

UNJING. MANDLA MAKHANYA
INQUNUNU NOSEKELA NGQONYELA: IYUNIVESITHI YOMZANTSI
AFRIKA
IMIBHIYOZO: INTETHO YESIKHUMBUZO EYIFEROZA ADAMS
NETHEKO LONYAKA LOKUNIKEZELA IIMBASA KWABASETYHINI
BASEUNISA

“Amaxesha Aguqukileyo: Abasetyhini kwixesha leCOVID-19 nangaphaya” (“Transformed landscapes: Women in the time of COVID-19 and beyond”)

21 KweyeThupha/Agasti 2020

Mbhexeshi Nkqubo: Njing. S Ngubane-Mokiwa: Sekela Sihlalo weQonga Labasetyhini baseUnisa

- Gqirha Sheila Kumalo, Sihlalo: Iqonga Labasetyhini baseUnisa
- Isithethi sethu esiphambili ngale ntsasa, Njing. Lulama Makhubela: SAWID – Umnini OkwanguMbhexeshi Ophetheyo we: Africa Research House
- Brigadier Matshidiso Kgoadi, Inkonzo Yobupolisa yoMzantsi Afrika (*South African Police Service*)
- Njing. Nokuthula Mazibuko, Intloko: Iziko Lezifundo Zesini (*Institute for Gender Studies*)
- Nks Claudia Fratini, Ilungu lesiGqeba: Iqonga Labasetyhini baseUnisa

- Nks Zanele Meslane, Ilungu lesiGqeba: Iqonga Labasetyhini baseUnisa
- Njing. M Magano, Ilungu lesiGqeba: Iqonga Labasetyhini baseUnisa
- Abalawuli namalungu esiGqeba seQonga Labasetyhini baseUnisa
- Ababekekileyo nabafaneleke kakhulu kunye nabaphumeleleyo Kunikezelo Lweembasa Zonyaka Kwabasetyhini baseUnisa
- Ziindwendwe ezibekekileyo nani manenekazi ahloniphekileyo

Sinibulisa ngobubele nonke kulo msitho wonyaka owaziwa ngokuba yiFeroza Adams Memorial Lecture nakUnikezelo Lweembasa Zonyaka Kwabasetyhini baseUnisa.

Noxa kunjalo, kulo nyaka asikwazi ukuthi izinto zenzeka ngokwesiqhelo. Kukho umahluko ogqamileyo kwimiba emibini. Owokuqala ngowokuba siphakathi kubhubhane ophazamisa kakhulu oyiCOVID-19, owesibini usadibene nowokuqala ngoba phantse zonke iindibano neentlanganiso zethu ngoku ziqhutywa ngendlela ye*Teams* kunye nendlela yomoya, apho kuhlanguana oogxa abangabonaniyo, nabazicimileyo iividiyo zabo ngenjongo zokonga idatha yabo okanye ukufihla iimeko zabo abangenakuthanda ukuba sizibone!

Ewe, njengokuba siqonda kwaye siyamkela inyaniso eze nalo bhubhane yokuba kufuneka sisebenzele emakhaya, ubomi bethu butshintshile. Iintlolo zimvo zakutshanje zidiza ukuba abantu abaninzi

baqala bengakuthandi ukusebenza ekhaya kodwa kungoku nje bakhetha ukusebenzela ekhaya kwaye siyakrokra ukuba njengokuba abantwana bebuyela esikolweni nje, lo mnqweno uza kukhula. Phofu ke xa ndiqhula, andazi nokuba oku kukhetha kususela ekuthini umntu uvuyela ukusebenza ekwiipijama ekhaya imini yonke (Ndikhe ndabeva abanye abasebenzi bezincokolela) okanye kususela ekonwabeleni ukungabi phakathi kweengxaki zezithuthi ezindleleni – ngakumbi kwezo ntsasa zibandayo zasebusika.

Kufuneka singaqali sivuye okwangoku! Sendimana ndibona iingxelo eziliqela ezibonisa ukuba amashishini neeyunivesithi zixela indlela emakunxitywe ngayo xa umntu esebenza ekhaya – oku ikukwenzela ukuqinisekisa ukuba umsebenzi abe sezingqondweni zokuba usemsebenzini – phofu ndikrokrela ukuba oku kwenzelwa ukuthintela umbono wabantu abalibeleyo ukuba bakwiindibano zomsebenzi ezisesikweni xa iintlanganiso zifotwa ngeevidiyo. Ndiyacinga ukuba inokuba ziziganeko ezinje ezisifundise ukuba sizicime ngokukhawuleza iikhamera zethu! Nokuba yintoni na isizathu, ndiyathemba ukuba nonke ninxiba ngendlela efana nqwa nale ninxiba ngayo xa niya kwisidlo esixabisekileyo!

