

**SOLWATI MANDLA MAKHANYA, UMPHATSINYUVESI  
NELISEKELASHANSELA  
INYUVESI YASENINGIZIMU AFRIKA  
SIFUNDVO SE-5 SELISU LEKUTFUTFUKISA LAVELONKHE**  
*“Indzima ledlalwa nguMbononchanti 2030 weLisu leKutfutfukisa  
laVelonkhe nelifutse lalo kutingucuko tetenhlalo netemnotfo kanye  
nemphilo yabomake yetepolitiki yangemuva kwa-1994 lapha  
eRiphabhliki yaseNingizimu Afrika”*  
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Kukuhlonishwa kwami ngalokukhetsekile nelilungelomusa, egameni leMkhandlu, baphatsi, tisebenti tasemahhovisi teNyuvesi yaseNingizimu Afrika, kutsi ngemukele Indvuna yeLihhovisi laMengameli, Umhlonishwa Indvuna Jackson Mthembu, lapha ekhempasi yetfu, nakulomcimbi lohlonipheke kangaka.

Kulitsemba lami, Ndvuna, kutsi ligalelo nemibono yakho itasisita kutsi sibukete siphindze futsi sitfole lwati mayelana naloko hulumende lakutsatsa njengalamanye emagcatsi lazuziwe kusukela kwefika intsandvo yelinyenti ngekuhambisana nekutfutfukiswa kwabomake.

Ngalokubalulekile, sifuna kuva ngaletinsayeya letibonkhanise lesifanele kutsi sibukane nato sisive, nekutsi hulumende ucondze kutilungisa kanjani.

Lokubuketa nemasubuciko kubalulekile kitsi singummango wenyuvesi ngoba kwetfu sibopho, emkhatsini walokunye, kufundzisa, ngaleyo ndlela-ke sikhicita baphotfuli labangengeta kusilulumakhono kusita lelive kulungisa letinye taletinsayeya takhamuti letibukene nato.

Imiphumela yelucwaningo lwetfu, ngaphandle kwekutsi leminyeye yayo ngalokusemtsetfweni kufuna lwati, ifanele isite sive kutsi silwe sincobe letinye tetinsayeya tayo noma, lokungenani, itivisise.

Emanyuvesi – lakufundzisako nalakukhicitako – ngako-ke akhiwa aphindze futsi afakwe umtselela ngummango. Ngalokufananako, emanyuvesi angakha aphindze futsi afake umtselelela endleleni imimango lasebenta ngayo aphindze futsi abukane netinsayeya.

Kepha-ke kwetfu kutsi kute sifune ngekwesayensi ngekweliciniso lwati futsi, ngaletinye tikhatsi, tisombulula tetinsayeya temmango, sifanele kutsi sihlale njalo siphendvula kulamanye emaciniso labukene natsi ekuhlaleni.

Sihlangene lapha lamuhla ngesikhatsi lapho khona sive sihlangene sibuka lenhlupheko yebudlova lobucondziswe kubulili lobutsite nekubulawa kwebantfu labasikati. Kubulawa kwa-Uyinene Mrwetyana naLeighandre Jegels kuphakamise simo lesibucayi kwabomake labanyenti kulelive lakitsi labahlukunyetwa onkhe malanga.

Njengobe ngisandza kusho, ngesikhatsi lesehlakalo sa-Uyinene naLeighandre sinakwa nguvelonkhe kanye nemave emhlaba, bomake labatinkhulungwane labasebentako nalabaphuyile etindzaweni tasemadolobheni netasemaphandleni bahlupheka onkhe malanga bahlushwa ngemadvodza, lamane abo abalingani babo. Tehlakalo tabo atikakutfoli kunakwa letifanele kutsi tikutfole – balinyenti lelithulile, nalelithuliswako.

