

**UNGCWETI UMANDLA MAKHANYA, UTHISHANHLOKO NESEKELASHANSELA**

**IMFUNDO EPHAKEME YASENINGIZIMU AFRIKA**

**INKULUMO YOHLELO LWENTUTHUKO KAZWELONKE YESIHLANU**

*“ Indima Yombono ka 2030 Yohlelo Lwentuthuko Kazwelonke kanye nomthelela wakhona ekuguquleni impilo yezimo yenhlalo yomphakathi nezomnotho kanye nempilo yezombusazwe yabesifazane emva kuka-1994 eMbusweni waseNingizimu Afrika”*

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Kuyintokozo enkulu kimina futhi yilungelo, egameni loMkhandlu, ukuphathwa, abasebenzi nabafundi beMfundo Ephakeme yaseNingizimu Afrika, ukwamukela uNgqongqoshe eHhovisi likaMongameli, uNgqongqoshe ohloniphekile uJackson Mthembu, ekhampasini yethu, futhi kulomcimbi ohloniphekile.

Kuyithemba lami, Ngqongqoshe, ukuthi uvo lwakho nemibono kuzosisiza ukuba sizindle futhi sizuze ulwazi olubanzi kulokho uhulumeni akucabangela njengezinye zezintuthuko eziye zazuzwa kusukela kwabakhona umbuso wentando yeningi mayelana nokuthuthukiswa kwabesifazane.

Okubalulekile, singathanda ukuzwa ngalezo zinselela ezinenkani okufanele sibhekane nazo njengesizwe, nokuthi uhulumeni uhlose ukubhekana nazo kanjani.

Le micabango kanye namasu abalulekile kithini njengomphakathi wemfundo ephakeme ngoba eyethu yisibophezelo, phakathi kwezinye, ukufundisa, ngaleyo ndlela sikhiqize abafundi abathole iziqu abanganezela echibini lamakhono ukusiza izwe ekubhekaneni nezinye zezinselelo ezibhekene nezakhamuzi.

Umpfumela wethu wocwaningo, ngaphandle kwezinye zazo ngokusemthethweni ukuqhubekisa kolwazi, kufanele kusize isizwe ukunqoba ezinye zezinselela zaso noma, okungenani, ukuziqonda.

Izimfundo eziphakeme – ezikunikezayo nezikukhiqizayo – kulolongwa ngumphakathi. Ngokufanayo, izimfundo eziphakeme, zingalolonga futhi zithonye indlela umphakathi osebenza ngayo zibuye ziphendule ezinselelweni.

Kodwa kithini ukuba neqiniso kwesayensi ekuqhubekiseni kwethu ulwazi, futhi ngezinye izikhathi, izixazululo ezinselelweni zomphakathi, kufanele sikwazi njalo ukuphendula kwamanye amaqiniso abhekene nathi ezingeni eliphansi.

Sihlangene lapha namuhla ngesikhathi isizwe sikhombisa ukujula okuhlanganyele phezu kwesihlava sodlame olusekelwe kubulili kanye nokubulawa kwabesifazane ngabesilisa. Ukubulawa kuka-Uyinene Mrwetyana noLeighandre Jegels kugcizelele usizi lwabesifazane abaningi ezweni lethu abahlukunyezwa nsuku zonke.

Njengoba ngiphawulile kamuva, ngesikhathi amacala ka-Uyinene noLeighandre athole ukunakwa ezweni nasemhlabeni jikelele, izinkulungwane zesigaba sabasebenzayo nabesifazane abampofu ezikhungweni zethu ezisemadolobheni nasemaphandleni bahlupheka nsuku zonke ezandleni zabesilisa, abanye ekubeni ngabalingani babo. Amacala abo awatholi ukunakwa okudingekile okubafanele – bayiningi elithulile futhi elithulisiwe.

Ukubuka ngokudlulisa amehlo kwezinye izifundo ezitholakalayo odlameni olusekelwe kubulili zikhombisa amanye amaqiniso acindezelayo. Izifundo eziningi ziye zenziwa wuMkhandlu wokuCwaninga ngezokwelapha eminyakeni edlule, kubhalisa inselela esibhekene nayo, njengezwe, ngokumelene nokubulawa kwabesifazane ngabesilisa nodlame olubhekiswe ezinganeni.

