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GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF SOCIAL DEVELOPMENT

NO. 3965

16 October 2023

**UMBIKO KAHULUMENI
UMNYANGO WOKUTHUTHUKISWA KWEZENHLALAKAHLE****INQUBOMGOMO YEZINSIZA ZOKUTHUTHUKISWA
KWEZENHLALAKAHLE YABANTU ABANOKUKHUBAZEKA**

Mina, **Lindiwe Zulu**, uNgqongqoshe ophethe ukuthuthukiswa kwenhlalakahle ngihlose ukwakha inqubomgomo yezinsiza zokuthuthukiswa kwenhlalakahle yabantu abanokukhubazeka njengoba kuqukethwe eSichibiyelweni

Kulabo abafisa ukuba nezethulo bayamenywa ukuthi balethe izethulo zabo kululuhlongozo olwenziwayo kungakapheli izinsuku ezingamashumi ayisithupha kusukela ekushicilelweni kwalombiko ngokokwaziswa kwalombiko okanye ngokwezethulo ezilotshiwe ngokohlelo olwaziswe ngezantsi kuyiswe kuMqondisi-Jikelele: Umnyango wokuthuthukiswa kwezenhlalakahle, Isikwama seposi X901, ePitoli, 0001 kuqondane no: Nksz Sophie Molifi noma ngesikhahlabezi esithi DSDdisabilityservices@dsd.gov.za

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Nksz Lindiwe Zulu, iLunga kuZwelonke

uNgqongqoshe wokuthuthukiswa kwezenhlalakahle

Usuku:03/04/2023

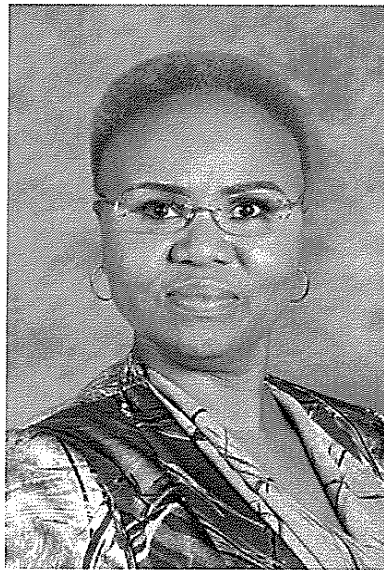
IZETHULO NGOKWEMIPHAKATHI**INQUBOMGOMO YEZINSIZA ZOKUTHUTHUKISWA KWEZENHLALAKAHLE
YABANTU ABANOKUKHUBAZEKA****IGAMA NEMININGWANE YOKUXHUMANA:**

Kuyanxuswa ukuthi kudalulwe igama lomntu noma isizinda esenze izethulo neminingwane yokuxhumana, okulula ukusebenzisa isikhahlabezi somoya

ISAPHLUKO OKUPHAWULWE NGASO (Khombisa indima noma imisho endimeni okuphawulwe ngayo)	ISIPHAKAMISO (Nikeza ngesiphakamiso esicacile sokuthi indima noma imisho endimeni okumele ijomelelwe)	MOTIVATION OKUGQUQUZELA ISIPHAKAMISO (Nikeza imininingwane ngokwesiphakamiso esihlongoza isijomelelo)

**UMNYANGO WOKUTHUTHUKISWA KWEZENHLALAKAHLE
INQUBOMGOMO YEZINSIZA ZOKUTHUTHUKISWA
KWEZENHLALAKAHLE YABANTU ABANOKUKHUBAZEKA**





UNgqongqoshe uLindiwe D Zulu

Ungqongqoshe UMnyango
Wokuthuthukiswa Kwezenhlalakahle

ISANDULELA SIKANGQONGQOSHE WOKUTHUTHUKISWA KWEZENHLALAKAHLE

UMnyango Wokuthuthukiswa Kwezenhlalakahle kanye nezinhlaka zawo i—Ejensi Yesondlo Somphakathi yaseNingizimu Afrika (i-SASSA) kanye ne-Ejensi Yentuthuko Kazwelonke (i-NDA) - ihlinzeka ngezinsizakalo eziklanyelwe ukukhipha abantu baseNingizimu Afrika ezimeni zobumpofu. Ngakho-ke, izinhlobonhlobo zezinsizakalo zokuthuthukiswa komphakathi esizihlinzekayo zidonsa ukuxhumana phakathi kokukhululwa kwamakhono abantu ekukhuliseni ukufakwa komphakathi kanye nokuzuza ukubamba iqhaza kwezomnotho ngokugcwele nokusimeme,

Ekufezekisweni imiphumela ebambekayo yezinga labantu abakhubazekile, ikakhulukazi labo abahlala emiphakathini yasemakhaya, intsha nabesifazane, Inqubomgomo Yezinsizakalo Zokuthuthukiswa Komphakathi Kubantu Abakhubazekile kuhlose ukuhlenganisa izindaba zokukhubazeka kukho konke ukungenelela okuhleliwe kanye nokutshalwa kwezimali okuhlosiwe. okuzohlomulisa ngokukhethekile abantu abakhubazekile.

INqubomgomo kufanele ivumele iphothifoliyo yezokuThuthukiswa koMphakathi - okuhlanganisa uMnyango, i-Ejensi Yezokuvikelwa Komphakathi (SASSA), i-Ejensi Yentuthuko kaZwelonke (NDA) kanye neminyango yesifundazwe yezokuThuthukiswa koMphakathi - ukwenza ngcono izinga lezinsizakalo kuphothifoliyo esebenzako ngokubambisana. nabantu baseNingizimu Afrika abakhubazekile

Imithelela ehlangene yokukhuphuka kwezindleko zokuphila kanye nochungechunge olungakaze lubonwe lokuguquguquka kwezomnotho, ezenhlalakahle, ezempilo kanye nesimo sezulu ndawonye kwenza kuqinise ubumpofu obungenakubekezelelwa abantu abakhubazekile ababhekana nabo nsuku zonke. Lapho iphothifoliyo yokuThuthukiswa koMphakathi iba negalelo ngendlela ephusile nangokubonakalayo ezinhlelweni zikahulumeni wonkana zokuthuthukisa ulwazi oluphilayo lwabantu bakithi abakhubazekile, njengoba *kuvezwe kuMqulu Ka-2017 Wamalungelo Wabantu Abakhubazekile* (WPRPD), imibono engokoqobo yePhothifoliyo kulokhu. iqeda isidingo sokuthi ukutshalwa kwezimali kumele kuqondiswe ekuvikeleni nasekuthuthukiseni isithunzi sabantu abakhubazekile.

Izimpilo ezihamba phambili ezinesizotha zizophawula ukuqala kobambiswano lokwakhiwa ngokubambisana kwamathemba angcono kanye nabantu abakhubazekile. Ngimema wonke amalungu emiphakathi ekhubazekile, imboni ezimele, izinhlangano zabantu abakhubazekile, abacwaningi abaphila nokukhubazeka kanye nozakwethu bamazwe ngamazwe ukuba beze ngokuhlanganyela ekusebenziseni ukungenelela kwethu kokuthuthukiswa komphakathi ukuze kufezuke ukwakhiwa kabusha kwezenhlalo nezomnotho okunezimpande okugxilile okumphumela wawo ukusimama Kwabantu abakhubazekile ngenxa yokushaqeka okwenzeka emphakathini wethu

Ukusebenzisana ngendlela edidiyelwe njengoba kuchaziwe eNhlokweni Yokuthuthukiswa Kwesifunda eyamukelwe yiKhabhinethi, iphothifoliyo yokuThuthukiswa koMphakathi ifuna ukuthi le Nqubomgomo yeseke ukuhlinzekwa kukahulumeni okudidiyelwe nokuphelele kwezinsizakalo zokuthuthukiswa komphakathi kubantu abakhubazekile

Ukufakwa obala ukukhubazeka kudinga ukuthi izinhlelo kumele zamukele ukuhlala okubhekana **nokukhubazeka, uhlahlomali, ukuqapha, indlela yokuhlola nokusebenzisa** imodeli yezenzhlalakahle kanye nemigomo yamalungelo abantu ekubhekaneni nezindaba zokukhubazeka kuyo yonke iPhothifoliyo. Lezi ziqondiso zivezwe ku-mthetho odingidwayo wango-2017 Wamalungelo Abantu Abakhubazekile ohlanganisa izinhlinzeko zeNgqungquthela Yezizwe Ezihlangene Zamalungelo Abantu Abakhubazekile (UNCRPD).

Ngokusebenza ngendlela edidiyelwe njengoba kuchaziwe eNhlokweni Yokuthuthukiswa Kwesifunda eyamukelwe yiKhabhinethi, iphothifoliyo yokuThuthukiswa koMphakathi ifuna ukuthi le Nqubomgomo yeseke ukuhlinzekwa kukahulumeni okudidiyelwe nokuphelele kwezinsizakalo zokuthuthukiswa komphakathi kubantu abakhubazekile.

Le Nqubomgomo iwumfanekiso wokuzibophezela kwethu okuqhubekayo ekufezeni isithunzi sabantu abakhubazekile



Nksz Lindiwe D Zulu, MP
Ungqongqoshe Wokuthuthukiswa Kwezenhlalakahle



Nksz. Hendrietta Ipeleng Bogopane-Zulu
IPhini likaNgqongqoshe

UKUBUYEKEZWA OKWENZIWA YIPHINI LIKANQONGQOSHE WOKUTHUTHUKISWA KWEZENHLALAKAHLE

Inqubomgomo Yezinsizakalo Zokuthuthukiswa Kwezehlalakahle Yabantu Abakhubazekile, yaziswa futhi yaqondaniswa nomthetho odingidwayo (*White Paper*) Wamalungelo Abantu Abakhubazekile (WPRPD) owamukelwa ngoDisemba 2015. Izinhlinzeko zale Nqubomgomo zihloselwe ukusheshisa ekufinyeleleni okuphelele. Kanye nohlelo lokuvikelwa komphakathi oluphendulayo njengoba lubekwe oHlelweni Lokuthuthukiswa Kwezwe: Umbono wezi-2030 (NDP).

Umbono kanye neziNhloso zaMasu eNqubomgomo kugcizelela igunya kanye neqhaza loMnyango ekuhlinzekeni ngezinsizakalo zokuthuthukiswa komphakathi kubantu abakhubazekile, kanye nokufaka phakathi ukukhubazeka ngaphakathi nakweminye imikhakha yemisebenzi ehlukeneyoMnyango

Lokhu kwethula izinhlinzeko eziqinisekisa ukuthi amalungelo esintu kanye nesithunzi sabantu abakhubazekile siyaphoqeelwa ngokusetshenziswa kwezinqubo nezinhlelo

zenqubomgomo ebandakanya wonke umkhakha. Uphinde futhi uhlinzeke ngesisekelo sokukhuthazwa nokusetshenziswa kwemithetho yenzuzo kubantu abakhubazekile; ukubanika amandla ukuze babe izakhamuzi ezikhiqizayo kanye nama ejensi womphakathi asebenzayo.

ikhuthaza ukudidiyelwa kwabantu, okubalulekile ekuchazeni indima yoMnyango yokusebenzisa izinqubomgomo, amasu, izinhlelo kanye nemiklamo ebhekelela ububha/ukungalingani phakathi kwabampofu, abancishwe amathuba kanye namaqembu asengozini emphakathini.

Inqubomgomo iqondene ngqo nomkhakha wezokuthuthukiswa komphakathi futhi yenza kube lula ukuthotshelwa, phakathi kokunye, i-WPRPD kanye noHlelo Lokuthuthukiswa Kwezwe (i-NDP) futhi ayifuni ukufaka esikhundleni sezinye izinqubomgomo ezikhona.



Nksz. Hendrietta Ipeleng Bogopane-Zulu,
IPhini likaNgqongqoshe Wokuthuthukiswa Kwezehlalakahle

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IZIFINGQO NEZIFINYEZO

AIDS	ingculaza
CBR	Inhlangano yokuvuselela emphakathini
CBO	Inhlangano Esekelwe Emphakathini
CEE	Ikhomishini Yokulingana kokuqashwa
CEDAW	Isivumelwano sokuqedwa kwazo zonke izinhlobo zokucwasa abesifazane
CFO	Umphathi Omkhulu Wezezimali
DBE	Umnyango Wezemfundo Eyisisekelo
DOH	Umnyango Wezempilo
DOT	Umnyango Wezokuthutha
DPO	Inhlangano Yabantu Abakhubazekile
Department	UMnyango
EAP	Abantu Abasebenza Ngezomnotho
ECD	Ukuthuthukiswa Kwezingane Ezincane
FBO	Inhlangano Esekelwe Ekukholweni
HIV	Isandulelangculaza
ISDM	Imodeli Yokuletha Isevisi Edidiyelwe
LGBTQI	Abathandana nobulili obufanayo: LGBTQI
M & E	Ukuqapha kanye Nokuhlola
NDP	Uhlelo Lomhlangano Wezwe: Umbono wezi-2030
NGO	Inhlangano engekho ngaphansi kukahulumeni
NSA	Amakhono Esizwe
NSF	Isikhwama Sikazwelonke Samakhono
RDP	Uhlelo Lokwakha Kabusha Nokuthuthukiswa
TAG	Izinkombandlela Zosizo Lobuchwepheshe
SEIAS	Uhlelo Lokuhlola Umthelela Wezenhlalo Nezomnotho
SETAs	Iziphathimandla Zomkhakha Wezemfundo Nokuqeqesha
UN	Izizwe Ezihlangene
UNCRPD	Isivumelwano Sezizwe Ezihlangene Samalungelo Abantu Abakhubazekile
WPRPD	Umthetho odingidwayo Wamalungelo Abantu Abakhubazekile

IZINCAZELO KANYE NAMATHEMU

Izincazelo kanye namathemu athathwe ezivumelwaneni ezithize kanye naku minqubomgomo embalwa. Lokhu kuhlenganisa kodwa akugcini lapho, iNgqungquthela Yezizwe Ezihlangene Yamalungelo Abantu Abakhubazekile (i-UNCRPD), Isivumelwano Se-UN Samalungelo Engane (i-UNCRC), Iphrothokholi ye-African Charter of Human and Peoples' Rights on the Rights of Persons. abakhubazekile (i-Africa Disability Protocol noma i-ADP), Umthetho odingidwayo Wamalungelo Abantu Abakhubazekile (WPRPD), Umthetho Wezinhlangano Ezingenzi Inzuzo (NPO) (Nombolo 71 ka-1997) kanye neminye ehambisana negunya loMnyango Wezokuthuthukiswa Komphakathi (DSD)

Inqubomgomo ayifuni ukwethula izincazelo ezintsha kanye/noma amathemu.

Uhlu Lwamagama Lwezincazelo Eziyinhloko kanye Namagama Okukhubazeka

Amadivayisi Asizayo: Noma iyiphi idivayisi, umkhiqizo, okokusebenza noma ithuluzi eliklanywe noma lashintshwa ukuze abantu abakhubazekile bakwazi ukuhlanganyela emisebenzini, noma ezenzweni,

Incazelo yomsindo/ividiyo/ividiyo echaziwe yolwazi olubukwayo ibhekisela encazelweni yolwazi olubonakalayo ibizwa ngokuthi incazelo yomsindo, incazelo yevidiyo, noma ividiyo echazwe ezindaweni ezahlukene. **Lena incazelo ehlinzeka ngokuqukethwe kubantu abayizimpumputhe nabanye abangakwazi ukubona ividiyo ngokwanele.**

Umnakekeli: Noma yimuphi umuntu, maqondana nabantu abakhubazekile, othatha isibopho sokuhlangabezana nezidingo "eziyisisekelo" zansuku zonke, noma oxhumene kakhulu, nabantu abanokukhubazeka okunjalo.

Izingane ezikhubazekile zibhekisela ezinganeni ezifika eminyakeni eyi-18 "ezinokukhubazeka ngokomzimba, ngokwengqondo, kwemizwa, ukuthuthukiswa kwengqondo, noma izinzwa, okuthi lapho kuhlanguka nezithiyo ezihlukahlukene kukhinyabeze ukuhlanganyela kwazo ngokugcwele nangempumelelo emphakathini ngokulinganayo. nabanye" (Isivumelwano Samalungelo Abantu Abakhubazekile: Isigaba 1

Ukuxhumana: Kubhekisela ezilimini, ukuvezwa kombhalo (okuhlanganisa namagama-ncazo avuliwe kulayini wekhodi ye-ICASA yabantu abakhubazekile. I-Braille, ukuxhumana okuthintekayo, amasevisi okuxhumana ngokudluliswa kwevidiyo, ukuphrinta okukhulu, i-multimedia efineyelekayo ehlanganisa okubhaliwe, okulalelwayo, incazelo yomsindo, ulimi olulula, izinsizakalo zokukhuluma izindebe, izinsiza zokufunda inkulumo, ukutolika ngokuhleba, izinsizakalo zokuhumusha ulimi lwezandla, izinsiza zokuthatha amanothi nevidiyo edlulisa izinsiza zokuxhumana ukuze kutholakale ukuxhumana ezindaweni ezahlukene zokulethwa kwezidingo emiphakathini eyiziThulu.

Ukuhlunyeleliswa Kwezimilo Ezisekelwe Emphakathini (CBR): Leli yisu lokuthuthukisa izinga lempilo yabantu abakhubazekile ngokuhlunyeleliswa kwezimilo, ukulingana

kwamathuba, ukuncishiswa kobubha, nokufakwa emphakathini.

Ukubandlululwa Okuhlanganisiwe: Kusho kubantu asebevele besengozini futhi abangamelwe kahle abakhubazekile, okuthi ngenxa yokukhubazeka kwabo, bathole ukushiywa ngaphandle ngenxa yesimo ezinzima esengeziwe esibhebhethekisa isimo sabo, siphinde sibahlukanise nokuzuza umuzwa wenhlalakahle, kanye nezinga lempilo elithuthukisiwe. elilingana nabanye.

Ukuqhubeka Kokunakekelwa: Lolu uchungechunge lwezinsizakalo ezihlukene nezididiyelwe ezifanele ukukhula komuntu okubandakanya ukuguquka kwempilo ende/ukuthuthukiswa kwenhlalo, imizwa, indawo engokomzimba / isimo / izimo zomuntu.

Inhlangano Yezinsizakalo Zokukhubazeka (ama-DSO): Iletha ukuhlunyeleliswa kwezimilo, ukuqeqeshwa, ukwelulekwa, ukuqeqeshwa, ukwesekwa kokuqashwa nokunye kubantu abakhubazekile.

Izinhlango zabantu abakhubazekile (DPOs): Izinhlangano ezisekelwe ebulungwini eziphethwe futhi ezilawulwa abantu abakhubazekile

Ubandlululo Lokukhubazeka: Noma yikuphi ukuhlukaniswa, ukushiywa ngaphandle noma imingcele yabantu ngenxa yokukhubazeka, okunenjongo noma umphumela wokuphazamisa noma wokwenza ize ukuqashelwa, ukujabulela noma ukuzivocavoca, ngokulingana nabanye, kwawo wonke amalungelo abantu kanye nenkululeko eyisisekelo kukho konke.

Ukuhlanganisa Ukukhubazeka: Kusho ukuhlanganiswa okuhlelekile kwezinto ezibalulekile/izidingo zabantu abakhubazekile kuyo yonke imikhakha, ukufakwa ekusebenziseni, ukuqapha nokuhlolwa komthetho, amazinga, izinqubomgomo, imithetho kanye nemithethonqubo namasu.

Ukuthuthukiswa Kwezingane Ezincane (ECD): Kubhekiswe ekukhuleni kwengqondo okuhlanganisiwe, okungokomzwelo, ngokomzimba, ngokwengqondo, kwezokuxhumana, kwezenhlalo nangokomoya okwenzeka kusukela ekukhulelweni kuze kube kungena esikoleni esisemthethweni (okungukuthi, iBanga R) noma ukufinyelela iminyaka yobudala eyi-8 (esimeni sezingane ezineminyaka engu-8 ubudala). ukubambezeleka kwentuthuko kanye/noma ukukhubazeka okubambezelekile ukungena esikoleni esisemthethweni), kuye ngokuthi yikuphi okwenzeka kuqala.

Ukungenelela Kwezingane Zisezincane: Kuchaza izinhlobonhlobo zezinsizakalo ezinikezwa izingane ezisengozini yokulibaziseka kokukhula noma ezinokukhubazeka, okuhlanganisa nokusekela imindeni yazo.

Umndeni: Iqembu lomphakathi elihlobene ngegazi (izihlobo), ukuzala, ukutholwa, ukukhuliswa noma izibopho zomshado (wezomphakathi, ngokwesiko noma ngokwenkolo), inyunyana yomphakathi noma ukuhlalisana, futhi idlulela ngale kwendawo ethile yokuhlala.

Imodeli Edidiyelwe Yokulethwa Kwezinkonzo: Inikeza ukucaciseleka ngohlobo, ububanzi nezinga lezinsizakalo umkhakha wezinsizakalo zokuthuthukiswa komphakathi okufanele, okuhlanganisa izindima nezibopho zemikhakha ehlukene

Ukonakala: Isici esicatshangelwayo noma sangempela emzimbeni womuntu noma ukusebenza okungase kubangele umkhawulo noma ukulahlekelwa umsebenzi noma ukubamba iqhaza okukhawulelwe emphakathini okunomphumela womehluko wokuzizwisa ngokomzimba kanye/noma ngokwengqondo yempilo.

Ukufakwa: Kuyilungelo lomuntu wonke jikelele futhi lihlose ukwamukela ukuhlukahluka kwabo bonke abantu ngaphandle kokubheka uhlanga, ubulili, ukukhubazeka nanoma yimuphi omunye umehluko.

Ukuzimela: Isimo sokuba lapho kutholakala khona futhi izinsiza zokwesekwa ezanele, izinsiza kanye nosizo lomuntu siqu kubantu abakhubazekile zenza abantu abakhubazekile bakwazi ukukhetha, bathwale isibopho futhi babambe iqhaza ngokugcwele emphakathini.

Ukuphila Ngokuzimela: Ikhono lomuntu onanoma yikuphi ukukhubazeka ukuze aphile njengawo wonke umuntu, namathuba okwenza izinqumo ezithinta izimpilo zabo futhi akwazi ukwenza imisebenzi azikhethele yona ngosizo oludingekayo ukuze aphile ngokuzimela.

Indlela Yokuzuzwa Komjikelezo Wempilo: Umbono wobude bomjikelezo wempilo, oqala ngesikhathi sokumitha, uhlola ukuthi umuntu ukhula kanjani, athuthuke, futhi ehle kanjani.

Indlela Yokuxhumanisa Amalungelo Abantu Abakhubazekile Kuzwelonke
Lokhu kubekiswe kumsebenzini oqokwe uMongameli, phakathi nenhlangano enkulu yoMbuso, ngokuhambisana ne-Article 33(1) ye-UNCRPD. Umsebenzi unomthwalo wemfanelo wokuhlanganisa konke ukuqaliswa/ukuqapha i-ajenda kazwelonke yamalungelo abantu abakhubazekile

Izinhlango Ezingenzi Nzuzo (ama-NPO): Lezi zihlanganisa izinhlangano ezizimele, izinhlangano, ama-trust, izinkampani noma ezinye izinhlangano zabantu abasebenza ezingeni likazwelonke, lesifundazwe noma lendawo ukuze banikeze izinsizakalo zezehlalakahle hhayi ngenjongo yokuthola inzuzo, kodwa ngezinjongo zomphakathi.

Ukunakekelwa Ngokwengxenywe: Ngokuya koMthetho Wezingane, ukunakekelwa kwesikhashana kunikezwa lapho umuntu, kungakhathaliseki ukuthi unomvuzo noma ngaphandle komvuzo, enakekela izingane ezingaphezu kweziyisithupha ngesivumelwano phakathi kwabazali noma abanakekeli kanye nomnikezeli wesevisi futhi kubandakanya i) izinsiza zokuthuthukiswa kwengane isencane; ii) izinkonzo zangemuva kwesikole; iii) ihostela elizimele kanye nezinsiza zokunakekela zesikhashana

Izinsizakalo Zosizo Lomuntu Siqu: Lawa kungamasevisi, ahlinzekwa ngumuntu oyedwa noma ngaphezulu, aklanyelwe ukusiza umuntu onokukhubazeka owenza imisebenzi

yansuku zonke umuntu abeyoyenza ngokuvamile uma lowo muntu engenakho ukukhubazeka. Lezi zinsizakalo zihlanganisa abanakekeli okuthi, maqondana nabantu abakhubazekile, babhekane nezidingo “eziyisisekelo” zansuku zonke, noma baxhumene kakhulu, nabantu abanokukhubazeka okunjalo.

Abantu abakhubazekile: Abantu abakhubazekile bahlanganisa labo ababone kanye/noma abakhubazeke ngokoqobo ngokomzimba, ngokwengqondo, ngokwenhlalo, kwemizwa kanye/noma kwezinzwa, okuthize, ngenxa yezithiyo ezehlukene zesimo sengqondo, ukuxhumana, ngokomzimba kanye nolwazi, bavinjelwa ukubamba iqhaza ngokugcwele futhi. ngempumelelo emphakathini ngokulingana nabanye.

Ubumpofu: Kubhekiselwa ekuncishweni okusobala empilweni futhi kufaka phakathi imali engenayo ephansi kanye nokungakwazi ukuthola izimpahla eziyisisekelo namasevisi adingekayo ukuze uphile ngesizotha.

Ukuvimbela: Ukuvimbela kubandakanya wonke amasu/izinyathelo zokuvimbela ukuqala kwezifo, ukulimala noma izimo ezingase zibangele ukonakala kanye nokukhubazeka okulandelayo noma ukulinganiselwa komsebenzi.

Indawo yokuhlala enengqondo: Lokhu kusho ukuguqulwa nokulungiswa okudingekayo nokufanelekile, kanye nezinto ezisizayo kanye nobuchwepheshe, hhayi ukubeka isimo, lapho kudingekile esimweni esithile, ukuze kuqinisekiswa abantu abakhubazekile ukuzijabulisa noma ukuzivocavoca ngokulinganayo nabanye babo bonke. amalungelo abantu kanye nenkululeko eyisisekelo

Ukwakhiwa Kabusha Nokunakekelwa Kwangemuva: Lokhu kubhekisela ezinsizeni ezihloselwe ukuhlanganiswa kabusha nokusekelwa ukuze kuthuthukiswe ukuzethemba kanye nokusebenza kahle komphakathi ekulungiseleleni ukukhishwa endaweni yokuhlala nangemuva kwenqubo yokukhishwa.

Ukuhlunyeleliswa kanye Nokwelulekwa: Ukubuyisela esimweni kanye nokuvuselela isimo kuyinqubo okuhloswe ngayo ukuthi abantu abakhubazekile bakwazi ukufinyelela futhi balondoloze amazinga abo aphelele ngokomzimba, izinzwa, ingqondo, kanye/ noma ukusebenza komphakathi, ngaleyo ndlela ubanikeze amathuluzi okushintsha izimpilo zabo baye ezingeni eliphezulu. lokuzimela.

Ukunakekelwa Kokuphefumula: Lokhu kubhekiselwa kusevisi yesikhashana yomuntu ngamunye, eguquguqukayo, egxile emndenini yabanakekeli kanye nemindeni, lapho ukunakekelwa kunikezwa umnakekeli oqeqeshiwe kumuntu onokukhubazeka okuhlanganisa nalabo abasengozini yokuhlukunyezwa nokunganakwa.

Abanamalungelo: Bonke abantu bangabanikazi bamalungelo ngokwemvelo okufanele bajabulele amalungelo abantu bomhlaba wonke okumele kuqinisekiswa. Kule Nqubomgomo, igama elithi abanikazi bamalungelo lisho abantu abakhubazekile kanye nemindeni yabo.

Iqembu lokuzisiza liyiqembu lokuhlomisa eligxile emphakathini futhi liyinhlangano yokuzithandela yabantu abakhubazekile esebenza ngentando yeningi futhi ngokuziphendulela ukuze kuzuzwe izinhloso zeqembu. Amalungu eqembu lokuzisiza athuthukisa ulwazi namakhono wokwenza akwazi ukuba negalelo emindenini nasemiphakathini yawo.

Ukuzethemba: Ikhono lokuthembela kuwena futhi uhlangabezane nezidingo zakho.

Ukuqashwa Okuvikelekile: Izikhala ezihlinzeka ngokuqashwa kwesikhashana kuya kwesikhathi eside kubantu abakhubazekile abangenawo umsebenzi owanele, amakhono obuchwepheshe kanye namazinga okukhiqiza.

Usizo Lomphakathi: kubhekiswe ezinzuzweni ezincane ezikhokhelwa uhulumeni ezisekelwe umthetho, ezenzelwa inzuzo zezomnotho futhi zisimamise izimpilo zabantu.

Izikhungo Zomphakathi Zamakhono Ezenhlalakahle/ (Imihlangano Yokufundisana Evikelayo): Lezi yizikhungo zokuhlunyelelwa kwezimilo/ zokusiza abantu, phambilini ezaziwa ngokuthi yimihlangano yokucobelelana ngolwazi evikelekile, ehlinzeka ngendawo ephephile, efinyeleleka kalula futhi egxile ekuthuthukisweni lapho abantu abakhubazeke kakhulu bekwazi ukuhlangana nabantu, bafunde amakhono ayisisekelo, benza umsebenzi oyisisekelo futhi bathole enye imali eyengeziwe ukuze bangezelele izibonelelo zabo zezenhlalakahle,

Ukubumbana Komphakathi: Izinga lokuhlanganiswa komphakathi kanye nokufakwa emiphakathini/emphakathini wonkana lapho ubumbano oluhlangene lubonakala phakathi kwabantu nemiphakathi.

Ukuvikelwa Komphakathi: Lezi izinqubomgomo nezinhlelo eziklanyelwe ukunciphisa ubumpofu/ukuba sengozini ngokuthuthukisa izimakethe zezemisebenzi, ukunciphisa ukuchayeka kwabantu ezingozini, ukuthuthukisa amandla abo okulawula ubungozi bezomnotho nezenhlalo.