Kubuka utsi laphalati letinye tincwaningo letentiwe mayelana nebudlova lobucondziswe kubulili lobutsite tikhombisa emaciniso lashonisa phansi umtimba. Tincwaningo letinyenti tentiwe nguMkhandlu weTelucwaningo weteKwelashwa kuleminya lendlulile, lebhale ngetinsayeya lesihlangabetana nato, silive, kubulawa kwalabasikati nebudlova lobentiwa kubantfwana.<sup>1</sup>

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<sup>1</sup> Buka letinye taletincwaningo ku:<http://www.samrc.ac.za/intramural-research-units/GenderHealth-current-projects> (lutfolwe mhla ti-2 Imphala 2019).

Lucwaningo lwanga-2018 lolwentiwe beTibalobalo baseNingizimu Afrika, *Bugebengu lobentiwa kubomake eNingizimu Afrika: luhlathiyo lolujulile lwedatha yeluklayo lwebahlukunyetwa bebugebengu*, lukhombisa kutsi nga-2000 silinganisozinga lekubulawa kwabomake lapha eNingizimu Afrika beliphindzeke ngalokusihlanu kune-avareji yemave emhlaba, lehla ekuhambeni kwesikhatsi laba lincane nga-2015.<sup>2</sup>

Buncono lobuncane kangaka abukafaneli, nanoma kunjalo, kutsi bubungatwe. Kubulawa nekuhlukubetwa kwamake munye kwabomake labanyenti kakhulu. Njengemango lophucukile, asikafaneli kutsi sihlangane lapha sikhulume ngekutsi bomake bachubeka kanjani nekungaphephi emakhaya abo, emsebentini, emanyuvesi nasetiladini.

Kuphepha kulilungelo lekutalwa labo bonkhe bomake.

Labanye bangatibuta kutsi kungani ngigcamisa letintfo letentekako letikhatsatanako esifundvweni lesifanele kutsi ngabe sigcila ekutfufukisweni kwabomake ngetenhlalo netemnotfo kusukela nga-1994.

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<sup>2</sup> Statistics South Africa. 2018. *Crime against women in South Africa: an in-depth analysis of the victims of crime survey data*. <https://www.statssa.gov.za/publications/Report-03-40-05/Report-03-40-05June2018.pdf> (lutfolwe mhla ti-2 Imphala 2019).

Kunetizatfu letintsatfu letinkhulu tekutsi kungani sifanele kutsi sente lengcoco itinte kutekutfufuka ngekwetehlalo nekwemnotfo kuletintfo letingemaciniso bomake lababukene nato kwamanje.

Kwekucala, futsi njengobe besengikhombisile phambilini, angeke kube yindlela yetesayensi kutsi singete sakunaka loko lokwenteka etindzaweni tetfu. Nanoma nguyiphi intfufuko lekhona emmangweni, nelubuyeketo lwetengcondvo loluphatselene naloko, kufanele kutsi simiswe kuloko lokuhlangabetwene nako ekuphileni kwalabo labatsintfwe tehlakalo emmangweni. Ngako-ke, ekuhlatiyeni kwalo Lisu leKutfufukisa laVelonkhe (i-NDP), Ikhomishini yeteKulingana ngeBulili (i-CGE) yesekele kutsi i-NDP “idzinga idatha yetebulili leyehlukanisiwe kucinisekisa tincenye tetinkinga letinkhulu letentiwe yi-GBV [budlova lobucondziswe kubulili lobutsite] eNingizimu Afrika, futsi kubukana ne-GBV kufanele kutsi kubekwe embili mayelana netingenelelo”.<sup>3</sup>

Kwesibili, emanyuvesi atsintfwa kubhebhetheseka kwebudlova lobucondziswe kubulili lobutsite. Ngekuya kwaFinchilescu naDugard

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<sup>3</sup> 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> (lutfolwe mhla ti-2 Imphala 2019).

(2018), titjudeni tibahlukunyetwa labakhulu bebudlova lobucondziswe kubulili lobutsite emanyuvesi etfu.<sup>4</sup>

NjengaSekelashansela, angeke ngikwati kubindza ngibe nginelitfuba lekutsi ngikhulume mayelana nalenhlupheko. Sifanele kutsi sisebentise onkhe ematfuba lavelako siphose litje esivivaneni silwe, siphindze futsi sifunge setsembise kutsi kwenta letindzawo lesinato nalesitifaka umtselela, kutsi sikhulume sesekele kuphepha kwetitjudeni kanye nebalingani labasikati ngekwemsebenti.

