



UMNYANGO
WEZOKULAWULWA KWEMISEBENZI YOMBUSO
IRIPHABLIKI YESEWULA AFRIKA

**IKULUMO KANGQONGQOTJHE N.
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ERHAWUTENI**

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Ngizizwa ngihloniphekile ngokuhlanganyela nani kileKhomferense yama-22 ye-SAAPAM ebanjwe siFunda seRhawuteni kanye neDorobha le-Ekurhuleni. Kuqakathekile kwekuthomeni kobana ngidlulise ukuthokoza kwami ngokungazenzisi ku-SAAPAM ngokungimema kilekhomferense. Ngithokoza kwamambala godu kubalingani bezokurhweba abavela kurhulumende abarholwa mNyango wezokuLawulwa kwemiSebenzi yomBuso.

UmNyango wezokuLawulwa kwemiSebenzi yombuso uyingcenyene eqakatheke kwamambala yamaqhinga nerherho lokusebenza lenyenenye inarha. Ubuya ube lisizi lamaqhinga wokutjheja amaqiniso wanjenganje. Ukubanjwa komnyanya lo ngenyanga yomNyango wezokuLawulwa kwemiSebenzi yomBuso kuqinisekisa bona ngokusebenzisana singenza okunengi. Siyethule ngepumelelo iNyanga yomNyango wezokuLawulwa kwemiSebenzi yomBuso eBuffalo City, begodu kube yipumelelo ekulu. Ngenyanga kaKhukhulamungu abasebenzi bembusweni bebasebenza budisi begodu banikele yoke imizamo yabo ngokwemigomo yeBatho Pele.

Emalangeneni amathathu sizokuvala ngokusemthethweni iNyanga wezokuLawulwa kwemiSebenzi yomBuso esiFundeni seMpumalanga ngomlandelande wemisetjenzana ehleliweko. Le ngenye yeenyanga eziqakathekileko kukhalenda karhulumende njengombana sigidinga inyanga yomNyango wezokuLawulwa kwemiSebenzi yomBuso kanye nenyanga yamaGugu. INyanga yomNyango wezokuLawulwa kwemiSebenzi yomBuso yenzelwe ukugidinga nokuthokoza umsebenzi owenziwa baSebenzi bemBusweni. Kusebenza njengesikhumbuzo kubasebenzi bembusweni kobana babuye baqinise imizamo yabo yokutjhugulula ukubonakala komnyango wezokulawulwa kwemisebenzi yombuso nokobana imiphakathi ibe ingcono.

Kubuya kuqinise amahlelo nekambiso karhulumende ehlahla unembeza nokuzwisisa kwabasebenzi bembusweni ekusebenzeni ngcono kanye neembopho zabo. Inyanga yomNyango wezokuLwulwa kwemiSebenzi yomBuso nayo iletha okulindelweko emiphakathini kokuletha izenzelwa eduze nabantu khulu khulu eendaweni lapho ezingafikeleleki lula khona.

Iraga nokukhumbuza abasebenzi bembusweni mayelana namagugu aqakathekileko wemigomo yeBatho Pele okukubonisana, amazinga wezenzelwa, ukufikeleleka, ihlonipho, ilwazi, ukuvuleka nokungafihli, ukulungisa kanye nenani lemali.

Imithetho embalwa etlhogekako e-Afrika ibuka umnyango wezokulawulwa kwemisebenzi yombuso njengesisekelo somunye nomunye urhulumende. Lokhu kutjengiswa ngamazinga ahlukehlukeneko ngemithethosisekelo yeenarha ze-Afrika emumethe irhelo lamagugu asisekelo nemigomo elawula umnyango wezokulawulwa kwemisebenzi yombuso. Imithethosisekelo yeenarha ezinengi ukufaka hlangana neSewula Afrika (iSahluko 10), weZimbabwe (iSahluko 9) , we-Uganda (iSahluko 10), we-Namibia (iNgcenywe 2 , iSahluko 1), weBotswana (iSahluko 7), weLesotho (iSahluko 13), weMozambique (isiHloko 2 , iSahluko 1) , weGhana (iSahluko 14) neminye eminengi inikela amagugu asisekelo womnyango wezokulawulwa kwemisebenzi yombuso.

