

UNJINGALWAZI MANDLA MAKHANYA, INQUNUNU NENGQONYELA

IYUNIVESITHI YOMZANTSI AFRIKA

INTETHO YESICWANGCISO SOPHUHLISO LWESIZWE yesi-5

“Indima yoMbono 2030 wesiCwangciso soPhuhliso lweSizwe kunye

nempembelelo yawo kwinguqu yobomi boqoqosho lwasekuhlaleni

kunye nobezopolitiko bamanina emva ko1994 kwiRiphabliki

yoMzantsi Afrika”

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Kungembeko nangelungelo elingaphaya, egameni leBhunga, abalawuli, abasebenzi kunye nabafundi beYunivesithi yoMzantsi Afrika, ukwamkela uMphathiswa weOfisi yoBongameli, oBekekileyo uMphathiswa Mthembu, kwikhampasi yethu, kunye nakulo msitho undiliseke kangaka.

Ndiyathemba, Mphathiswa, ukuba igalelo lakho nezimvo zakho ziza kusinceda ukuba siphawule kwaye sifumane iingqiqo koko urhulumente akuthatha ngokuba ngamanyathelo aphunyeziweyo oko kwathi kwafika idemokhrasi yethu ngokunxulumene nokuphuhliswa kwamabhinqa.

Okubalulekileyo, singathanda ukuva malunga naloo mingeni inenkani ekufuneka sijongane nayo sisisizwe, kunye nendlela urhulumente ajonge ukuhlangabezana nayo ngayo.

Ezi ngcinga kunye namacebo zibalulekile kuthi njengabasebenzi nabafundi beyunivesithi kuba okwethu luxanduva, phakathi kwezinye, lokufundisa, ngoko ke sivelise abafundela izidanga abanokongeza umthombo wezakhono ukuncedisa ilizwe ukuhlangabezana neminye yemingeni ejongene nabemi.

Isiphumo sophando lwethu, ngaphandle nje kokuba esinye sazo simalunga nokufumana ulwazi ngokwenene, kufuneka sancedise isizwe ukuba soyise eminye yemingeni okanye, okungenani, ukuyiqonda.

Iyunivesithi – ezikunikayo nezikuvelisayo – ngoko ke kubunjwe kwaye kwaphenjelelwa luluntu. Ngokufanayo, iiyunivesithi zingabumba kwaye ziphembelele indlela uluntu olusebenza ngayo nolusabela ngayo kwimingeni.

Kodwa ukuze sibe nako ukuba nocwangco oluyinene ekuzingeleni kwethu ulwazi kunye, ngamanye amaxesha, izisombululo zemingeni yasekuhlaleni, kufuneka ngamaxesha onke sibe nako ukusabela kwezinye iinyani esijongene nazo thina machaphazelekayo.

Sidibene apha namhlanje ngexesha apho isizwe sikwingcinga enzulu ngokuhlangeneyo ngesihelegu sobundlobongela obujolise kwisini kunye nokubulawa kwamabhinqa ngamadoda. Ukubulawa kukaUyinene Mrwetyana kunye noLeighandre Jegels kubonakalise ingxaki yamabhinqa amaninzi elizweni lethu axhatshazwa yonke imihla.

Njengoko bendikhe ndaphawula kutshanje, ngelixa imeko kaUyinene kunye noLeighandre ziye zafumana indumasi kwisizwe nakumazwe ngamazwe, amawaka eqela lamabhinqa asebenzela ukurhola imivuzo kunye nahluphekayo kwiindawo zeedolophu nasezilalini asokola imihla ngemihla ngokuphathwa gadalala ngamadoda, amanye engamaqabane awo. limeko zabo azifumani ndumasi ifanelekileyo – basisininzi esingathethiyo, kwaye esivalwa imilomo.

Ukujonga ngokukhawuleza kwamanye amaphononongo akhoyo obundlobongela obujolise kwisini kudandalazisa iinyaniso ezidakumbisayo. Izifundo ezininzi ziqhutywe liBhunga loPhando lezoNyango (Medical Research Council) iminyaka ngeminyaka, kurekhodwa ngokubhala phantsi iinkcukacha zomngeni esijongene

nawo, sisisizwe, ekubulaweni kwamabhinqa ngamadoda kunye nobundlobongela obenziwa ebantwaneni.¹