Sizatfu sesitsatfu lesingenta ngigcamise lolusizi lwebudlova lobucondziswe kubulili lobutsite ngoba lokwenteka mbamba lokushonisa phasi umoya kukhombisa kutsi ummango namanje usakhiwa yimicondvo yekuphatsa kwalabadvuna kwekutsi bomake abakafaneli kuphatfwa ngekulingana nekutfole ematfuba lalingana newabobabe. Loko-ke lokuvela kutehlakalo tebucaba nebudlova, kuveta kufanana lokushayela phasi nekubhebhethseka lokubhacile kwekungalingani nekukhishwa nekunganakwa kwabomake ekutfufukeni kwetemnotfo.

Kuhlangene nebuhlanga netento letehlukahlukene netigaba tetenhlalo, lokuvelako lapho yinchubo lapho khono bomake

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<sup>4</sup> 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> (lutfolwe mhla ti-2 Imphala 2019).

labasezingeni letemnotfo netenhlalo lelisemkhatsini, emalokishini nasemaphandleni, bafanele kutsi bachudzelane nemaciniso awonkhe malanga ekunganakwa kanye nekungakhoni kufinyelela tigwadluli temnotfo.

Nguloku-ke lokungenta ngifise kutsintsa nje kancane letindzawo lengicabanga kutsi tidzinga kunakwa nakubukwa le-NDP.

Njengoba silinganisomanani sekweswelakala kwemisebenti besime ku-29% ngekota yesibili ya-2019,<sup>5</sup> kufanele kutsi kulindzelwe kutsi bomake batatitfolo basemsileni wematfuba.

Nanoma-nje Indvuna ingabelana natsi lwatiso loluyimfihlo lwetibalobalo letisandza kuphuma, luhlathiyo lwakamuva kweteLubalobalo lwaseNingizimu Afrika lengikhone kulutfolo lukhombisa emaciniso labuhlungu bomake labasasabukana nawo. Sibonelo, kulokunye lokuboniwe kutsiwa “kwengeta kumanani laphasi ekungacashwa kulabasikati, linyenti lalabasikati baseNingizimu Afrika basesebutsene emisebentini lenemakhono laphansi kantsi futsi iholela kancane. Bomake baphindze futsi betfwale umtfwalo wekusebenta bangakhokhelwa”.<sup>6</sup>

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<sup>5</sup> Statistics South Africa.. 2019. Quarterly Labour Force (QLFS) – Q2: 2019 (media release).. <http://www.statssa.gov.za/?p=12370> (lutfolwe mhla ti-2 Imphala 2019).

<sup>6</sup> 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> (lutfolwe mhla ti-2 Imphala 2019).

Umbiko weteLubalobalo taseNingizimu Afrika lengisandza kucaphuna kuwo uyachubeka ubeka kutsi kunetintfo ligcina leligebe lebulili kutemnotfo. Loku kufaka ekhatsi

- bomake labahlala etindzaweni tasemaphandleni bavamise kuba nebulukhuni bekutsi batfole imfundvo nemakhono lafananako newemadvodza
- kungalingani ngekwebulili kufinyelela emabhizinisi netinsita tetemali
- incenye lenkhulu yabomake lababukene netihibe letibavimbela kutsi bakhone kuba nemphahla baphindze futsi batilawulele imphahla yabo<sup>7</sup>

Lapho bomake labasebentako nalabaphuyile basebukene nebumatima, bomake labasezingeni lelisemkhatsini letenhlalo netemnotfo nabo bachudzelana netinsayeya letinyenti letehluka lapho betama kuncoma tihibele letibavimbele. Lesitfombe lesi sibonakala sehlukile kuleso lelisemkhatsini wemkhakha wahulumende naloyo lotimele.