Ezingeni lePhasini loke iYunoyoni ye-Afrika mhlana zima-31 kuTjhirhweni 2011 yamukele iTjhatha ye-Afrika yamaGugu nemiGomo yomNyango wezokuLawulwa kwemiSebenzi yomBuso. ITjhatha yathoma ukusebenza mhlana zima-23 kuVelabahlinze 2016. Sele kuyelelwe bona akusizo zoke iinarha ze-Afrika ezisamukele isiphakamiso seTjhatha.

ITjhatha liphahla lomthetho lokuthoma elibophako lezomthetho elisebenza njengesikhuthazo sehlelo lamatjhuguluko emnyangweni wezokulawulwa kwemisebenzi yombuso enarhakazini. ITjhatha inikela ithemba ekuqalaneni nezinto eziqakathekileko zeminyango yezokulawulwa kwemisebenzi yombuso ye-Afrika. ITjhatha ibuya iqalane nokusetjenziswa ngokulinganako komnyango wezokulawulwa kwemisebenzi yombuso, ukungabandlululi kanye nekambiso efaneleko ekwethuleni izenzelwa zomphakathi, ukuragela phambili kwezenzelwa zomphakathi ngaphasi kwabo boke ubujamo, ukutjhugutjhuguluka kwezenzelwa zomphakathi ngokukhambisana neendingo zabasebenzisi, ubuphrofetjhinali kanye nokuziphatha emnyangweni wezokulawulwa kwemisebenzi yombuso, kanye nokusetjenziswa kwemithombo ngepumelelo, ngendlela elungileko nangokuzibophelela.

Ngamanye amagama, izenzelwa zomphakathi kufanele zethulwe ngokukhambisana nemithetho yenarha kanye nemithetholawulo ehlukehlukeneko yeenarha. Abasebenzi bembusweni, umnyango wezokulawulwa kwemisebenzi yombuso kufanele bahloniphe isithunzi samalungelo wobuntu kanye nokuthembeka kwabo boke abasebenzisi bomnyango wezokulawulwa kwemisebenzi yombuso. Ukuqakatheka kokuhlanganiswa kwekoro yembusweni ngaphakathi komthetho kukghonisa abasebenzisi behlelo bona babe banikazi bamalungelo, bakghone ukutleyima ngokusemthethweni izenzelwa zekhwalthi ethileko begodu benze umbuso bona uziphendulele.

I-Athikili 23 (1) yeTjhatha iqintela bona, ngesikhathi kuphumeleliswa iminqopho, kusetjenziswa imigomo begodu kuhlonitjhwa neembopho ezimumethwe kuTjhatha, iinhlango zombuso ngamunye kufanele zamukele amagadango womthetho wokuphatha, wokuthatha iinqunto

kanye newokulawula kobana akhambisane nemithetho yenarha kanye nemithetholawulo neTjhatha.

Kutlhogeka bona iinarha zirage nokuhlanganisa iimbopho, amagugu nemigomo yeTjhatha emigomeni nemaqhingeni wesitjhaba. Iinarha ezinengi zisebenzise amaqhinga ahlukahlukeneko wokuzalisekisa ibhudango leTjhatha.

Isihloko seKhomferense yoNyaka yama-22 esithi Ukuhlalisa kabutjha aboRhulumende be-Afrika ekuTjhugulukeni kokuHleleka nokuThikamezeka kwePhasi kuvame ukugqizelela kabutjha indima yethu njenge-Afrika ephasini ebujameni bomnyango wezokulawulwa kwemisebenzi yombuso. Iinhlangano zesitjhaba kanye neminotho ziya ngokuya ziyahlangana, ituthuko yeenarha nephasi zinomthelela omkhulu etuthukweni yananyana ngiyiphi inarha. Umukghwa lo ukghonakalisiwe begodu warhatjiswa kukwanda kwetheknoloji yezokuthutha nokuthintana kanye nemigomo yokurhoqiswa kwemithetho kanye nokukhululwa kweemakethe. Nokho ithungelelwanomhlaba lezomnotho lilethe imiphumela ethenjisiweko nefunekako eenarheni ezinengi begodu nebantwini, khulu khulu e-Afrika.