Uphononongo luka2018 olwenziwe zezeeNkcukachamanani zoMzantsi Afrika, uLwaphulomthetho kumabhinqa eMzantsi Afrika: uhlalutyolunzulu lwedatha yesaveyi yamaxhoba olwaphulomthetho, lubonakalisa ukuba ngowe2000 izinga lokubulawa kwamabhinqa eMzantsi Afrika laliphezulu ngokuphindwe kahlanu kuneavareji yehlabathi, laye lisehla ekuhambeni kwexesha lafikelela phantsi ngowe2015.²

Oko kuphucuka kungephi kufuneka, nangona kunjalo, kungaze kuqhwyatyelwe izandla. Ukubulawa nokuxhatshazwa kwebhinqa elinye kugqithise ngokungaphaya. Njengoluntu oluphucukileyo, akufuneki ukuba sihlangani apha size sithethe ngendlela amabhinqa aqhubeka nokuziva engakhuselekanga ngayo emakhayeni awo, emsebenzini, eziyunivesithi kunye nasezitalatweni.

Ukhuseleko lilungelo ibhiqa ngalinye elizelwe nalo.

¹ Jonga amanye wamaphononongo apha <http://www.samrc.ac.za/intramural-research-units/GenderHealth-current-projects> (ifunyenwe ngomhla we2 Okthobha 2019).

² EzeeNkcukachamanai zoMzantsi Afrika. 2018. Ulwaphulomthetho olwenziwa kumabhinqa eMzantsi Afrika: uhlalutyolunzulu lwedatha yesaveyi yamaxhoba olwaphulomthetho. <https://www.statssa.gov.za/publications/Report-03-40-05/Report-03-40-05June2018.pdf> (ifunyenwe ngomhla we2 Okthobha 2019).

Abanye banokubuza ukuba kutheni ndigxininisa kule mikhwa ixhalabisayo kwintetho efanele ukuba ijolisa kuphuhliso lwezoqoqosho lwasekuhlaleni lwamabhinqa ukusukela ngowe1994.

Kukho izizathu ezithathu ezingundoqo ezibangela ukuba sayamanise ingxoxo nophuhliso lwezoqoqosho lwasekuhlaleni kwiinyani ezikhoyo ezichaphazela amabhinqa.

Okokuqala, kwaye njengoko bendiphawule ngaphambili, kungaba kukungaqiqi ngokunzulu ukungananzi okwenzekayo phakathi kwethu. Naluphi na uphuhliso ekuhlaleni, kunye neengcinga zobungqondi ezinxulumene nazo, kufuneka zimiliselwe kumava ekuphilwe phantsi kwawo abo bachaphazelekayo zizehlo kuloo ngingqi yasekuhlaleni. Ngoko ke, ekuhlaleni kwayo amadlala isiCwangciso soPhuhliso lweSizwe (iNDP), iKomishini yokuLingana ngokweSini (Commission for Gender Equality) (iCGE) ixoxa ngokuthi iNDP “kufuneka yahlule ngokwesini idatha eyahlukaniswe ngokwezigaba ukugxininisa iinxenye zengxaki iGBV [ubundlobongela obujolise kwisini] eqhubeka ngayo eMzantsi Afrika, kwaye ukujongana neGBV kufuneka kubekwe phambili kungenelelo”.³

³ IKomishini kamakuLingwane ngokweSini. 2014. Uhlalutyo oluphathelele kwisini loMbono 2030 wesiCwangciso soPhuhliso lweSizwe. <http://www.cge.org.za/wp-content/uploads/2014/05/NDP-integrated-analysis-FINAL-2-gender-analysis.pdf> (ifunyenwe ngomhla we2 Okthobha 2019).

Okwesibini, iiyunivesithi ziyachaphazeleka ngobukho jikelele bobundlobongela obuphathelele kwisini. NgokukaFinchilescu kunye noDugard (2018), abafundi ngamaxhoba angawona aphambili obundlobongela obuphathelele kwisini kwiiyunivesithi zethu.⁴

NjengeNgqonyela, andinawukwazi ukuthula ndisakugqiba ukuba nethuba lokuthetha ngokuphandle ngesi sihelegu. Kufuneka sisebenzise naliphi na ithuba elivelayo ukongeza awethu amazwi oqhankqalazo, kwaye sifungele ukwenza iindawo esinazo kwaye esinempembelelo kuzo, ukuba sigaye inkxaso yokhuseleko lwabafundi nesisebenza nabo abangamabhinqa.