Ukuphepha Komphakathi: Lezi yizinyathelo zomphakathi/ezizimele ezihlinzeka ngezimali/izinzuzo zempahla noma kokubili, okokuqala esimweni lapho amandla omuntu aholayo ephela unomphela, ephazamiseka, engathuthuki, noma asetshenziswe kuphela ngezindleko ezingamukeleki zomphakathi futhi abantu abanjalo. ukungakwazi ukugwema ubumpofu, futhi okwesibili ukondla izingane abazali bazo abangakwazi ukuzondla.

Izinkonzo Zokuthuthukiswa Komphakathi: Lezi yizinsizakalo zomphakathi ezihlinzekwa izinhlangano zikahulumeni noma ezizimele ezihloselwe ukudala izinhlangano eziphumelelayo, ukwakha imiphakathi eqinile, kanye nokukhuthaza ukulingana namathuba.

Abasebenzi bensizakalo Yezenhlalakahle: Laba bahlinzeka ngokunakekelwa kwengqondo-nenhlo kanye/noma ngokomzimba futhi kunjalo umugqa wokuqala wokwesekwa phakathi komphakathi kanye nezinsizakalo

ezahlukahlukene zezempilo nentuthuko yezenhlahakahle

Inhlalakahle Yezenhlahakahle Ethuthukayo: Lokhu kubandakanya ukukhuthazwa kwamalungelo abantu, ukusetshenziswa kobambiswano ukuletha izinsiza, ukuhlanganiswa kwezinhlelo zenhlahakahle yezomnotho kanye nokuvala ukuhlukana okuncane okulethwa yizidingo. kugcizelela ukuhlonyiswa kwabantu ngabanye, iminden, amaqembu kanye nemiphakathi njengabahlanganyeli abakhuthele ezinqubweni zentuthuko futhi kuhlanganisa izinsizakalo ezilandelayo Zezenhlahakahle: ukuvimbela nokukhuthazwa; usizo lwezenhlahakahle kanye nokusiza umphakathi; ukuvikelwa, ukwesekwa komphakathi okusemthethweni; ukunakekela okubuyisela esimweni, ukuvuselela/ukwelapha okuqhubekayo ukunakekelwa/okubuyisela; kanye nezinsizakalo zokunakekelwa kwangemuva.

Isikhungo Sokuvuselela: Isikhungo sokunakekela izingane / insizakalo yabantu abakhubazeke kakhulu ngokwengqondo/ngokomzimba (abanokukhubazeka okuningi) abadinga ukwesekwa nokunakekelwa kwamahora angama-24.

Ukufinyelela Kuwonke Wonke: Lokhu kubhekiswe ekususweni kwezithiyo zamasiko, ngokomzimba, zomphakathi kanye nezinye ezivimbela abantu abakhubazekile ukuba bangene, basebenzise noma bazuze ezinhlelweni ezihlukahlukene zomphakathi ezitholakala kwezinye izakhamuzi nabahlali.

Idizayini yendawo yonke: Idizayini yemikhiqizo, indawo, izinhlelo kanye nezinsizakalo ezizosetshenziswa yiyo bonke abantu ngezinga elikhulu kakhulu elingenzeka ngaphandle kwesidingo sokujwayela noma ukuklama okukhethekile.

Amaqembu Asengcupheni: Lawa ngamaqembu abantu abakhubazekile abasengozini enkulu: abesifazane, izingane, abantu abadala abahlala ezindaweni zasemakhaya, ikakhulukazi ezindaweni ezingakathuthuki, abantu abangenamakhaya, abantu abanesifo sokuwa, abantu abanokukhubazeka okuningi, izithulu, izimpumputhe, abangenamakhaya.

ISAPHLUKO 2: ISIFINYEZO ESIPHEZULU

Inqubomgomo ayifuni ukufaka esikhundleni sezinqubomgomo esezivele zikhona. Le Nqubomgomo iqondene ngqo nomkhakha wokuthuthukiswa komphakathi futhi yenza kube lula ukuthotshelwa, phakathi kokunye, i-WPRPD kanye noHlelo Lokuthuthukiswa Kwezwe (i-NDP).

Esahlukweni soku-1, izincazelo namagama asetshenziswe kule Nqubomgomo ayachazwa. Izincazelo zihloselwe ukunikeza ulwazi olwengeziwe kanye nokucaciswa kwamagama asetshenziswa kule Nqubomgomo nezinye izinqubomgomo zokukhubazeka. Uhlu lwezincazelo alubandakanyi wonke amathemu ahlobene nokukhubazeka. Izincazelo ezengeziwe namagama angatholakala Ephepheni Elimhlophe Lamalungelo Abantu Abakhubazekile (WPRPD), ezinye izinqubomgomo zokukhubazeka kanye nomthetho

Ukukhubazeka kuwumqondo oyinkimbinkimbi futhi othuthukayo onezincazelo eziguqukayo ngokuhamba kwesikhathi. Ayikho incazelo eyodwa yokukhubazeka. Nokho, zonke izincazelo ezisuselwe kumalungelo zabelana ngezinto ezifanayo njenge:

1. Ukuba khona kokukhubazeka;
2. Imikhawulo yangaphakathi neyangaphandle noma imigoqo evimbela ukubamba iqhaza okugcwele nokulinganayo,
3. Ukugxila emakhonweni omuntu onokukhubazeka; futhi
4. Ukulahlekelwa noma ukuntula ukufinyelela emathubeni ngenxa yezithiyo zemvelo kanye/noma imibono engemihle nezimo zengqondo zomphakathi.
5. Ukukhubazeka kungaba unomphelela, okwesikhashana noma isiqephu

I-WPRPD ithi:

"Akuwona wonke umuntu ozovumelana ngawo wonke amathemu afakwe ku-WPRPD kodwa kunesidingo sokuthuthukisa ukuvumelana ngeziqondiso jikelele mayelana nokuvumelana kwamagama azosetshenziswa emibhalweni esemthethweni, kanye namayelana namagama okumele athathwe njengenkulumo enenzondo. . Lokhu kubaluleke kakhulu kumagama asetshenziswa kwezinye izilimi ezisemthethweni ngaphandle kwesiNgisi eNingizimu Afrika".

Isahluko sesi-2, Isifinyezo Esiphezulu, siyinguqulo efushanisiwe kule Nqubomgomo futhi sinikeza isifinyezo sokuqukethwe isahluko ngasinye nezithasiselo.

Isahluko sesi-3 sinikeza isingeniso, isizathu, ububanzi nemigomo njengoba kuvezwe emthethweni wamalungelo okukhubazeka nasezinhlelweni emhlabeni jikelele. Isahluko siqala ngokuhlaziya kwemikhuba yomlando exhumene nezikhathi zangaphambi kuka-1994 kumbuso wentando yeningi kanye nokwabiwa kwenqubomgomo ngemuva kuka-1994.

Ngokomlando, uhulumeni wobandlululo waseNingizimu Afrika owedlule wakhuluma ngokukhubazeka njengokukhathazeka kwezenhlalakahle kanye nokwelashwa, okuvame

ukwaziwa ngokuthi “imodeli yezokwelapha”. Lokhu kwakusho ukuthi abantu abakhubazekile babehlolwa futhi bahlinzekwe ngezinsizakalo ngokwesimo sabo sezempilo. Ukwakhiwa kwenqubomgomo yokukhubazeka kwashintsha ekuqaleni kwentando yeningi ngo-1994 ngenxa yokufakwa kwamalungelo abantu abakhubazekile emigomeni nemithetho eminingana.

Isizathu sale Nqubomgomo silele eqinisweni lokuthi sisebenzisa indlela yamalungelo abantu ekuthuthukisweni nasekuhlinzekweni kwezinsizakalo zokuthuthukiswa komphakathi. Lezi zinsizakalo zihlanganisa futhi azigcini nje ekuvimbeleni nasekuqedeni ukuhlukunyezwa kwabantu abahlala ezindaweni zokuhlala kanye nalabo abasebenza ezikhungweni zomphakathi zamakhono okuphila; ukuhlukunyezwa okwenziwa ngabanakekeli, izisebenzi zokunakekela isikhashana kanye nakwezinye izimo ezinjalo lapho amalungelo abantu abakhubazekile enganakwa khona noma enganakwa ngamabomu.

Inqubomgomo ifanelekile, iqondile, ifanelekile/isabela ezinhlotsheni ezahlukeni kanye nezidingo ezithile ezihlotshaniswayo zezinhlobonhlobo zabantu abakhubazekile. Ihlinzekela ukuqapha nokubuyekizwa ngempumelelo kwezinsizakalo kanye nezimpendulo ezivela kubazuzi ukuze kuqinisekise ukuthi izinsizakalo ziyaqhubeka zifaneleka futhi zifinyelele abantu abakhubazekile emiphakathini yabo

Ububanzi benqubomgomo buhlanganisa amayunithi emisebenzi yangaphakathi ye-DSD kanye nayo yonke iminyango yemisebenzi kuzo zontathu izigaba zikahulumeni nazo zonke izinhlangano zomphakathi/izinhlangano ezizimele ezihlinzeka kanye/noma ezisekela ukuhlinzekwa kwezinsizakalo zentuthuko yezenhlahalakahle kubantu abakhubazekile kanye namalungu emindeni yabo.

Inqubomgomo isuselwe phezu kwenani lezimiso ezihlanganisa izinsika ezine ze-modeli ehlanganisiweko yezikongo (ISDM) yoMnyango (okungukuthi ukuvimbela, ukungenelela kusenesikhathi (okungezona ngokomthetho), ukunakekelwa okungokomthetho/kwendawo yokuhlala/okuhlukile kanye nokuhlanganisa/ukunakekela ngemva kwesikhathi). Eminye imigomo ihlanganisa ukuzibophezela koMnyango **ekuthuthukiseni amalungelo abantu, ukuhlomisa amandla kanye nokwakhiwa kwamakhono kwababambe iqhaza, ukuzimela nokuzimelela kwabantu abakhubazekile**; umklamo wendawo yonke; ukufinyeleleka; ukwesekwa komndeni, izinhlelo zokweseka umphakathi nezinye, ukusebenzisana kwezigaba ezahlukeni kanye nokwabiwa kwezinsiza ngokulinganayo

Isahluko sesi-4 sihlaziya izivumelwano zamazwe ngamazwe, imithetho esemqoka kanye nezinqubomgomo ezisebenzisana nezinqubomgomo zoMnyango.

Isivumelwano Sezizwe Ezihlangene Samalungelo Abantu Abakhubazekile (UNCRPD), esamukelwa ngoNovemba 2006 yaqanjwa ngemuva kwamathuluzi ahluahlukene kanye nezibopho ezazihloselwe ukuzuzisa abantu abakhubazekile kodwa okungenzeka ukuthi zazingasebenzi noma zingaphoqelegeki. ISivumelwano sinezihloko ezikhuluma ngeqiniso lokuthi abantu abakhubazekile bayaqhubeka nokubhekana nezithiyo ekubambeni kwabo iqhaza njengamalungu omphakathi alinganayo nokuthi babhekana nokuphulwa okuqhubekayo kwamalungelo abo obuntu.

Ezinye izivumelwano zamazwe ngamazwe eziphathelele namalungelo abantu abakhubazekile futhi ezazisa izinhlinzeko zale Nqubomgomo zihlanganisa, kodwa azikhawulelwe kulokhu:

- a. I-UNCPRD;
- b. Isivumelwano Sokugedwa Kwazo Zonke Izinhlobo Zokucwasa Kwabesifazane (CEDAW) (1979);
- c. I-Protocol to the African Charter on Human and Peoples' Rights on the Rights of Persons Disabilities in Africa (2018) esekelwa uMthetho oyisibonelo Wokukhubazeka e-Afrika. Pan African Parliament-PAP.5/PLN/RES/01/OCT.19;
- d. Isimemezelo Somhlaba Wonke Samalungelo Abantu (1948); futhi
- e. (Umhlangothi Wezizwe Ezihlangene Wamalungelo Engane 1989).

Ukwakhiwa kwenqubomgomo yaseNingizimu Afrika okukhulunywe ngakho kule Nqubomgomo kuhlanganisa, kodwa akugcini nje:

- a. UMthethosisekelo weRiphabhulikhi yaseNingizimu Afrika, we-1996;
- b. Umthetho Wokunxeshezela Kokulimala Nezifo Emsebenzini (Nombolo 130 ka-1993);
- c. Umthetho Wokulingana Emsebenzini (Nombolo 55 ka-1998);
- d. UMthetho Wokukhuthazwa Kokulingana Nokuvimbela Ukucwasa Okungafanele (uMthetho wesi-4 wezi-2000) (PEPUDA);
- e. i-White Paper- Ngamalungelo Abantu Abakhubazekile (2015) (WPRPD);
- f. Umthetho Wosizo Lwezenhlalakahle (Nombolo 13 wezi-2004);
- g. Umthetho Wezingane (Nombolo 38 ka-2005);
- h. I-DSD's), Uhlelo Lwesu lwango-2014-2019 I-White Paper Kwezenhlalakahle (1977);
- i. Umthetho Wokulawulwa Kwezinhlekelele uNombolo 57 wezi-2002 kanye nomthetho ongaphansi kwawo;
- j. Umthetho Wokunakekelwa Kwempilo Yengqondo (Nombolo 17 ka-2002);
- k. Uhlelo Lokuthuthukiswa Kwezwe (i-NDP); futhi
- l. I-White Paper Kwezenhlalakahle, 1997).

Igunya loMnyango ukuhlinzeka ngezinsizakalo zokuthuthukiswa komphakathi ezididiyelwe neziphelele ezizogqugquzela, ziqhubekisele phambili futhi zenze intuthuko yezenhlalakahle, ubulungiswa bezenhlalakahle kanye nokusebenza komphakathi wabo bonke abantu kuchazwe kabanzi.

Inqubomgomo ithuthukisa ukubambisana nokusebenzisana phakathi koMnyango neminye iMnyango esebenza ngokubambisana ehlinzeka ngezinsizakalo zezenhlalakahle ezihambisanayo. Izinkomba kumthelela wezenhlalo nezomnotho kanye nemiphumela kungaphakathi komongo wokuhlinzekwa kwezinsizakalo zokuthuthukiswa komphakathi.

Isahluko sesi-5 sethula Ukuhlaziywa Kwesimo kanye Nesitatimende Senkinga. Abantu abakhubazekile abalona iqembu elifana ncamashi, banezidingo/izinselele okusekelwe ohlotsheni nobukhulu bokonakala, izinga nezinga lesimo sengqondo, izithiyo zokuxhumana ngokomzimba nezinye izimo zomuntu siqu. Kuyaziwa emhlabeni wonke ukuthi ukukhubazeka kunemiphumela engemihle kwezomnotho kumuntu ngamunye nasemphakathini wonkana nokuthi kuhlobene nobumpofu. UBhange noPolack baphikisa

ngokuthi ukuze kuqondwe imiphumela yezomnotho yokukhubazeka, ubudlelwano phakathi kobumpofu nokukhubazeka kufanele kuqondwe kuqala. Ngokuvamile kunenkolelo yokuthi ubumpofu nokukhubazeka kuhlobene emjikelezweni ononyama ngamunye uqinisa omunye. Ubumpofu nokungafinyeleli kahle emfundweni, ukunakekelwa kwezempilo noma umsebenzi kwandisa ingozi yokukhubazeka nokukhubazeka. Ngakolunye uhlangothi, indawo elinganiselwe yokukhubazeka ingase ibeke abantu abakhubazekile engozini njengoba mancane amathuba okuba bathole imfundo, ukunakekelwa kwezempilo kanye nokuqashwa.

Isahluko sethula ukuhlaziya isimo kulezi zindawo ezibalulekile ezilandelayo:

- Ukuvama kokukhubazeka ngohlobo lokukhubazeka;
- Ukufinyelela Kumadivaysi Okusiza;
- Ukuvikeleka Komphakathi Kubantu Abakhubazekile;
- Izingane Ezikhubazekile;
- Ukuqashwa Kwabantu Abakhubazekile;
- Igebe Lobumpofu Ngokuphathelele Nabantu Abakhubazekile.

Isahluko sesi-6 sihlinzeka ngombono, inhloso iyonke kanye nezinjongo zamasu zomgomo ngokuhambisana nomsebenzi onikwe uMnyango. Umbono weNqubomgomo ukuhlinzeka ngezinsizakalo kubantu abakhubazekile emphakathini obandakanya wonke umuntu futhi olinganayo emphakathini osekwe ngamalungelo abantu.

Umgomo wenqubomgomo wukuqinisekisa ukuthi abantu abakhubazekile bayafinyelela yini izinsiza ezisenhlelweni, ezididiyelwe ngaphakathi kwezinsizakalo zezenhlelakahle, kanye nezinkonzo eziqondene nokukhubazeka. Inhloso yale Nqubomgomo ukwenza ngcono ikhwalithi yezimpilo zabantu abakhubazekile ngokuhlinzekwa kwezinsizakalo zokuthuthukiswa komphakathi ezisekelwe emalungelweni abantu.

Izinhlalo zamasu zale Nqubomgomo wukuqinisekisa ukuthi abantu abakhubazekile baqhubeka bethola izinsiza eziqondene nokukhubazeka okuqondene nokuthuthukiswa komphakathi, nokuthi ukukhubazeka kuhlale kufakwe kuzo zonke izinhlelo nezinsiza zoMnyango

Isahluko sesi-7 sigxile ezinhlelweni ezibhekiswe kubantu abakhubazekile okuhlobene ne-HIV ne-AIDS phakathi kwezinye izinto, izimo ezincike eminyakeni yezingane, intsha, abantu abadala usizo lwezinhlelakahle, ukuthuthukiswa komphakathi, izinhlangano ezingenzi nzuzo, ubugebengu emphakathini, ukuvimbela. kanye nokunika amandla izisulu, inqubomgomo yokuphepha komphakathi kanye nokuphatha kanye nemindeni.

Isahluko 8 sihllobene nokuqapha nokuhlola. Ukusebenza kuzokalwa ngezinhloso ezibekiwe, okuhloswe, ukwabiwa kwezinsiza ngokulinganayo, ukusebenza kahle kanye nempumelelo ekulethweni kwezinsiza kuwo wonke amazinga

Isithasiselo 1: sigxile ezimisweni zenqubomgomo ezihlobene noMthetho Wokulawulwa Kwezinhlekelele, wezi-2002 (uMthetho Nombolo 57 wezi-2002)

ISAPHLUKO 3: ISINGENISO, IZIQINISEKISO, UHLELO KANYE NEZIMISO**1. Isingeniso**

INqubomgomo Yezinkonzo Zokuthuthukiswa Komphakathi Kubantu Abakhubazekile (ngemuva kwalokhu ebizwa ngokuthi INqubomgomo) iqondaniswe ne-White Paper Yamalungelo Abantu Abakhubazekile (WPRPD) eyagunyazwa uhulumeni waseNingizimu Afrika ngoZibandlela wezi-2015.

I-WPRPD ibhekelela ukudidiyelwa kokukhubazeka kuzo zonke izici zempilo yezehlalakahle nezomnotho futhi ibonisa izinsizakalo ezithile okufanele uMnyango uzinikeze abantu abakhubazekile.

Kubalulekile ukuqaphela ukuthi i-WPRPD ayishintshi noma iyiphi inqubomgomo eqondene nomkhakha, futhi le Nqubomgomo ayifaki esikhundleni se-WPRPD. Kunalokho, i-WPRPD imela ukuthuthukiswa kwezinqubomgomo eziqondene nomkhakha ezithobelana neziqondiso ku-WPRPD.

Ipholisi

- a. Ikhulisa iziqondiso zezinsizakalo zokuthuthukiswa komphakathi ku-WPRPD eziwela ngaphansi kwegunya loMnyango
- b. Ihambisana nenqubomgomo, imithetho kanye nezinhlaka zokulethwa kwezinsiza ezisebenza egunyeni loMnyango;
- c. Igcizelela ukufakwa kwezinhlelo zokukhubazeka kuzo zonke izinhlelo ezingaphakathi koMnyango; futhi
- d. Ihlinzeka ngohlaka lwanoma yimuphi umthetho ongadingeka ukuze le Nqubomgomo isebenze

Wezokuthuthukiswa Komphakathi uhlose ukuletha intuthuko esimeme enhlalakahleni yomuntu ngamunye, imindeni kanye nemiphakathi ngokusebenzisa izinhlelo ezibandakanya ukukhubazeka kanye nezinsizakalo ukuze kuzuze abantu abakhubazekile.

1. Isizathu

Isizathu salo mgomo ukuzuza, ngokufaka ukukhubazeka kuzo zonke izinqubomgomo zokuthuthukiswa komphakathi, izinhlelo/imiklamo yoMnyango kanye nababambiqhaza ukuze kuqinisekise ukuthi bayasabela kumalungelo nezidingo zabantu abakhubazekile.

Izinsizakalo kufanele zihambisane nezinhlaka zenqubomgomo yokukhubazeka

okubalulekile kanye nentuthuko yezenhlalakahle, imithetho efana ne-WPRPD, I6 White Paper Yezenhlalakahle kanye Nombiko obuyekeziweko wongqongqoshe. Le Nqubomgomo futhi ihambisana nezivumelwano zamazwe ngamazwe ezigunyazwe yiNingizimu Afrika, njenge-UNCRPD

1. 1. Isetshenziswa Kanjani Inqubomgomo kanye Nobubanzi Besicelo

Le Nqubomgomo isebenza kubo bonke:

- a. Abasebenzi nezikhulu zoMnyango kuzo zontathu izigaba zikahulumeni.
- b. Abasebenzi nezikhulu eminyangweni ehambisanayo kuyo yomithathu imikhakha kahulumeni.
- c. Izinhlangano zomphakathi kanye nezinhlango ezizimele ezihlinzeka kanye/noma ezisekela ukuhlinzeka kwezinsizakalo zokuthuthukiswa komphakathi kubantu abakhubazekile; futhi
- d. Abantu abakhubazekile kanye/noma amalungu omndeni wabo njengabahlomuli Bepholisi

2. Izimiso

Imigomo yenqubomgomo esekela le Nqubomgomo igxilile kumodeli yezenhlalakahle kanye nesidingo sokuqinisekisa ukuthi abantu abakhubazekile bayahlomula endleleni esekelwe kumalungelo.

Ukufakwa kuzozuzwa ngokudidiyelwa kwamalungelo nezidingo zabantu abakhubazekile ezinhlangeni zeminyango kanye neminye iminyango kahulumeni. Imodeli yezenhlalakahle igxile emakhonweni abantu abakhubazekile esikhundleni sokukhubazeka kwabo. Imodeli yezenhlalo iphinde igxile ezindaweni ezikhubaza abantu abakhubazekile

Izimiso ezisekela Ipholisi zihlanganisa lokhu okulandelayo:

- a. Amalungelo abantu
- b. ukusakaza
- c. Ukunika amandla kanye namandla kuyizindlela ezibalulekile zokufinyelela ekugcineni ukuze kuzuzwe ukusimama
- d. Ukuzinqumela kanye nokuzimela wena
- e. Ukufinyeleleka
- f. Amasevisi Afanele Asekelwe Ezidingweni
- g. Izinhlelo Zokusekela Umndeni
- h. Umphakathi kanye nezinye Izinhlelo Zokusekela
- i. Ukusebenzisana kwemikhakha ehlukene
- j. Ukwabiwa Kwezinsiza Ezilinganayo
- k. Imodeli yokulethwa kwezinsiza edidiyelwe nezincazelo zamazinga okunikezwa kwezinsizakalo

**ISAPHLUKO 4: IZIVUMELWANO EZISEMQOKA, IINQUBOMGOMO,
UMTHETHO KANYE NAMAGUNYA**

INingizimu Afrika yamukele izivumelwano zamazwe ngamazwe, yaphasisa izinqubomgomo nemithetho, ehlaziye ngezansi, eyazisa izinhlinzeko zalo mgomo. Lokhu kufaka phakathi kodwa akukhawulelwe kulokhu okulandelayo:

1. Izivumelwano Zamazwe Ngamazwe

I-**UNCRPD** iyithuluzi lamazwe ngamazwe lamalungelo abantu abakhubazekile. I-CRPD, egunyazwe kanye ne-Optional Protocol yase Ningizimu Afrika, iyasibona isidingo sokugqugquzela nokuvikela amalungelo abantu abakhubazekile, okuhlanganisa nalabo abadinga ukwesekwa okuthe xaxa. Yakhela phezu kwezisetshenziswa zangaphambilini zamazwe ngamazwe njengeSimemezelo SeNhlango Yezizwe Ezihlangene Sango-1975 Samalungelo Abantu Abakhubazekile futhi sisekelwe kumathuluzi afana nesimemezelo Somhlaba Wonke Samalungelo Abantu sango-1948.

Isivumelwano Sokuqedwa Kwazo Zonke Izinhlobo Zokucwasa Kwabesifazane (CEDAW) (1979) sihlizenzekela ukugcwaliseka, ukuvikelwa kanye nokuhlonishwa kwamalungelo abantu besifazane. Ayikhulumi ngokuqondile nezinselele ezibhekene namantombazane nabesifazane abakhubazekile kanye/noma ivikela amalungelo abantu amantombazane nabesifazane abakhubazekile.

Isivumelwano SeNhlango Yezizwe Ezihlangene Samalungelo Engane (1989): Sikhuluma ngamalungelo abantu ayisisekelo ezingane okungukuthi, ukusinda, ukukhula ngokugcwele; ukuvikelwa emathonyeni ayingozi, ukuhlukunyezwa nokuxhashazwa kanye nokuhlanganyela ngokugcwele emndenini, empilweni yamasiko kanye nezenhlalakahle.

Iphrothokholi ye-Optional Yokuthengiswa Kwezingane, Ukudayisa Ngomzimba Kwezingane kanye Nezithombe Zocansi Zezingane iyiphrothokholi yeNgqungquthela Yamalungelo Engane futhi idinga ukuthi amaqembu avimbele ukudayiswa kwezingane, ukudayisa ngomzimba kwezingane kanye nezithombe zobulili ezingcolile zezingane

Isivumelwano Samazwe Ngamazwe Samalungelo Ezomnotho, Ezenhlalakahle Namasiko (ICESCR) isivumelwano sezizwe ngezizwe esamukelwa yiNhlango Yezizwe Ezihlangene mhla zizi-16 kuZibandlela 1966 nge-GA. Isinqumo 2200A (XXI), futhi saqala ukusebenza kusukela ngomhlaka-3 Januwari 1976. [1] Ibophezela amaqembu ayo ukuthi asebenzele ekunikezeni amalungelo ezomnotho, ezenhlalakahle, kanye namasiko (ESCR) Ezindaweni Ezingazibusa Nezokuthenjwa kanye nabantu ngabanye, okuhlanganisa amalungelo abasebenzi nelungelo lezempilo, ilungelo lemfundo, kanye nelungelo. ezingeni elanele lokuphila.

Umthetho Womthetho Wenhlango Yamazwe Ase-Afrika ubeka uhlaka oluhlanganisiwe okumele iNhlango Yamazwe ase-Afrika iziphathe ngaphansi kwayo.

Umthethosisekelo wase-Afrika ophathelene namalungelo abantu (ebuye yaziwe ngokuthi

i-Banjul Charter) iyithuluzi lamazwe ngamazwe lamalungelo abantu okuhloswe ngalo ukuthuthukisa nokuvikela amalungelo abantu kanye nenkululeko eyisisekelo ezwenikazi lase-Afrika.

iphrothokholi yomqulu wase-Afrika yamalungelo abantu besifazane e-Afrika, eyaziwa kangcono ngokuthi i-Maputo Protocol, iyithuluzi lamazwe ngamazwe lamalungelo abantu elasungulwa yi-African Union eyaqala ukusebenza ngo-2005. Iqinisekisa amalungelo aphelele kwabesifazane okuhlanganisa nelungelo lokubamba iqhaza kwezombusazwe, ukulingana kwezenhlalo nezombusazwe namadoda, ukuzimela okuthuthukisiwe ezinqumweni zabo zempilo yokuzala, kanye nokuphela kokucwiywa kwezitho zangasese zabesifazane.

INingizimu Afrika iwugunyazile **uMqulu Wentsha Yase-Afrika** mhla zingama-28 kuNhlabathi-2009 futhi yafaka ithuluzi lokugunyazwa kuKhomishana Yenhlalango Yamazwe Ase-Afrika (i-AU) mhla ziyisi-8 kuNtulikazi wezi-2009.

Umqulu Wase-Afrika Wamalungelo Nenhlalakahle Yengane (1990): Ibeka amalungelo futhi uchaze imigomo nezimiso zomhlaba wonke zesimo sezingane. ukhuthaza futhi uvikele amalungelo ezingane, ezombusazwe, ezomnotho, ezenhlalakahle kanye namasiko futhi ucela ukuthi kwakhiwe Ikomiti Lase-Afrika Lochwepheshe Lamalungelo Nenhlalakahle Yengane.

Umqulu we-Afrika Wamalungelo Obuntu kanye Namalungelo Wabakhubazekile (2018) osekela uMthetho oyisibonelo Wokukhubazeka e-Afrika. Pan African Parliament-PAP.5/PLN/RES/01/OCT.19

2. Izingqubomgomo nemithetho yaseNingizimu Afrika

INqubomgomo yaziswa futhi ihambisana **noMthethosisekelo weRiphabhulikhi yaseNingizimu Afrika, we-1996** ovikela amalungelo nesithunzi sobuntu sabantu abakhubazekile. Kunenqwaba yezingqubomgomo nemithetho ephathelene negunya loMnyango Wezokuthuthukiswa Komphakathi (DSD) elivela kuMthethosisekelo.

INqubomgomo ihambisana nezinhlinzeko ezifanele ze-NDP, ikakhulukazi **uHlelo lwayo Lwentuthuko Kazwelonke lowezi-2030: Abantu Abakhubazekile Njengezakhamuzi Ezilinganayo (i-NDP-PWDEC)** olwamukelwe yiKhomishana Kazwelonke Yokuhlela ngowezi-2015. izinga lokuphila ngaphansi kokungekho muntu okufanele awe; futhi income isu elinezinhlangathi eziningi ukuqinisekisa ukuthi amakhaya awahlali ngaphansi kwalesi sitezi. Njengalokhu amasu okuthuthukiswa komphakathi, izinhlelo kanye nezinsiza kumele zihlanganise yonke impilo yomuntu, kucatshangelwe ukuthi ukuphelelisana kwezingxenywe ezahlukene zokuvikelwa komphakathi, futhi kuhlinzekele ukuxhumana okubalulekile ukuze kuhlinzekwe ngempumelelo.

