



**INKULUMO YESEKELA LIKANGQONGQOSHE AYETHULE**

**EMCIMBINI KA-2023 WOKUBUNGAZA UBUHOLI BABESIFAZANE KUHULUMENI**

**OBUBANJELWE E-WARRIORS HALL (SUN CITY CONVENTION CENTRE)**

**28 KUNCWABA 2023**

**Mqondisi Wohlelo,**

IMeya kaMasipala iMoses Kotane - uKhansela uNketu Nkotswe

INhloko yoMnyango eSifundazweni iNyakatho Ntshonalanga

uMmeli Mogohle

**Abaqondisi Jikelele & Abaphathi Bomsebenzi ikakhulu**

uLinda Mafa egameni labamelele i-UNDP SA

Yilowo omelele u-Google SA u-Abongile Machele

Abalingani bethu ikakhulu uMphathi Wezokuxhumana Namakhasimende kwa-*Metropolitan Health* - uNkk. Taki Maumela

**Izithunywa Ezihloniphekile,**

**Mqondisi Wohlelo,** kuyintokozo enkulu ukunamukela nonke ngenkulu imfudumalo kulokhu kwethulwa koHlelo Lobuholi Babesifazane Kuhulumeni. Kungenyanga kaNcwaba lapho sikhumbula khona ingqophamlando yombhikisho womzabalazo wabesifazane baseNingizimu Afrika abalubangisa eZindlini Zombuso ePitoli. Lesi yisona sikhathi lapho sibungaza khona ukuthi kuchaza ukuthini ukuba ngowesifazane eNingizimu Afrika. Abesifazane abayibamba futhi abangamaqhawekazi kumbe abayibamba ishisa. Amaqhawekazi ethu. *“Mme wa ngwana o tshwara thipa ka bogaleng”* Inhloso yalo mbuthano wezinsuku ezintathu ezizayo ukukhombisa ngamathuba enhlalo-mnotho ekufukuleni abesifazane. Ngokubuthana lapha, siyazibophezela ekubeni yinqola yokudala lolo shintsho esiludingayo futhi siqale ukhlela indlela ebheke kwingomuso eliqhakazile lezizukulwane ezizayo. Kulezi zinsuku ezintathu ezizayo kuzomele sizibophezele ekubonisaneni ngokwehlisa izinga lezikhala zomsebenzi kuhulumeni ukuze sikwazi ukumelana nabantu baseNingizimu Afrika, ikakhulu Abesifazane Abasebasha baseNingizimu Afrika. Ukwehlisa izinga lokungasebenzi elinomthelela omubi ezimpilweni zabesifazane nokungena ngaphansi kobubha bezobulili kwabesifazane. Kulezi zinsuku ezintathu kuzomele sizibophezele ekubonisaneni ngokwakhiwa kwamathuba amabhizinisi ukuze kwande abesifazane abafaka isandla emnothweni waseNingizimu Afrika osewehlile ngenxa yokuwohloka komnotho emhlabeni jikelele.

Ukuxoxisana kwethu kulezi zinsuku ezintathu ezizayo kufanele kusebenze njengesibani sethemba, kube yinkundla yokuhlomisa abesifazane ngezisombululo eziphusile nezibambekayo. Izibalo zika-2022 ezihlanganiswe Abezokubalwa eNingizimu Afrika zikhomba ukuthi, cishe kunengxenye yenkulungwane eveza ukuncipha kwemisebenzi uma kuqhathaniswa nasekupheleni konyaka ka-2019, nokuyilapho kuthinteka khona kakhulu abesifazane kanye nentsha. Ukungalingani phakathi kwabesilisa nabesifazane eNingizimu Afrika kusalokhu kuphezulu kakhulu njengoba sisaqhubeka nokubungaza labo besifazane abambalwa abaphumelele ukuba ngabaholi ezikhundleni eziphezulu ezikhungweni ezahlukene kuleli. Makube nomuntu osebenzisana naye. Ukukhuphuka ngokuthi ugxobe omunye kufanele kube yinto engumlando. Ngokwalezi zibalo balinganiselwa ku-63% abesifazane abayingxenye yesibalo sabampofu. Yingenxa yalesi sizathu-ke ngithanda ukuthi njengabaholi nabaphathi abaphezulu kumele sicabange ngeqhaza lethu kuhulumeni kanye nangeqhaza esilibambayo ekuguquleni ukungalingani kwezenhlalo-mnotho okunomthelela omubi ezimpilweni zabesifazane.