Isizathu sesithathu sokuba ndigxininisa isihelegu sobundlobongela kungenxa yokuba le nyaniso idakumbisayo ibonakalisa indlela uluntu olusagxile ngayo kwiingcinga zobuntlokokhaya bamadoda zokuba amabhinqa engafanelanga kuphathwa ngokulinganayo namadoda. Okubonakalayo kwimikhuba engaphucukanga neyobundlobongela, kubonakalisa ukuqhubela phambili ukungalingani nokucalucalulwa kwamabhinqa okungacacanga nokufihlakeleyo kwiqonga lophuhliso lwezoqoqosho.

⁴ Finchilescu, G & Dugard, J. 2018. Izehlo zobundlobongela obujolise kwisini kwiYunivesithi yaseMzantsi Afrika: ukuxhaphaka nesiphumo sokwamkelwa kwemposiso yodlwengulo. IJenali yobuNdlobongela obuphakathi kwabaNtu. <https://doi.org/10.1177/0886260518769352> (ifunyenwe ngomhla we2 Okthobha 2019).

Kudibene nobuhlanga nemiba yokwahlukana kwabantu ngokomgangatho, okuvelayo yinkqubo yokwahlukaniswa apho amabhinqa akumgangatho ophakathi kufuneka akhuphisane nomqobo wokusa phambili abahlelekileyo kwicandelo lezoshishino, ngelixa iqela lamabhinqa elisebenzela ukurhola imivuzo, ezilokishini kunye nasezilalini, kufuneka liqubisane neenyani zemihla ngemihla zokubekelwa bucala kunye nokunqongophala kofikelelo kwizixhobo zoqoqosho.

Kungenxa yoku ke ukuba ndinqwenele ukuguqukela ngokufutshane kwimimandla ethile endicinga ukuba iifuna ingqalelo xa kuxoxwa ngeNDP.

Ngezinga lentswelangqesho elizinze kuma29% ngekota yesibini yowe2019, kufanele kulindeleke ukuba amabhinqa angazibona esemazantsi ekubeni afikelele kumathuba.⁵

Ngelixa uMphathiswa angaba nolwazi ngeenkukachamanani zakutshanje, uhlalutyo lwamva nje lwezeeNkcukachamanani zoMzantsi Afrika (Statistics South Africa) endiye ndafikelela kulo lubonakalisa iinyaniso ezigqibeleleyo asajongene nazo amabhinqa. Umzekelo, kwelinye inqaku kuphawulwe ukuba “ukongeza kumazinga

⁵ EzeeNkcukachamanai zoMzantsi Afrika. 2019. Quarterly Labour Force (QLFS) – Q2: 2019 (okukhutshwa ngamajelo eendaba). <http://www.statssa.gov.za/?p=12370> (ifunyenwe ngomhla we2 Okthobha 2019).

aphantsi engqesho kumabhinqa, inxenye enkulu yabasebenzi abangamabhinqa baseMzantsi Afrika bagcwele kwimisebenzi yezakhono ezingephi nebhatala kancinci. Amabhinqa futhi athwele ubunzima bokwenza umsebenzi ongahlawulelwayo”.⁶

Ingxelo yezeNkcukachamanani zoMzantsi Afrika endicaphule kuyo iqhubeka ngokuchaza ukuba kukho oonobangela abahlukahlukeneyo abenza ukuba kugcinwe umsantsa wesini kwezoqoqosho. Oku kuquka

- amabhinqa ahlala ezilalini asoloko esokola ukufumana imfundo efanayo kunye nezakhono njengamadoda
- ukufikelela ngokungalinganiyo ngokwesini kushishino kunye neenkonzozemali
- uninzi lwamabhinqa ajongene neengxaki ezithintela ukuba nako kwawo ukuba neeasethi nokuzilawula ngokunjalo⁷

Ngelixa iqela lamabhinqa asebenzela ukurhola umvuzo kunye nahluphekayo esajongene nobunzima, amabhinqa akumgangatho ophakathi kufuneka aqubisane nemingeni emininzi ngelixa ezama ukugqobhoza kumqobo wokusa phambili abahlelelekileyo. Lo

⁶ EzeeNkcukachamanani zoMzantsi Afrika. 2019. Gender Series Volume 1: UkuXhotyiswa ngezoQoqosho, 2001–2014. <http://www.statssa.gov.za/publications/Report-03-10-04/Report-03-10-042014.pdf> (ifunyenwe ngomhla we2 Okthobha 2019).

⁷ Ibid.

mfanekiso ubonakala wahlukile phakathi kwamacandelo karhulumente nawabucala.