I-White Paper on Social Welfare, 1997 isiza ukuthuthukiswa kwamakhono abantu kanye nokuzimela ngaphakathi kwendawo enakekelayo nevumelayo yenhlalakahle nezomnotho.

Izinsika ezifanele zoMqulu **Womthetho Wamalungelo Abantu Abakhubazekile (2015) (WPRPD)**. Ngokwezininga elibanzi, i-WPRPD ivumela ukufakwa ngokufaka phakathi, ukuhlungiswa nokulingana kwabantu abakhubazekile, ekuhlinzekweni kwazo zonke izinsiza zenhlalo-mnotho. Uphinde futhi uhlinzeke ngohlaka olubanzi lwezibopho kanye nokuziphendulela kwabathintekayo abehlukene, okubandakanya yonke iMinyango kahulumeni ekuhlinzekeni ukulethwa kwezidingo kubantu abakhubazekile okungenazithiyo, okufanele, okuphumelelayo,

PEPUDA

Umthetho Wabantu Abadala

3. Igunya loMnyango Wezokuthuthukiswa Komphakathi (DSD).

a. Isingeniso

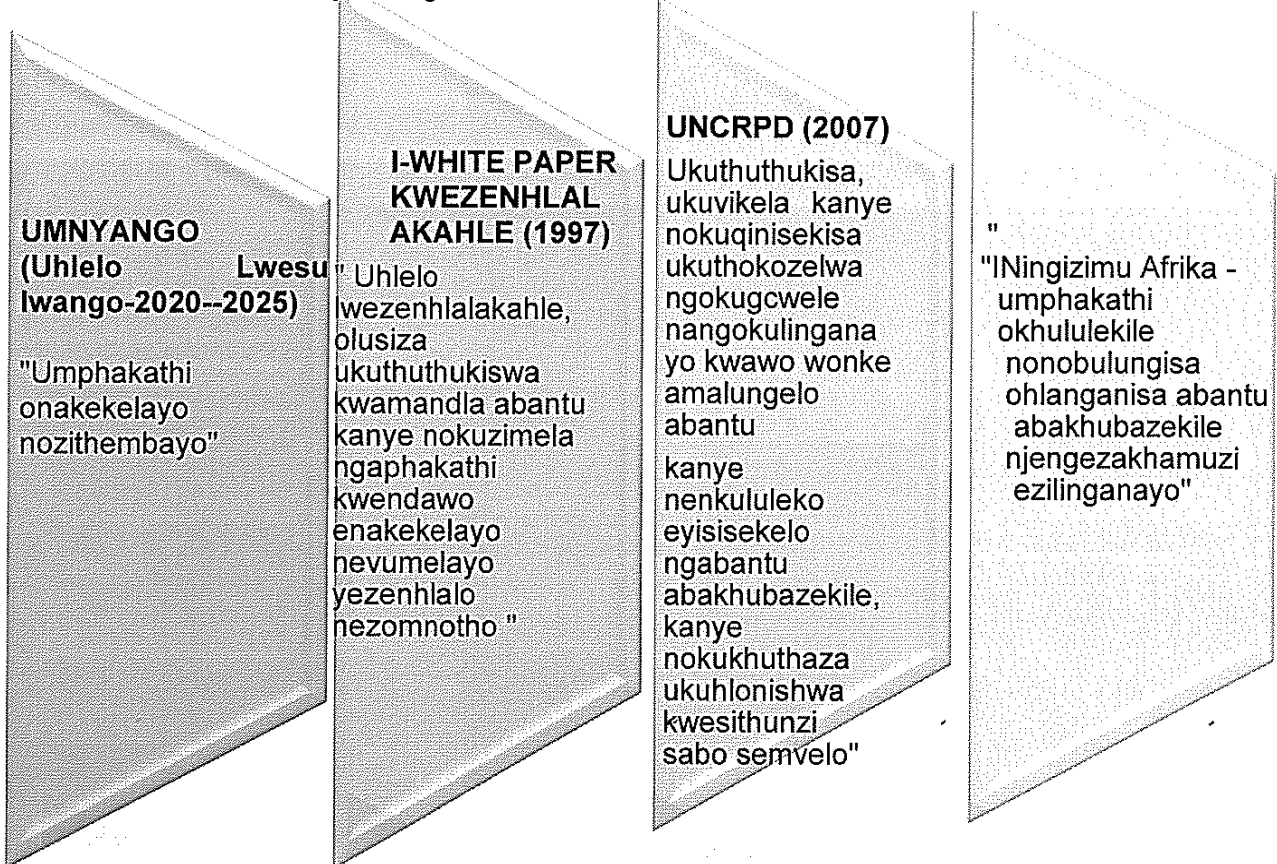
Igunya loMnyango ukuhlinzeka ngezinsizakalo zokuthuthukiswa komphakathi ezididiyelwe neziphelele ezizogqugquzela, zenze lula futhi zivumele ukuthuthukiswa komphakathi, ubulungiswa bezenhlalakahle kanye nokusebenza komphakathi wabo bonke abantu. Ngokuhlangene, lezi zifuna ukuletha intuthuko esimeme enhlalakahleni yabantu ngabanye, imindeni kanye nemiphakathi.

Igunya eliwumgogodla loMnyango lisuselwa kuMthethosisekelo weRiphabhulikhi yaseNingizimu Afrika (uMthetho No. 106 we-1996). UMthethosisekelo (uMthetho we-106 we-1996) usebenza njengomthetho omkhulu weRiphabhulikhi wokusungula umphakathi osekelwe kumagugu entando yeningi, ubulungisa bezenhlalakahle nezomnotho, ukulingana kanye namalungelo abantu ayisisekelo; ukwenza ngcono izinga lempilo yazo zonke izakhamizi; kanye nokukhulula amandla abo bonke abantu ngazo zonke izindlela ezingenzeka

Isigaba sama-27 (1) (c) soMthethosisekelo sihlizekela ilungelo lokuthola usizo olufanele lwezenhlalakahle kulabo abangakwazi ukuzondla bona kanye nalabo ababanakekelayo; futhi Isigaba sama-28 (1) sibeka amalungelo ezingane mayelana nokunakekelwa okufanele (ukudla okuyisisekelo, indawo yokuhlala, izinsizakalo zokunakekelwa kwezempilo kanye nezinsizakalo zentuthuko yezenhlalakahle) kanye nokutholwa. ISheduli yesi-4 ihlonza izinsiza zezenhlalakahle, ukuthuthukiswa kwabantu kanye nokulawulwa kwezinhlekelele njengezindawo zokusebenza zamandla omthetho kazwelonke kanye nowesifundazwe

INqubomgomo isuselwe oHlelweni Lwesu loMnyango (2020-2025), i-White paper Yenhlalakahle (1997), i-UNCRPD (2007) kanye Nomthethosisekelo Wamalungelo Abantu Abakhubazekile (WPRPD) (2015) njengoba kuboniswe kumdlwebho 1.

Umdwebo 1: Izingqubomgomo Zokusebenzelan



Ubuholi boMnyango Wezokuthuthukiswa Komphakathi buhlanganisa uNgqongqoshe kanye nePhini likaNgqongqoshe Wezokuthuthukiswa Komphakathi

UNgqongqoshe kanye nePhini likaNgqongqoshe wezokuThuthukiswa koMphakathi, njengezinhloko zezombusazwe zoMnyango, baqondisa izikhulu ngokwepolitiki nangokwesu mayelana nokuhlinzekwa kwezidingo kubantu abakhubazekile. Basebenza njengabaqaphi kanye nompetha oyinhloko ekuqinisekiseni ukuthi ukuhlinzekwa kwezinsiza zokuthuthukiswa komphakathi kubantu abakhubazekile kuhlala kuseqhulwini ohlelweni lukahulumeni kanye neKhabhinethi.

Imisebenzi eqondile kaNgqongqoshe kanye nePhini likaNgqongqoshe yilena:

- Ukuqinisekisa ukuthi uMnyango uyasungula, usebenzisa, uqaphe futhi ucubungula izinhlelo zokungenelela eziqondene nokukhubazeka ezihlomulisa abantu abakhubazekile.
- Ukuqinisekisa ukuthi uMqondisi-Jikelele kanye nabanye abaphathi abakhulu nabaphakathi bafaka ukukhubazeka emigomeni, ezinhlelweni nakwisabelomali soMnyango.
- Umbiko kanye Nokubika kuKhabhinethi, amakomidi amancane eKhabhinethi kanye nasePhalamende Likazwelonke kanye nanoma yisiphi esinye isakhiwo esingokomthetho, mayelana nokulethwa kwezinsizakalo zentuthuko yezenhlahakahle kubantu abakhubazekile.
- Ukuthebula futhi bengamele ukwamukelwa kwezinqubomgomo nemithetho, nguhulumeni, mayelana nokuhlinzekwa kwezinsizakalo zentuthuko yezenhlahakahle kubantu abakhubazekile.
- Ukuxhumana nabanye ongqongqoshe bemisebenzi efanele.
- Ukuqinisekisa ukuthi ukuhlinzekwa kwezinsiza zentuthuko yezenhlahakahle kubantu abakhubazekile kusohlwini lwazo zonke izinhlaka nemihlangano yezinhlaka zikahulumeni, njengoNgqongqoshe Ophethe.
- Ukuqinisekisa ukusungulwa kwanoma yiziphi izinhlaka zezombangazwe, ezokuphatha noma ababambiqhaza abaningi ezingadingeka ukuthi zilethe izinsiza ezihlangene, eziphelele neziphelele zentuthuko yezenhlahakahle kubantu abakhubazekile.
- Ukuxhumana noMgcinimafa Kazwelonke ukuthola izinsiza ezanele zokufeza umbono, umgomo kanye nezinjongo ezibekwe kuNqubomgomo.

a. Igunya Lomthethosisekelo we-DSD

UMnyango ufeza leli gunya lomthethosisekelo ngokuqalisa izinsiza zokuthuthukiswa komphakathi, izinqubomgomo, amasu, izinhlelo kanye nemiklamo ebhekelela ububha nokungalingani phakathi kwabampofu, abancishwe amathuba kanye namaqembu asengozini emphakathini. Lokhu kuhloselwe ukusheshisa ukufinyelela ohlelweni olubanzi noluphendulayo lokuvikelwa komphakathi njengoba kuvezwe oHlelweni Lokuthuthukiswa Kwezwe: Umbono wezi-2030 (i-NDP).

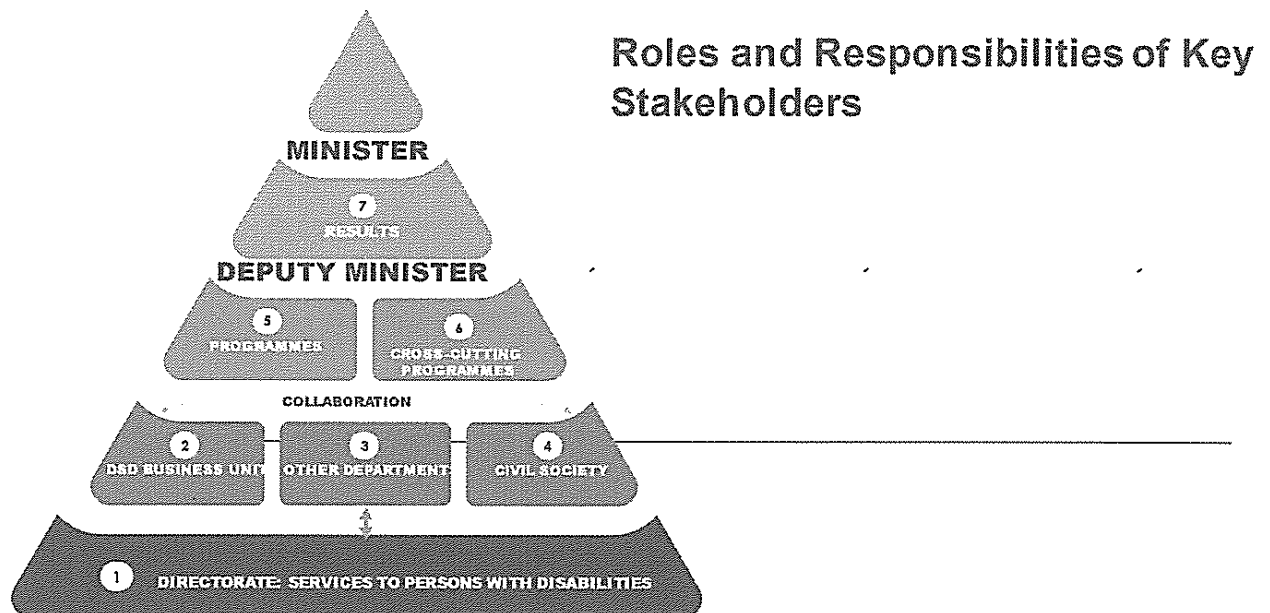
Ngokwegunya lawo, uMnyango yiwona obambe iqhaza elikhulu futhi usebenza njengokuhola ukuhlinzekeni ngezinsizakalo zokuthuthukiswa komphakathi kubantu

abakhubazekile. Lokhu kuhlangeleka:

- Ukwakha inqubomgomo edingekayo kanye nesimo somthetho esidingekayo ukuze kuhlinzekwe izinsiza zentuthuko yezehlalakahle kubantu abakhubazekile;
- Ukuhlinzeka ngosizo lomuntu siqu, izindawo zokuhlala, ukuhlunyelelwa kwezimilo ezisekelwe emphakathini; isikhungo samakhono nezempilo kanye nezinsiza zokunakekela isikhashana; futhi
- Ukufaka ukukhubazeka kuzo zonke izinhlelo zomnyango nasezinhlelweni ezincane.

. UMnyango uzophinde uqalise izinhlelo zokuhlomisa nokuqwashisa abantu abakhubazekile, amalungu omndeni, abanakekeli kanye nosonhlalakahle ngamalungelo abo, kanye nezinsiza zokuthuthukisa umphakathi ezitholakala kubantu abakhubazekile.

Umdwebo 2: Iqhaza kanye Nezibopho Zababambiqhaza Ababalulekile



Umdwebo 2 umise okwephiramidi. Isisekelo sineHhovisi loMqondisi: izinsizakalo zabantu abakhubazekile ezinomcibisholo oya ezingeni lesibili (2) namaYunithi Ebhizinisi e-DSD axhunywe ngokuvundlile (3) Kweminye iminyango kanye (4) nenhlangano yomphakathi. Bonke laba ababambiqhaza abasebenzisanayo. Baholela ezingeni elilandelayo (5) abamele izinhlelo kanye (6) nezinhlelo ezihlukanisayo. Isigaba esilandelayo sinePhini likaNgqongqoshe kulandele (7) iMiphumela kanye noNgqongqoshe ezingeni eliphezulu lephiramidi

Imisebenzi ethile yoMnyango yilena, phakathi kokunye:

- Ukusebenzisa iNqubomgomo kanye nezinqubomgomo nemithetho yoMnyango ehlobene;

- Ukuhumusha iNqubomgomo ibe ngumthetho ozophoqelela ukuthotshelwa komthetho;
- Ukuhumusha inqubomgomo ibe wuhlelo lokusebenza;
- Ukuxhumana noMgcinimafa Kazwelonke ukuthola izinsiza ezanele zokuxhasa ukuqaliswa kweNqubomgomo;
- Ukweluleka ngezindleko zamaphrojekthi, izinhlelo nemisebenzi eqondiswe kubantu abakhubazekile.
- Ukusungula nokugcina izinhlelo ezidingekayo zokusebenza nezokuphatha ukuze kuqinisekiswa ukulethwa kwezidingo ngokushesha, ngempumelelo nangempumelelo.
- Kubandakanya ukudidiyelwa kokukhubazeka njengomsebenzi obalulekile kanye nomphumela ezivumelwaneni zokusebenza zabo bonke abaphathi abakhulu nabamaphakathi boMnyango.
- Ukusebenza ngokubambisana nezikhulu zeminye iMinyango efanele ukuze kuhlinzekwe ngobhasikidi ophelele, odidiyelwe futhi ophelele wezinsiza zentuthuko yezenhlahlakahle.
- Ukuthuthukisa izinqubomgomo ezengeziwe, amasu kanye nemihlahlandlela, njengoba kungase kudingeke, ukuze kube lula ukusetshenziswa kweNqubomgomo.
- Ukukhuthaza ukuhlonishwa kwamalungelo nesithunzi sabantu abakhubazekile kanye nokugqugquzela ukuqwashisa nokwamukela amakhono kanye neminikelo yabo.
- Ukuqapha, ukuhlola kanye nokubika ngokusetshenziswa kanye nomthelela weNqubomgomo kuNgqongqoshe nePhini likaNgqongqoshe wezokuThuthukiswa koMphakathi.
- Ukuhlinzeka ngemibiko ezothunyelwa kuNhlangano Yezizwe ephathelene ne-UNCRPD, phakathi kokunye.
- Amakomidi eminyango ehlukeneyo mayelana nokukhubazeka.
- Ukwakha ubudlelwano nokubonisana nezinye izinhlelo zomphakathi, imiphakathi kanye nezinhlangano ezimele, njengoba kungase kudingeke, ukuze kuhlangatshezwane nezidingo zabantu abakhubazekile.

UMnyango uphinde ube neqhaza lesibili noma elihambisanayo okufanele ulibambe ekuletheni ezinye izinsiza kubantu abakhubazekile, ngezinhlelo ezeseka umgomo, nezinhloso kanye nezindawo okugxilwe kuzo zale Nqubomgomo.

Lezi zindima zibandakanya ukuhlinzekwa kwezinto zokuthutha ezifinyeleleka kalula kanye nezinsiza zokusiza; ukukhuthaza ukufinyelela olwazini; ukukhuthaza amathuba emisebenzi; ukusiza ukufinyelela emfundweni ebandakanya bonke abantu, ukuhlunyelelwa kwezimilo kwezokwelashwa, ukuthuthukiswa kwamakhono abandakanya ukukhubazeka kanye nezinsiza zokuhlonyiswa kwezomnotho kubantu abakhubazekile.

Ngokwendima yawo, uMnyango awuyena umqalisi obalulekile, kodwa kufanele weseke futhi ugqugquzele ukuqaliswa kokwenziwa nguMnyango obhekelele ukusebenza kwawo. UMnyango wezokuBusa ngokuBambisana neziNdaba zoMdabu

Izinsizakalo zokuthuthukiswa komphakathi zixhunywe ngaphakathi kwezinye izinhlelo zesevisi yezenhlahlakahle lapho izidingo zabantu zifezwa khona, futhi abantu balwela ukufeza izifiso zabo. Izibonelo zalezo zinsizakalo nezinhlelo zempilo, umsoco, imfundo,

izindlu, ukuqashwa, ukuzijabulisa, ukuthuthukiswa kwezindawo zasemakhaya kanye nezindawo zasemadolobheni kanye nokubuyiswa komhlaba. Ngokuhlangene lezi zinsizakalo zenza uhla lwezindlela zokuzuza ukuthuthukiswa komphakathi.

Abantu abakhubazekile, asebekhulile, izingane kanye nabafuduki basengozini enkulu futhi basengozini enkulu. Badinga izinyathelo ezihlanganisa ukususa izithiyo ekufinyeleleni ukuvikelwa komphakathi, kanye nezinyathelo zokuhlinzeka ngosizo.

La maqembu athwele kanzima ngenxa yobubha nokungalingani. Kudingeka futhi ukuthi kugxilwe ngokukhethekile ezidingweni zabesifazane ngenxa yesimo sabo senhlalo-mnotho kanye namasiko kanye nokugcwala okukhulu kobumpofu phakathi kwabo.

b. Igunya Elihlobene Nokuvikelwa Komphakathi

I-NDP ibeka Ukuvikelwa Komphakathi njengenywe yezingxenye eziyishumi (10) eziwumgogodla wezinga lokuphila elihloniphekile. ESahlukweni se-11, i-NDP *ibhekise ekwakhiweni "kohlelo olubandakanya wonke lokuvikela umphakathi olubhekana nazo zonke izindawo ezisengozini futhi olubhekelela izidingo, amaqiniso, izimo kanye nendlela yokuziphilisa yalabo abasengcupheni kakhulu"*³ futhi lunika amandla abantu ngabanye, imindeni kanye nezidingo zabo. Imiphakathi ngokusebenzisa uhla lwezinsizakalo zokuthuthukiswa komphakathi.

Ngaphakathi kwe-ajenda yokuvikelwa komphakathi, usizo lwezenhlalakahle ngendlela yokudluliselwa kwemali seluthole ukunakwa okukhethekile. Lokhu kuvame ukuthatha uhlobo lwemali encane yenyanga yeqembu elichaziwe, njengalabo ababhekwa njengabampofu kakhulu, izingane, abantu abadala, noma abantu abakhubazekile.

Izibonelelo zikahulumeni, ezihlinzekwa yinhlangano ehlobene ne-DSD- I-Ejensi Yezokuphepha Komphakathi yaseNingizimu Afrika (SASSA), zidlala indima ebalulekile ekwehliseni ububha kanye nokuthuthukisa intuthuko yezenhlalakahle. Uhlelo lwaseNingizimu Afrika lokuvikela umphakathi lunciphisa ngempumelelo ubumpofu, kungakhathaliseki ukuthi iyiphi indlela esetshenziswayo ukuze kulinganiswe isilinganiso somthelela noma ukuhlonza umugqa wobumpofu (Samson, et al., 2004).

Izibopho ezithile ezihlobene nokuthuthukiswa komphakathi ze- I-Ejensi Yezokuphepha Komphakathi yaseNingizimu yilezi:

- Ukuhlinzeka **ngohlelo oludidiyelwe nolulinganayo lokuvikeleka komphakathi** ukuze kuhlangatshezwane nezidingo eziyisisekelo kanye nokuthuthukisa amandla okuphila ngokuzimela, ukuzimela nokuhlanganisa abantu abakhubazekile emphakathini.
- Ukwandisa **ukuhlinzekwa kolwazi olufinyeleleka kubantu abakhubazekile** mayelana nendlela yokuthola izinzuzo, imibandela yokuthola iziqu kanye nokuba khona kwezindlela zokusiza ezinkingeni ezingase ziphakame.
- Ukuhlinzeka **ngezibonelelo zokukhubazeka** kubantu abaneminyaka engaphezu kweyi-18.
- Ukuhlinzeka **ngezibonelelo zokunakekelwa okukhethekile (izibonelelo**

zokunakekela izingane kanye nesibonelelo sikhahulumeni) zezingane ezinokukhubazeka okuqinile ngokomzimba (kuhlanganise nezinzwa) kanye/noma ngokwengqondo kanye nokukhubazeka kwe-neuro developmental phakathi kweminyaka yobudala engu-1 kanye ne-18.

- Ukwenza **ukubuyekeza kabili ngonyaka kwemibandela yeziqu** ukuze kucutshungulwe izibonelelo zokukhubazeka isib. izici zezomnotho nezinye zemvelo.
- Ukuqinisekisa ukuthi **amalungu omndeni afanelekile abantu abakhubazekile, kanye nabanakekeli bayafinyelela ezinhlelweni ezihlukahlukene zokusiza umphakathi** kanye nokusiza umphakathi okuhloswe ngazo ukuqinisa nokuvikela umndeni eNingizimu Afrika.

Isahluko se-11 se-NDP sigxile ezinyathelweni zokuvikela umphakathi “ezifuna ukweseka labo abadinga kakhulu, okuhlanganisa izingane, abantu abakhubazekile kanye nabantu abadala kanye nokugqugqezela ukubamba iqhaza okubonakalayo emnothweni nasemphakathini kulabo abangasebenzi. Izindlela zokuvula imakethe, izinsiza zokuqashwa, izinhlelo zokusekela imali engenayo kanye nezinye izinsiza ukuze kugcinwe futhi kuthuthukiswe izinga lempilo 4”.

Phakathi kukaMandulo wezi-2013 noNdasa wezi-2016, iKomidi Longqongqoshe labuyekeza I-WPRPWD. Umbiko waleli komiti uqinisa uhlaka lwentuthuko kanye nemigomo esemqoka equkethwe kuyo, uhlonza izimpumelelo ezibalulekile kusukela ngowe-1997 futhi unikeza izincomo mayelana nezindawo ezisadinga ukubhekwa nazo. Le Nqubomgomo ibheka izincomo zalo Mbiko.

Ukuvikelwa Komphakathi: Uhlelo oluxhaswe nguhulumeni; Izibonelelo zikhahulumeni noma ukudluliselwa kwemali (usizo lwezenhlalakahle); Khomba ikakhulukazi izigaba zabantu ezisengozini.

Ukuphepha Komphakathi: kwehlisa futhi kubhekane nezimbangela zobumpofu nokuba sengozini; kuthuthukisa izimakethe zezemisebenzi ezisebenza kahle; kwehlisa ukuchayeka kwabantu ezingozini ezinjengokungasebenzi, ukushiya ngaphandle, ukugula, ukukhubazeka kanye nokuguga; kuthuthukisa i-Athikili 28 ye-UNCRPD ngezina elanele lokuphila nokuvikelwa komphakathi.

Ezenhlalakahle: Ikhwalithi yokuphila nenhlalakahle yomphakathi; Izinga lendawo ezungezile, izinga lobugebengu, ukusetshenziswa kabi kwezidakamizwa, izinsizakalo ezibalulekile zokuthuthukiswa komphakathi, izici zezenkolo nezomoya; Iqaliswe ngokubambisana nezikhungo ezixhaswe nguhulumeni, i-Disabled Peoples Organisations (DPOS) kanye nezinhlangano ezingekho ngaphansi kukahulumeni (NGOs).

Ukuthuthukiswa Komphakathi: isenzo esihlanganyelwe futhi sikhiqize izixazululo ezinkingeni ezifanayo; izenzo zabaholi bomphakathi, izishoshovu, abathintekayo izakhamuzi kanye nezingcweti; Ukwenza ngcono izimo zomnotho, ezenhlalakahle namasiko.

Ngokusekelwe kulokhu osekushiwo ngenhla, izinhlelo ezahlukenene zoMnyango zenzelwe ukuthi zifezeke ngokugcwele amalungelo abantu ngezinhlelo ezihlinzeka ngentuthuko kanye nokubumbana komphakathi emiphakathini ebandakanya wonke umuntu.

Okulandelayo yizici ezibalulekile zendawo ngayinye yohlelo loMnyango edinga ukuphumeleliswa okuhlangene.

INqubomgomo ichaza umongo kanye neqhaza loMnyango Wokuthuthukiswa Kwenqubomgomo Yezinsizakalo Zezenhlalakahle Nokuqaliswa Kokusebenza. Kuwukwakha indawo evumayo yokulethwa kwezinsizakalo zezenhlalakahle zentuthuko ngokulinganayo ngokwakhiwa kwezinqubomgomo, izinkambiso, amazinga, izinqubo ezingcono kakhulu, kanye nokweseka ama-ejensi aqalisa ukusebenza.

Le ndima ihlanganisa ukuhlonyiswa nokukhuthazwa kwamalungelo abantu abakhubazekile ngokusheshisa ukuhlanganisa/ezinye izindlela kanye nokuqinisa izinsiza eziqondene nokukhubazeka.

Abantu abaphila nokukhubazeka bayingxenye yomkhakha osengcupheni okumele uMnyango unikeze ngezinsiza ezifanele futhi ezisabelayo zentuthuko yezenhlalakahle. I-White Paper isho lokhu okulandelayo mayelana nezinsizakalo zoMnyango kubantu abakhubazekile:

"Iminyango kazwelonke neyezifundazwe yezokuThuthukiswa koMphakathi izoqinisekisa ukuthi kunamathuba alinganayo kubantu abakhubazekile kuzo zonke izinsiza zezinhlelo, nokuthi lezo zinsizakalo zizothuthukisa ukuzimela futhi zikhuthaze ukuhlanganiswa kwabantu abakhubazekile emiphakathini ojwayelekile"

Isiphakamiso sesishiyagalombili (8) embikweni wokubuyekeza weKomidi Longqongqoshe omayelana Nomthethosisekelo sithi *"Ukugxila emsebenzini woMnyango Wezokuthuthukiswa Komphakathi* mayelana nokukhubazeka". Umbiko ucacisa indima yoMnyango ekuthuthukisweni kwenqubomgomo maqondana nezokuphepha komphakathi kanye nezinsizakalo zokuthuthukiswa komphakathi kubantu abakhubazekile.

Inqubomgomo Yezinsizakalo Zokuthuthukiswa Komphakathi Kubantu Abakhubazekile (Inqubomgomo) isekelwe futhi yaziswa yingqikithi eshiwo ngenhla. Kufeza iziqondiso eziveza ngokusobala isidingo esiphuthumayo sezinqubomgomo ezigxile emkhakheni, amasu kanye nokungenelela okuhleliwe ukuze kuqinisekise ukuhlinzekwa kwezinsizakalo eziphelele nezididiyelwe kubantu abakhubazekile, kanye nokufezekiswa kwamalungelo abo ngokomthethosisekelo mayelana nalokhu.

Ngaphezu kwalokho, izinjongo zikhombisa indima embaxambili yoPhiko Lomqondisi: Izinkonzo Kubantu Abakhubazekile (iHhovisi loMqondisi) mayelana nokuhlinzekwa kwezinsiza zentuthuko yezenhlalakahle kubantu abakhubazekile.

Enye indima ukuthuthukisa, ukuqalisa, ukuqapha, ukuhlola kanye nokubika ngokungenelela okuqondene nokukhubazeka kuyilapho enye iwukweluleka nokuqondisa zonke izinhlelo/izinhlelo zoMnyango Wezenhlalakahle yoMnyango mayelana nokudidiyelwa kokukhubazeka kukho konke ukungenelela kwezinsizakalo zabo zokuthuthukiswa komphakathi.

Ngayo yomibili le misebenzi, iHhovisi loMqondisi lizofaka isandla ekuthuthukisweni kwendawo yokuvikela umphakathi ehlanganisa izidingo namalungelo abantu abakhubazekile, okuhlanganisa nalokho okudingekayo ukuze abantu bakwazi ukuthuthukisa amakhono abo.