UmSizi kaNgqongqotjhe wezangaPhandle weKenya umHlonitjhwa Moses Wetang'ula ngesikhathi sekulumo yakhe yokuvula ekhomferensini yethungelelwanomhlaba ugqizelele bona ithungelelwanomhlaba liyituthuko eyamukelwako. Nokho, ubalulile bona i-Afrika ayikajanyelwa ngokufaneleko ekubuseni kwephasi loke, ayikahlanganiswa ngokupheleleko ehlelweni lezomnotho lephasi begodu ayizuzi ngokupheleleko kuthungelelwanomhlaba nanyana iinarha ezikulu zephasi zibona i-Afrika njengomthombo omkhulu wemithombo engakasetjenzwa, ngakho-ke ithungelelwanomhlaba ngokombono we-Afrika, liphathwa ngendlela engakafaneli.“

linhlangano zeentjhabatjhaba ezifana neenTjhaba eziBumbeneko, iBhanka yePhasi kanye neenHlangano zokuRhweba zePhasi zilindelwe ukunikela iinkundla zokubusa zephasi loke. Nanyana kunjalo pheze zoke iikhungo lezi zisolwa ngokungasebenzi kuhle, ngokungasebenzi kanye nokungabi khona kwentando yenengi. linhlangano zagadesi zeentjhabatjhaba ziqala izazisi neendima begodu zithwele budisi ngamatjhuguluko afaneleko, khulu khulu wokuvumela iinarha ze-Afrika kobana zibe nelizwi.

Njengombana iikhungo lezi zisanikela ngephahla elingcono khulu lokubusa ephasini loke elitholakalako, aborhulumende be-Afrika kutlhogeka bona babumbe ngokukhuthala ikambiso yamatjhuguluko. Okuqalelelwentanzi kuhlela kabutjha i-WTO kanye ne-ajenda yayo yokuthuthukisa, kanye nokuqinisa i-UN nemizamo yayo yokuzalisekisa imiNqopho yokuThuthukisa yemiNyaka eyiKulungwana. Ngokuvamileko, indima yeenhlangano zeemfunda ezingaphakathi kwekundla yephasi kutlhogeka bona kucocisanwe ngazo kabanzi. Kubonakala ngathi nangabe i-Afrika ifuna ukuba nomthelela kanye nokuhlanganyela ekundleni yephasi, iinhlangano zeenarha kufanele zidlale indima eqakatheke kwamambala, kuzokufuneka bona zakhe ubudlelwano bokusebenzisana hlangana nokubusa kwesitjhaba nokwephasi loke.

Ukuhlaliswa kabutjha kwaborhulumende be-Afrika kufanele kuhlahlwe yiHlangano ye-Afrika njengombana sele ivule iinkundla zokucocisana.. Aborhulumende be-Afrika abakavuni ngokuzeleko iinzuzo ezithenjisiweko zethungelelwanomhlaba. Abakahlanganiswa ngokupheleleko emNothweni wePhasi. Angizazi emkhumbulwenami bona uMengameli Mbeki uzakucoca khudlwana ngengcenywe eqakathekileko le.