Kudingeka ukuba sibe nendlela esheshayo yokuphucula uhlelo lokungenelela ngendlela efanele ukuze kuthuthukiswe futhi kufakwe abesifazane kuyo yonke iminyango emayelana nezohwebo kanye nezamabhizinisi nasezikhungweni zikahulumeni ezifana nezamandla nezimayini, ezolimo, ezokuvakasha, ukuhlaliswa komphakathi, ezokukhiqiza, ubuchwepheshe bezokuxhumana njll ukuze kubandakanywe nabesifazane kwezomnotho, lokho kuzokhulisa umnotho we-*GDP* ngokushesha ukuze bonke abantu babe nempilo engcono. Lokhu kungenelela kudinga ubuholi obunesibindi, obunamasu amasha futhi obungazingabazi ezingeni labo nokumele buhambisane nokusebenza kahle kwezinqumo zezinqubomgomo kanye neziqondiso ngokuholwa nguMqondisi Jikelele Wezokuphathwa Kwezabasebenzi Bahulumeni. Masivumele ushintsho oluqhubekayo kubantu besifazane ngokwamandla abanawo.

Uhulumeni yedwa ngeke akwazi ukushintsha isimo esikhona futhi aqede ngokuphelele zonke izinhlobo zokucwaswa kwabesifazane eziphazamisa inqubekelaphambili. Ayikho enye indlela edlulele esisangagcizelela ngayo

ukubaluleka koBudlelwane Kuhulumeni Nezimboni Ezizimele. Lokhu-ke kwenze uhulumeni weRiphabhlikhi yaseNingizimu Afrika wasebenzisa inqubomgomo ebekiwe neqinisekisiwe ekudaleni isimo esizonxenxa abatshalizimali kumbe amabhizinisi avela emazweni ahlukeni azosebenzela ukuthuthukisa nokudala amathuba emisebenzi ikakhulu kwabesifazane abasebasha abakhahlanyezwa ukuntuleka kwemisebenzi. Ngithanda ukutusa izinkampani esinazo ezisebenzisana nohulumeni. Ngikubheke ngabomvu ukuxoxisana ne-*Google SA*, inkampani yamazwe ngamazwe nesengizwe ukuthi ifisa ukuba ubudlelwano bayo nohulumeni weRiphabhlikhi yaseNingizimu Afrika bugxile ekuthuthukisweni kwabesifazane nokuzodala amathuba emisebenzi kubona abesifazane. Okunye okubaluleke kakhulu ukuthi, zibonakala ngokusobala izinhlelo ezahlukahlukeni zabakwa-*Google* okuhloswe ngazo ukuhlinzeka abesifazane ngamakhono kwezobuchwepheshe. Njengohulumeni sikulangazelele kakhulu ukubona abakwa-*Google* eNingizimu Afrika beqhubeka nokutshala izimali kubantu besifazane.

**Mqondisi Wohlelo**, ngithanda futhi ukubonga ubudlelwano iNingizimu Afrika enabo nazo zonke izinhlelo ze-*UN* ezweni okuhlanganisa noHlelo Lokuthuthukiswa Kwenhlangano Yezamazwe (*UNDP*) nehlala imelelwe njalo emicimbini eminingi. Ubambiswano kumele luqiniseke. Minyaka yonke uhulumeni waseNingizimu Afrika uyaye abamba iqhaza ohlelweni oludidiyele lwaBesifazane Benhlangano Yezamazwe ngaphansi kwe-*UN CSW* nokuyiyo ehlole ubunjalo bezwe, ukuthi ohulumeni sebehamba ibanga elingakanani ekuthobeleni izibopho abazenze ne-*BPFA*. Egameni likahulumeni waseNingizimu Afrika ngifisa ukuqhubeka nokuthembisa ukuzibophezela kwethu ekukhuthazeni ubudlelwano obuqhubekayo nobunemiphumela emihle ne-*UNDP*.

Siyakuthokozela ukwesekwa enikunikeza uHulumeni okungowesithupha (6) ngaphansi kobuholi bukaMhlonishwa uMengameli u-Cyril Matamela Ramaphosa nosibonayo isidingo samasu okusebenza nokuthathwa kwezinqumo ukuze kuqhanyukwe nendlela yokuziphatha, ukusebenza kahle kanye nokuthuthukiswa kwezwe ngendlela ezohlinzeka izidingongqangi

ngokushesha ukuze kuhlantshezwane nezidingo eziyisisekelo zabantu baseNingizimu Afrika.