Izinqubomgomo zoMnyango ezazisa le Nqubomgomo zethulwa ngezansi

Ithebula 1: Izibonelo zezinqubomgomo zoMnyango ezazisa le Nqubomgomo

Policies	Objectives and relevance to disability
Inqubomgomo Yokukhubazeka	Ihlinzeka ngezinsizakalo ezididiyelwe zentuthuko yezehlalakahle, okungukuthi; ukuthuthukiswa komphakathi kanye nomphakathi kubantu abakhubazekile.
Inqubomgomo Yemihlangano Yokufundisana Yokuvikela	Ihlinzekela uguquko, ukuphathwa ngempumelelo nangempumelelo kwemihlangano yokucobelelana ngolwazi evikelayo kanye nokwenza ngcono izimo zenhlalo-mnotho yabantu abakhubazekile, ibanike amathuba omsebenzi.
Inqubomgomo Yezindawo Zokuhlala kanye Nokuziphilisa Ngokuzimele Kwabantu Abakhubazekile	Ihlinzekela izinsizakalo zokunakekelwa kwezindawo zokuhlala ezisezingeni eliphezulu kanye nezinhlelo ezisizayo zokuhlala zabantu abakhubazekile, abangakwazi ukuphila ngokuzimela, ihlinzekela ukuhlanganiswa kabusha komphakathi nomphakathi, lapho kungenzeka khona.
Isu Lokuhlanganiswa Kwezinsizakalo Zezingane Ezikhubazekile	Umhlahlandlela wokuqaliswa kwezinsiza ezisebenza kahle nezisebenza ngempumelelo ezinganeni ezikhubazekile ngokusebenzisana kwemikhakha ehlukeni phakathi kweMnyango kahulumeni, ukuze zikwazi ukuzuza ukusebenza ngokuzimela kanye nokujabulela izinga lempilo eligcwele nelihloniphekile.
Inqubomgomo Kazwelonke Edidiyelwe Yokuthuthukiswa Kwezingane	Kuhlinzekela ukutholakala kwendawo yonke, kanye nokufinyelela ngokulinganayo, ezinsizeni zokuthuthukiswa kwengane ngesikhathi isencane ngohlelo lukazwelonke oludidiyelwe.

**Izinkambiso Namazinga
Emisebenzi Ethuthukayo
Yezenhlalakahle**

Kukhuthaza ukumiswa kwezinsizakalo kubo bonke abahlomuli futhi ibeka izinyathelo zokuthotshelwa kwabo bonke ababambiqhaza. Ukukhubazeka kudidiyelwe kuyo yonke imikhuba namazinga ukuze kuthuthukiswe ukudidiyelwa kwabantu abakhubazekile Hlinzekela ngohlaka olusemthethweni lokuthuthukisa kanye nokuphakanyiswa kwamalungelo abantu abakhubazekile ukuze aqondiswe ekwakhiweni kwendawo yonke esezingeni kanye nokufinyelela kwendawo yonke emikhakheni eyahlukene yempilo nomphakathi; uhlaka lokudidiyelwa kwezinsiza ezididiyelwe nezihlukene kanye nokwesekwa kwabantu abakhubazekile ngezinjongo ze-Universal Design kanye nokufinyeleleka; ukuqokwa nokubhaliswa kwezifundo zokuqeqesha ezigunyaziwe kanye nabahlinzeki bezinsizakalo abasekelayo; ukuthuthukiswa kanye nokuqaliswa kwe-Universal Design yezinkambiso zezinsizakalo zokuhlomisa kanye namazinga amancane; kanye nezindima ezithile, imisebenzi kanye nezibopho zeminyango efanele kanye nabanye ababambiqhaza

**Uhlaka Lwemisebenzi
Yezenhlalakahle**

b. Ubudlelwano Nohulumeni

Uhlaka lwemithetho yaseNingizimu Afrika lubandakanya izinqubomgomo nemithetho eminingana ehambisana nomsebenzi we-DSD kanye nelamaqoqo ahlukene kahulumeni. **UMthetho Wohlaka Lobudlelwano Bohulumeni Phakathi Kohulumeni (Nombolo 13 wezi-2005)** usungula uhlaka loHulumeni Kazwelonke, Wezifundazwe kanye Nohulumeni Wasekhaya ukuze ukhuthaze futhi uqhubekisele phambili ubudlelwano phakathi koHulumeni Bendawo ngokubusa ngokubambisana ekuqalisweni kokusebenza komthetho nenqubomgomo.

Uhlaka lukahulumeni kanye neMinyango yakhe ehlukahlukene kanye nezinhlaka ezintathu zikahulumeni, kuholela ekuhlanganyeleni nasekuhlanganyeleni kwesibopho phakathi kwayo yonke iMinyango nezinhlaka zikahulumeni ukuze kuhlinzekwe iphakethe lezinsizakalo zentuthuko yezenhlalakahle eziphelele, ezididiyelwe neziphelele kubantu abakhubazekile.

Ngakho-ke, ukuhlinzekwa kwezinsizakalo zokuthuthukiswa komphakathi kubantu abakhubazekile kudinga ukubambisana okuqaphelayo phakathi kwemikhakha, ngaphakathi kanye naphakathi kweminyango okusekelwe ezindimeni ezithile zeMinyango eyisihluthulelo ehambisanayo, ikakhulukazi leyo ekuqoqo lezinsizakalo zezenhlalakahle.

Iqoqo lezinsizakalo zezenhlalakahle lifaka phakathi izinkonzo ezilandelayo kanye nemisebenzi yazo yezomthetho:

1. UMnyango Wezokuthuthukiswa Komphakathi (DSD)

Igunya le-DSD liqondiswa yizinqubomgomo nemithetho elandelayo:

Umthetho Womsebenzi Wezinkonzo Zezenhlalakahle (Nombolo 110 ka-1978): Uhlinzekela ukulawulwa kwemisebenzi yezenhlalakahle futhi ubeka Ikhodi Yokuziphatha kanye namazinga okuqeqeshwa kanye nemfundo yensizakalo yezenhlalakahle kanye nezingcweti ezihlobene.

Umthetho Wezinhlangothi Ezingenzi Nzuzo (Nombolo 71 ka-1997): Usungula uhlaka lokuphatha nokulawula ngaphakathi kwezinhlangothi ezingenzi nzuzo ezingaqhuba izindaba zazo ngamazinga anele okubusa, ukubeka izinto obala kanye nokuziphendulela.

Umthetho Wokuchibiyela Izinkonzo Zokuvivinywa (Nombolo 35 ka-2002): Ukuhlolwa kwegunya lezingane eziboshiwe futhi kuhlinzekela izinhlelo nosizo oluyisipesheli oluhloselwe ukuvimbela kanye nokulwa nobugebengu.

UMthetho Wosizo Lwezenhlalakahle (Nombolo 13 ka-2004): Uhlinzekela abantu abakhubazekile abafanelekayo kanye nabanakekeli babo ukuba bathole isibonelelo sikhulumeni sokunakekela, isibonelelo sokukhubazeka kanye nesibonelelo sosizo.

Umthetho Wezingane (Nombolo 38 ka-2005): Uhlinzeka ngohlaka olusemthethweni lokufezekiswa kwelungelo layo yonke ingane, okuhlanganisa nezingane ezikhubazekile ezinsizeni zentuthuko yezenhlalakahle, ukunakekelwa kwabazali, ukunakekelwa komndeni noma ukunakekelwa okukhethekile, okuhlanganisa ukunakekelwa okuhlukile nokuvikelwa ekuhlukunyezweni nasekunganakeni.

Umthetho Wabantu Abadala (Nombolo 13 ka-2006): Uhlinzekela ukondla nokuthuthukisa isimo, inhlalakahle, ukuphepha nokuvikeleka kwabantu abadala, ukuvikela amalungelo abantu abadala kanye nokulwa nokuhlukunyezwa.

Umthetho Wokuvimbela, Nokwelashwa Kokuxhashazwa Kwezidakamizwa (Nombolo 70 ka-2008): Uhlinzekela izinhlelo zokuvimbela, ukungenelela kusenesikhathi, ukwelashwa kanye nokuhlanganiswa kabusha kanye nezinsizakalo zokunakekela ngemva kokunakekelwa, okuhlanganisa izinsizakalo ezisekelwe emphakathini kanye nalezo ezihlinzekwa ezikhungweni zokwelashwa, ukuze kunqandwe. ukuqala kanye nokunciphisa umthelela wokusetshenziswa kabi kwezidakamizwa.

1. Ukubusa Ngokubambisana Nezindaba Zomdabu (COGTA)

Phakathi kwezinye izindima, i-COGTA isebenzisa uMthetho Wokulawulwa Kwezinhlekelele, wezi-2002 (uMthetho Nombolo 57 wezi-2002) (i-DMA). Ukuze uthole ulwazi olwengeziwe nge-DMA kanye Nezimpendulo ze-COVID 19, bheka kuSijobelelo 1.

Lo Mnyango uhlinzekela ngokuhlanganyela ukubhaliswa kwezindawo zokuhlala, imihlangano yokucobelelana ngolwazi yokuvikela kanye neZikhungo Zokunakekela Usuku ukuze kuthotshelwe iMithetho kaMasipala. Lokhu kubandakanya ukwabiwa komhlaba wokwakha, ukuphepha kwengqalasizinda, phakathi kokunye.

1. Umnyango Wezempilo (DOH):

Umthetho Wokunakekelwa Kwempilo Yengqondo (Nombolo 17 ka-2002): Uhlinzekela ukunakekelwa, ukwelashwa, ukuhlunyelelwa kwezimilo kanye nokuvuselelwa kwabantu abakhubazeke ngokwengqondo, okuhlanganisa ukunakekelwa ngokuzithandela, ukusizwa kanye nokunakekelwa kwezempilo yengqondo okungahleliwe.

Umthetho Wezempilo Kazwelonke (Nombolo 61 wezi-2003): Ubophezela umbuso ukuthi uthathe izinyathelo zomthetho eziphusile kanye nezinye izinyathelo ukuze uzuze ngokuqhubekayo ilungelo lokufinyelela ezinsizeni zokunakekelwa kwezempilo, nokunakekelwa kwezempilo kokuzala, ngaphakathi kwezinsiza ezikhona. Lokhu kusebenza kubantu abanokukhubazeka kanye nalabo abangakhubazekile.

Inqubomgomo Kazwelonke Yokuvuselela

Umgomo walo mgomo uwukwenza ngcono ukufinyeleleka kuzo zonke izinsiza zokuvuselela ukuze kube lula ukufezekiswa kwamalungelo omthethosisekelo wesakhamuzi ngasinye sokuthola izinsiza zokunakekelwa kwezempilo. Le nqubomgomo kufanele futhi isebenze njengendlela yokuletha ukulingana kwamathuba kanye nokuthuthukisa amalungelo abantu abakhubazekile, ngaleyo ndlela kubhekwane nezinkinga zobumpofu kanye nezimo zezehlalo nezomnotho ezihlukene.

Uhlaka kanye nesu lezinsizakalo zokukhubazeka kanye nokuhlunyelelwa kwezimilo eNingizimu Afrika (2015-2020): Ihlinzeka ngohlaka lwezinsizakalo zokuhlunyelelwa kuwo wonke amazinga okunakekela futhi ikhombisa ukuzibophezela kwethu emphakathini okhulayo olinganayo futhi obandakanya wonke umuntu, ozoqinisekisa "impilo ende nenempilo bonke abantu baseNingizimu Afrika".

Izibopho ezithile ezihlobene nokuthuthukiswa komphakathi zoMnyango Wezempilo zihlanganisa:

- Ukuthuthukisa ukungenelela okuqondene nokukhubazeka kanye nezinsizakalo zokweseka, okuhlanganisa ukuthuthukiswa kolimi nezokuxhumana, izinsiza zokusiza, ubuchwepheshe obufanele kanye nokwelapha ukuze kuthuthukiswe ukuzimela kanye nokuhlanganiswa komphakathi, kanye nezinhlelo zokuhlomisa abazali kanye nokweseka ezinsizakalweni ezisekelwe emphakathini (Izikhungo Zokunakekela Usuku, Izikhungo Zokuhlala kanye Amaworkshops okuvikela).
- Ukuqalisa ukungenelela okusiza ukuvimbela, ukuhlonzwa kusenesikhathi kanye nokulawula (amazinga aphansi, aphakeme naphakeme) kokukhubazeka Ezikhungweni Zokunakekelwa Kwasemini, ezindaweni zokuhlala kanye nemihlangano yokucobelelana ngolwazi yokuvikela, okuhlanganisa nezinsizakalo zokunakekela ezisekelwe emphakathini.
- Ukuhlinzeka ngezinsizakalo zokuhlunyelelwa kwezimilo kubantu abakhubazekile

ezi benza bakwazi ukufinyelela futhi balondoloze amazinga abo afaneleka ngokomzimba, emizwa, engqondo, engqondo, kanye/noma nezenhlalo Ezikhungweni Zokunakekelwa Kwasemini, ezindaweni zokuhlala kanye nemihlangano yokufundisana yokuvikela, okuhlanganisa nezinsizakalo zokunakekela ezisekelwe emphakathini.

- Ukuhlinzeka ngezinhlelo ezithile zokunakekelwa kwezempilo, okuhlanganisa impilo yocansi kanye nokuzala ezikhungweni zokunakekela izingane, ezindaweni zokuhlala kanye nemihlangano yokucobelelana ngolwazi yokuvikela.
- Ukuhlinzeka ngosizo lwezempilo olujwayelekile kubantu abakhubazekile ezikhungweni zokunakekela izingane, ezindaweni zokuhlala, nasezinkundleni zokucobelelana ngolwazi zokuvikela
- Ukunikeza ukuqeqeshwa okufanele okuqondene nokukhubazeka kubo bonke abasebenzi bezokwelapha, okuhlanganisa odokotela, abahlengikazi, osonhlalakahle, njll kuwo wonke amazinga okunakekelwa.
- Ukuxhumana nabelaphi bendabuko kuzo zonke izindaba ezithinta impilo yabantu abakhubazekile. Lokhu kuhlanganisa ukufinyelela osizweni oluhlobene nezempilo oluvela kubelaphi bendabuko, ukuqinisekisa ukuthi izindlela zokuzivikela nezokuphepha ziyasetshenziswa, nokuthi izindinganiso zamalungelo abantu ziyalandelwa.

2. Umnyango Wezemfundo Eyisisekelo (DBE):

UMthetho Wenqubomgomo Yezemfundo Kazwelonke (Nombolo 27 ka-1996):

Udingida imithetho yala mazinga abanzi emfundo okuyilawa, imfundo nokuqeqeshwa jikelele (ibanga loku-1 ukuya kwele-9), imfundo eqhubekayo nokuqeqeshwa (ibanga le-10 ukuya kwele-12) kanye nemfundo ephakeme (ngemuva kwebanga le-12).

Inqubomgomo Yokuhlinzekwa Kwemfundo Eseqophelweni Eliphezulu kanye Nokwesekwa Kwezingane Ezinokukhubazeka Okubucayi Okukhulu Ukuya Kokujulile (SPID): yethula imfundo ebandakanyayo, esezingeni eliphezulu yezingane ezine-SPID ezifunda ezikoleni ezikhethekile noma ezijwayelekile, izikhungo zokunakekela okuyisipesheli (ukunakekela ingxenye ethile noma indawo yokuhlala, ehlekile nengakahleleki), izikhungo ze-ECD noma ekhaya.

Umthetho Wezikole WaseNingizimu Afrika (Nombolo 84 ka-1996): Ukuhlinzeka ngohlelo olufanayo lokuhlela, ukuphatha kanye nokuxhasa izikole ukuze kuchitshiyelwe futhi kuchithwe imithetho ethile ephathelene nezikole kanye nokuhlinzeka ngezindaba ezihambisana nalokho.

I-White Paper 6 imayelana neMfundo Yezidingo Ezikhethekile: Uhlelo Lokwakha Nokufundisa Okudidiyelwe Nokuqeqeshwa (2001): Ihlinzeka ngohlaka lwemfundo ebandakanyayo kanye nohlelo lokuqeqesha ngokuhlonza, ukuhlola, ukwesekwa okujulile, kanye nokufakwa kwabafundi abakhubazekile emisebenzini ekhethekile, ngokugcwele. nezikole ezijwayelekile.

Umthetho Wezemfundo Nokuqeqeshwa Kwangemva Kwesikole (2013) Iveza izinto ezibalulekile namasu ohlelo lwemfundo nokuqeqeshwa kwangemva kwesikole

oludidiyelwe, oluhlinzeka ngemfundo esezingeni eliphezulu nezindlela zeziqu ezahlukahlukeni, lulungiselela abafundi imisebenzi emakethe yezabasebenzi ngokuhlinzeka ngokusebenza. isipiliyoni somsebenzi, sithuthukisa izakhamuzi ezicabangayo. Isahluko sesi-6 se-White Paper sinikezelwe ukubhekana nezidingo zemfundo yangemva kwesikole kanye nokuqeqeshwa kwabantu abakhubazekile futhi simela ukuthuthukiswa kohlaka lwenqubomgomo yamasu oluhlanganisa izindaba ezifana nokumiswa kwemikhuba namazinga okuhlanganiswa kwabafundi nabasebenzi abakhubazekile. kuzo zonke izici zempilo yasenyuvesi noma yasekolishi.

Inqubomgomo yokuHlola, Ukuhlonza, Ukuhlola kanye Nokwesekwa (2014): Hlinzeka ngomkhombandlela wokuthi abafundi abanezidingo ezengeziwe zokwesekwa kufanele bahlonzwe futhi bahlolwe kanjani ngenhloso yokuhlinzeka ngezinsizakalo zokweseka ezifanele ngendlela edidiyelwe futhi ebandakanya bonke esikoleni esiseduze nomfundi. INqubomgomo ihlanganisa iphrothokholi yokunquma ukuthi ukusekelwa kufanele kuhlinzekwe kuphi nokuthi ubani ofanelekela ukwamukelwa esikoleni esikhethekile noma isilungiselelo esikhethekile.

UMnyango Wezemfundo Eyisisekelo unomthwalo wemfanelo wokuhlinzeka ngezinsizakalo zeMfundo Ebandakanyayo ezikoleni zamabanga aphantsi naphakeme kanye nasezikhungweni ze-ECD. Lo mthwalo wemfanelo ubandakanya ukuthuthukiswa kwekharikhulamu nokuqaliswa, ukuhlinzekwa kwezinsiza ezibandakanyayo kanye nezinsiza zokweseka imfundo, ukuqeqeshwa kothisha, ukuhlinzekwa kwabasebenzi abaqeqeshiwe abafanelekayo kanye nochwepheshe abahlobene, ukugqugquzelwa kokuhlanganiswa komphakathi, ukulwa nodlame lobulili kanye nokusekelwa kwengqondo nenhlalakahle ohlelweni lwesikole. Lezi zinsizakalo kufanele zifinyeleleke kubo bonke abantwana abakhubazekile kuhlanganisa nezingane ezikhubazekile ezivela ezindaweni zokuhlala, ezikhungweni zokunakekela izingane uma kubhekwa ukuthi izingane eziningi zifakwa ezikhungweni zokunakekela izingane ngenxa yezindawo ze-ECD ezingafinyeleleki. Izingane eziphuma kulezi zikhungo kumele zihlolwe ukuthi ziqhubekele phambili yini ukuze zibe nezinsiza ezijwayelekile ze-ECD kanye nezikole, lapho kungenzeka khona.

Izibopho eziqondene nokuthuthukiswa komphakathi zoMnyango Wezemfundo Eyisisekelo yilezi:

- **Ukuhlolwa** kwezingane ukuze kuhlonzwe ukubambezeka nokukhinyabezeka kwentuthuko.
- Ukuqinisekisa ukuthi **izinhlelo** zokungenelela kusenesikhathi zezingane ezikhubazekile zikhona kuzo zonke izikhungo zendawo.
- Ukuhlinzeka ngolwazi oludidiyelwe lokukhubazeka nge-ECD etholakalayo kanye nezinsiza zesikole kubo bonke abazali nabanakekeli bezingane ezikhubazekile. Ulwazi kufanele luhlanganise imikhakha efana nokwelulekwa kwabazali kanye nezinsizakalo zokwesekwa kontanga, izinsizakalo zokunakekela isikhashana, izinhlelo zokwelapha, ezemfundo nezomnotho.

- Ukuqinisekisa ukuthi izingane ezikhubazekile zithola **ukufinyelela ngokulinganayo** kuzo zonke **izinhlelo nezinsiza ze-ECD**. Lokhu kudinga ukuthi izinhlelo nezinsiza eziwayelekile ze-ECD zenziwe zifinyeleleke ezinganeni ezikhubazekile, okungukuthi ingqalasizinda, isimo sengqondo, izinto zokusebenza kanye nemisebenzi akuvimbeli ukubamba iqhaza kwezingane ezikhubazekile. **Ngakho-ke, amapulani okwakha, izindawo zokudlala, izinto zokusebenza, amathoyizi kanye nokuqeqeshwa kongoti be-ECD kuthobela imikhuba namazinga okuklama kwendawo yonke kuzo zonke izikhungo ezihlanganisa konke/kanye noma ezikhethekile ze-ECD.**
- Ukuthuthukisa **ukungenelela okuqondene nokukhubazeka** kanye nezinsizakalo zokweseka kuma-ECD ajoyelekile kanye neZikhungo Zokunakekelwa Kwasemini. Izinsizakalo kufanele zigxile ezinhlelweni zokuthuthukisa umuntu ngamunye, ukuthuthukiswa kolimi nokuxhumana, izinsiza zokusiza kanye nobuchwepheshe kanye nokwelapha ukuze kuthuthukiswe ukuzimela nokuhlanganiswa komphakathi, kanye nezinhlelo zokuhlomisa abazali nokweseka.
- Ukuthuthukisa uhlelo lukazwelonke oludidiyelwe lokudlulisela nokulandelela. Isistimu engenamthungo kufanele:
- Ukuhlonza izingane eziqengcupheni enkulu, noma ezinokubambezeleka kokukhula kanye/noma ukukhubazeka ngezinhlelo zokuhlola impilo ye-Road-to-Health bese uzidlulisela ezinsizeni ezifanele ezifinyeleleka kalula;
- Ukubhalisa zonke izingane ezineminyaka ephakathi kuka-0-18 kusizindalwazi esiseceleni;
- Ukuqinisekisa ukuthi izingane ezikhubazekile kusizindalwazi ziyahlolwa futhi ziyakwazi ukufinyelela ohlelweni oluzimele lokuzithuthukisa nokwelashwa kanye nezinzuzo zosizo lwezenhlalakahle;
- Ukuqinisekisa ukuthi izingane ezikhubazekile zihlala kulolu hlelo zize zibe neminyaka eyi-18;
- Ukuqinisekisa ukuthi zonke izingane ezikhubazekile zibhalisiwe ezinhlelweni ezifanele ze-ECD nasezinhlelweni zemfundo eyimpoqo; futhi
- Ukuqinisekisa ukuthi abazali bathola ulwazi olufike ngesikhathi, olufanele nolufinyeleleka kalula ukuze bakwazi ukuthatha izinqumo ezizuzisa izingane zabo.
- Ukuthuthukisa nokusebenzisa **izinhlelo eziphelele zokuqinisekisa ikhwalithi kanye nokuqinisa izinhlelo zokuqapha** zawo wonke ama-ECD kanye neZikhungo Zokunakekelwa Kwasemini. Lezi zinhlelo kufanele zilinganiswe ngokumelene nokwenza okuhle kwamazwe ngamazwe.
- Ukuqinisekisa **ukubumbana komphakathi kanye nezinhlelo zokukhuthaza**

amalungelo abantu kanye nemiyalezo kuzo zonke i-ECD kanye neZikhungo Zokunakekela Usuku. Imilayezo yezinhlelo ezinjalo kufanele igxile, phakathi kokunye, ekunciphiseni ukungalingani, ekwakheni iNingizimu Afrika ebumbene, ukuvuselelwa kwezimilo, ukubumbana komphakathi kanye nokufinyelela emhlabeni wonke mayelana nezinsiza.

3. UMnyango Wezemfundo Ephakeme Nokuqeqeshwa (DHET)

UMnyango unomthwalo wemfanelo wokuqalisa, ukuphatha kanye nokwengamela le Mithetho elandelayo:

UMthetho Wezemfundo Nokuqeqeshwa Kwabantu Abadala (owayekade unguMthetho Wezemfundo Nokuqeqeshwa Kwabantu Abadala) wama-52 wezi-2000 uhlose ukulawula imfundo nokuqeqeshwa kwabantu abadala; ukuhlinzekela ukusungulwa, ukubusa kanye nokuxhaswa ngezimali kwezikhungo zomphakathi zokufunda zabantu abadala; ukuhlinzekela ngokubhaliswa kwezikhungo zokufunda zabadala ezizimele; ukuhlinzekela ukuqinisekiswa kwekhwalithi kanye nokukhuthazwa kwekhwalithi emfundweni eyisisekelo yabantu abadala nokuqeqeshwa; kanye nokuhlinzekela izinhlelo zesikhashana.

UMthetho Wezemfundo Nokuqeqeshwa Okuqhubekayo, uMthetho No. 16 ka-2006 (CET) phambilini eyaziwa ngokuthi Umthetho Wezemfundo Nokuqeqeshwa Okuqhubekayo, uMthetho Nombolo 16 wezi-2006 (FET Act): Uhlinzekela ukusungulwa, ukubusa kanye nokuxhaswa ngezimali kwamakolishi e-CET nama-TVET, kanye nezindaba ezihlobene nokuhlinzekwa kwemfundo nokuqeqeshwa okuqhubekayo

UMthetho Jikelele kanye Nokuqeqesha Okuqhubekayo Nokuqinisekisa Ikhwalithi, uMthetho Nombolo 58 wezi-2001 (uMthetho we-GENFETQA): Uhlinzekela uMkhandlu Wokuqinisekisa Ikhwalithi Yemfundo Eqhubekayo Nokuqeqeshwa (i-GENFETQA) kanye nokuqinisekisa ikhwalithi yemfundo evamile kanye neqhubekayo.

UMthetho Wezemfundo Ephakeme, uMthetho No. 101 ka-1997 (HE Act): Uhlinzekela uhlelo olubumbene noluhlelwe kuzwelonke lwemfundo ephakeme kanye noMkhandlu osemthethweni Wezemfundo Ephakeme (CHE).

UMthetho Kazwelonke WeziQu, njengoba uchitshiyelwe, uMthetho Nombolo 12 wezi-2019 (uMthetho we-NQF): Uhlinzekela uHlaka lukaZwelonke lweziQu (NQF), Isiphathimandla seZiqu saseNingizimu Afrika (SAQA) kanye nemikhandlu yekhwalithi (i-CHE, i-Qualification Council for Trades), kanye neMisebenzi (QCTO) kanye no-Umalusi, ngeziqu kanye nokuqinisekiswa kwekhwalithi yeziqu ezidingekayo ohlakeni oluncane lwe-NQF, kanye neziqu ezihlanekezelwe noma ezinomgunyathi.

UMthetho Kazwelonke Wokulekelela Abafundi Ngezimali, uMthetho Nombolo 56 ka-1999 (uMthetho we-NSFAS): Uhlinzekela ukubolekwa kwemali kanye nemifundaze kubafundi abafanelekile abafunda ezikhungweni zemfundo ephakeme zikahulumeni

(ama-HEI), kanye nokuphathwa kwalezo zimali ezibolekiwe kanye nemifundaze.

UMthetho Womkhandlu Wothisha waseNingizimu Afrika, uMthetho wama-31 wezi-2000: Uhlinzekela ukuqhubeka nokuba khona koMkhandlu Wothisha waseNingizimu Afrika, imisebenzi yalo Mkhandlu kanye nokubunjwa kwawo.

UMthetho Wezintela Zokuthuthukiswa Kwamakhono, uMthetho Nombolo 9 ka-1999 (uMthetho We-SDL): Uhlinzekela ukunqunywa kwentela yokuthuthukiswa kwamakhono kanye nezindaba ezihlobene nalokho.

UMthetho Wokuthuthukiswa Kwamakhono, uMthetho Nombolo 97 ka-1998 (SDA): Uhlinzekela iSigungu Samakhono Sikazwelonke (i-NSA) kanye ne-QCTO, futhi ulawula ukuqeqeshelwa umsebenzi, ukufundela umsebenzi kanye nezindaba eziphathelene nokuthuthukiswa kwamakhono.

Imisebenzi ethile ehlobene nentuthuko yezenhlahalakahle yoMnyango Wezemfundo Ephakeme Nokuqeqesha ihlanganisa **ukuqinisekisa ukuthi kuvulelwa amathuba okuqeqeshwa kanye nama-learnerships kubasebenzisi bezinsizakalo (ama-workshops okuvikela), abazali kanye nabanakekeli** (izinsizakalo ezisekelwe emphakathini, kuhlanganise nalezo ezisezindaweni zokuhlala kanye nemihlangano yokucobelelana ngolwazi yokuvikela ngokusebenzisa , phakathi kokunye, Iziphathimandla Zomkhakha Wezemfundo Nokuqeqesha (ama-SETA)). Izinqubomgomo ze-SETA kufanele zibandakanye izidingo zabafundi abayiziThulu uma kuziwa kuma-’internship avumela ulwazi lwendawo yokusebenza ngokwengxenyengokwabiwa kwesabelomali.

4. UMnyango Wezokuhlaliswa Kwabantu

Umthetho Wezezindlu (Nombolo 107 ka-1997): Ubeka phambili izidingo zabampofu zokuthuthukiswa kwezindlu ezihlinzeka ngokukhethwa okubanzi kwezindlu nokuhlala ngangokunokwenzeka, ukuhlangabezana nezidingo ezikhethekile zabantu abakhubazekile.

Inqubomgomo Kazwelonke Nezidingo Zezindlu Ezikhethekile: ihlinzekela izibonelelo zezakhiwo kuma-NPO agunyaziwe nabhalisiwe ukuze kuthathwe izakhiwo, ukuthuthukiswa kwentsha kanye/noma nokwelulwa kanye/noma ukuthuthukiswa noma ukulungiswa kabusha kwezakhiwo ezikhona ezidinga izindlu ezikhethekile zabantu/izindlu. nezidingo ezikhethekile zezindlu.