Kuyacaca ngaphandle kokuzaza bona abasebenzi abanengi bembusweni baneziqumane zomsebenzi kodwana ubujamo bokuba phrofetjinali ekorweni yembusweni buhlala buyikinga. IPhahla lesiTjhaba eliQalene nokuPhrofetjinalayiza iKoro yemBusweni liphetha ngokobana "Iziqumane ngokuhlukaniswa nezinye iingcinyane eziqakathekileko zephrofetjini njengamazinga wezefundo nezehlalo, ziimbikezelo ezimbi kwamambala zephrofetjinalizimu. Kuqakathekile nokuyelela bona ukuziphatha kumbi ekorweni yembusweni kuqeda ukuzithemba kwabasisimali, kwehlisa isimilo begodu kuveza ikoro yembusweni ngendlela engakafaneli emphakathini.

IPhahla lesiTjhaba eliQalene nokuPhrofetjinalayiza iKoro yemBusweni linqophe ukuqinisekisa bona urhulumente uyaphendula begodu uphrofetjinali ekusebenzeleni abantu. ISahluko 10 somThethosisekelo weRiphabliki yeSewula Afrika ka-1996 sitjengisa bona "linye lamagugu asisekelo elisekela ukuphathwa komphakathi kukobana izinga eliphakemeko lokuziphatha kuhle kufanele lithuthukiswe begodu ligcinwe." Ikoro yembusweni enamakghono aphezulu kufanele ijamele begodu ihlangane nemiphakathi eyisebenzelako.

UMengameli Cyril Ramaphosa wathi "Ngesikhathi nginyulelwa esikhundleni sokuba nguMengameli weSewula Afrika, ngathi ukwakha inarha ephumelelako, ekghonako nenesimilo esinganabukhohlakali kuphakathi kwezinto eziqakathekileko. Ngurhulumente okghonako, osebenza kuhle, oziphatha kuhle nodzimelele etuthukweni kwaphela ongethula ukuzibophelela kokwenza ngcono amaphilo wabantu benarha le. Lokhu kutjho bona umNyango wezokuLawulwa kwemiSebenzi yomBuso kufanele ube nabasebenzi bamadoda nabafazi abaphrofetjinali, abanamakghono, abazinikeleko nabathembekako "

UmNyango wezokuLawulwa kwemiSebenzi yomBuso kufanele ube nabasebenzi bamadoda nabafazi abaphrofetjhinali, abanamakghono, abazinikeleko nabathembekako, kufanele bazibophelele ekusekeleni amagugu womThethosisekelo weRiphabliki yeSewula Afrika ka-1996. IPhahla lesiTjhaba eliQalene nokuPhrofetjhinalayiza iKoro yemBusweni linqophe ukwakha umbuso osebenzela ngcono abantu bekhethu, ovikelekileko ekucabheleni kwezepolitiki okungakafaneli begodu nalapho ukuqatjiswa kwabantu kwenzeka ngendlela efaneleko. IPhahla lesiTjhaba lagunyazwa yiKhabinethi ngo-2022.

IPhahla lesiTjhaba leli lisebenza kiyo yoke imikhakha karhulumende. Phakathi kokhunye libeka iimfuneko ezicacileko zekambiso yokuqatjha nokukhetha, ukwamukelwa ngokusemthethweni okukatelelekileko kwabasebenzi abatjha bembusweni kanye nokuphathwa kokusebenza. Liqalelelantanzi ukufunda okuragela phambili kobana amakghono wabasebenzi bembusweni ahlale athuthuka.

IPhahla lesiTjhaba liraga nokugqizelela itlhogeko lokwenza abasebenzi bembusweni baziphendulele ngemitjhapho, kobana kuqedwe isiko lokungajeziselwa ukuphatha ngendlela engakafaneli nokukhwabaniswa kwemithombo yombuso. Kubandakanya ukubandulwa kweemphathiswa zeencwadi zama-akhawundi kiyo yoke imikhakha karhulumende ngeendinyana ezifaneleko zomthetho.

Nangaphandle kwayo yoke imizamo le ukwethula ngendlela engasiyihle kwezenzelwa, ukutlhogeka kwephrofetjhinalizimu nokuziphatha ekorweni yembusweni kanye nobukhohlakali obudlangileko bokuphatha budzimelele khulu eminyangweni yezokulawulwa kwemisebenzi yombuso ye-Afrika.