Xa siyeka ke ukuqhula, manditsho ukuba ndinovuyo namhlanje ukuvuyisana nabatyunjwa abafaneleke kakhulu nabaphumeleleyo kumsitho weembasa Zabasetyhini Bonyaka, ii*Women of the Year*

awards ngokwesingesi. Phambi kokuba ndenze njalo ke boogxa bam makhe ndithi gqaba gqaba, ndiphakamise izityhilelo ezithathu eziye zavela ngeli xesha leCOVID-19, neziqaqambise amandla abantu ababhinqileyo phantsi kwemiqathango yokuvalwa kwamazibuko neendlela abacinezeleke ngayo. Ndiza kuqupha kakhulu.

Okokuqala, iyaziwa jikelele into yokuba amazwe anoorhulumente abaphethwe ngamabhinqa enze kakuhle ngaphezulu kwamanye ngeli xesha lalo bhuhane. IJamani, iTaiwan, iFinland, iNew Zealand, i-Iceland, iNorway kunye neDenmark zikwazile ukuphumela kulo bhuhane ngokuzithemba okusekelwe kumava ayinyaniso kwaye kube kuncinci ukuxhwithana okungaphakathi kwamaqela kwezopolitiko, nokuqheleke kwezinye iindawo. Ngoba? Amabhinqa abeke abemi belizwe kuqala, alandelisa ngokuxabisa iziqu zawo – ekugqibeleni abemi, uluntu kunye nezozoqosho zizuze iziqhamo. Ingaba ke asiyiyo le nto kufanele ukuba ziyenze iinkokheli? Ukukhonza? Lo gama abanye besenokuthi le nto iza lula kumabhinqa ngenxa yokuba adalelwe ukukhulisa, mna ndifuna ukuthi ukuba yintloko yesizwe akukhathalele sini esithile xa kujongwe ukujamelana nemingeni. Uxinzelelo luyafana kwaye okulindelekileyo kuyafana. Ngoko ke ndifuna ukuthi amabhinqa abeka indlebe kwaye azixakekisa ngezidingo zabantu bawo, azikhathaza ngobuethe-ethe bendalo esingqongileyo kunye nezidingo zenkulungwane yama-21 ngaphambi

kokuzixakekisa ngemidlalo yamagunya nokuqokelela amanqaku ezopolitiko.

Okwesibini, oku ke sesithethile ngako isithethi esiphambili. Ubhubhane oyiCOVID-19 uqweqwedise ngamandla ubundlobongela ngokwesini nangakubantwana, obufumaneka phakathi koluntu lwethu nakolwezinye izizwe ehlabathini. Amazinga okubulawa kwamabhinqa nabantwana anyuke kabukhali ehlabathini naseMzantsi Afrika njengoko abasetyhini nabantwana benyanzelekile ukuba banyamezele iimeko zokuvalwa kwamazibuko. Andiqinisekanga nokuba mhlawumbi sisuke saphelwa kukuva intlungu xa simamele amabali oyikekayo, kodwa kunyanzelekile ukuba sifumane iindlela zokuguqula iingqondo neemeko ezikhokelela kwezi ndlela zokuziphatha.

Kunjalo nje, yile meko inganyamezelekiyo eyenze ukuba thina, njengeyunvesithi, siseke i*Candelo Lolingano Lwesini (Division for Gender Equality)* kwiofisi yeNqununu neSekela Ngqonyela waseUnisa. Indawo elibekwe kuyo eli candelo iqulunqwe ngenjongo. Libekelwe ukuthumela umyalezo othe gca wokuba asidlali xa sisithi sihlasela ubundlobongela besini nokujongwa kakubi kwamabhinqa nangayiphi na indlela. Kusenjalo, sizama ukusonga uMgaqo Nkqubo Wokulwa Ubundlobongela Besini (Anti-Sexual Harassment Policy), siqwalasela ngokutsha yonke imigaqo nkqubo yoburhulumente, ngenjongo

yokuseka eminye ebanzi nequka konke, eza kunceda ukuba sikwazi ukulwa nokutoncula zonke iingcambu zobundlobongela ngokwesini. Kodwa ke siyazi ukuba imigaqo nkqubo engahambi nesiseko ayithethi nto. Eli candelo, neliza kuqhuba uphando, lifundise ngemigaqo nkqubo, amacebo okukhusela nokucebisa amaxhoba, liza kusebenzisana neKhomishini Yolingano Lwesini. Siyathemba ukuba le mizamo iya kwenza umahluko, inike intsingiselo ebonakalayo ekuzimiseleni kwethu kwiphulo lokulwa ubundlobongela ngokwesini.