Ucwaningo lwango-2018 *ngabeZibalo zaseNingizimu Afrika, Ubugebengu obubhekiswe kwabesifazane eNingizimu Afrika:*

*inhlolovo yolwazi olunzulu yokuhlaziyo kwezisulu zobugebengu, lubonisa ukuthi ngo-2000 izinga lokubulawa kwabesifazane eNingizimu Afrika lwakhuphuka ngokuphindwe kahlanu kulinganiswa nezinga jikelele, kwancipha ngokuhamba kwesikhathi ukufinyelela ezingeni eliphansi ngo-2015.*

Lokhu okuncane okuzuziwe, nokho akufanele neze kugutshwe. Ukubulawa nokuhlukunyezwa koyedwa wesifazane kungokunye kokuningi kakhulu. Njengomphakathi ophucukile, akufanele sihlangane lapha sikhulume ngokuthi abesifazane baqhubeka kanjani bezizwa bengaphephile emizini yabo, emsebenzini, ezimfundweni eziphakeme kanye nasemigwaqweni.

Ukuphepha yilungelo lokuzalwa lawo wonke owesifazane.

Abanye bangase babuze ukuthi kungani ngigqamisa le mikhuba ekhathazayo esifundweni esihlose ukugxila entuthukweni yezenhlalo nezomnotho kwabesifazane kusukela ngo-1994.

Kunezizathu ezintathu ezisemqoka kungani kufanele sibhekise ingxoxo entuthukweni yezenhlalo nezomnotho ngaphakathi kwamaqiniso amanje athinta abesifazane.

Okokuqala, njengoba ngiphawulile ekuqaleni, kuyoba kungekona okwesayensi ukuziba okwenzakalayo okusizungezile. Noma yiyiphi intuthuko emphakathini, futhi ukucabanga okunobuhlakani obuphathelene nalokho, kufanele kuphakanyiswe nezipiliyoni eziphilwe yilabo abathintekayo ngezenzakalo kulowo mphakathi. Ngakho, ekuhlaziyeni kwayo koHlelo lweNtukuthuko kaZwelonke (NDP), iKhomisana yoKulingana ngoBulili (CGE) iveza ukuthi i-NDP "idinga ulwazi lobulili obuhlukanisiwe ukugcizelela izingxenye ezibucayi ukuthi i-GBV [udlame olusekelwe kubulili] iqhubekile eNingizimu Afrika , futhi ukubhekana ne-GBV kufanele kubhekelwe ngokungenelela ".

Okwesibili, izimfundo eziphakeme zithintwa ngukwanda kodlame olusekelwe kubulili. Ngokusho kukaFinchilescu noDugard (2018), abafundi baba yizisulu eziphambili zodlame olusekelwe kubulili ezimfundweni zethu eziphakeme.

NjengoSekela-Shansela, angikwazi ukuthula lapho ngithola ithuba ukuba ngikhulume mayelana nalesi sihlava. Kufanele sisebenzise noma yiliphi ithuba ukwengeza amazwi ethu okukhalaza, sizibophezele ukwenza izikhala esinazo kanye nokuthonya, ukummela ukuphepha kwabafundi bethu kanye nozakwethu besifazane.

Isizathu sesithathu esenza ukuba ngigqamisa isihlava sodlame olusekelwe kubulili yingoba leli qiniso elicindezelayo libonisa ukuthi

umphakathi usakhelwe phezu kwemibono yenzalamizi yabesifazane abangafanelwe ukuphathwa ngokulingana kanye namathuba afanayo njengamadoda. Yini-ke ethola isisho emveni nasezimvamiseni zodlame, kubonisa okucashile nokuthuthuka kokungalingani kanye nokucwasa kwabesimame endaweni yokuthuthukiswa kwezomnotho. Kuhlangukaniwe nobuhlanga namandla esigaba, okuvelayo uhlelo olwahlukanisiwe lapho abesifazane abangaswele kufanele baphikisane nesithiyo esivimbela ukuthuthuka emkhakheni wezamazimzimsi, ngenkathi isigaba sabesifazane abasebenzayo, kokubili emalokishini nasemaphandleni, kufanele silwe namaqiniso ansuku zonke okucwasa kanye nokuntuleka ukufinyelela ezinkombeni zomnotho.

Kungenxa yalesi simo ukuthi ngifisa kafushane ngiphendukele kwezinye zezindawo lapho ngicabanga zidinga ukunakwa uma kuxoxiswa ne-NDP.

Njengoba izinga labangasebenzi lime ku- 29% ngesikhathi sengxenye yesibili ka-2019, kufanele kulindeleke ukuthi abesifazane bazozithola bengaphansi kwamathuba esenyukelo.