Ngelixa sijolise ekuphumezeni ama50% okumiselwa kwamabhinqa kwizikhundla eziphezulu, icandelo likarhulumente lona libonakala lisemgceci wokuphumeza loo njongo iphakamileyo, nangona ikhona imingeni.⁸

Icandelo labucala alikenzi kakuhle ngokwaneleyo. Ingxelo ekhutshwe yinkampani yophicothozincwadi zemali iPwC ekuqaleni kwalo nyaka ibonisa ukuba usemninzi umsebenzi ekusafuneka wenziwe kwicandelo labucala. Umzekelo, ngama3.31% kuphela amagosa aziintloko zamaqumrhu (iiCEO) zezinye zeenkampani ezinkulu ezikuluhlu lweJohannesburg Stock Exchange angamabhinqa.⁹

Eminyane yemisantsa ephathelele kwisini eboniweyo iquke umba wokuba

- kubekho imisantsa kwimivuzo ngokukhetha amadoda kumacandelo ezempilo, ezobuchwepheshe kunye nawezemali

⁸ Kahn, SB & Motsoeneng, RP. 2014. Umakulingwane ngokwesini kubasebenzi bakarhulumente waseMzantsi Afrika: kufezekile okanye kuyinyani? IJenali yoLawulo lukaRhulumente, 9(4):1060–1082.

⁹ PwC. 2019. Abalawuli abaphazulu: iziqhelo nemivuzo. <https://www.pwc.co.za/en/assets/pdf/executive-directors-report-2017.pdf> (ifunyenwe ngomhla we2 Okthobha 2019).

- amadoda asongamele nangoku njengeCEO. Oku kuthetha ukuba amabhinqa, ingakumbi amabhinqa antsundu, azibona esezantsi.

Oku, kunye neenkukachamanani eziqulunqwe ngamaqumrhu amaninzi, kubonakalisa ukuba kusekude ukuba amabhinqa abe ngabathabathinxaxheba abalinganayo kuqoqosho.

Ekufuneka, nangona kunjalo, kungalityalwa, kukuba kubekho iziphumezo ezingaphaya ukuvala umsantsa ukusukela kowe1994. Ilizwe lethu lizifumena “liqubisana” nelifa lemveli localucalulo, elabona abantu abantsundu kunye namabhinqa njengababekelwa bucala kwimisebenzi yezoqoqosho jikelele, nokuba ngabanini nabalawuli baloo misebenzi ingakumbi.

Umsebenzi owatyunjelwa ukwenziwa emva kowe1994 ngoko ke wawumkhulu kakhulu. Lowo kujongenwe nawo ngokuzimisela nangenjongo, ingakumbi ngurhulumente. Kunjalo kodwa, kuninzi ekusafuneka kwenziwe.

MphathiNkqubo, ngokwale mvelaphi endisandula kuyandlala, kukho izinto emazithathelwe ingqalelo endinqwenela ukuziphawula, endicinga ukuba zinganegalelo kuMbono 2030 weNDP ukuba uphunyezwe – oku ukongeza kunye nokwaleka koko amaqumrhu amaninzi kunye nabantu ngokuzimeleyo abakundululeyo.

Eyokuqala kukuhlangabezana nezinga lokuyeka kwamantombazana isikolo kumabanga aphezulu. Njekoko iKomishini yoLingano ngokweSini (Commission for Gender Equality) iqaphele, izinga lokuyekwa kwesikolo ngamantombazana kumabanga aphantsi lihlile. Kodwa ke ngoko liyanda kwisikolo samabanga aphezulu. Abanye boonobangela abachongiweyo baquka ukuxhatshazwa ngokwesini, ukukhulelwa kwabatsha kunye nezimvo zamandulo ezibambebele ekubeni amantombazana kufuneka angaqhubeli phambili nezifundo zawo.¹⁰

Urhulumente kunye noluntu kufuneka bahlangabezane nemingeni amantombazana ajongene nayo kwisikolo samabanga aphezulu, ukuze ichazwe ngokucacileyo articulate kwimfundo ephakamileyo.