5. Umnyango Wezokuqashwa Nezabasebenzi (DEL)

Umthetho Wesinxephezelo Sokulimala Nezifo Emsebenzini (Nombolo 130 ka-1993): Uhlinzekela ukunxeshezela ngokukhubazeka noma ukufa okudalwe ukulimala emsebenzini noma izifo ezihlaselwe noma ezitholwe abasebenzi ngesikhathi beqashwa.

Umthetho Wokulingana Emsebenzini (Nombolo 55 ka-1998): Unquma ama-quota okulingana emsebenzini njengoba esebenza ekuqashweni kwabantu abakhubazekile embonini ezimele nekahulumeni.

Inqubomgomo Yokudluliselwa Kwemixhaso Ezinhlenganweni Ezilawula Izinhlelo Ezikhethekile Zokuqashwa (2016) ihlinzeka ngephrothokholi yokuphatha ukuqinisa izinhlelo nezinqubo zokudluliselwa kwemiklomelo yezimali kubabambiqhaza abahlinzeka ngokufakwa emathubeni okuqashwa kwabantu abakhubazekile noma ukuthuthukisa ukuqashwa kwabo kwabantu abakhubazekile.

UMthetho Wokukhuthazwa Kokulingana Nokuvimbela Ubandlululo Olungafanele (Nombolo 4 ka-2000): Uhlose ukuvimbela nokwenqabela ukucwasa nokuhlukumeza okungafanele, ukukhuthaza ukulingana nokuqeda ukucwasa okungafanele nokukhubazeka okunikezwe njengesigaba esiqokiwe.

Umthetho Wokuthuthukiswa Kwamakhono (Nombolo 31 ka-2003): Uhlinzeka ngezifundo zokufundela umsebenzi ukuthuthukisa amakhono abasebenzi baseNingizimu Afrika. Umthetho uhlose ukukhulisa amazanga okutshalwa kwezimali kwezemfundo nokuqeqeshwa kanye nokwenza ngcono amathuba okuqashwa kwabantu ababencishwe amathuba phambilini.

Izibopho ezithile ezihlobene nokuthuthukiswa komphakathi zoMnyango Wezabasebenzi zihlanganisa:

- Ukuthuthukisa nokusebenzisa **izinhlelo ezikhethekile zokuqashwa** kwabantu abakhubazekile, ezisiza ukuqashwa kwabantu abakhubazekile emakethe yezemisebenzi evulelekile ngokuhambisana nendlela yamalungelo abantu.
- Ukugqugquzela **ukudidiyelwa kwemisebenzi yabantu abakhubazekile ezindaweni zokucobelelana ngolwazi ezivikelayo nasezindaweni zokuhlala, kungakhathalekile ukuthi ukukhubazeka kukuphi**, uhlobo noma izinga lokukhubazeka.
- Ukusebenzisana **noMnyango wezokuThuthukiswa koMphakathi kanye nezeMpilo ukuze ulawule** futhi ulethe izinsiza zokuhlunyelelisa kwezimilo kanye nokuhlenga ezikhungweni zokucobelelana ngolwazi ezivikelayo nasezikhungweni zokuhlala.
- Ukweseka, ukuqondisa kanye **nokunikeza izeluleko ezinhlelweni zokuthuthukiswa kwamakhono** ezinkundleni zokucobelelana ngolwazi ezivikelayo nasezikhungweni zokuhlala.
- Ukuhlinzeka ngokuhlunyelelisa **kwemisebenzi ekhokhelwayo, ukuthuthukiswa kwamakhono**, ukugcinwa kwemisebenzi kanye nezinhlelo zokubuyela emsebenzini, ngemuva kokuqala kokukhubazeka.
- Ukwenza lula ukufinyelela kwemihlangano yokucobelelana ngolwazi nezindawo zokuhlala ezinsizeni zokuthuthukisa amakhono (ezezimali, amathuba okuqeqesha njll).
- Ukuhlanganisa izinhlelo **zokuthuthukiswa kwenhlalakahle nezomnotho ezinikezwa abantu abakhubazekile ezinsizakalweni** zokuqashwa zikazwelonke

kusizindalwazi.

- **Ukulungiselela abantu abakhubazekile ngokuqeqeshelwa umsebenzi** kanye nokuqeqeshwa ukuze bangene e-Open Labour Market (OLM) ezingeni elifanele.
- Ukubuyekwezwa kwezinhlelo zokuthuthukiswa kwamakhono, okuhlanganisa nezinqubomgomo zokwabiwa kwemali yesibonelelo sikahulumeni. ngendlela yama-learnership
- Izinqubomgomo ze-SETA kufanele zivumele ukuqhubeka kokufunda ngokwengxenywe ngokusebenzisa izinhlelo zabahlinzeki bezinsizakalo ukuze kunqunywe ukuqhubekela phambili kwabafundi ezifundweni ezingcono.

6. UMnyango Wezokuthutha

UMthetho Wesikhwama Sezingozi Zomgwaqo (Nombolo 56 ka-1996): Uhlinzekela ukusungulwa nokuphathwa kwesikhwama sezingozi zomgwaqo kanye nezindaba ezihlobene naso. Lokhu ikakhulukazi kuyisinxephezelo sokulaliswa esibhedlela kanye/noma ukwelashwa kokulimala, kanye nokulahlekelwa imali engenayo ngenxa yokukhubazeka, laphe kufanele khona.

UMthetho Kazwelonke Wokushintshwa Kwezokuthutha Ezihamba Phansi (Nombolo 22 ka-2000): Uhlinzekela uguquko kanye nokuhlelwa kabusha kohlelo lukazwelonke lwezokuthutha ezihamba phansi, ngokubhekelelwa kwezidingo zezigaba ezikhethekile zabagibeli ngokuhlinzekwa kwezithuthi zomphakathi ezijwayelekile.

7. Umnyango Wezemisebenzi Yomphakathi Nengqalasizinda (DPWI)

Imithethonqubo Yokwakha Kazwelonke kanye Namazinga Okwakha (103 ka-1977): Yethula imininingwane yezakhiwo ezifinyeleleka kalula kodwa ayibhekiseli emalungelweni omthethosisekelo abantu abakhubazekile okufinyelela ngokulinganayo. Imithethonqubo ayibandakanyi incazelo eyanele yokuqinisekisa amalungelo abantu abakhubazekile ngezinhlobo ezahlukene zokufinyelela okulinganayo

8. **.I-White Paper Yamalungelo Abantu Abakhubazekile (2015):** Ihlinzeka ngohlaka olubanzi lwezibopho kanye nokuziphendulela kwababambe iqhaza abahlukene, okuhlanganisa umsebenzi wokwengamela iMnyango Kazwelonke ekuqinisekiseni ukuhlinzekwa kwenkonzo engenazithiyo, efanele, ephumelelayo, nedidiyelwe. Elethwa kubantu abakhubazekile.

9. **IKhabhinethi igunyaze uHlaka Lukazwelonke Lwezindawo Zokuhlalisa Abantu Abakhubazekile (DWYPD, 2021).**

10. **UMnyango Wezemidlalo, Ubuciko Namasiko (i-DSAC)** wasungulwa ngoNhlangulana wezi-2019 ngokuhlanganiswa koMnyango Wezobuciko Namasiko kanye noMnyango Wezemidlalo Nezokungcebeleka eNingizimu Afrika.

Imisebenzi ethile ehlobene nokuthuthukiswa komphakathi yoMnyango Wezemidlalo Nokungcebeleka emisebenzini esekelwe emphakathini, okuhlanganisa izikhungo

zokunakekela izingane, izindawo zokuhlala kanye nemihlangano yokucobelelana ngolwazi yokuvikela ihlanganisa lokhu okulandelayo:

- Ukuhlinzeka ngezinhlelo zokungenelela kwezemidlalo kanye nezokungcebeleka ukuze kufezuke impilo yengqondo, inhlahakahle jikelele kanye nenhlalakahle.
- Ukuqinisekisa ukuthi amakhodi nezinhlelo zezemidlalo ziyafinyeleleka kubantu abakhubazekile.
- Ukuthuthukisa nokwelula imidlalo yabantu abakhubazekile kuzo zombili izikhungo ezijwayelekile neziyisipesheli, ukuze bakwazi ukubamba iqhaza kwezemidlalo kokubili ngezinjongo zokungcebeleka nezokuncintisana.
- Ukuqinisekisa ukuthi zonke izinsiza ezidingekayo zabantu abakhubazekile (izinsiza kanye nezinsiza) ziyatholakala ukuze imiphakathi ikhuthaze ukubamba iqhaza kwezemidlalo nokungcebeleka.
- Ukuhlinzeka ngoxhaso lokuthuthukiswa kwezemidlalo nokungcebeleka kubantu abakhubazekile.

Iminyango engaphandle kweqoqo lezinkonzo ihlanganisa:

11. UMnyango Wezezimali unoMthetho Wohlaqa Lwenqubomgomo Yokutholakala Kwezinto Ezikhethwayo (Nombolo 5 ka-2000) ohlinzeka ngohlaka olubonisa ukuthi ukhetho lokuthengwa kwempahla kufanele lunikezwe abantu abakhubazekile, njengomkhakha wabantu ababencishwe amathuba phambilini ababhekana nokucwaswa ngokungafanele.

Izibopho ezithile ezihlobene nokuthuthukiswa komphakathi zoMgcinimafa yilezi:

- Ukucutshungulwa **kwesabelomali soMnyango** Wezokuthuthukiswa Komphakathi kanye nokwenza izincomo eKomidini Lezindleko Zesikhathi Esimaphakathi mayelana nokuqaliswa kwazo zonke izinjongo ezibekwe kunqubomgomo.
- **Ukwaba zonke izimali** njengoba kuvunywe yiKhabhinethi eMnyangweni Wezokuthuthukiswa Komphakathi ukuze kuqinisekise ukulethwa kwezibopho zababambiqhaza mayelana nokufakwa kwezinsiza kubantu abakhubazekile.

12. UMnyango Wezohwebo Nezimboni

Izibopho eziqondene nokuthuthukiswa komphakathi zoMnyango Wezohwebo Nezimboni zihlanganisa:

- Ukwenza lula ukufinyelela Ezikhungweni Zomphakathi Zamakhono Ezenhlalakahle/ Imihlangano Yokucobelelana ngolwazi Yokuzivikela kuwo wonke amathuba akhona ebhizinisi nentuthuko yezomnotho, isb., ukwesekwa ngokwezimali nokungekona kwezezimali okuhlinzekwa amabhizinisi asafufusa kanye namancane; amathuba okuthenga kanye namathuba okuthumela ngaphandle.
- Ukuhlomisa abantu abakhubazekile (imihlangano yokucobelelana ngolwazi yokuvikela kanye nezindawo zokuhlala) ngomsebenzi, indawo yokusebenza namakhono adingekayo kanye nezindlela zokuziphatha emsebenzini ukuze babambe iqhaza ekukhiqizeni kanye/noma ekukhiqizeni ukuze bakhulise amandla abo kanye namathuba omsebenzi.
- Ukubhalisa nokuguqula ezinye zeziKhungo zeSocial and Life Skills zibe imifelandawonye, njengoba kungenzeka, isibonelo amabhizinisi amancane.

- Ukugqugquzela ukwakhiwa kobudlelwano bebhizinisi phakathi kweZikhungo Zomphakathi Zamakhono Ezenhlalakahle kanye nezinhla ezizimele.
- Ukwenza lula ukufinyelela kwezinsiza zebhizinisi, ulwazi kanye namathuba emihlangano yokucobelelana ngolwazi ngendlela ekhuthaza ukubamba iqhaza kwabo ngempumelelo emnothweni.
- Ukusebenza njengomthombo wolwazi kwezinye izikhungo Zomphakathi Ezisafufusa Zamakhono Ezenhlalakahle, ezininikele ekuthuthukiseni nasekukhuthazeni osomabhizinisi abakhubazekile.

13. UMnyango Wokuthuthukiswa Kwamabhizinisi Amancane

Izibopho eziqondene nokuthuthukiswa komphakathi zoMnyango Wokuthuthukiswa Kwamabhizinisi Amancane ezingqungqutheleni zokuvikela yilezi:

- Ukuqinisa ukufinyelela, nokubamba iqhaza ezinhlelweni zokweseka Amabhizinisi Amancane Aphakathi (SME).
- Ukuqinisa zonke izinhlelo zokweseka ama-SME asezingeni lokuqala aphethwe abantu abakhubazekile ngokusebenzisa imigomo ebekiwe kanye nokuqinisekisa ukuthi ukwesekwa kwendawo yokuhlala kuyatholakala kulo lonke uchungechunge lwenani lezinsizakalo zokweseka ama-SME.
- Ukuqinisekisa ukuthi ukuxhaswa kwanoma yiziphi izinsizakalo eziqondene nokukhubazeka ezinikezwa egameni likahulumeni kuhambisana nezindleko zangempela zezinsizakalo.

15. Ukubambisana Nokubambisana Nabaphathi kanye Nezinye Izinhla Zomphakathi

IHhovisi Lokuqondisa, Izinkonzo Kubantu Abakhubazekile, linomthwalo wemfanelo wokusungula izinhla ezidingekayo zokuqalisa. UMnyango uzibophezele emigomeni yokuphatha ngokubambisana nentuthuko edinga ukuxhumana okungaguquki nokuhlelekile, ukusebenzelana, nokusebenzisana nayo yonke imikhakha yomphakathi.

Izinga Likazwelonke: IHhovisi Lomqondisi: Izinkonzo Kubantu Abakhubazekile inikeza:

- Ukwesekwa nokwelulekwa ngokufakwa kokukhubazeka kuzo zonke izinhlelo nezinhlelo ezincane zoMnyango.
- Ukuqeqesha/ukuthuthukisa abasebenzi ezinhlelweni zoMnyango nasezinhlelweni ezincane zokuthuthukiswa kokukhubazeka.
- Ukuhola ukusungulwa kwezithangami zikazwelonke, zezifundazwe kanye nezendawo.

Ukusebenzisana nokudidiyela kufinyelelwa kangcono kakhulu ngezinhla ezisemthethweni ezinemibandela yereferensi echazwe ngokucacile eneminingwane yobulungu besakhiwo, indlela yaso yokusebenza kanye neqhaza laso elihlanganyelwe kanye neziqondile kanye nezibopho zalo. Ukwenziwa kube semthethweni kuyadingeka ukuze kuqinisekise ukuthi bonke ozakwethu bayayihlonipha futhi babambelela

ezindimeni zabo ezithile.

Izinhlaka zokweseka zihlinzeka ngezeluleko, ulwazi lwezobuchwepheshe, ubungcweti futhi zenze noma yimuphi omunye umsebenzi ozosiza izinhlaka zokuphatha kanye nokuqaliswa. Izibopho ezibalulekile zalezi zakhiwo yilezi:

- Ukulekelela, ukweseka futhi, uma kudingeka, usize ekulethweni kwezinsiza okudidiyelwe.
- Ukusiza nokweluleka ngokuthuthukiswa kwezinsiza eziqondene nokuthuthukiswa komphakathi eziqondene nokukhubazeka kubantu abakhubazekile.

Izakhiwo zizoba yizinhlaka ezihlala njalo noma zesikhashana ezinezinhlaka zesikhashana ezinesikhathi esinqunyiwe sokuphuthula imisebenzi yazo. Lezi zinhlaka zizofeza umsebenzi wokuphatha nokusebenzisa, noma indima yokweseka kanye nokweluleka. Abanye abahlinzeki bezinsizakalo ababambiqhaza ababalulekile Izikhungo Zokufunda Ephakeme, Izikhungo Zocwaningo, Abaholi Bendabuko, ama-DPO, ama-CBO, ama-NGO, nama-FBO.

Iningi lama-DPO eNingizimu Afrika libandakanyeka ekuhlonzweni kwezidingo zendawo, ekukhulumeni nasekulethweni kwezinsiza ezibambekayo zokweseka kubantu abakhubazekile. Ama-DPO anolwazi olujulile kanye nolwazi lokuqala kanye nolwazi lwezidingo namalungelo abantu abakhubazekile. Amanye ama-DPO athola usizo lwezezimali, futhi asebenze ngokubambisana nohulumeni ukuze alethe izinsiza zawo.

Iqhaza labantu abakhubazekile kanye nama-DPO lifana nelomphakathi. Isici esiyinhloko esihlukanisayo sendima yabo ukuthi abantu abakhubazekile kanye nama-DPO badlala indima eqondile yobuholi esikhundleni sokugqugquzela nokusekela.

Amalungu omphakathi nabaholi bendabuko babalulekile ekuqhubekiseni nasekusekeleni ukwamukelwa kwabantu abakhubazekile njengabalinganayo emphakathini. Ukwamukela kwabo nenhlonipho kusebenza njengesisekelo sokufakwa ngokugcwele nokubamba iqhaza kuzo zonke izici zempilo yomphakathi. Izinhlelo zokuhlenga nokuhlunyeleliswa kwezimilo, ikakhulukazi izinhlelo zokuhlunyeleliswa kwezimilo emphakathini, zincike ekwamukelweni nasekuzibandakanyeni komphakathi.

Ubambiswano alubeki engozini nganoma iyiphi indlela ukuzimela nokuzibusa kwabo noma ilungelo labo lokuhola imikhankaso yokumela eyenzelwe ukuvikela amalungelo alinganayo nangenakuphikwa abantu abakhubazekile.

Ubulungu besakhiwo ngasinye buyonqunywa yizibopho zalo, kanye nabantu abahlukahlukeni ababamba iqhaza ekufezeni leyo misebenzi.

Ukwengeza, izinhlaka ezihlanganisa abameleli bakahulumeni kuzo zontathu izigaba zikahulumeni zizobophezeleka emigomeni yokuphatha ngokubambisana kanye nobudlelwano phakathi kohulumeni obalulwe eSahlukweni sesi-3, iSigaba 41 soMthethosisekelo weRiphabhulikhi yaseNingizimu Afrika (uMthetho we-108 we-1996).

Iqhaza leminywe imikhakha yomphakathi liwela kakhulu ekusekelweni kobuchwepheshe nezemfundo kanye nokwakhiwa kwamandla okufana nalokhu:

- Ukuthuthukisa nokusebenzisa izinhlelo zokuthuthukisa amakhono;
- Ukuhlinzeka ngolwazi lwezobuchwepheshe kanye nethiyori kanye nobuchwepheshe ukusiza ekuqaliseni;
- Ukwenza ucwaningo ngezindaba zokukhubazeka; futhi
- Ukuhlinzeka ngemisebenzi yokweseka, lapho kufanele.

Izinhlelo zokuphatha zizokwenza lula, zihlele futhi ziqondise inqubo yokuqaliswa. Izikhulu zomnyango zizoqhubeka nomthwalo wemfanelo wokuphatha imisebenzi yansuku zonke nokusetshenziswa kwayo.

Lezi zakhiwo zisethwe njengezakhiwo ezisemthethweni ezisemthethweni kanye/noma zesikhangiso kanye/noma zesikhashana. Izibopho ezibalulekile zalezi zakhiwo yilezi:

- Ukuhlonza izindawo zokudidiyela nokudidiyela ababambe iqhaza. Lokhu kungase kusebenze njengezinye zezinkomba zokuqapha nokuhlola ukuqaliswa.
- Ukuhlela nokwengamela indima kanye nezibopho zabo bonke ababambiqhaza ababambe iqhaza ekuqaliseni kwezinhlelo namaphrojekthi/amaphrojekthi.
- Ukubhekana kusenesikhathi nanoma yiziphi izinkinga ezingase ziphakame ukuvimbela ukubambezeleka kokuqaliswa.
- Ukuqapha okuqhubekayo kwezinsizakalo zentuthuko yezenhlelo ezinikezwa abantu abakhubazekile kanye nezindlela lezi zinsizakalo ezisabela ngayo ezidingweni zabo.
- Ukusungula nokusimamisa izindlela zokuziphendulela ngokuhlinzekwa kwezidingongqangi.
- Hlela ubudlelwano namathimba asebenzayo. Yakha imigomo yereferensi futhi wengamele noma yiziphi izindaba zenkontileka ezisemthethweni ezihlobene nalokhu

Izinhlelo zokuphatha nokuqalisa ukusebenza kuzwelonke (inkundla yokukhubazeka kuzwelonke, inkundla yesikhashana yemikhakha eyahlukene, inkundla yezenhlelo ezinikezwa yesifundazwe (Inkundla Yabakhubazekile, Izikhungo Zamakhono Nezokuphila) kanye nokukhubazeka kwendawo kwencwadi yefa kubandakanya, kodwa kukhawulelwe kulokhu:

Iforamu Yokuhlanganisa Umnyango Kazwelonke:

- Uhlunganisa abameleli bazo zonke izinhlelo zoMnyango nezincane
- Ubizwe futhi usingathwe yiHhovisi Lomqondisi: Izinkonzo Kubantu Abakhubazekile.
- Ukukhuthaza nokudidiyela ukudidiyelwa kwazo zonke izinhlelo nezinhlelo ezincane zoMnyango.
- Ukuqinisekisa ukubambisana kanye nokusebenzisana ekuqaliseni kwezinsizakalo kanye nokuqondisa nokuqondisa inqubo yokuqinisekisa ukuthi izinsizakalo zifinyelele kubantu abaqokiwe abakhubazekile, imindeni yabo kanye nemiphakathi

yabo.

- Izakhiwo ze-Ad-hoc zezindawo ezithile zamasu isb., izingane, ukusekelwa kwabahlukunyeziwe kanye nezinsizakalo zomndeni.

Inkundla yocwaningo, yokugada kanye nokuhlola:

- Ihlanganisa iminyango kazwelonke nabamele abasebenzi be-M&E esifundazweni kanye nabamele izikhungo zemfundo, ama-NGO nama-DPO.
- Ukuthuthukiswa kwezinhlelo zocwaningo, ukugxilwa kokukhubazeka kanye nokusebenza kokukhubazeka kanye nezinkomba zokulethwa kwezinsiza.

Izinga Lesifundazwe: IForamu Yokudidiyelwa Kwesifundazwe ihlanganisa ubulungu kanye nomsebenzi ofanayo nesigungu sikazwelonke futhi ibandakanya ukuthuthukiswa kohlelo oludidiyelwe lokusebenza lwesifundazwe ukuze kwenziwe imisebenzi.

Izinga Lendawo: Iforamu Yokudidiyelwa Kwendawo: Ubulungu kanye nomsebenzi ofanayo nesithangami sesifundazwe.

Ithebula lesi-2: Izinhlobo Zokuphatha Nezakhiwo Zokuqalisa

IZINGA LIKAZWELONKE	IZINGA LESIFUNDAZWE	IZINGA LENDAWO
Inkundla Yezwe Yabakhubazekile: Kubandakanya abaxhumanisi abakhubazekile boMnyango kazwelonke nowesifundazwe Ukuthuthukisa nokugqaguzela ukugaliswa kwezinqubomgomo zezinsizakalo zokuthuthukiswa komphakathi kubantu abakhubazekile. Khomba izikhala ekulethweni kwezinsiza bese usungula namasu okubhekana nalokhu.	Inkundla Yabakhubazekile Yesifundazwe: Kubandakanya abamele umkhakha wabakhubazekile, ama-DPO, ama-NGO kanye neminye iminyango ebalulekile yezehlalakahle. Khomba amagebe enqubomgomo kanye nokulethwa kwezinsiza futhi uthuthukise izincomo zokubhekana nalokhu.	Inkundla yabakhubazekile yendawo: Ngokufanayo nesithangami sabakhubazekile sesifundazwe. Angathumela ummeleli kuForamu Yesifundazwe futhi/noma amdlulisele ukuze angenelele futhi axazululwe.
Inkundla ye-Ad-Hoc Multi-Sectoral: Ihlanganisa abamele umkhakha wabakhubazekile kanye neminye iminyango ebalulekile	Inkundla Yezifundazwe Yamakhono Nezikhungo Zokuphila: Kubandakanya abamele izikhungo zamakhono	

<p>yezinsizakalo zezenhlahakahle isib. imfundo kanye nempilo. Uhlelo/Isisekelo sephrojekthi uma kunesidingo.</p>	<p>nezempilo kanye nezikhulu zoMnyango. Ukuqinisa ukuxhumana phakathi koMnyango nezikhungo, naphakathi kwezikhungo. Yabelana ngolwazi futhi ulungise izinkinga ezivamile kuzo zonke izikhungo</p>	
<p>Inkundla Yezenhlalakahle: Kubandakanya abaphathi beMnyango kazwelonke neyezifundazwe Iqondise futhi yengamele ukusetshenziswa kwenqubomgomo nohlelo.</p>		

**ISAHLUKO 5: UKUHLAZIYWA KWESIMO KANYE NESITATIMENDE
SENKINGA****a. Umbono Wamazwe Ngamazwe**

Abantu abangaphezu kwesigidigidi balinganiselwa ukuthi baphila nohlobo oluthile lokukhubazeka, noma cishe u-15% wabantu bomhlaba, nokutholakala okuphezulu emazweni anengeniso ephansi kunamazwe ahola kakhulu.

Amaphethini okukhubazeka ezweni elithile athonywa ukuthambekela kwezimo zezempilo, kanye nemvelo nezinye izici ezifana nezingozi zomgwaqo, izinhlekelele zemvelo, ukungqubuzana, ukudla kanye nokusebenzisa kabi izidakamizwa. Amazwe ase-Afrika abhekene "nomthwalo okabili" wezifo lapho eqhubeka nokuthola imiphumela ebalulekile evela ezifweni ezithathelwanayo njenge-HIV, umalaleveva, uchoko uvindle kanye ne-trachoma kuyilapho ehlengabezana nemiphumela yokwanda kwezifo ezingelapheki.

Ukukhubazeka kuthinta ngokulinganayo abantu abasengcupheni lapho abantu abavela emazweni ampofo kakhulu, abesifazane kanye nabantu abadala benesibalo esiphezulu sokukhubazeka. Ngokwesibonelo, eNingizimu Afrika ngo-2001, u-18.6% wabantu abakhubazekile babengaphansi kweminyaka engu-65 kanti u-81.4% wawungaphezu kwale minyaka.

E-Afrika isilinganiso sokwanda kokukhubazeka okusesilinganisweni nesinzima singamaphesenti angu-15.3 abantu abalinganiselwa ezigidini ezingu-151. Kodwa-ke, ngokwe-Africa Disability Alliance (ADA), i-Afrika inabantu abakhubazekile abalinganiselwa ezigidini ezingama-84.

a. Ukubuyekeza kwezibalo

Ukukhubazeka okubalulekile emphakathini kuye kwachazwa kahle emazingeni omhlaba, esifunda kanye nakazwelonke. Kuyaziwa kabanzi ukuthi imizamo enjalo ingafezeka kuphela uma izibalo zokuvama kokukhubazeka, amaphethini namazinga zitholakala kuwo wonke amazinga omphakathi. Izibalo zokukhubazeka zinikeza isisekelo sokulinganisa inqubekelaphambili ekufezeni amalungelo abantu abakhubazekile. ENingizimu Afrika, izinqubomgomo zamanje nezesikhathi esizayo kanye nokungenelela ukuze kuqinisekise ukuthi abantu abakhubazekile bathola ukufinyelela okulinganayo kwezemfundo, ukuqashwa kanye nezinsizakalo eziyisisekelo kudinga ubufakazi bezibalo.

Izibalo zaseNingizimu Afrika (i-Stats SA), ngowezi-2014, zashicilela uMbiko 03-01-59. Izinyathelo ezimbili zasetshenziswa ukuze kuhlonzwe ukusabalala kokukhubazeka kanye namaphethini asekelwe ezizindeni eziyisithupha zokusebenza, okungukuthi ukubona, ukuzwa, ukuxhumana, ukukhumbula/ukugxilisa ingqondo, ukuhamba nokuzinakekela. Lezi zinyathelo ezimbili kwakuyizinga lobunzima esizindeni esithile sokusebenza, kanye nenkomba yokukhubazeka. Isilinganiso sokuqala sethula izibalo zokukhubazeka ezisekelwe kumkhawulo omaphakathi kuya kobukhali esizindeni esithile sokusebenza, futhi imodeli yesibili ihlanganisa ama-threshold ukuze kuhlukaniswe umuntu ngokuthi ukhubazekile noma cha.

Ukusabalala kokukhubazeka ngokwezifundazwe

Okutholakele kukhombisa izinga lokusabalala kokukhubazeka kuzwelonke lika-7,5%

Isifundazwe	Abakhubazekile		Abangakhubazekile		Inani	
	N	%	N	%	N	%
Ntshonalanga Kapa	222 333	5,4	3 914 513	94,6	4 136 846	100,0
Mpumalanga Kapa	472 106	9,6	4 448 179	90,4	4 920 285	100,0
Nyakatho Kapa	92 731	11,0	747 310	89,0	840 041	100,0
Free State	234 738	11,1	1 888 869	89,0	2 123 607	100,0
KwaZulu-Natal	620 481	8,4	6 728 673	91,6	7 349 154	100,0
Intshonalanga esenyakatho	254 333	10,0	2 285 298	90,0	2 539 631	100,0
Gauteng	485 331	5,3	8 627 419	94,7	9 112 750	100,0
Mpumalanga	205 280	7,0	2 727 519	93,0	2 932 799	100,0
Limpopo	282 797	6,9	3 846 966	93,2	4 129 763	100,0
Iningizimu Afrika	2 870 130	7,5	35 214 746	92,5	38 084 876	100,0

(Source: Stats SA)¹

Ukusabalala kokukhubazeka ngobulili

Zombili izinyathelo zokukhubazeka (inkomba yokukhubazeka kanye nezinga lezinyathelo zobunzima) zibonisa ukuhluka okubonakalayo kobulili. Inkomba ikhombisa ukuthi ukukhubazeka kuvame kakhulu kwabesifazane uma kuqhathaniswa nabesilisa (8,3% kanye no-6,5% ngokulandelana)

Ubulili	Abakhubazekile		Abangakhubazekanga		Inani	
	N	%	N	%	N	%
Besilisa	1 188 059	6,5	16 998 903	93,5	18 186 962	100,0
Besifazane	1 682 071	8,5	18 215 843	91,5	19 897 914	100,0
Inani	2 870 130	7,5	35 214 746	92,5	38 084 876	100,0

(Source: Stats SA)

kokukhubazeka ngeqembu labantu

Iphrofayili yeqembu labantu ikhombisa ukuthi abantu abamnyama base-Afrika babenesibalo esiphezulu sabantu abakhubazekile (7,8%), silandelwa yiqembu labamhlophe (6,5%). Akukho umehluko obonwe phakathi kwamaqembu ekhaladi namaNdiya/ama-Asian

¹ Ibid

Iqembu ngokobuhlanga	Abakhubazekile		Abangakhubazekanga		Inani
	N	%	N	%	
Umfundisi omnyama	2 381 668	7,8	27 978 293	92,2	30 359 961
Onombala	207 244	6,2	3 128 955	93,8	3 336 199
Umfundisi	60 614	6,2	911 648	93,8	972 262
Womhlalapho	211 502	6,5	3 041 587	93,5	3 253 089
Okunye	9 102	5,6	154 263	94,4	163 365
Inani	2 870 130	7,5	35 214 746	92,5	38 084 876

Izinga lobunzima ezizindeni eziyisithupha zokusebenza zokubona, ukuzwa, ukuxhumana, ukuhamba, ukukhumbula, nokuzinakekela

Ukuhlaziywa kokusabalala kohlobo oluthile lokukhubazeka kukhombisa ukuthi u-11% ubenobunzima bokubona, u-4,2% ubenobunzima bokuqonda (ukukhumbula/ukugxilisa ingqondo), u-3,6% ubenezinkinga zokuzwa, futhi cishe u-2% wayenokuxhumana, ukuzinakekela futhi ubunzima bokuhamba.