Nakuba uNgqongqoshe angagodla izibalo zakamuva nje, ukuhlaziywa kwakamuva okuvela kwabeZibalo zaseNingizimu Afrika engikwazi ukufinyelela kuko kubonisa okuningi okwenzekayo lapho abesifazane

abasabhekene nako. Ngokwesibonelo, kokukodwa engakubona kuthiwa "ngaphezu kwamazinga aphantsi omsebenzi phakathi kwabesifazane, ingxenye enkulu yabasebenzi besifazane baseNingizimu Afrika igxile emisebenzini enekhono eliphansi kanye nasemisebenzini ekhokhela kancane. Abesifazane futhi babhekene nomthwalo wokwenza umsebenzi ongakhokhelwa".

Umbiko weZibalo eNingizimu Afrika engisanda kucaphuna kuwona uqhubeka ukusho ukuthi kukhona izici ezihlukahlukene ezikhonze ukulondoloza igebe lobulili kwezomnotho. Lokhu kufaka

- Abesifazane abahlala ezindaweni zasemaphandleni ngokuvamile kunzima ukuthola imfundo efanayo kanye namakhono njengamadoda
- ukungalingani kobulili ukufinyelela kubhizinisi nemisebenzi emayelana nezezimali
- ingxenye enkulu yabesifazane ebhekene nezingqinamba ezibeka umkhawulo emakhonweni abo okuphatha nokulawula amafa

Nakuba isigaba sabesifazane abasebenzayo nabampofu sisabhekane nobunzima, isigaba sabesifazane abangaswele nabo basaphikisana nenqwaba yezinselela njengoba bezama ukwephula isithiyo esivimbela ukuthuthuka. Isithombe sibonakala sehlukile phakathi kwemikhakha kahulumeni kanye nezimele. Njengoba umgomo wukufeza 50% emele abesifazane abasezikhundleni eziphezulu, umkhakha kahulumeni ubonakala sengathi usemzileni ukufeza lowo mgomo oncomekayo, yize kunezinselela.

Umkhakha ozimele awenzanga kahle kulokho. Umbiko okhishwe yifemu yokuhlaziya i-PwC ekuqaleni kwalo nyaka ubonisa ukuthi kusekhona omningi umsebenzi okudingeka wenziwe emkhakheni ozimele. Ngokwesibonelo, 3,31% kuphela yabaphathi abaphezulu (CEO) bezinye zezinkampani ezisohlelweni oluphezulu *eJohannesburg Stock Exchange* bangabesifazane.

Kokunye kokungalingani kobulili okutholakele kufaka iqiniso lokuthi

- kwakukhona amagebe amaholo ayebonelela abesilisa emikhakheni yezempilo, yobuchwepheshe kanye neyezezimali
- Abesilisa abamhlophe basaphethe njengabaphathi abaphezulu. Lokhu kusho ukuthi abesifazane, ikakhulukazi abesifazane abamnyama, bazithola entanjeni engezansi.

Lokhu, kanye nezibalo ezihlanganiswe yizihlangano eziningi kubonisa ukuthi iseyinde indlela ezohanjwa ngabesifazane ukuba abahlanganyeli abalinganayo emnothweni.

Kodwa-ke, okufanele, kungaphuthelwa, wukuthi sekube nezimpumelelo ezinkulu ekuvaleni igebe lobulili kusukela ngo-1994. Elethu yizwe elazivulela ukuba "libambane" nefa lobandlululo, elabona abantu abamnyama nabesifazane becwaswa kusukela



ekuthuthukiseni kwezomnotho jikelele, nobunikazi kanye nokuphatha imisebenzi enjalo ngokukhethekile.

Ngakho-ke umsebenzi ngemva kuka-1994 wawungomkhulu kakhulu. Lowo owabhekwa ngokukhulu ukuzimisela nenjongo, ikakhulukazi nguhulumeni. Noma kunjalo, kuningi okusadingeka kwenziwe.

Mqondisi wohlelo, ngokumelene nesizinda salokhu esingikuphawulile, kukhona ukubonelela okumbalwa engifisa ukukwenza, engicabanga kungase kube nomthelela kuMbono weNDP ka-2030 ukuba ugcwaliseke - lokhu kungaphezu kwalokho okunconywayo ngezinye izinhlangano eziningi nabantu abasekuphakamisile.

Okokuqala ukubhekana nezinga lokushiya phansi kwamantombazane esikoleni esiphezulu. Njengoba iKhomishana yokuLingana ngoBulili ibonile, izinga lokushiya phansi kwamantombazane esikoleni samabanga aphantsi lingaphansi. Likhuphuka esikoleni samabanga aphezulu. Ezinye zezici ezikhonjiwe zifaka ukuhlukunyezwa ngokocansi, ukukhulelwa kwentsha kanye nemibono elondolozwe ebambe ukuthi amantombazane awafanele aqhubekele phambili nezifundo zawo.