Ungenelelo lwesibini ekufuneka ukuba lomelezwe kukukhuthaza abafundi abangamabhinqa ukuba bathathe izifundo ezininzi ezahlukahlukeneyo zoqeqesho nezobunzululwazi kwiiyunivesithi. Oku kuza kunceda ekuvaleni ukunqongophala kwezakhono abanye abaziqaphele njengokungumqobo xa kuthathelwa ingqalelo unyuselo lwamabhinqa mva kumakhono awo.¹¹

¹⁰ IKomishini kamakuLingwane ngokweSini. 2014. Uhlalutyo oluphathelele kwisini loMbono 2030 wesiCwangciso soPhuhliso lwesiZwe. <http://www.cge.org.za/wp-content/uploads/2014/05/NDP-integrated-analysis-FINAL-2-gender-analysis.pdf> (ifunyenwe ngomhla we2 Okthobha 2019).

¹¹ Kahn, SB & Motsoeneng, RP. 2014. Umakulingwane ngokwesini kubasebenzi bakarhulumente waseMzantsi Afrika: kufezekile okanye kuyinyani? IJenali yoLawulo lukaRhulumente, 49(4):1060–1082.

Urhulumente, ekunye namaziko emfundo ephakamileyo, kufuneka ajolise ngokuzinikela kuphuhliso lwamakhono omsebenzi anokulandelwa ngabafundi abangamabhinqa. Oku kuza kuqinisekisa ukuba kukho umthombo owaneleyo wamabhinqa anezidanga aneziqinisekiso kwimihlaba yemfundo eqeqeshelweyo neyobunzululwazi ekufuneka ke ngoku banikwe iingcebiso kwaye banyuselwe kumacandelo karhulumente nawabucala ukuba bangene kwizikhundla eziphakamileyo.

Ungenelelo lwesithathu, olungumngeni ongqalileyo kumaziko emfundo ephakamileyo, kukudala iimeko ezincedayo, ezikhuthazayo, ezivuselelayo nezixhasayo zokuba abafundi abangamabhinqa bakhule kwimihlaba yoqeqesho yabo abayikhethileyo. Abafundi abangamabhinqa kufuneka bazive bekhuselekile, umzekelo, ukuba bahlale kude kube sebusuku kwithala leencwadi, eyindawo yokufundela encedayo, endaweni yokuba kufuneke baleqe emakhaya okanye kwiindawo ezihlala abafundi kuba besoyika ukuxhatshazwa.

Ungenelelo lwesine, oselusendleleni, lolokuba urhulumente ahangabezane najolise kuko okuchaziweyo ukuze kube nama50% abalawuli abaphezulu abangamabhinqa. Oku kuza kuba yinkuthazo kwizigidi zamantombazana amancinane kunye nabafundi abangamabhinqa abalangazelela ukuba namakhono kwicandelo

likarhulumente. Okubalulekileyo, kuza kunceda ukufaka uxinzelelo kumacandelo asekuhlaleni – icandelo labucala necandelo elingekho phantsi korhulumente – ukuba alangazelele ukuhlangabezana nekujoliswe kuko okufanayo.

Okokugqibela, icandelo labucala, elinamagunya otyalomali olungaphaya elinokuthi livule amathuba ezoqoqosho “avalelweyo” elizweni, kufuneka afakwe phantsi koxinzelelo ukuba asuse “umqobo wokusa phambili abahlelelekileyo” onqanda amabhinqa amaninzi anemfundo eqeqeshelweyo nanezakhono eziphezulu ukuba afikelele kwizakhono zawo.

La mangenelelo, kunye namanye amaninzi, anganceda ekuphumezeni iinjongo ezilangazelelekayo kwaye futhi ezifunekayo zoMbono 2030 weNDP.

Mphathiswa, iYunivesithi yoMzantsi Afrika ikulungele ukusebenzisana norhulumente kunye nesebe lakho ukunceda isizwe ukuba sifikelele kwisakhono saso. Ngamacandelo ethu ophando kunye namaziko awahlukahlukeneyo, singongeza kumsebenzi amaziko karhulumente anje ngezeeNkcukachamanani zoMzantsi Afrika awenzayo.

Oku ndikutsho kuba akungeze kubekho naluphi na uphuhliso oluqiqisisiweyo olungasekelwanga kwaye olomelezwe luphando

olungqingqwa kunye nengcebiso yomgaqonkqubo. Kulapho ke iziko elifana neli lethu linokuncedisa khona. Ngoko ke ndilangazelela ukuba nengxoxo nawe ngokumayela noku, xa sisiva kuwe ezinye iziphumezo ezifikelelweyo ukusukela kowe1994, kunye nezicwangciso ezizayo zokuhlangabezana noMbono 2030.

Kwakhona, egameni leBhunga, abalawuli, abasebenzi kunye nabafundi beYunivesithi yoMzantsi Afrika, ndiyanamkela.

Enkosi.