Alikho ngisho nelincane iphutha elenziwa yiNhlangothi Yezamazwe ase-Afrika ekugqunguzeleni ukusheshiswa kokuthuthukiswa kwamakhono abantu ezwenikazi lethu. Ukuthuthukiswa kwamakhono abantu kuwumzamo wokukhulisa ulwazi kanye namakhono azo zonke izakhamuzi emphakathini njengoba le mizamo ingaletha imiphumela emihle emphakathini njengokudala isimo esihle ekuthuthukisweni komphakathi kanye nomnotho ngokuthi kukhuliswe umkhiqizo nezinga lomsebenzi.

Ngokubambisana, singaguqula ukukhula kanye nentuthuko yezwe lethu, iNingizimu Afrika. Ukubamba kwenu iqhaza ekuthuthukisweni nasekuxhasweni ngemali koHlaka Lwezamakhono Afanele Kuhulumeni kuyinto egqamile futhi ephawuleka kakhulu.

Lezi-ke yizona izingxoxo okumele sikhumbule ngazo abesifazane abasimela, sibe futhi sibahlonipha njengezingwazi zomzabalazo wethu, ngeke sihlale singasho lutho ngemizabalazo yabesifazane efana nokulwisana nokuhlukunyezwa ngokobulili njengoba uMengameli uCyril Matamela Ramaphosa ememezele lokhu njengobhubhane ngaphezu kwe-COVID19, ukungabi namhlaba nokuphucwa umhlaba, ubumpofu obenzeka kubantu besifazane, ukubamba iqhaza kwezomnotho okuntekenteke kanye nokushiywa ngaphandle kwabesifazane, umbono ongemuhle ngabesifazane owethulwa yimithombo yabezindaba, ukuqhubeka nokungabeki kahle ngekusasa lezingane ezingamantombazane, ukumfimfa kwamathuba ezempilo nemfundo esezingeni, ukucekelwa phansi kwemvelo okunomthelela omubi futhi othinta ngqo impilo yabesifazane nezingane, izimakethe zezemisebenzi ezingenabo ubulungiswa ngokuqoka kakhulu abesilisa okunabesifazane - lokho kuvezwa ngaBezokubalwa eNingizimu Afrika, ngokuthi kunabesifazane abangama-54% kanti abesilisa bona bangama-64%. Okubi nakakhulu, phakathi kuka-54% abesifazane abayingxenywe yemakethe yezemisebenzi, ingxenywe enkulu yabo yenza imisebenzi ekhokha kancane uma iqhathaniswa neyabesilisa. Kudingeka ukuba inyanga kaNcwaba siyisebenzisele izidingo zabesifazane ebese kuthi inyanga kaMandulo

nokungeyokubhekelela Ukuhlinzekwa Komphakathi yona siyisebenzisela ukuzibophezele kabusha ukulungisa lesi sikhava sokucwasa. Sengathi lezo zinkulumo esizokwabelana ngazo kulokhu kuhlanguzana zinganigqugquzela futhi sengathi kungakheka umphakathi wabesifazane ozoba yisibuko esizukulwaneni esilandelayo.

Sengiphetha, ngifisa ukukhuthaza abaholi bezeMisebenzi Kahulumeni eNingizimu Afrika ukuba baqale lolu hlelo ngokwazisa futhi bavundulule izinselelo ezikhinyabeza futhi ziphazamise leli lizwe ekutheni lingathuthuki. Uma ngingabalula okumbalwa nje ngaphandle kokudalula imininingwane mayelana nezinhlelo zokungenelela okumele zibhekwe:

Ukwanda kwabantu

Ukungcola nokulahla udoti

Lezi zinselelo zihlanganisa lokhu:

- ukwehla kokwethenjwa nokuthembeka emphakathini ngokusebenza kukahulumeni ezindabeni zokuhlinzekwa kwezidingo ngokunjalo nokuziphendulela;
- ukuhlinzekwa kwezakhamuzi ngezidingo ngendlela engalingani kuyo yonke iMisebenzi Kahulumeni kanye nasezinhlangeni ezintathu zikahulumeni; ngokunjalo
- Nezinga eliphansi lokuthenjwa kwendlela yokuziphatha kwezimboni zikahulumeni kanye nezizimele.

Njengohulumeni onakekelayo futhi osabelayo, siyavuma ukuthi lezi zinselelo zikazwelonke kufanele kubhekwane nazo njengezinto eziseqhulwini. Kufanele lokhu sikwenze sikhumbula umzabalazo wezingqalabutho zethu oLillian Ngoyi, uHelen Joseph, uSophia de Bruyn, uRahima Moosa, uWinnie Madikizela Mandela kanye no-Albertina Sisulu.

**NGIYABONGA.**