Ngakho-ke, ukubona ubunzima yibo ubunzima obudlange kakhulu, nakuba iningi lalinobunzima obuncane (9,3%).

Inombolo nephesenti ukusatshalaliswa kwabantu abaneminyaka engu-5 nangaphezulu ngohlobo nezinga lobunzima nobulili

<i>Uhlobo lobunzima</i>	<i>Ubunzima lobunzima (izinombolo namaphesenti)</i>									
<i>Ubunzima</i>	<i>Ubunzima</i>	<i>Lutho</i>	<i>Ubunzima obuncane</i>	<i>Ubunzima obukhulu</i>	<i>Angazi</i>	<i>Inani</i>	<i>Lutho</i>	<i>Ubunzima obuncane</i>	<i>Ubunzima obukhulu</i>	<i>Angazi</i>
<i>Ukubona</i>	<i>Abesilisa</i>	19 437	293	1 604 318	279 553	11 460	21 188 768	91,1	7,6	1,3
	<i>Abesifaza ne Inani</i>	19 350	771	2 481 581	458 526	11 912	22 723 368	87,0	10,9	2,0
	<i>Inani</i>	39 787	064	4 085 898	738 079	23 372	43 912 136	89,0	9,3	1,7
<i>Ukuzwa</i>	<i>Abesilisa</i>	20 507	461	545 433	127 271	10 179	21 144 389	96,8	2,6	0,6
	<i>Abesifaza ne Inani</i>	21 259	796	706 475	161 098	10 613	22 674 444	96,1	3,1	0,7
	<i>Inani</i>	42 767	257	1 251 907	288 369	20 791	43 818 834	96,4	2,9	0,7
<i>Ukuxhumana</i>	<i>Abesilisa</i>	20 600	756	225 018	97 450	10 850	21 089 918	98,4	1,1	0,5
	<i>Abesifaza ne Inani</i>	22 298	258	248 432	93 832	11 015	22 611 576	98,4	1,1	0,4
	<i>Inani</i>	43 898	014	473 450	191 282	21 864	43 701 494	98,4	1,1	0,4
<i>Ukuhamba/ukukhuphuka izitebhisi</i>	<i>Abesilisa</i>	20 261	559	426 317	172 044	7 836	21 165 458	97,1	2,0	0,8
	<i>Abesifaza ne Inani</i>	21 194	759	673 818	251 135	8 504	22 692 651	95,9	3,0	1,1
	<i>Inani</i>	42 455	318	1 100 135	423 179	16 340	43 858 109	96,5	2,5	1,0

Ukukhumbula/ ukugxilisa ingqondo	Abesilisa	455	343	570 561	187 095	18 470	21 119 914	96,3	2,7	0,9	0,1	100
	20	787										
	21	772	522	834 537	269 084	17 224	22 643 617	95,1	3,7	1,2	0,1	100
Ukuzinakekela	Inani	41	866	1 405 098	456 179	35 694	43 763 530	95,7	3,2	1,0	0,1	100
	559											
	19	403	877	389 097	288 597	31 756	20 586 852	96,6	1,9	1,4	0,2	100
	Abesifaza	21	326	448 266	300 273	31 408	22 106 801	96,5	2,0	1,4	0,1	100
	855											
	Inani	41	204	837 363	588 869	63 164	42 693 653	96,5	2,0	1,4	0,1	100
	257											

(Source: Stats SA)²² Ibid

Ukukhubazeka Nokuqashwa

Maqondana nokukhubazeka nokuqashwa, i-Stats SA ibike ukuthi kunemakethe ephansi yokutholwa kwabantu abakhubazekile. Izinga lobunzima lihlobene nokubamba iqhaza kwezomnotho, nobunzima obukhulayo obuhlotshaniswa nokuncipha kokubamba iqhaza kwemakethe yezabasebenzi. Ezizindeneni ezinhlanu kweziyisithupha zokusebenza, amazinga okuqashwa ayephezulu kakhulu kubantu abangenabo ubunzima futhi aphantsi kakhulu kubantu abanobunzima obukhulu ezifundazweni zonke. Amazinga okuqashwa aphezulu kubantu abakhubazekile emehlweni uma kuqhathaniswa nezinye izinhlobo zokukhubazeka.

Ubunzima **bobunzima bunomthelela omkhulu emiphumeleni yezomnotho ephathelene nokuqashwa**, futhi amaqembu emiphakathi athinteka ngendlela ehlukile. Iqembu labantu abamhlophe lalinabantu abaningi kakhulu abaqashiwe, kanti iqembu labantu abamnyama base-Afrika lalinenani eliphansi kakhulu kuzo zonke izizinda zokusebenza kanye namazinga obunzima. Abesifazane bebekhishwa inyumbazane kakhulu ngokwemisebenzi uma kuqhathaniswa nabesilisa.

Iphrofayili yabantu abangasebenzi kwezomnotho ikhombisa ukuthi iqoqo labantu abamnyama base-Afrika yilona ebelinabantu abaningi kakhulu, ikakhulukazi kubantu abakhubazekile (12,5% kulabo abakhubazekile kanye no-10,7% kwabakhubazekile). Imininingwane yesifundazwe ikhombisa ukuthi i-Eastern Cape neKwaZulu-Natal inesibalo esiphezulu sabantu abakhubazekile abakhubazekile (19,1% kanye no-15,3%).

Ukukhubazeka kanye nemali engenayo

Okuxhumene nokuqashwa yimali engenayo, yona enquma inhlalakahle yabantu ngabanye nemizi yabo. Ngokuvamile, **abantu abangakhubazekile bathola iholo eliphezulu kunabantu abakhubazekile**. Phakathi kwabantu abakhubazekile, ubunzima bokukhubazeka kanye nohlobo lokukhubazeka kunquma iholo lomuntu. Abantu abanokukhubazeka kokubona bathola imali engenayo ethe xaxa uma kuqhathaniswa nabantu abanezinye izinhlobo zokukhubazeka. Ukwehluka ngobulili emalini etholwayo kubonisa ukuthi abantu besilisa abangakhubazekile bathola iholo eliphezulu uma kuqhathaniswa nabantu abakhubazekile. Kubantu abakhubazekile, abesilisa bahola ngokuphindwe kabili imali etholwa ngabesifazane, kungakhathaliseki ukuthi bungakanani ubunzima

Ukukhubazeka kanye nokufinyelela ezindlini nasezinsizeni eziyisisekelo

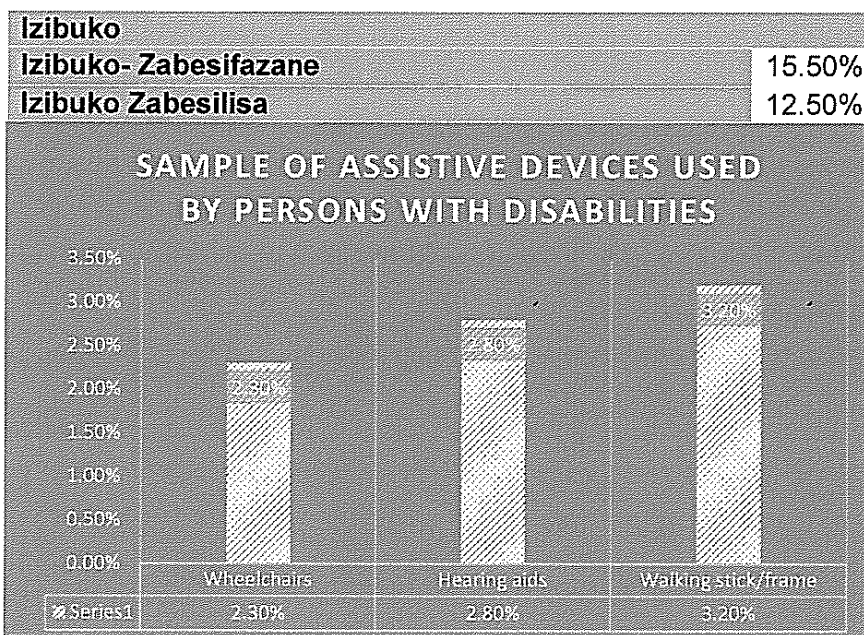
- Inani lemizi ehlala ezindlini zendabuko ephethwe abantu abakhubazekile liphindwe kabili kunelemizi ephethwe abantu abangenakukhubazeka (15,3% kanye no-7% ngokulandelana).
- Amakhaya angaphezu kwesigamu (55,4%) aphethwe abantu abakhubazekile ahlala ezindlini eziphethwe futhi akhokhelwa ngokugcwele, cishe oyedwa kwabahlanu (20,6%) ehlala ezindlini ezingaqashiwe, kuyilapho cishe i-12% behlala ezindaweni ezihlala abantu. Izindlu eziqashiwe.
- Imiphumela ikhombisa ukuthi amakhaya aphethwe abantu abakhubazekile abahlala

ezindlini ezihlelekile ayengaphansi ngo-3% kunalawo aphethwe abantu abangakhubazekile. Ingxenye yemizi ephethwe abantu abakhubazekile abahlala ezindlini zendabuko yayiphindwe kabili kunaleyo yemizi ephethwe abantu abangakhubazekile (15,3% kanye ne-7% ngokulandelayo).

Ukufinyelela kumadivayisi asizayo

Mayelana nokufinyelela ezinsizakalweni zokusiza (bheka ingxenye yeDefinition yale Nqubomgomo), i-Stats SA ithi abantu abamhlophe abakhubazekile kanye nabantu abakhubazekile abahlala ezindaweni zasemadolobheni banokufinyelela okwengeziwe ezinsizeni ezisizayo kunabantu abamnyama base-Afrika kanye nalabo abahlala ezindaweni zasemakhaya.

Umbiko uphinde usho lokho:



Ukusetshenziswa Kwezibuko Ngohlanga- Abantu

Abakhubazekile

Abamhlophe

%
46.80%

AbaMnyama

9%

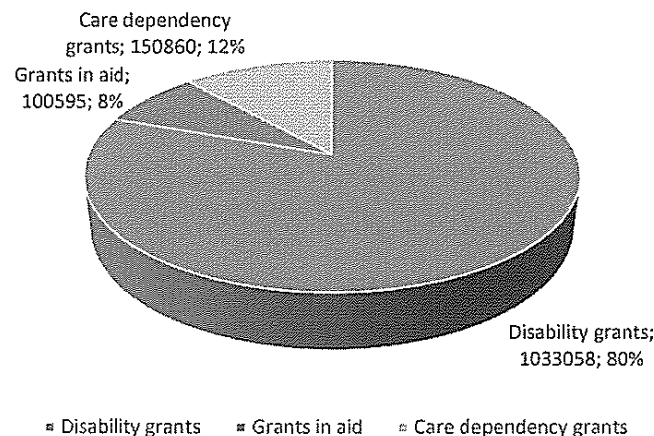
Ukuvikeleka Komphakathi Kubantu Abakhubazekile

mhla lu-1 kuNhlangulana wezi-2021, abe-South African Social Services (SASSA) bakhokhele lezi zinhlobo zezibonelelo ezilandelayo kubazuzi abafanele ezweni lonke:

- 1 033 058 izibonelelo zokukhubazeka zokukhubazeka okwesikhashana kanye nokukhubazeka unomphela.

- b. 272 063 izibonelelo ezisiza abantu abadala kanye nabantu abakhubazekile abadinga ukwesekwa njalo komunye umuntu. Kulesi sibalo, zingu-100 595 ezikhokhelwa abantu abakhubazekile.
- c. 150 860 izibonelelo zokunakekela izingane ezinakekelwa izingane ezinokukhubazeka unomphela.

Social Security for Persons with Disabilities-as 1 June 2021



IKwaZulu-Natal iyona ehamba phambili ngezibalo zabantu abahlomula izibonelelo zokukhubazeka (222 567), ilandelwe yi-Eastern Cape (178 188), iWestern Cape (144 553) neGauteng Province (120 360). INorthern Cape inenani eliphansi labahlomula izibonelelo zokukhubazeka (50 743). IFree State inabahlomuli bezibonelelo zokukhubazeka abayizi-76 866, kanti iNorth West inabangu-64 806.

Isu Lomnyango Langowezi-2009 Lokuhlanganiswa Kwezinsizakalo Zezingane Ezikhubazekile lithi inani eliphezulu lezingane ezikhubazekile aziyitholi izibonelelo zokunakekela izingane, nakuba ngokobuchwepheshe zingase zifanelekele lezi zibonelelo ngokuhlolwa kwezindlela zezimali.

b. Izigaba Ezihlukene Zomjikelezo Wokuphila Kwabo: Kusukela Ebuntwaneni Kuya Ebudaleni

Inqubomgomo ibona izimo ezihlukile zabantu abakhubazekile ezigabeni ezihlukene zomjikelezo wabo wempilo. Esikhathini sokuqala sokuphila, izingane ezincane zidinga ukunakekelwa ngendlela yezempilo, umsoco, ukuphepha nokuphepha, ukunakekelwa okusabelayo kanye nokufunda kusenesisikhathi⁶. Abazali nabanakekeli bezingane ezikhubazekile - ikakhulukazi omama abasebancane - badinga ukwesekwa okuphezulu ukuze bakwazi ukunikeza ukunakekela okunjalo kokunakekela izingane zabo, ngokuvamile lapho bebhokene nezinkolelo ezimbi zamasiko nezenkolo ngokukhubazeka.

Ngesikhathi sobuntwana kanye nobusha, kunesidingo sokuqinisekisa ukufinyelela emfundweni esezingeni eliphezulu okuhlanganisa nemfundo yocansi entsheni

yabafundi abakhubazekile kanye nokubhekana nezithiyo zokufunda abahlangabezana nazo. Ngesikhathi sokukhula, abantu abakhubazekile babheka ekwandiseni izibopho zokuthatha izinqumo kanye nokubamba iqhaza ezindleleni zokuziphilisa. Ukuguga kuhlotshaniswa namazinga aphezulu okukhubazeka kokusebenza uma kuqhathaniswa nezinye izigaba zenkambo yokuphila⁷.

Izingane ezinokukhubazeka ngokwengqondo, neurodevelopmental, ngokomzimba, nezinzwa ziyabandlululwa futhi zincishwe amathuba afana nokufinyelela emfundweni, ukuzijabulisa kanye nezithuthi zomphakathi.

Okunye ukukhubazeka okugcwele ezinganeni kuwumphumela wobumpofu nezifo ezingagwemeka njengesimungumungwane, ukusetshenziswa kabi kotshwala nezidakamizwa, noma ukulimala ngenxa yodlame lwezepolitiki. Izingane ezimnyama ezihlala ezindaweni zasemakhaya noma emijondolo yibona abasengozini enkulu yokukhubazeka kwalolu hlobo.

Izinsiza zokuhlonza nokuxilonga kusenesikhathi, ukwelashwa nokusekelwa azanele, ikakhulukazi ezindaweni zasemakhaya. Izikhungo ezinganele ngokungagwemeki ziholela ekwandeni kokubili kobukhulu kanye nobukhulu bokukhubazeka. Izinsizakalo zibonakala ngokuhlukana, ukuphindaphinda kanye nokungasebenzi kahle.

Kunezinsiza zokusiza ezinganele ukusiza imindeni ukugcina izingane ezikhubazekile kakhulu endaweni yasekhaya isikhathi eside ngangokunokwenzeka. Kunokushoda kolwazi lwemfundo ebandakanya izingane zasenkulisa mayelana nokuhlinzekwa kwenkonzo nokunakekelwa kwezingane ezikhubazekile.

Ukulinganisa ukukhubazeka kwengane kunzima ngoba izici zabo ezithuthukayo zenza kube nzima ukuhlola umthelela wemikhawulo kusukela ekuhlukeni kwezinqubo eziwayelekile zokukhula kanye nendawo ezungezile. Ngenxa yokuthi iNingizimu Afrika ayinalo ithuluzi lokulinganisa elijwayelekile nelamukelwa kuzwelonke, i-Stats SA isebenzise izindlela ezihlukahlukene zokulinganisa ukukhubazeka ekubaleni kwabantu nasekuhloleni imindeni kuzwelonke.

- I- Inhlolovo evamile yasendlini ka-2008 (GHS yabika ukwanda kwezingane ezikhubazekile ezingu-254 000, i-GHS yango-2009 yabeka izingane ezicishe zibe izigidi ezi-2.1 njengezikhubazekile, kanti i-Census 2001 ibonisa isibalo sezi-436 000.) kunabesifazane (2.4%). Okungenani ama-28% esibalo sango-2009 sezigidi ezingu-2.1 ayephakathi kweminyaka engu-0-4 ubudala kanti u-10% wayeseqenjini leminyaka engu-5-9. Ucwango Lukazwelonke Lokukhubazeka luka-1999 olwenziwa uMnyango Wezempilo lwabonisa ukwanda kokukhubazeka kwezingane njengo-1.6% eqenjini leminyaka engu-1-5, u-3.2% eqenjini leminyaka engu-6-10 kanye no-4.5% phakathi kweminyaka engu-11-15 ubudala. iqembu.

Ngokombiko woMnyango kanye Nesikhwama Sezingane SeNhlango Yezizwe (UNICEF) 2012, kukhona ukwahlukana okulandelayo ekusakazweni kokukhubazeka kwezingane:

- i. Kunokwehluka okukhulu ezifundazweni zonke;
- ii. I-2.7% yezingane ezisezindaweni zasemakhaya kanye ne-2.3% yasemadolobheni

- kubikwe ukuthi inohlobo oluthile lokukhubazeka okukhulu;
- iii. Ukwanda kwakuphezulu kakhulu phakathi kwezingane eziNsundu zase-Afrika (2.6%) futhi ziphansi kakhulu ezinganeni zamaNdiya/ zase-Asia (1.6%);
- iv. Ukuvama kokukhubazeka okubikiwe phakathi kwezingane kuncipha njengoba amazinga emfundo yabazali ekhula;
- v. Izingane eziyizintandane zibukeka zisemathubeni amaningi okuthi zibe nokukhubazeka kunezingane ezingezona izintandane. Ukukhubazeka okubikwe ukuthi kumile kumaphesenti angu-3.9 phakathi kwezingane ezishonelwe bobabili abazali kanye namaphesenti angu-3.2 ezinganeni ezishonelwe umzali oyedwa, uma kuqhathaniswa namaphesenti angu-2.4 ezinganeni ezingezona izintandane;
- vi. Izingane ezihlala ezikhungweni noma emigwaqweni maningi amathuba okuthi zibikwe njengezinokukhubazeka okuthile kunezingane ezihlala emakhaya;
- vii. Ama-23% azo zonke izingane ezikhubazekile kubikwe ukuthi awaboni kahle noma anenkinga yokubona kahle, ama-21% ayizithulu noma angezwa kahle, amaphesenti angu-10 athi anokukhubazeka kokuziphatha noma okungokwengqondo, kanti ama-5% athi anenkinga yokukhuluma.
- viii. U-10% wezingane kubikwe ukuthi unokukhubazeka okuningi, u-7% ubike ukukhubazeka okubili, futhi u-3% nje ubike abathathu noma ngaphezulu.

c. Ukuhlaziya Inkinga

Izinhlelo kanye nezinsizakalo zoMnyango zenzelwe ukubhekana nalezi zinselelo ezilandelayo abantu abakhubazekile ababhekana nazo:

- Iningi labantu abakhubazekile lisachayeke ezindaweni ezibekelwe imingcele kanye nezithiyo eziqhubeka nokubandlulula nokubakhipha ngaphandle emphakathini ovamile kanye nemisebenzi yawo yezenhlalo nezomnotho;
- Izici zomlando zokungafinyeleli emathubeni emfundo;
- Iningi labantu abakhubazekile ezindaweni zasemakhaya nasemadolobheni eNingizimu Afrika limpofu kakhulu;
- Izinqubomgomo ezehlukene azihunyushwa emthethweni ezingabophezela ngokusemthethweni ukuqaliswa kwezinhlelo kanye nokuqinisekisa ukuthotshelwa kwayo yizo zonke izinhlelo zomphakathi;
- Izinkonzo azifani, azixhaswa ngokwanele ngezimali futhi ziqashwe ngeso lokhozi;
- Ukuntuleka kwezinhlelo zokuvikela ezibhekelela izidingo zabantu abakhubazekile, inselelo eqhubekayo yokubambeka ebuphofini;
- Ukuntula amandla kanye nezinsiza kuhulumeni, kanye nezinhlangano zomphakathi, ukuhumusha izinqubomgomo zibe izinhlelo ezisebenzisekayo;
- Ukungagxili ezinganeni, intsha, abesifazane kanye nabantu abadala abakhubazekile.
- Ukukhishwa ekufinyeleleni izinsiza ezikhiqizayo kanye nokungalingani.

- Ukungakwazi ukufaka isandla ekuthathweni kwezinqumo; ukuthatha izinqumo, ukuthatha isinyathelo kanye nokuba nomthelela ohlelweni lwentuthuko emikhakheni ebalulekile ethinta izimpilo zabo.
- Ukuntuleka kokufinyelela ezinsizeni eziyisisekelo, ezisezingeni eliphezulu nezigxile emalungelweni abantu.
- Ukuba sengozini kwezinhlekelele zemvelo, isibonelo, ubhubhane lwe-COVID 19.
- Ukukhishwa emathubeni okuba nokubusa ngentando yeningi; ukwenza izinto obala, ukulingana, ubulungisa obufanele, ukuphepha, ukubamba iqhaza kanye nokufinyelela ezikhungweni zokusebenza.
- Amandla alinganiselwe okusebenzisa izinsiza ezikhona.
- Ukuntula ulwazi mayelana nobuchwepheshe obusizayo kanye nemishini.

Abanye abantu abakhubazekile babhekana nokucwaswa okuhlanganisiwe ngenxa yokungakhishwa inyumbazane okukhulu kanye nezithiyo ezibhebhethekisa isimo sabo futhi zibadedisele ekuzuzeni umuzwa wenhlalakahle, kanye nezinga lempilo elithuthukisiwe elilingana nabanye. Babhekene nezimo zenhlalo-mnotho nezomnotho ezingalingani nezingenabulungiswa ezihlanganiswa nezimo zengqondo ezingezinhle kanye nokushiywa ngaphandle njengezakhamuzi ezilinganayo kuzo zonke izici zempilo yezenhlalo nezomnotho.

Umthelela omubi oqhubekayo wobumpofu kubantu abakhubazekile, kanye nokubukelwa phansi okuhlanganisiwe okutholwa amaqembu athile eqenjini elibanzi labantu abakhubazekile, kunqamula kuzo zonke izindawo ezingezansi.

Izinselelo ezibalulekile kanye nezinkinga le nqubomgomo ehlose ukubhekana nazo zihlaziywa kuThebula lesi-3 ngezansi futhi zihlaziywe ngalezi zihloko ezilandelayo:

1. Inqubomgomo Nomthetho
2. Izinhlelo & Namaprojekthi
3. Amandla Nezinsiza
4. Ucwangingo, Ukuqapha kanye
5. Nokukuhlola.

Ithebula 3: Izinselele/Izinkinga Ezibalulekile Nqubomgomo ehlose Ukuzilungisa

Inqubomgomo Nomthetho	Izinhlelo Projekthi	nama	Amandla Nezinsiza	Ucwaningo, Ukuqapha kanye Nokuhlola
Ukuntula ukuhambisana nomqondo kanye nezimiso zokuklama kwendawo yonke ukuze kuqinisekisewe ukufinyeleleka.	Ukuntuleka kokungenelela okugxile emndenini okuzobhekana nezidingo ezithile zezingane, intsha, abesifazane kanye nabantu abadala abakhubazekile.	Ukuthola izinsiza ezingenele (ezezimali nezomuntu) zokuhlinzekwa kwezinhlelo zokusiza umphakathi kanye namaphrojekthi kubantu abakhubazekile.	Ucwaningo olunganele kanye nedatha mayelana nokusabalala kanye nezinga lempilo yabantu abakhubazekile. Ukungabi bikho kokuxhumana phakathi kwabacwaningi abakhubazekile nabanye ababambiqhaza okuholela ezikhaleni phakathi kwemiphumela yocwaningo kanye nokuqaliswa kocwaningo lwezinqubomgo mo ezinolwazi.	
Ukungabi bikho komthetho ozoqinisekisa ukuthotshelwa komthetho mayelana nokuhlinzekwa kwezinsiza zokuthuthukisw a komphakathi kubantu abakhubazekile	Ukuhamba kancane kokufakwa kwabantu abakhubazekile empilweni yomndeni neyomphakathi.	Amandla anele ezezimali kanye nezabasebenzi ukuze kuthuthukiswe ukukhubazeka	Ukuqapha/ukuhlolwa okulinganiselwe kwe ukuqaliswa kanye nomthelela.	
Ukungabi bikho kwezinkambiso, amazanga kanye nezindlela zokuhlola zokuhlinzekwa kwezinsiza zokuthuthukisw	Ukuxhumana okunganele, ukusebenzisana, nokusebenzisana phakathi kwabo bonke ababambiqhaza ababalulekile abavela kuyo yonke imikhakha	Ukuntula ulwazi nokuqonda izidingo ezithile kanye nokwesekwa kwazo, phakathi kwamalungu omndeni nabanakekeli	Ukungabi bikho kohlelo lokulandela umkhondo lokuqinisekisa ukuthi abantu abakhubazekile bathola izinsiza	

a komphakathi kubantu abakhubazekile.	yomphakathi okuholela ezinsizeni ezihlukene, eziyimpinda nezingasebenzi kahle. Ukuntuleka kwemikhiqizo yokusiza/ubuchwephe she kubalulekile phakathi kokunye	babantu abanokukhubazeka a	zokuthuthukisa umphakathi.
Ukuntuleka kokufinyelela ekuhloleni kochwepheshe okuholela ekubambezeleni ekufakweni okufanele kwabantu abakhubazekile abadinga usizo. Ukungaxhumanisa okwanele nokubumbana phakathi kwamathuluzi okuhlola ahlukene kanye nezinqubo ze-DoH, i-DBE kanye noMnyango. Ukushoda kocwaingo kanye nokumaka ukuze kuthuthukiswe izinqubomgomo zokukhubazeka kanye nezinhlelo eziphendulayo	Ukuxhumana okunganele, ukusebenzisana, nokusebenzisana phakathi kwabo bonke ababambiqhaza abavela kuzo zonke izinhlelo zomphakathi okuholela ezinsizeni ezihlukene, eziyimpinda nezingasebenzi kahle.	Ukuntuleka okuhlola okujwayelekile ukuze kutholwe ukuqaliswa nokusekelwa kwamakhono ama-DPO nama-NGO	
	Ukungagxili ekwenyukeni kobungozi bengane yentombazane nabesifazane abakhubazekile odlameni nasekuhlukunyezweni	Ukushoda kwamandla eMnyangweni naseziNhlanguwe ni ezizimele zokuhumusha izinqubomgomo zibe izinhlelo ezisebenzisekayo	

Ukuntuleka	Ukuqhubeka	Ukushoda
kwezinyathelo	nokucwaswa kanye	kwamandla
ezifanele	namakhaya	eMnyangweni
zokuvikela	angafinyeleleki	naseziNhlanganw
impilo	kalula, izinsiza	eni ezizimele
yengqondo	zomphakathi kanye	zokuhumusha
yabantu	namakhaya abantu	izinqubomgomo
abakhubazekile.	abadala	zibe izinhlelo
	abakhubazekile,	ezisebenzisekayo

Ithuluzi lokuhlola ukukhubazeka elididiyelwe elinganele.	Ukungabibikho kokuqwashisa umphakathi kanye nokuxhumana ngezinsiza zentuthuko yezenhlalakahle ezinikezwa abantu abakhubazekile	Ukwentuleka kokudidiyela nokusebenzisana phakathi kwemikhakha neMinyango, okuholela ekwehlukaneni kanye/noma ukuphindaphindeka kanye/noma ukuntuleka kokuhambisana kwezinsiza kubantu abakhubazekile.
	Izinsiza ezinganele zokuhlonza, ukuxilonga, ukwelashwa nokusekelwa, ikakhulukazi ezindaweni zasemakhaya, ezinganeni ezikhubazekile.	
	Ukushoda kwezindawo zokunakekela izingane ezikhubazeke kakhulu.	
	Ukushoda kwezinsiza ze-ECD ezibandakanyayo, ezifanele, ezifinyelelekayo zezingane ezikhubazekile	

ISAHLUKO 6: UMBONO, UMNQOPHISO, INHLOSO KANYE NEZINHLOSO**a. Umbono**

Umbono weNqubomgomo ukuhlinzeka ngezinsizakalo kubantu abakhubazekile emphakathini obandakanya wonke umuntu futhi olinganayo emphakathini osekulwe ngamalungelo abantu.

b. Umsebenzi

Umgomo wenqubomgomo wukuqinisekisa ukuthi abantu abakhubazekile bayafinyelela izinsiza ezinhlelweni ezididiyelwe, ezididiyelwe ngaphakathi kwezinsizakalo zezehlalakahle zeGatsha, kanye nezinkonzo eziqondene nokukhubazeka.

c. Inhloso Seyonke Yepholisi ithi:

Ukuthuthukisa ikhwalithi yezimpilo zabantu abakhubazekile ngokuhlinzekwa kwezinsizakalo zokuthuthukiswa komphakathi ezigxile emalungelweni abantu.

d. Izinjongo Ezilisu zeNqubomgomo

Izinjongo ezimbili (2) zeNqubomgomo ezigxile kumphumela wamasu yilezi:

Inhloso Yesu 1:

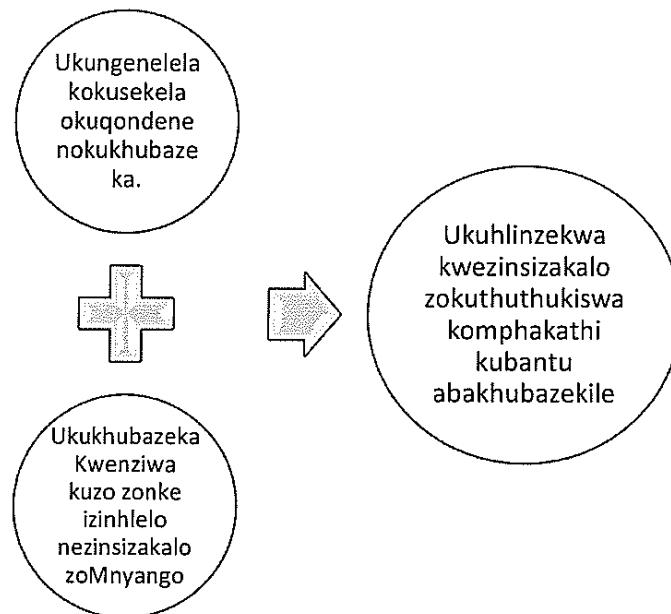
Abantu abakhubazekile bahlezi bethola izinsiza eziqondene nokukhubazeka komphakathi.