Lapho kubekwe umgomo we-50% wekumelelwa kwabomake etikhundleni letiphakeme, umkhakha lotimele ubonakala

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<sup>7</sup> Ibid.



usesipolweni sekuzuzwa umgomo lomuhle, nanoma nje kunetinsayeya.<sup>8</sup>

Umkhaka lotimele awukenti kahle ngaleyo ndlela. Umbiko lowetfulwe yifemu yelucwaningomabhuku i-PwC ekusukeni kwalomnyaka ukhombisa kutsi kusesenemsebenti lomkhulu lofanele kutsi wentiwe kulomkhaka lotimele. Sibonelo, tingu-3.31% kuphela tisebenti letinkhulu (ema-CEO) labomake aletinye tetinkampani letibhalwe eStock Exchange .<sup>9</sup>

Lokunye kungalingani lokwatfolakala bekufaka ekhatsi liciniso lekutsi bekukhona namagebe etemholo

- labekavuna emadvodza emikhakheni yetetheknoloji netetimali.
- bese kutsi emadvodza lamhlophe kusesenguwo langema-CEO lamanyenti. Loku kusho kutsi, ikakhulu bomake labamnyama batitfolo basemsileni.

Loku, kanye netibalobalo letihlanganiswe tinhlango, tikhombisa kutsi bomake basesenendlela lendze labafanele kutsi bayihambe kutsi babe bahlanganyeli labalinganako kutemnotfo.

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<sup>8</sup> Kahn, SB & Motsoeneng, RP. 2014. Gender equality in the South African public service: ideal or reality? *Journal of Public Administration*, 9(4):1060–1082.

<sup>9</sup> PwC. 2019. Executive directors: practices and remuneration.

<https://www.pwc.co.za/en/assets/pdf/executive-directors-report-2017.pdf> (lutfolwe mhla ti-2 Imphala 2019).

Lokufanele, nanoma kunjalo, kungashiywa, kutsi kukhona lokukhulu lokuzuziwe ekuvaleni leligebe letebulili kusukela nga-1994. Letfu live lelitente lavuleleka “lishikashikeka” nemphumela lomubi welubandlululo, lowabona bantfu nabomake labamnyama banganakwa kutemisebenti yetemnotfo jikelele, kubanikati nekulawula leyo misebenti.

Lomsebenti lona ngemuva kwa-1994 waba ngulomkhulu kakhulu. Lomunye lolungiswe ngekutimisela nangenhloso, ikakhulu ngumbuso. Yebo, kusesekunyenti lokufanele kutsi kwentiwe.

Mphatsiluhlelo, kumisela kulesendlalelo lengisandza kusibeka, kunetintfo letimbalwa lengingatsandza kutetfula, lengitsandza kutsi tingafaka ligalelo kuloMbononchanti we-NDP wanga-2030 lokhishiwe – loku ngulokwengetiwe futsi kwesekela loko lesekushiwo tinhlango nebantfu labanyenti.

Kwekucala kulungisa kushiya phasi sikolwa kwemantfombatana etikolweni temabanga laphakeme. Njengaloko lokubonwe yiKhomishini yeKulingana ngeBulili, lelizinga lekushiya phasi sikolwa kwemantfombatana etikolwa temabanga laphansi lehlile. Libese-ke liyakhula etikolweni temabanga laphakeme. Letinye taletintfo letitfoliwe atifaki ekhatsi kuhlukubetwa ngetemacansi, kukhulelwa

kwelusha kanye nemibono yekonga lebeka kutsi emantfombatana akafaneli kutsi achubeke netifundvo tawo.<sup>10</sup>

Kokubili umbuso nemmango bafanele kutsi bacondze kulungisa letinsayeya emantfombatana etikolweni temabanga laphakeme labukana nato, kute kutsi akwati kufika kutemfundvo lephakeme.