Kokubili uhulumeni kanye nomphakathi kumele ngenhloso ubhekane nezinsela amantombazane abhekene nazo esikoleni esiphezulu, ukuze angakwazi ukukhuluma ngazo emfundweni ephakeme.

Ukungenelela kwesibili okufanele kuqiniseke ukukhuthaza abafundi besifazane ukuthatha imikhakha ebanzi ehlukehlekene kanye nesayensi ezimfundweni eziphakame. Lokhu kuzosiza ukuvala ukusilela kwalawo makhono abanye abawaqaphelisise njengesithiyo lapho kucatshangwa ngokukhuphulela kamuva abesifazane ezikhundleni ezithile emisebenzini yabo.

Uhulumeni, kanye nezikhungo zemfundo ephakeme, kufanele kuthuthukise ukugxila okuzinikele endleleni yemisebenzi yabafundi besifazane. Lokhu kuzoqinisekisa ukuthi kukhona ichibi elanele labesifazane abaphothule iziqu zabo ezikhundleni zemisebenzi kanye nesayensi okumelwe bafundiswe futhi bakhushulelwe ezikhundleni eziphezulu ngaphakathi kwemikhakha kahulumeni nemikhakha ezimele ekugcineni bathathe izikhundla eziphezulu.

Ukungenelela kwesithathu, okuyinsela eqondile ezikhungweni zemfundo ephakeme, ukudala izimo ezifanelekile, ezikhuthazayo, ezivuselelayo futhi ezisekelayo kubafundi besifazane bakhule emikhakheni yabo abayikhethile. Abafundi besifazane kumele bazizwe bephephile, ngokwesibonelo, ukuhlala kuze kube sebusuku

emtatshweni wezincwadi, okuyindawo efanelekile yokufunda, esikhundleni sokuba baphuthume ekhaya noma ezindaweni zabo zokuhlala esikoleni ngenxa yokwesaba ukuhlukunyezwa.

Ukungenelela kwesine, okusendleleni manje, kuzoba okukahulumeni ukuhlangabezana nalokhu okubekiwe ukuba ne-50% yabaphathi abaphezulu abangabesifazane. Lokhu kuyobonisa njengengqugquzelo kuzigidi zamantombazane asemasha kanye nabafundi besifazane abafisa umsebenzi emkhakheni kahulumeni. Okubalulekile, kuyokusiza ukufaka ingcindezi kweminye imikhakha yomphakathi – umkhakha ozimele kanye nomkhakha ongekho ngaphansi kukahulumeni - ukuzimisela ukuhlangabezana nokuhlosiwe okufanayo.

Ekugcineni, umkhakha ozimele, obambe isihluthulelo sokutshalwa kwezezimali okukhulu okungase kuvule amathuba ezomnotho "angavuleki" ezweni, kufanele kubekwe ingcindezi ukususa "isithiyo esivimbela ukuthuthuka" kwabesifazane abaningi abaqeqeshiwe futhi abanamakhono aphezulu okufinyelela emandleni abo.

Lokhu, kanye nokunye ukungenelela okuningi, kungasiza ekufezeni okuvelele futhi kuyizinhloso ezidingekayo zoMbono weNDP ka-2030.

Ngqongqoshe, Imfundo Ephakeme yaseNingizimu Afrika imi ngomumo ukhlanganyela nohulumeni kanye nomnyango wakho ukusiza izwe ekufinyeleleni emandleni alo. Ngokusebenzisa izindawo zethu zocwaningo ezihlukahlukene nezikhungo, singongeza emsebenzini wezikhungo zikahulumeni eziwenzayo njengeZibalo eNingizimu Afrika.

Ngiyakusho lokhu ngoba ngeke kwaba khona noma yikuphi ukuthuthukiswa komcabango okungasekelwe futhi kuhlinzekelwe ngucwaningo oluqinile nezeluleko zenqubomgomo. Kulapho isikhungo esifana nesethu singasiza. Ngakho-ke ngibheke phambili ukuba nengxoxo ehambelana nalokhu, njengoba sizwa kuwe ngezinye zezimpumelelo ezatholwa kusukela ngo-1994, nezinhlelo ezizovela ngaphambili ukhlangabezane noMbono ka-2030.

Ngiyaphinda futhi, engxenyeni yoMkhandlu, ukuphathwa, abasebenzi nabafundi beMfundo Ephakeme yaseNingizimu Afrika, ngiyakwamukela.

Ngiyabonga.