 2030. – ukungezelela kilokhu begodu nokukhambisana nalokho iinhlango ezinengi nabantu esele bazitjhukumisile..

Yokuthoma kulungisa umraro wezinga lokulisa esikolweni kwabantazanyana eenkolweni eziphezulu. Njengokutjho kweKomitjhani yezokuLingana koBulili, izinga lokulisa isikolo kwabantazanyana liphasi. Lokhu kuragela phambili nokungezeleleka eenkolweni eziphakemeko. Ezinye zezinto eziboniweko zifaka

ukuhlukumezwa ngokomseme, ukuba sidisi kwabantwana kanye nemibono yemandulo ethi abantazanyana akukafaneli baragele phambili neemfundo zabo.⁸

Kokubili umbuso nomphakathi kufanele babe nehloso yokuqalana neentjhihilo eziqalene nabantazanyana eenkolweni eziphezulu, ukobana bakwazi ukuzikhuluma emkhakheni wezefundo ephakemeko.

Ukungenelela kwesibili okufanele kuqiniseke kukhuthaza abafundi abasikazi kobana bathathe iingaba ezahlukahlukeneko zamabizelo wephrofetjhini kanye newezesayensi emayunivesithi. Lokhu kuzokusiza ukuvala isikhala sokuthayela kwamakghono wemisebenzi asele abonwe njengesiqabelo lokha nakukuphakanyiswa abomma eenkhundleni zemisebenzi ngemva kwesikhathi emabizelweni wabo.⁹

Umbuso, kanye namaziko wezefundo aphaqemeko, kufanele athome ukuqala ngokuzimisela ukukhetha amabizelo afanele abafundi abasikazi. Lokhu kuzokuqinisekisa ukobana kube nembalo enengi yamagrajuweyithi asikazi asele alungele ukungena imikhakha yemaphrofetjhini kanye neyezesayensi okufanele balungiswe

⁸ Commission for Gender Equality. 2014. Gender analysis of the National Development Plan Vision 2030. <http://www.cge.org.za/wp-content/uploads/2014/05/NDP-integrated-analysis-FINAL-2-gender-analysis.pdf> (accessed on 2 October 2019).

⁹ Kahn, SB & Motsoeneng, RP. 2014. Gender equality in the South African public service: ideal or reality? *Journal of Public Administration*, 49(4):1060–1082.

bebaphakanyiselwe emisebenzini ngaphakathi kwemikhakha yombuso neyangeqadi ukobana bangene eenkhundleni eziphezulu.

Ukungenelela kwesibili, okusitjhijilo esibunqopha emazikweni wefundo aphakemeko, kukwenza ubujamo obufaneleko, obukhuthazako, akhwezelela begodu asekelaba abafundi abasikazi kobana bakhule emikhakheni yamabizelo abakhethileko. Abafundi abasikazi kufanele bazizwe baphephile, njengesibonelo, bakghone ukuhlala malayibhrari isikhathi eside ebusuku, okuyindawo efanele ukungenwa, kunokuthi barhabele ukuya emakhaya nanyana eendaweni zabo zokuhlala ngombana basaba ukuhlunguphazwa.

Ukungenelela kwesine, esele kuthomile, kuzakuba ngekombuso ukuthi ukwazi ukufikelela ihloso enganga-50% yokubekwa kwabomma eenkhundleni eziphezulu zokuphatha. Lokhu kuzokusebenza njengesikhuthazi eengidigidini zabantazanyana kanye nebafundini abasikazi abafisa ukulandela ibizelo lomkhakha wombuso. Okuqakatheke khulu, lokhu kuzokusiza ukuletha igandelelo phezu kweminye imikhakha yomphakathi – umkhakha wangeqadi kanye nomkhakha ongasiwo karhulumende – ukukalukanela ukufikelela iminqopho ebekiweko efanako.

Kokugcina, umkhakha wangeqadi, ophethe amakhiya wehlelo elinabileko lezokutjalwa kwemali, amakhiya angavula amathuba

wezomnotho enarheni, kufanele agandelelwe ukuthi assuse iinqabo (*glass ceilings*) ezivimbela abomma abanengi abaneziqu kanye nabomma abahlonyiswe ngamakghono aphezulu wokubasiza kobana bakwazi ukufikelela iminqopho yabo.

Lo mzamo, kanye neminye imizamo yokungenelela, ingasiza ekuphumeleleni iinrhuluphelo ezitjhisakalelwako neenrhuluphelweni ezifaneleko zeNembombono ye-NDP ka 2030.

Ngqongqotjhe, iYunivesithi yeSewula Afrika ijame ilungele ukusebenzisana nombuso kanye nomnyango ukusiza inarha ekufikeleleni iinrhuluphelo zayo. Ngokusebenzisa iinkhungo zethu zerhubhululo kanye namaziko, singakwazim ukungezelela emsebenzini owenziwa maziko wombuso anjengePhiko lezemBalobalo eSewula Afrika.

Lokhu ngikutjho ngombana angekhe kwaba netuthuko ecatjangisiswe kuhle engakasekelwa phezu kwerhubhululo begodu engakaqiniswa ngerhubhululo eliqinileko kanye nesiyeleliso somthethomgomo. Lapha kulapho iziko elinjengelethu lingasiza khona. Ngalokho-ke, ngiqale phambili ukobana ngibambe iinkulumiswano ezimalungana nalokhu, njengombana sizwile ngakelakho ihlangothi malungana nemiphumela yetuthuko efikelelweko solo kwango 1994, kanye namahlelo asesengaphambili ukufikelela iNembombono ka 2030.

Ngibuye godu, ngithi ehlangothini loMkhandlu, labaphathi, labasebenzi kanye nabafundi beYunivesithi yeSewula Afrika, ngiyanamukela. .

Ngiyathokoza.