Inhloso Yesu 2:

Ukukhubazeka kuhlale kufakwa kuzo zonke izinhlelo nezinkonzo zoMnyango.

1. Ukuqondisa ukudidiyelwa kokukhubazeka kuzo zonke izinqubomgomo, izinhlelo kanye namaphrojekthi oMnyango wezezehlalakahle. Izinhlelo nezinkonzo zoMnyango zivezwe kulo mdwebo wesi-3 olandelayo

Umdwebo 3: Iqhaza Elikabili Lomqondisi Womnyango: Izinkonzo Kubantu Abakhubazekile



Indima eyodwa ukuthuthukisa, ukusebenzisa, *ukuqapha*, *ukuhlola kanye nokubika ngokungenelela okuqondene nokukhubazeka*. Okunye wukweluleka kanye nokuqondisa zonke izinhlelo zoMnyango nezincane mayelana nokufakwa kokukhubazeka kuzo zonke izinhlelo zabo zokuthuthukisa umphakathi. Ngazo zombili lezi zindima, iHhovisi loMqondisi lizofaka isandla ekuthuthukisweni kwendawo yokuvikela umphakathi ehlanganisa izidingo namalungelo abantu abakhubazekile, okuhlanganisa nalokho okudingekayo ukuze abantu bakwazi ukuthuthukisa amakhono abo.

Ngokubona iqiniso lokuthi abantu abakhubazekile abahlanganisi iqembu elifanayo ngakho-ke abanazo izidingo nokukhathazeka okufanayo, ukuhlukahluka okulandelayo okubalulekile kanye nokuhlangana kwabantu abakhubazekile kuzohlanganiswa kuzo zonke izenzo ezixhumene nezinjongo zamasu:

- izimo zenhlalo nezomnotho nesimo,
- izidingo nezinkathazo ezincike eminyakeni yobudala (izingane, intsha, abantu abadala kanye nabantu abadala),
- indawo yendawo (yasemaphandleni, emadolobheni, engxenyeni yedolobha),
- ubulili,
- ukukhetha ubulili, kanye
- izizinda zamasiko.
- izimo zenhlalo nezomnotho nesimo,
- izidingo nezinkathazo ezincike eminyakeni yobudala (izingane, intsha, abantu abadala kanye nabantu abadala),
- indawo yendawo (yasemaphandleni, emadolobheni, engxenyeni yedolobha),

- ubulili,
- ukukhetha ubulili, kanye
- izizinda zamasiko.

Okokugcina, izinjongo zihlanganisa iziqondiso ku-WPRPD ezisebenza KUPHELA ekuhlinzekweni kwezinsizakalo zokuthuthukiswa komphakathi kubantu abakhubazekile.

Le miyalo iqukethwe kuThebula lesi-4 elilandelayo.

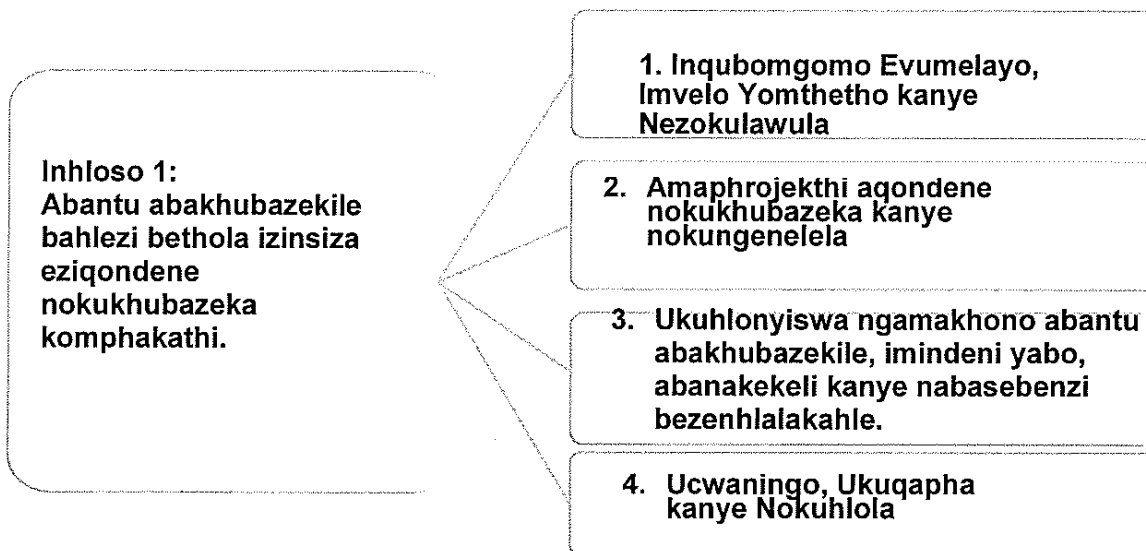
Ithebula 4: Iziqondiso ze-WPRPD ezisebenza Ekuhlinzekweni Kwezinsizakalo Zokuthuthukiswa Komphakathi Kubantu Abakhubazekile

IZINSIKA ze-WPRPD	I-WPRPD IZINDAWO EBHEKE ZIZO KAKHULU
Insika 1 - Ukususa izithiyo zokufinyelela nokubamba iqhaza	zinyathelo Zokulala Ezinengqondo
Insika yesi-2 – Ukuvikela Amalungelo Abantu Abasengozini Yokubandlululwa Okuhlanganisiwe	Ilungelo lokuphila Ukukhululeka ekuhlushweni noma ekuhlukunyezweni, ekuphathweni ngendlela engenabantu noma eyehlisa isithunzi, ekuxhashazweni, ebudloveni nasekuhlukunyezweni.
Insika 3 - Ukusekela Impilo Yomphakathi Edidiyelwe Esimeme	Ukwakha imiphakathi nomakhelwane obumbene Ukwakha nokweseka imindeni Ukufinyelela ezinsizeni ezisekelwe emphakathini ezisekela ukuphila ngokuzimela
Insika yesi-4 – Ukugqugqezela kanye Nokweseka Ukunikezwa Amandla Kwabantu Abakhubazekile	Ukwesekwa Kokuhlanganiswa Komphakathi kanye namakhono empilo yokuphila ngokuzimela Ukufinyelela ekusekelweni kwezempilo nendlela yokuphila
Insika yesi-5 - Ukunciphisa Ukuba Sengozini Kwezomnotho kanye Nokukhipha Imali Yabantu	Ukuthatha izinqumo okusekelwe
Insika yesi-6 - Ukuqinisa Izwi Elimele Abantu Abakhubazekile	Ukukhubazeka, ubumpofu, intuthuko kanye namalungelo abantu Ukuqinisa ukufinyelela nokubamba iqhaza ngokuzimela wena Ukuqinisa ukuhlukahluka namandla ama-DPO nezinhlelo zokuzimela
Insika yesi-7 – Ukwakha Imishini Yombuso Elinganayo	Ukubamba iqhaza komphakathi nokubonisana Ukuhlelwa ngokulingana kokukhubazeka, isabelomali kanye nokulethwa kwezinsiza

Yokukhubazeka	Ubufakazi obulinganayo bokukhubazeka obazisa inqubomgomo nokuthuthukiswa kohlelo
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Inhloso Yesu loku-1 izofezwa ngezindawo ezine (4) okugxilwe kuzo njengoba kukhonjisiwe kulo mdwebo 4 olandelayo:

Umdwebo 4: Izindawo okugxilwe kuzo zeNhloso 1



Umdwebo ukhombisa iNhloso 1 (Abantu abakhubazekile baqhubeka nokuthola izinsiza eziqondene nokukhubazeka eziqondene ngqo nentuthuko yezenzhlalakahle) exhunywe emikhakheni emine okugxilwe kuyo: 1. Inqubomgomo Evumelayo, Imvelo Esemthethweni kanye Nezokulawula; 2. Amaphrojekthi kanye nokungenelela okuqondene nokukhubazeka 3. Ukunikezwa amandla/ukwakhiwa kwamakhono abantu abakhubazekile, imindeni yabo, abanakekeli kanye nabasebenzi bezenhlalakahle kanye 4. Ucwangingo, Ukuqapha kanye Nokuhlola

Umdwebo wesi-5 olandelayo ongezansi ukhombisa izindawo okugxilwe kuzo, ukungenelela okuhlukile kanye nemiphumela iHhovisi loMqondisi elizoyithuthukisa, liyisebenzise, liqaphe futhi liyihlole mayelana nendawo ngayinye okugxilwe kuyo.

Inhloso Yesu 2:

Ukukhubazeka kuhlale kufakwa kuzo zonke izinhlelo nezinkonzo zoMnyango

Le nhloso ihlobene neqhaza leHhovisi loMqondisi ekwakheni amandla azo zonke izinhlelo zemisebenzi yoMnyango ekuhlenganiseni ukukhubazeka kuzo zonke izinqubomgomo, izinhlelo, amaphrojekthi kanye nesabelomali. Lezo zeluleko neziqondiso zibalulekile ngoba zeseka izibopho zokusebenza kwamayunithi emisebenzi, umsebenzi obalulekile kanye nezinsizakalo ezihlinzekwa nguMnyango. Inqubomgomo yakhelwe phezu kwemodeli ehlenganisa izingqimba eziningi zamandla ngaphakathi kwamayunithi omsebenzi woMnyango Wezokuthuthukiswa Komphakathi (DSD). Ukwakhiwa kwamandla kubandakanya izindlela eziningi njengoba kuchazwe eSahlukweni 1, okuhlanganisa nezindawo ezimbili okugxilwe kuzo ezikhonjiswe kuMdwebo wesi-5 ongezansi.

Umdwebo 5: Ukugxila Kwenjongo 2**Inhloso 2:**

Zonke izinhlelo zoMnyango zihlale zifaka amalungelo abantu abakhubazekile ekuhleleni kwabo, ekwabelweni kwezimali nasekusebenziseni izinsiza zentuthuko yezenhlalakahle ezibandakanya ukukhubazeka kanye namalungelo abantu

1. Uhlelo loMnyango Wokuqeqesha kanye nabasebenzi bohlelo oluncane mayelana nokwandiswa kwabakhubazekile

2. Sekela futhi weluleke ngokufakwa kwabantu abakhubazekile kukho konke ukungenelela

Umdwebo ukhombisa iNhloso yesi-2 (Zonke izinhlelo zoMnyango zifaka phakathi amalungelo abantu abakhubazekile ngokuqhubekayo ekuhleleni kwabo, isabelomali kanye nokuqaliswa kwezinsizakalo zentuthuko yezenhlalakahle ezibandakanya ukukhubazeka nezigxile emalungelweni abantu) ezixhunywe emikhakheni emi-2 okugxilwe kuyo 1. Uhlelo loMnyango Wezitimela kanye nezigatshana- abasebenzi bohlelo mayelana nokuhlanganisa ukukhubazeka kanye 2. Ukusekela nokweluleka ngokufakwa kwabantu abakhubazekile kukho konke ukungenelela

Imisebenzi yeHhovisi loMqondisi ukuzeza le nhloso izibandakanya:

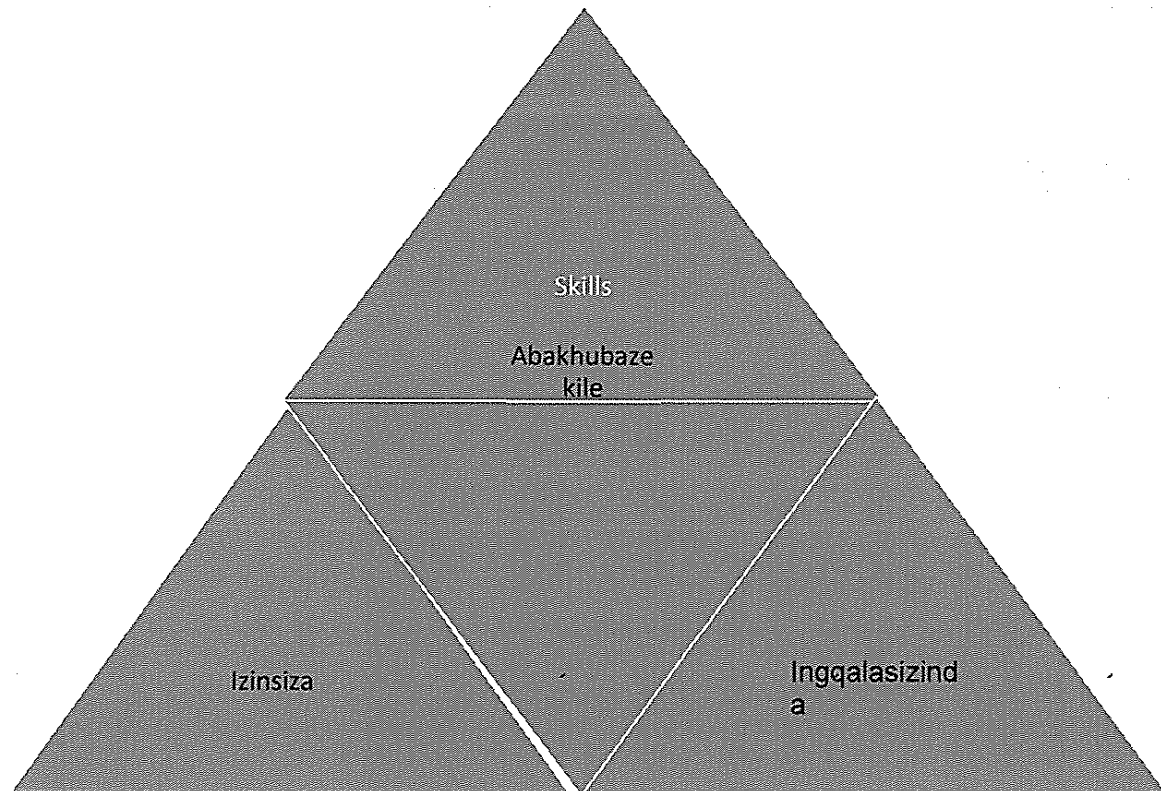
- Ukubamba iqhaza ezinhlelweni zamasu/zonyaka zokuhlela ukusebenza kwezeNhlalakahle / izinhlelo zayo/izinhlelo ezincanyana ukuze kweluleke ngamathuba okugxilwa kokukhubazeka nokufakwa esigabeni sokuhlela; ukwakha imihlahlandlela engasetshenziswa yizo zonke izinhlelo zoMnyango/izinhlelo ezincane zoMnyango, mayelana nendlela yokufundisa ukukhubazeka kanye/noma ukuthi kwenziwa kanjani ukungenelela okuqondene nokukhubazeka okufanelekile/okusabelayo.

- Ukuqeqesha okungenani ilungu elilodwa labasebenzi bohlelo loMnyango ngamunye kanye nohlelo oluncane ekusebenziseni imihlahlandlela eshiwo ngenhla kanye nokusekela ngokujwayelekile Uhlelo ngalunye/uhlelo oluncane loMnyango ukuze kuqaliswe/ukuqapha imihlahlandlela.

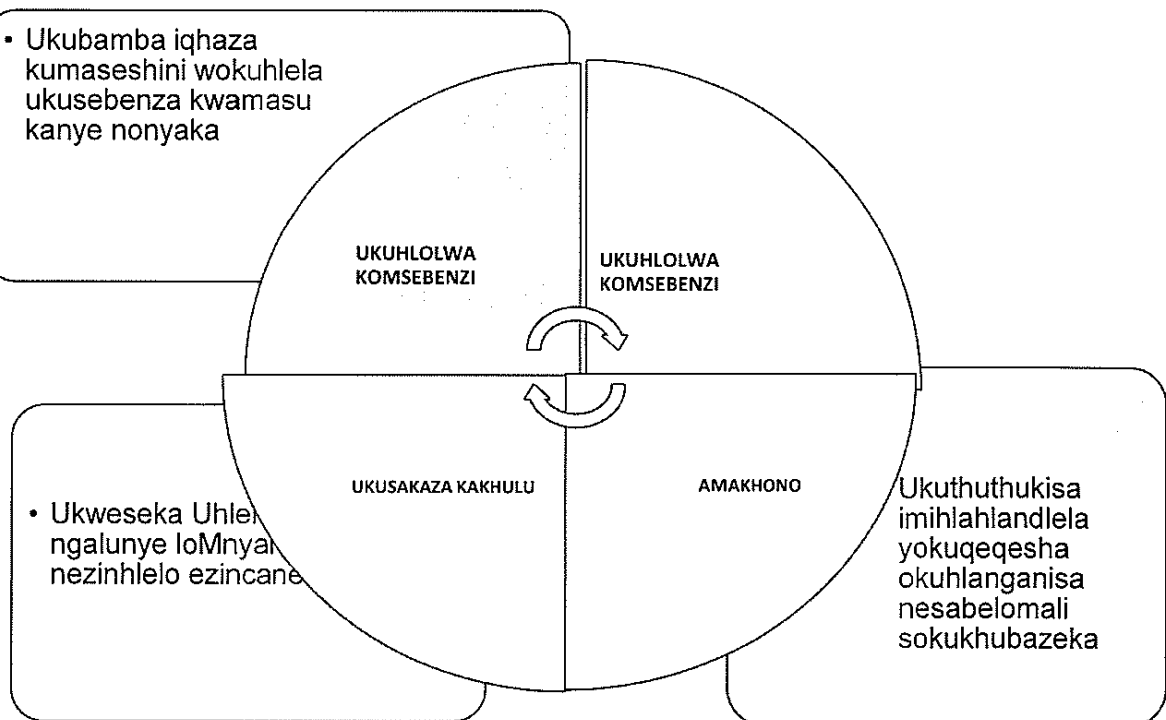
Ngokuhlanganyela neHhovisi Lesikhulu Esiphezulu Sezezimali (i-CFO): sungula/usebenzisa imihlahlandlela yesabelomali sokukhubazeka futhi uqeqeshe okungenani abasebenzi ababili abavela ehhovisi le-CFO kanye nabo bonke abaphathi bephrojekthi ukuze basebenzise imihlahlandlela ngempumelelo.

AmaHhovisi oPhiko Lwezocwaningo, Ukuqapha kanye Nokuhlola oMnyango, azokwenza lula ukuthuthukiswa nokuqeqeshwa kwabo bonke abasebenzi emikhombandlela yocwaningo/izinkomba zokulethwa kwezinsiza kuzo zonke izinsiza zentuthuko yezenhlalakahle ezinikezwa abantu abakhubazekile. Izinkonzo zoBuqondisi zivezwe kuMdwebo 6.

Umdwebo 6: Izinsizakalo Zomyango



- Ukubamba iqhaza kumaseshini wokuhlela ukusebenza kwamasu kanye nonyaka



- Ukweseka Uhlel ngalunye loMnyaka nezinhlelo ezincane

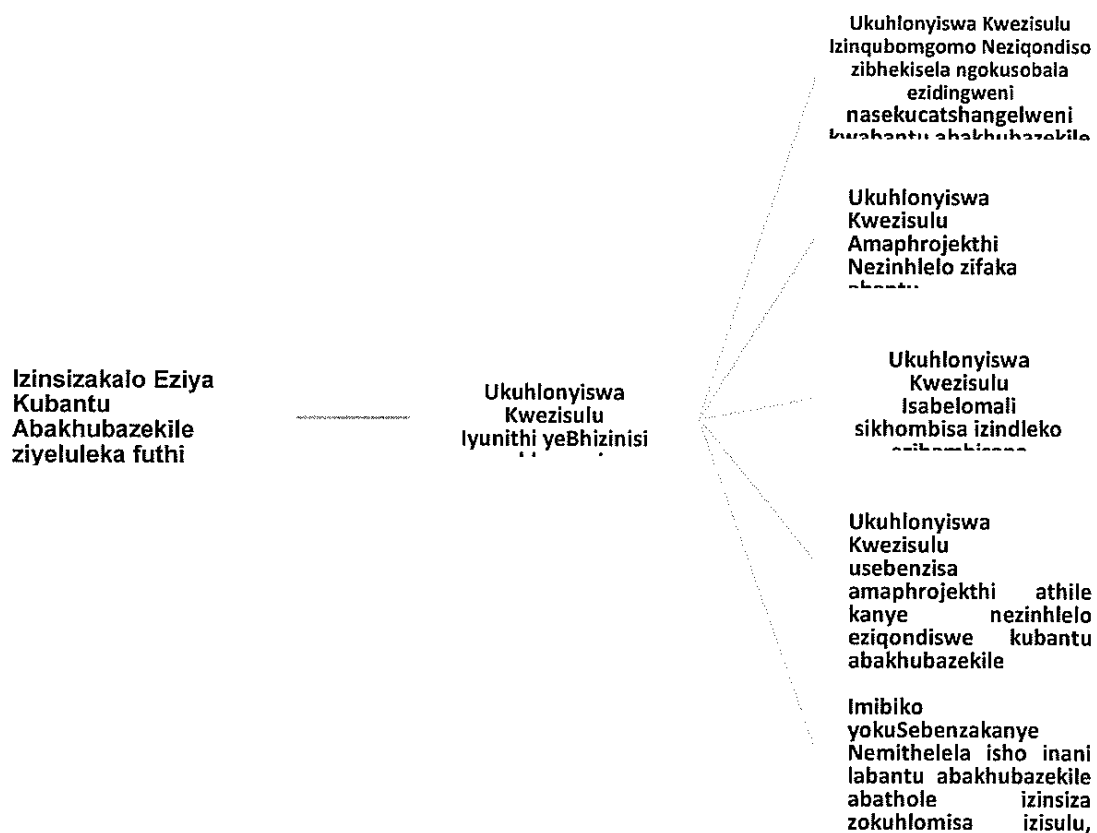
Ukuthuthukisa imihlahlandlela yokuqeqesha okuhlanganisa nesabelomali sokukhubazeka

Umdwebo wesi-6 uyi-matrix yomjikelezo enesihloko esithi The Directorate's Services. Umdwebo uhlukaniswe waba amasegimenti amane (ngalinye linamandla anengemuva eliluhlaza okwesibhakabhaka ngokukhanyayo kanye nonxande ompunga onombhalo: Ukuthuthukisa imihlahlandlela yokuqeqesha okuhlanganisa nesabelomali sokukhubazeka), okujwayelekile (okunengemuva elipinki kanye nonxande onombhalo: Ukweseka Uhlelo ngalinye loMnyango kanye nengxenywe encane -izinhlelo), ukuqapha nokuhlola (ingemuva eliphuzi kanye nonxande onombhalo Ukweseka nokuqapha ukuqaliswa kwemihlahlandlela), ukuhlolwa kokusebenza okunengemuva elinsundu kanye nonxande onombhalo: Ukubamba iqhaza kumaseshini wokuhlela ukusebenza kwamasu kanye nonyaka).

I-matrix yomjikelezo ibekwe emfanekisweni ongunxantathu, ohlukaniswe izingxenywe ezine (isihloko esiphezulu sinombhalo: Amakhono, isisekelo kwesokunxele sinombhalo: Izinsiza nesisekelo kwesokudla sinombhalo: Inqalasisizinda futhi isikhungo sinombhalo: abantu abakhubazekile).

Kusetshenziswa Uphiko Lwezinsizakalo Zokuhlonyiswa Kwabahlukunyezwe njengesibonelo, Umdwebo 7 ubonisa ukuthi umsebenzi wokuthuthukisa amakhono uzofezwa kanjani.

Umdwebo 7: Ukugxilisa ukukhubazeka kuzo zonke izigaba zomsebenzi zoMnyango: Isibonelo Sezinsizakalo Zokuhlonyiswa Kwabahlukunyezwe



I-Business Unit yokusabalalisa ukukhubazeka. Ibhokisi lombhalo lesibili lixhunywe kwamanye amabhokisi ombhalo amane anombhalo olandelayo:

Ibhokisi Lombhalo 3: Ukunikezwa Amandla Kwezisulu: Izinqubomgomo Neziqondiso zibhekisela ngokusobala ezidingweni nasekucatshangelweni kwabantu abakhubazekile;

Ibhokisi Lombhalo 4: Ukunikezwa Amandla Kwezisulu: Amaphrojekthi Nezinhlalo zifaka abantu abakhubazekile njengabahlomuli;

Ibhokisi Lombhalo 5: Ukunikezwa Amandla Kwezisulu: Isabelomali sibonisa izindleko ezihlobene nokukhubazeka okujwayelekile;

Ibhokisi Lombhalo 6: Ukunikezwa Amandla Kwezisulu kusebenzisa amaphrojekthi athile nezinhlalo eziqondiswe kubantu abakhubazekile kuphela; futhi

Ibhokisi lombhalo 7: Imibiko Yokusebenza kanye Nemithelela isho inani labantu abakhubazekile abathole izinsiza zokuhlomisa izisulu, kanye nomthelela ebe nayo kukhwalithi yezimpilo zabo.

ISAHLUKO 7: IZINHLELO KANYE NEZINSIZA ZABANTU ABAKHUBAZEKILE
A. Uhlolajikelele lwezinhlelo nezinsiza

Izinhlelo, kanye nezindaba ezibalulekile zokwabiwa kwezinsiza ukuze kuhunyushwe inhloso yokusebenza kwenqubomgomo kufingqiwe kulesi sahluko ngemininingwane oHlelweni LokuQalisa (Isithasiselo B), esihlinzeka ngohlaka lokuhlela lwemikhakha eminingi ukuze kuqinisekiswa ukuhlinzekwa kwezinsizakalo ezisezingeni eliphezulu kubantu abanamakhono. ukukhubazeka.

Izinsizakalo zamanje eziya kubantu abakhubazekile zinezikhala ezimbalwa, izinselele kanye nobuthakathaka okufanele kubhekwan nazo ngalokhu okulandelayo:

- Ukuthuthukiswa kwemikhuba namazinga kazwelonke ukuze kuchazwe amazinga amukelekayo ezinsizakalo zokuhlinzekwa, ukuqapha kanye nokuhlolwa kwezinsizakalo.
- Ukwabiwa kwezinsiza ezanele nezifanele ukuze kuhlinzekwe ngezinsiza ngendlela efanele.
- Ukusebenzisana kwezinhlelo, ngaphakathi naphakathi kweminyango kanye nokuzinikela kwababambe iqhaza ukuze kuqinisekiswa ukuqaliswa okudidiyelwe, okudidiyelwe nokuphelele kwalezi zinsizakalo.

Isisekelo seNqubomgomo esamukelwe siwukuthi ukuba sengozini kwabantu abakhubazekile kufanele kucabangele ukulandelana kwezikhathi kuqhathaniswa nobudala bokuthuthuka, izinga elidingekayo lokusekelwa kwezidingo ezithile zalabo abasezindaweni ezingenazo izinsizakusebenza, abantu abasuswa ezindaweni zabo, abantu abane-albinism, isithuthwane, ukukhubazeka kwengqondo, neuro. - ukukhubazeka kwentuthuko, ukukhubazeka okuningi, abantu abayizithulu, izimpumputhe, izithulu nezimpumputhe kanye nabantu abangenamakhaya, phakathi kwabanye. Lesi sisekelo asikwazi ukugcizelelwa ngokwanele.

Wonke amasevisi anikezwa ngokwamazinga alandelayo okungenelela:

Izinsizakalo Zokuvimbela zigxile ekuvimbeleni nasekwehliseni ingcuphe yokukhubazeka kwesibili kuwo wonke umjikelezo wempilo yabantu abakhubazekile noma izehlakalo zokukhubazeka kwezingane, okuhlanganisa ukukhubazeka okutholayo.