Ikinga ekulu liphuzu lokobana woke amagugu nemigomo le yomnyango wezokulawulwa kwemisebenzi yombuso kwaliwa ngebanga lokuthetho nokuphumeleliswa kwemiThethosisekelo. Kuseseneentjhijilo ezinengi eminyangweni karhulumende mayelana namakghono, ubuphrofetjhinalizimu nelemuko, nangaphandle kweentjhijilo lezi, kunamabhoduluko ambalwa wokwenza bona abasebenzi basebenze kuhle khulu.

Ukungabi khona komthetho kuhlukanisa umphakathi nomnyango wezokulawulwa kwemisebenzi yombuso. Kuqakathekile bona ngomhlangano kaRhoboyi lo kuyelelwe bona urhulumende weSewula Afrika ngesiGaba 196 (1) somThethosisekelo unikela amagugu nemigomo esisekelo njengombana zimumethwe kuTjhatha.

Ngaphezu kwalokho, iSewula Afrika iphasise umThetho II ka-2014 wokuPhathwa komNyango wezokuLawulwa kwemiSebenzi yomBuso kobana kusebenze amagugu nemigomo ekukhulunywe ngayo esiGabeni 196(1) somThethosisekelo. ImiThethosisekelo eminengi yenarha, khulu khulu isiGaba 194 saka-2013 seZimbabwe sikhuluma nesiGaba 196(1) somThethosisekelo weSewula Afrika.

Mayelana nemikhakha eqakathekileko le awekho amatjhuguluko amanengi womnyango wezokulawulwa kwemisebenzi yombuso enziweko nangaphandle kweendingo zomthethosisekelo weenarha ze-Afrika. Ukubhalelwa kuphumelelisa iTjhatha akunikeli isitjengiso sokobana zokulawulwa kwemisebenzi yombuso yeenarha ze-Afrika kukhamba ngendlela efaneleko.

Njengombana umNqopho weHlangano yeSewula Afrika yezokuLawulwa kwemiSebenzi yomBuso kukukhuthaza nokuthuthukisa ukubusa okuhle

kanye nokwethulwa kwezenzelwa ngepumelelo ngokuthuthukisa ubuphrofetjhinalizimu, umfundalize nekambiso yezokulawulwa kwemisebenzi yombuso.

Ukuphrofetjhinalayiza zokulawulwa kwemisebenzi yombuso ngokhunye kweendingo eziqakathekileko zokwakha amandla wombuso. Ephasini loke umphakathi uqalene nemiraro yephrofetjhinalizimu nephrofetjhinalizeyitjhini yabasebenzi bembusweni kanye nokusebenza kwabo. ISewula Afrika ayikahluki. Kuthethwe amagadango ahlukeneko kobana kuqinisekiswa ikoro yembusweni njenge-ejensi yentando yenengi kanye nombuso othuthukako.

Njengombana sibuthana eenkundleni zemvelo, kufanele siqalane neqiniso lelo lokusuka emiqalisweni bese senza lokho ekufanele sikwenze begodu sikwazi nalokho ekufanele kwenziwe.

Njengombana sengivala, isiKolo sakaRhulumende sesiTjhaba senza umnikelo oqakathekileko ekwakheni amandla wombuso. Sizibeke ngendlela ehlelekileko njengesikhungo sokubandula sekoro yembusweni esizilungiselela ukuzalisekisa iqalelelontanzi 1 leli lokubusa kwethu kwesithandathu – ukwakha umbuso okghonako, onesimilo nothuthukako. Ngamagadango lawa wesikolo sakaRhulumende sesiTjhaba, abajameli bethu bombuso abakhethiweko kanye nabasebenzi bembusweni abaqatjhiweko baragela phambili nokuzuza imibono eqakathekileko yokwenza ngcono ukwethula komnyango wezokulawulwa kwemisebenzi yombuso kanye nokuphendula iindingo zabantu bekhethu.

Ngekhe sabhalelwa.

Ngiyathokoza