Lolunye lungenelelo lolufanele kutsi luciniswe kukhutsata titjudeni letinsikati tifanele kutsi tingene kumikhakha yetebugobela netesayensi emanyuvesi. Loku kutawusita ekuvaleni kuswelakala kwemakhono labanye labawabone njengesihibe uma bacabanga kukhushulwa etikhundleni kwabomake ekuhambeni kwesikhatsi emisebentini yabo.<sup>11</sup>

Umbuso, ukanye netikhungo tetemfundvo lephakeme, tifanele kutsi tigcile ngalokunekutinikela kutemsebenti wetitjudeni letinsikati. Loku kutawucinisekisa kutsi kunesilulu sebaphotfuli labasikati labaneticu tebugobela lobutsite nakutemkhakha wetensayensi labafanele kutsi baceceshwe bese bakhushulelwa etikhundleni letikumkhakha wahulumende nalotimele kute kutsi bagcine sebasetikhundleni letiphakeme.

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<sup>10</sup> 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> (lutfolwe mhla ti-2 Imphala 2019).

<sup>11</sup> Kahn, SB & Motsoeneng, RP. 2014. Gender equality in the South African public service: ideal or reality? *Journal of Public Administration*, 49(4):1060–1082.

Lungenelelo lwesitsatfu, loluyinsayeya ngco kutikhungo tetemfundvo lephakeme, kwakha simo lesivunanako, lesikhutsatanako, lesigcugcutelanako nalesesekela titjudeni letinsikati kutsi tikhule emikhakheni yato yebugobela letibukhetsile. Titjudeni letinsikati tifanele kutsi titive tiphephile, sibonelo, kutsi tingahlala emtapolwati kute kube kungemuva kwesikhatsi, lekutindzawo lekahle yekudadisha, esikhundleni sekutsi tigijimele ekhaya noma etindzaweni tato tesikolwa tekuhlala ngenca yekwesaba.

Singenelelo sesine, lesesivele sentiwa, sitawuba kutsi umbuso uhangabetane nemigomo yawo lewubekile we-50% webaphatsi labakhulu kutsi babe bomake. Loku kutawuba sinikamdlandla kutigidzi temantfombatana netitjudeni letinsikati letinenshisekelo yekusebentela hulumende. Lokubalulekile, kutawusita kufaka incindzetelo kulena leminyane imikhakha yemmango – umkhakha wangasense nemkhakha longekho ngaphansi kwahulumende – kukhandlekela kuhangabetana nalemigomo.

Kwekugcina, umkhakha wangasense, longuwona uphetse sikhula sekuvula tintjalomali letinkhulu letingavula ematfuba etemnotfo “langakatsintfwa” kulelive lakitsi, ifanele kutsi ifakwe incindzetelo yekutsi isuse “lomkhawulo losihibe” lovimbela bomake labanyenti labaneticu tetemfundvo letisezingeni leliphakeme kakhulu futsi

labanemakhono lasezingeni leliphakeme kakhulu kutsi bangafinyeleli ekusebentiseni emandla abo onkhe.

Leti, kanye naletinye tingenelelo letinyenti, tingasita ekuzuzweni kwemigomo lenemandla futsi ledzingekako yembonchanti-2030 we-NDP.

Ndvuna, leNyuvesi yaseNingizimu Afrika ikulungele kusebentisana nembuso etikweni lakho kusita lelive lakitsi ekufinyeleleni emakhono alo. Ngekusebentisa tikhungo tetfu telucwaningo letinyenti letehlukene kanye netikhungo, singeta kumsebenti lowentiwa tikhungo tembuso njengaloko lokwentiwa teLubalobalo taseNingizimu Afrika.

Loku ngikusho ngoba kute intfutfuko lengacatjangwa ibe ingakamisela futsi ingakasekelwa lucwaningo neseluleko senchubomgomo lesinemandla. Ngulapho-ke sikhungo kungasita khona sikhungo lesifanana nalesi setfu. Ngako-ke ngibuke embili ngilindzele kubamba ingcoco mayelana naloku, lapho siva ngawe letinye tetintfo lesitizuzile kusukela nga-1994, kanye netinhlelo letitako tekuhlangabetana neMbonchanti-2030.

Ngiyaphindza futsi, egameni leMkhandlu, baphatsi, tisebenti tasemahhovisi kanye netitjudeni taleNyuvesi yaseNingizimu Afrika, ngiyanemukela.

Ngiyabonga.