Ndifuna ukucela iQonga Labasetyhini ikakhulu, ukuba lilixhase eli candelo, liwukhathalele kakhulu umsebenzi walo. Ndinethemba lokuba thina njengeyunivesithi siya kubonakalisa ngezenzo nangomlomo, ukuba sisebenzela inguqu kwiimeko zobundlobongela ngokwesini.

Okwesithathu nokokugqibela boogxa bam, sonke siyazi ukuba isimo sokuvalwa kwamazibuko size nobunzima kubafazi ngaphezulu kunakumadoda, ngokuthe chatha kwabo bakumaziko oqeqesho (nakwiinkonzo zoncedo ezinkqenkqeza phambili). Amabhinqa ebenganeli nje ukufundisa abantwana emakhaya, enze uphando lwabo, alawule amakhaya engenankxaso, eqinisekisa ukuba abantwana bafunda kakuhle kwaye balungile emiphefumleni, koko uninzi belukwenza oko lunganamaqabane, lo gama abanye

bebeqinisekisa ukuba amaqabane abo ayakhathaleleka. Namhlanje ndifuna ukunika imbeko kulo naliphi na ibhinqa elizenza zonke ezi zinto – liyigcine ingqondo yalo isaphelele. Xa ndinika le mbeko, ndisezingqondweni zokuba ngabasetyhini bezwe lethu abenza ukuba zonke izinto zihambe ngendlela eyiyo.

Kuni mabhinqa aseUnisa, ngokuqinisekileyo eli lixesha lokuba sizinikezele ngokutsha nangokuzimisela ekwakheni isizwe, sisusela kwimpumelelo yabazalikazi bethu boqhankqalazo lowe-1956, silinganise izenzo nokuzinikezela kweqhawekazi uFeroza Adams. Namhlanje, kule nyanga, sibaphakamisa ngembeko kwaye siyavuma ukuba lithuba lethu ngoku ukufaka igxalaba – egameni lamabhinqa oluntu (IoMzantsi) lweAfrika. Kufuneka niwalibale la maxesha entlupheko – njengoko oomakhulu, oomama noodade wenu bawalibala nabo – kwaye ke, ngokudibanisa ukuzimisela kwenu ningamaqela okanye ningabanye, nibambisene okanye ningabambisenanga naloo madoda asaphila intlalo yokucinezela okanye ukukhetha abafazi. Sinoxanduva lokuphelisa obu bubi obukhokelela ekutsaleni nzima kwamabhinqa ethu phantsi kweemeko ngeemeko zengcinezelo.

Kufuneka singayilibali imisebenzi yempumelelo nenzuzo yamabhinqa amaninzi asebenza ngokuzibonakalisa yonke le mihla, nabonakalisa okunokwenzeka xa amandla abasetyhini enokukhululwa, avunywe

kwaye akhuthazwe. Nangeli xesha leCOVID-19, amabhinqa amaninzi aseUnisa nasebenza ngempumelelo asibonisile ukuba kungazuzwa ntoni – loo nto ibubungqina bexabiso eliza nabasetyhini kumaziko oqeqesho, emsebenzini, kumphakathi waseUnisa nakuluntu jikelele. Sinebhongo ngamabhinqa aseUnisa kwaye namhlanje siyabhiyoza kwaye siyabafuma abasebenza kakhulu – iintokazi ezinamandla nezoyisayo.

Abo batyunjiweyo nabafumana iimbasa kulo nyaka babonakalisa impumelelo yamalinge amaninzi esiwenzayo apha eUnisa ngenjongo yokuqhubela phambili abasetyhini, ngakumbi abantsundu, kubunkokheli nakwikamva labo; ekukhuliseni amabhinqa aseUnisa ukuba asebenze ngokwamalungelo namandla awo; ekubonakaliseni amandla eUnisa ekoyiseni ubunzima nasekukhonzeni abanye; kwanasekuthatheni indawo yawo apha kwiyunivesithi. Abo bafumana iimbasa ngamabhinqa athe, xa esenza imisebenzi yawo yemihla ngemihla, akhula njengabaphumelelayo, njengeenkokheli nezicaka zoluntu. Babonakalise ngokutyunjwa kwabo ukuba oogxa babo bayabavuma ukuba baziinkokheli zeUnisa kwaye bangoogxa bam ngazo zonke iindlela; bekhonza abanye kwaye bethwala uxanduva lwabo kangangoko benakho. Banelungelo, nathi sinelungelo lokuwubhiyozela lo mzuzu wokubavuma.

Ndinemincili xa ndivuyisana nabo bonke abatyunjiweyo nabaphumeleleyo. Nanga ningathi gqolo, niye phambili kwiindlela zenu zokugqwesa. Sithi huntshu kwabo baphumeleleyo. Sinothulela umnqwazi kwaye siyaniphakamisa. Akwaba ningahlala ningamabhinqa aseUnisa anefuthe elivakalayo!

Ndiyanibulela.