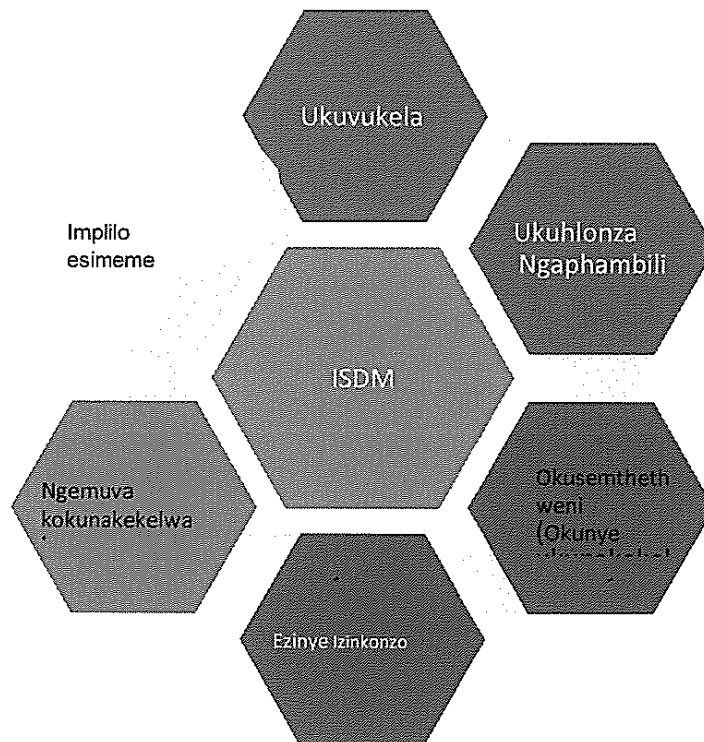
Amasevisi Okungenelela Ngaphambili (okungezona ezingokomthetho). baqinisekise ukuthi labo abahlonzwa njengabasengozini bayasizwa ngaphambi kokuba badinge izinsizakalo ezingokomthetho, ukungenelela okujulile noma ukufakwa kwenye indawo yokunakekelwa.

Ukungenelela Okusemthethweni/Izinkonzo Zokuhlala/Ezinye Zokunakekelwa zingabandakanya ukweseka umuntu onezidingo zokwesekwa ezisezingeni eliphezulu ezivela emphakathini kanye nokuhlinzeka lowo muntu ngokunye ukunakekelwa.

Izinsizakalo Zokuhlanganisa kanye Nezokunakekelwa Kwangemuva zihloselwe ukubuyisela umuntu emindenini nasemiphakathini yakhe, ukunikeza usizo

nokunakekelwa / ukunakekelwa kwesikhashana/ izikhungo zomphakathi zamakhono okuphila (imihlangano yokucobelelana ngolwazi yokuvikela)/izinsizakalo ezinganeni ezikhubazekile, phakathi kokunye. Lawa mazinga aboniswa ngomdwebo 8 olandelayo:

Umdwebo 8: Imodeli Edidiyelwe Yokulethwa Kwesevisi (ISDM)



Umdwebo 8 unomumo we-hexagon (izinhlangothi ezingu-6) ne-ISDM phakathi nendawo futhi ixhunywe kwamanye amaheksagoni ayisithupha ageleza ukusuka kwesokudla ukuya kwesokunxele ngokwewashi. Amaheksagoni ayisithupha anamathiselwe anombhalo olandelayo: Phezulu (indawo eyi-12) ukuvimbela, indawo ye-10 o'clock ukuhlonza ngaphambi kwesikhathi, i-25 edlule ihora Lomthetho (Olunye Ukunakekelwa Okuhlukile), isikhundla isigamu sehora lesithupha sinezinye izinkonzo, 20 kuya ehoreni inezinye izinkonzo. ukunakekelwa kwangemuva nokuhlanganisa kabusha kanye nesikhundla se-10 kuya ehoreni Le-Sustainable Living

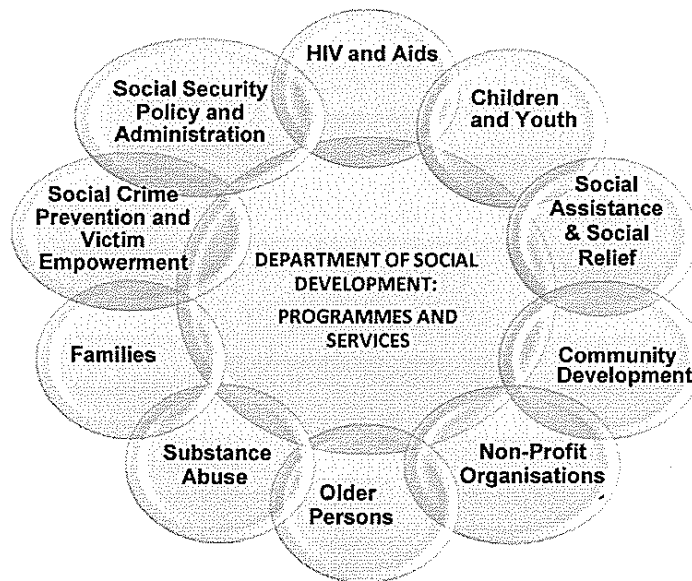
Abantu abakhubazekile kanye nemindeni yabo abasengcupheni nabasengozini kufanele bahlonzwe, bahlolwe, bahlolwe futhi bathunyelwe ukuze baphinde bahlolwe, basekelwe futhi bangenelele abahlinzeki bezinsizakalo abafanelekile abahlanganisa osonhlalakahle, abasebenzi bezempilo, othisha nezikhulu zakwa-SASSA, phakathi kwabanye.

B. Incazelo yezinhlelo

Kuyisibopho ukuthi izinsiza nezinhlelo ezihlinzekiwe kufanele zihambisane negunya, izinqubomgomo nomthetho we-DSD, kanye nazo zonke ezinye izinqubomgomo

nemithetho eyazisa ukuhlinzekwa kwezinsizakalo kubantu abakhubazekile. Lokhu kufanele futhi kubandakanye noma yimiphi imiyalelo i-DSD eyihlinzekayo njengengxenye yemibandela yayo kanye nezimfuneko zokuthola uxhaso. Umdwebo 9 ongezansi ubonisa izinsiza ze-DSD nezinhlelo okufanele zivelele futhi zibandakanye abantu abakhubazekile.

Umdwebo 9: Izinsizakalo nezinhlelo ze-DSD zokufaka phakathi abantu abakhubazekile



Umdwebo 9 ubonisa Izinsizakalo Nezinhlelo ze-DSD zokufaka phakathi abantu abakhubazekile abanengemuva eliluhlaza ngokukhanyayo namabhamuza ayindilinga ansundu. Phakathi nendawo kukhona ibhamuza eliyindilinga elinombhalo: umnyango wezokuthuthukiswa komphakathi: izinhlelo nezinsizakalo. Kunamabhamuza ayindilinga ayishumi amancane analo mbhalo olandelayo oqondana nokuhamba kwewashi: I-HIV/AIDS, izingane nentsha, usizo lwezenhlalakahle nosizo, ukuthuthukiswa komphakathi, izinhlangano ezingenzi nzuzo, abantu abadala, ukusetshenziswa kabi kwezidakamizwa, imindeni, ubugebengu bomphakathi kanye nokuthuthukiswa kwezisulu, inqubomgomo nokuphatha kwezokuphepha komphakathi

Lesi sigaba esilandelayo sigxile ezinsizakalweni eziqondene nokukhubazeka eziholwa yiHhovisi Lomqondisi: Izinkonzo Kubantu Abakhubazekile ukuze zisetshenziswe iMinyango yesifundazwe yozakwabo bokuThuthukiswa koMphakathi etholakala kuZinkonzo Zezenhlalakahle.

B. Lokwesekwa Komndeni Nomzali

1. Uhlelo Oluncane Lokweseka Umndeni

Lolu wuhlelo oluqondiswe emindenini okuhloswe ngayo ukulondolozwa kwemindenini kanye nokuthuthukisa inhlalakahle yayo ngokusebenzisa izinsiza ezifinyelelekayo, ukuqinisa ubudlelwano bomndeni, kanye nokuhlonyiswa ngolwazi ngokusekelwa, ukudlulisela kanye nokwelashwa.

Lezi zinsizakalo ziqinisekisa ukuthi imindeneni ingakwazi ukwakha kabusha amakhono ayo ngokukhuthazela okukhulu ngokuhamba kwesikhathi ngokuthuthukisa inhlalakahle yemindeneni, kanye nokuqinisa nokweseka imindeneni, ukuze inikezwe amandla okuhlinzeka ngokomzimba, ngokomzwelo, ngokwengqondo, ngokwezezimali, ngokomoya, ekukhulumisaneni nasekuhlakanipheni. ukusekela nokunakekela amalungu abo.

Nakuba izinsiza ze-DSD eziya emindenini kufanele zibandakanye ukukhubazeka njengoba kuvezwe kuMdwebho 9, ngenhla uhlu lwezinhlelo ezincane ezengeziwe eziqondiswe ngqo kubantu abakhubazekile kanye nemindeneni yabo:

2. Uhlelo Oluncane Lokwesekwa Kwabazali

Abazali bavame ukufuna lezi zinhlelo ukuze zibasize bathuthukise amakhono, bafunde izindlela zokuxazulula izinkinga, noma bathole ukusekelwa ngenxa yezinselelo ababhekana nazo ekwenzeni uhlobo lokukhulisa izingane abafisa ukukunikeza. Bayaqaphela ukuthi izici zomntwana wabo zingase zifune amakhono akhethekile ngaphezu kolwazi oluvamile, izimo zengqondo, nemikhuba edingwa abazali. Lolu hlelo lunqamula izinsiza okuxoxwe ngazo kulesi Sahluko, ngokwesibonelo, abazali abafinyelela izinkundla zokucobelelana ngolwazi zokuvikela, ukunakekelwa kwesikhashana, njll. Ulwazi oluningiliziwe luboniswa ngezansi mayelana Nokunakekelwa Kwezimo Eziphuthumayo.

C. Uhlelo Lokunakekela Ikhefu

Ihlelo lokunakekela liyisevisi yokunakekela yesikhashana egxile emndenini ukuze umnakekeli/umzali athathe ikhefu lesikhashana elidingeka kakhulu kanye nesikhathi esinqunyelwe ezidingweni zokunakekela abantu abakhubazekile noma izifo ezingamahlalakhona. Isevisi inganikezwa amahora ambalwa, isonto noma iholide elinwetshiwe, ukusiza ukunciphisa umthwalo wokunakekela umndenini nokusiza ukukhulula ukucindezeleka, ukubuyisela amandla, nokukhuthaza ukulinganisela empilweni yomnakekeli nomndenini. Kungase futhi kuvimbele umnakekeli ukuba aphelelwe amandla, ahlukane yedwa, noma aphele amandla.

Uhlelo lokunakekela luhloselwe ukwenza ngcono imiphumela yentuthuko kubantu abadinga usizo, okuhlanganisa nomnakekeli oyinhloko ngokuqhubekayo kanye nezinsizakalo ezihlanganisiwe zomndenini kanye nomphakathi.

Amamodeli okunakekelwa kwesikhashana ahlanganisa izinsiza zangaphakathi nangaphandle kweKhaya; Isimo esiphuthumayo; Ukunakekelwa okuguquguqukayo kanye nezinsizakalo ezikhethekile. Izinkonzo Zokunakekelwa Kokuphefumula zihlala zixhunyaniswa futhi zihlinzekwa yi-NGO ebhalisiwe.

Uhlelo lokunakekelwa lunobhasikidi wezinsizakalo ezihlinzekwa ngendlela edidiyelwe nehlanganyelwayo ehlanganisa, kodwa ayikhawulelwe kubhasikidi wezinsizakalo ezilandelayo:

- Amalungelo Abantu Abakhubazekile
- Ukubhaliswa Nokuxhaswa Ngezimali
- Ukusebenzisana nababambiqhaza ababalulekile

- Ukusekela nokubamba iqhaza
- Ukwakhiwa Kwamakhono Abahlinzeki
- CBR & Independent Living
- Izinhlelo Zomndeni Nezabazali
- Amasevisi Okwelapha Nokwelulekwa

D. Lwezingane ezikhubazekile

Lolu hlelo luhloselwe ukuthuthukisa izinga lempilo yazo zonke izingane ezikhubazekile ngokwakha indawo evumayo lapho zingabamba iqhaza futhi zifinyelele izinsiza ezilinganayo, ezithengekayo nezisezingeni eliphezulu njengemfuneko, zizuze ukusebenza ngokuzimela, zijabulele izinga lempilo eligcwele nelihloniphekile. izimo eziqinisekisa isithunzi, ezikhuthaza ukuzethemba kanye nokubamba iqhaza okubonakalayo emphakathini.

Ukuqapha kusesesikhathi, ukulandelela kanye nohlelo lokudlulisela phambili kumele kwakhiwe futhi kusetshenziswe njengobambiswano lokusebenzisana phakathi kweminyango esemqoka nabahlinzeki bezinsizakalo ngokusebenzisa indlela ehlenganisa imikhakha eminingi. Ngezansi kunezinsizakalo lapho i-DSD ingumnyango oholayo noma okufanele ibambe iqhaza elibalulekile neminye iminyango.

E. Izinsizakalo Zokuvikela Izingane

Umthetho Wezingane (uMthetho wama-38 wezi-2005) uwumthetho oyinhloko onikeza amalungelo ezingane ukuvikelwa ekuhlukunyezweni nasekunganakeni, kanye nokunakekelwa komndeni noma ukunakekelwa okunye okufanele lapho esuswa endaweni yomndeni. Le Nqubomgomo iholwa nguMthetho futhi iqinisekisa ukuthi izinsiza ziyafinyeleleka futhi zihlangabezane nezidingo zokwesekwa zezingane ezikhubazekile ezihlukene. Lokhu kubandakanya, kodwa akukhawulelwe ku:

- Izinkonzo Zokunakekela Ingxenywe (izikhungo zokunakekela izingane ezikhubazekile);
- Okunye Ukunakekelwa (Abazali beqembu labanakekeli bezingane ezikhubazekile);
- Ukuhlinzekwa Kokuthuthukiswa Kwezingane Esencane; futhi
- Ukunikezwa amandla kwabazali nabanakekeli.

F. Uhlelo Lokuqwashisa Amalungelo Okukhubazeka kanye Nokumela

Lolu hlelo luhlose ukuqwashisa ngokukhubazeka kanye nokumela okusekelwe kumodeli yezenhlahalakahle yokukhubazeka, ukuze kwakhiwe umphakathi obandakanya wonke umuntu, kuthuthukise izwi elimele abantu abakhubazekile futhi kufakwe izinguquko ezinhle zokuziphatha komphakathi.

G. Ukunikezwa Amandla Kwabantu Abakhubazekile

Ukuhlonyiswa kwabantu abakhubazekile amandla kubenza bakwazi ukuzithathela izinqumo ngabodwana nanjengeqembu, ngokuthola ukuzethemba nokuthuthukisa amakhono ahloselwe ukubamba iqhaza ngokulinganayo kanye nomphakathi obandakanya wonke umuntu. Ukuhlonyiswa nokuqonda kwabantu abakhubazekile njengesinyathelo sokuqala sokubamba iqhaza elibonakalayo kuyagcizelelwa.

Inqubo **yokunika amandla** isetshenziswa ngezigaba ezintathu eziyinhloko:

Isigaba soku-1: Ukuklanywa Kohlaka uhlelo oluchaza izinyathelo okufanele zilandelwe ekuqaliseni ukuthuthukiswa kokukhubazeka ukuze kuhlonyiswe abantu abakhubazekile amandla, isibonelo, ukuqwashisa ababambiqhaza nokukhetha indawo okuqondiwe kuyo, phakathi kokunye. Ibeka isisekelo semisebenzi eyenziwayo esiGabeni sesi-2.

Isigaba sesi-2: Ukuhlonyiswa Kwabantu Abakhubazekile “ingxenye ebambekayo” njengokuthuthukisa nokusebenzisa izindlela (ukuzimela, ukuzikhulumela, ukwelulekwa kontanga, ukuthuthukisa amaxusa oshintsho nokusebenzisa imodeli yezenhlalo yokukhubazeka), phakathi kokunye.

Isigaba sesi-3: Ukwakhiwa kwezikhungo kudala indlela esimeme yokuqinisekisa ukuthi abantu abakhubazekile bahlala benamandla futhi beyingxenye yomphakathi ojwayelekile, okuholela ekuqhutshweni okuqhubekayo kwalolu hlelo.

A. Uhlelo lokwesekwa kwengqondo nomphakathi

Lolu hlelo lusebenza ezinsizeni eziqondene nokukhubazeka njengezindawo zokuhlala, izikhungo zomphakathi zamakhono omphakathi kanye namakhono okuphila (imihlangano yokucobelelana ngolwazi yokuvikela) kanye nezinsizakalo eziwayelekile, isibonelo, ukusetshenziswa kabi kwezidakamizwa, ukuhlomisa izisulu amandla, ukulawula izinhlekelele, i-HIV/AIDS, nokunye. Iqondiswe kubantu abakhubazekile, imindeni yabo, abameli nabanakekeli futhi yenzeka phakathi kwemindeni yabo, ezikhungweni, ezikhungweni nasemiphakathini. Izinhlelo zihlose ukwenza kube lula ukuzimela, ukubandakanywa kwenhlalo-mnotho kanye nokuzimela kwabantu abakhubazekile, imindeni yabo, phakathi kokunye. Lokhu kuhlenganisa, kodwa akugcini lapho, ukungenelela okuhlukahlukeni kwezenhlalo, ezemfundo, imisebenzi yezandla, ezomnotho, ukuziphatha kanye nengqondo eklanyelwe ukuthuthukisa amakhono abo okusebenza kwengqondo nenhlalakahle ukuze benze indima kanye nokubonakaliswa kwamandla abo.

B. Uhlelo Lwezikhungo Zomphakathi Zamakhono Ezenhlalakahle Nezempilo (Imihlangano Yokufundisana Yokuzivikela)

Lolu hlelo luwuhlelo lokunakekela izingane olungafinyelelwa ngohlelo olusekelwe emphakathini ngabantu abakhubazekile abahlala nemindeni yabo, kanye nabasebenzisi bezinsizakalo ezindaweni zokuhlala. Ihlose ukuhlinzeka ngezinsizakalo eziphelele neziphelele ukuze abasebenzisi bezinsizakalo bakwazi ukuzuza izinzuzo zenhlalakahle yezomnotho ezizohlela ekugcwalisekeni nasekwanelisweni kwezidingo zabo ngokugxila ikakhulukazi ezinsizeni zokwesekwa kwengqondo nomphakathi, ukuthuthukiswa kwamakhono kanye nezinsizakalo zokuqashwa ezisekelwayo. Inhloso yalolu hlelo ukuthuthukisa kanye nokwenza ngcono izinga lempilo yabantu abakhubazekile ngezinhlelo zokuthuthukiswa kwenhlalo-mnotho, ukufakwa ngokugcwele/okulinganayo emphakathini ojwayelekile kanye nomnotho.

Lezi zikhungo kumele zihlinzeke ngezinsiza ezifinyelelekayo, ezithuthukisayo, eziphelele, ezididiyelwe, ezibandakanyayo. Lezi zinsizakalo kufanele zihambisane nezidingo zokwesekwa kanye namazinga ahlukene okusebenza namakhono abantu

abakhubazekile. Lokhu kuzobenza bakwazi ukusebenza ngendlela efanele futhi bathuthukele ezingeni eliphezulu lokusebenza, lapho kungenzeka khona.

Izinsizakalo kulezi zikhungo zihlanganisa, kodwa azikhawulelwe kulokhu okulandelayo:

- Izinhlelo zokuqwashisa, ukumela kanye nemfundo
- Ukwelulekwa
- Izinsizakalo zokungenelela kwengqondo nenhlalakahle
- Izinsiza zezempilo
- Izinkonzo zokuhlunyelelwa kwezimilo
- Ukuthuthukiswa kwezemfundo/kwamakhono
- Ezemidlalo nokungcebeleka
- Izinsizakalo zokufukulwa kwezomnotho
- Ukuxhumanisa abantu abakhubazekile namathuba emisebenzi

E. Uhlelo Lwezindawo Zokuhlala

Izakhiwo zokuhlala sezisungulelwe ukuhlinzeka ngezidingo kubantu abakhubazekile abangakwazi ukuphila ngokuzimela, okuhlinzekela ukuhlanganiswa kabusha kokugcina emphakathini, lapho kungenzeka khona. Nokho, ubunzima bokukhubazeka abanye abantu abanabo budinga ukunakekelwa okuhlala unomphela.

Njengengxenye ye-deinstitutionization, abantu abakhubazekile banokukhetha ukuhlala ngokuzimela emakhaya abo eduze nezinsiza namasevisi adingwa ngumuntu ngamunye.

F. Uhlelo Lokuphila Oluzimele

Izikhungo ZokuPhila Ezizimele/Zokusekelwa zingama-NPO Amasevisi abhalisiwe aphethwe/abuswa abantu abakhubazekile futhi ahlinzeka ngezinsizakalo zokweseka ezisezingeni eliphezulu ngokusekelwe ezidingweni ezihlangene nezomuntu ngamunye zabantu abakhubazekile. Lezi Zikhungo zisekelwa futhi zixhaswa uhulumeni.

Izinsizakalo ezihlinzekwa ezikhungweni zokuhlala ezizimele/ezisekelwayo zihlanganisa, kodwa azikhawulelwe

- **Ukuhlinzekwa ngendawo yokuhlala** kubandakanya izindlu ezifinyelelekayo nezisekelwayo kanye nezindawo ezibandakanya wonke umuntu.
- **Amasevisi asekelayo ahlanganisa:**
 - Uhlelo lwezokuthutha olungenazithiyo.
 - Ubuchwepheshe obugxile kumuntu.
 - Amasevisi ezokuphepha.
 - Izinhlelo zezingcingo eziphuthumayo ekamelweni lomhlali ngamunye.
 - Ukuqashwa kubandakanya ukuzisebenza.
 - Amakhono Okuphila Okuzimele.
 - Ukunakekelwa komuntu siqu kanye nokwesekwa/ Izinsizakalo Zosizo Zomuntu Siqu, okuhlanganisa Imisebenzi Yokuphila Kwansuku zonke.
 - Ukudla ngokwezidingo zabahlali.
 - Usizo lokuwasha.
 - Izinsizakalo zokuhlanza.
- Izinsiza zezempilo

- Izinsizakalo zokufinyelela

Izinsizakalo kufanele zibandakanye ukufinyelela emiphakathini ezungezile ngokwezidingo ezihlonziwe. Lokho kufinyelela kufanele kufake kodwa kungagcini nje kulokhu: ukudluliselwa kokuhlinzekwa kwezinsiza zokusiza, iphakethe lokudla, ezokuthutha ezixhaswe ngemali, umthamo kanye nokuthuthukiswa kwamakhono kubantu abakhubazekile.

E. Izinsiza

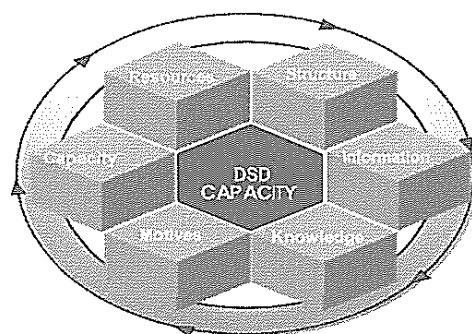
Izidingo zokuthola usizo zesevisi ngayinye yokukhubazeka kanye nohlelo olujwayelekile ziyahlukahluka futhi zifaka, kodwa azikhawulelwe kulokhu okulandelayo:

- Izinsiza zabantu kanye nongoti
- Izidingo zengqalasizinda nemishini
- Ukuqeqeshwa Nokuhlola
- Ukuqapha kanye Nokuhlola
- Izindleko Zokuphatha

Ukuqaliswa ngempumelelo kwale Nqubomgomo kudinga ukuthuthukiswa kwamasu, izinhlelo kanye nezinsizakalo, ezidinga ukwesekwa kwezokuphatha, usizo lobuchwepheshe, ukubambisana kwababambe iqhaza ababalulekile ezingeni likazwelonke, lezifundazwe kanye nelendawo, kanye nokwabiwa kwezinsiza ezidingekayo ukuze kufezwe umsebenzi. inhloso ehlosiwe. Izidingo ezibalulekile zensiza zokusetshenziswa ngempumelelo kwale Nqubomgomo zimi kanje:

- Izinsiza zezezimali zidinga ukulawulwa, ukudidiyelwa kanye nokweseka ukuxhaswa ngezimali okuzohlinzeka ngezinsizakalo ezisabelayo ezinsizeni zekhwalthi ezidingeka kakhulu ngalokhu okulandelayo:
- Ukuthuthukiswa kwezindlela zokuxhasa ngezimali eziguquguqukayo

Basic Components of Capacity



- Imithombo yezimali eyahlukene futhi emisha evela eminyangweni kahulumeni, ozakwethu bentuthuko, phakathi kokunye

Ukusekela nokuqinisekisa ukuqoqwa kwezinsiza ezanele zokuhlola, ukulethwa kanye nokuqapha izinsiza ezifinyelelekayo, ukuhlinzekwa kwengqalasizinda edingekayo kanye nabasebenzi, kanye nokuphathwa ngempumelelo kanye nokudidiyelwa kwale

Nqubomgomo.

Ngokomthamo **Wezabasebenzi**, okulandelayo kuyadingeka:

- Abasebenzi abanezinsiza ezikahle nabadidiyelwe bemikhakha eminingi.
- Abasebenzi abahlukahlukene, abaqeqeshwe ngokufanele, abaqeqeshiwe nabanogqozi abazibophezele ekusebenziseni le Nqubomgomo.
- Abantu abanokuqonda okujulile nokuyisisekelo kwendlela yokuthuthukisa ekuletheni izinsiza eziphathelele nokukhubazeka; imodeli yezehlalakahle yokubhekana nezindaba zokukhubazeka kanye nokubaluleka kokukhubazeka okujwayelekile.
- Abaphathi, ubuholi kanye nokuqondisa abasebenzi abakhuthaza isiko elihle, indawo evumayo, isimilo namandla ekulethweni kwezinsiza ezifinyeleleka kalula.
- Inkundla yezemfundo yangaphambi komsebenzi kanye nokuqeqeshwa emsebenzini kanye nokuthuthukiswa kochwepheshe okukhubekayo.

Imodeli yesabelomali evumelana ne-CRPD kanye neyokukhubazeka ezokuthuthukisa isithunzi somuntu, ukufukulwa kanye nokuzimela iyadingeka, ukuze kuqinisekiswa ukuthi ukuqaliswa kwezinhlelo nezinsizakalo ngaphakathi kweNqubomgomo kubhekana nokulingana kwemiphumela yabantu abakhubazekile.

Ukwakhiwa kwamandla ezinsizakalweni zokuthuthukiswa komphakathi kubantu abakhubazekile okuqondiswe kuzo izikhulu ze-DSD, ama-NGO, izinhlangano ezizinze emiphakathini (CBOs) kanye nezinhlangano zabantu abakhubazekile (DPOs).

Umdwebo 10: Izinto Eziyisisekelo Zekhono

Umdwebo 10 ngenhla ubonisa izingxenye eziyisisekelo zomthamo. Emkhakheni womdwebo 10 kunebhokisi lombhalo eliyi-hexagon eline-DSD Capacity esikhungweni. Amabhokisi angu-3-D abekwe ohlangothini ngalunye lwezinhlangothi ezingu-6 zeheksagoni namabhokisi abhalwe Isakhiwo, Ulwazi, Ulwazi, Izisusa, Amandla Nezinsiza-anendilinga yangaphandle.

- **Izigcawu zemikhakha ehlukeni** ezihlanganisa ukumeleleka kuhulumeni ezingeni likazwelonke, lezifundazwe kanye nelezifunda ukuze kuthuthukiswe ukudidiyela, ukuhlanganiswa kanye nokuqaliswa kwezinsizakalo zentuthuko yezehlalakahle futhi zibambe iqhaza elibalulekile lokumela.

E. Izimfuneko Zenqubomgomo ezihlobene Nomthetho Wokulawulwa Kwezinhlekelele

Inqubomgomo edidiyelwe nedidiyelwe yokulawulwa kwezinhlekelele egxile ekuvimbeleni noma ekunciphiseni nasekulawuleni izinhlekelele ihlanganisa kodwa kungagcini nje kulokhu okulandelayo ukuze kubhekane nezinhlekelele ezingase zibe nomthelela ezinhlelweni ezihlinzekwa ngale Nqubomgomo: ukunciphisa izinga lezinhlekelele, ukulungela izimo eziphuthumayo, ukusabela okusheshayo nangempumelelo ezinhlekeleleni kanye nokululama ngemva kwenhlekelele. Ulwazi olwengeziwe lunikezwe kuSithasiselo A.

ISAPHLUKO 8: UKUQAPHELA NOKUHLOLA**1. Ukuqapha kanye Nezakhiwo Ezihlobene**

Naphezu kweqhaza elibanzi Lokuqapha Nokuhlola (M & E) loMnyango Wezokuqapha, Ukuhlola Nokuhlola, uMnyango, njengomqaphi kanye nomgqunguzeli wale Nqubomgomo, usalokhu unomthwalo wemfanelo wokuqapha nokuhlola ukuqaliswa kwale Nqubomgomo kanye nomthelela wale Nqubomgomo. Inqubomgomo yokwenza ngcono izimpilo zabantu abakhubazekile.

Ulwazi olukhiqizwe kulezi zinqubo ezishiwo ngenhla luzophinde luveze amagebe, amandla, kanye nobuthakathaka, futhi luzosetshenziswa ukuphindaphinda ukwenza okuhle, futhi lubuyekeze izinqubomgomo, izinhlelo kanye nezinsizakalo ukuze kuqinisekiswa ukuthi ziyasabela ngempela ezidingweni zabantu abakhubazekile.

Umthwalo wemfanelo wokuzuza imiphumela usemahlombe Emaforamu Okusebenza, ngokuvamile okungaba ama-Min MEC noma amaCluster. I-MinMEC noma i-Cluster igxile emiphumeleni, nezinye izindaba. Uma i-Min MEC noma iCluster igxile empumelelweni isuke isisebenza njengeSithangami Sokuqalisa. I-Technical Min MEC noma iCluster ibizwa ngokuthi i-Technical Implementation Forum, kanye nomhlangano wongqongqoshe nama-MEC njengesiGungu sokuPhunyezwa sikaNgqongqoshe.

IziGungu ZokuQalisa Kwezobuchwepheshe kanye nezigatshana ezifanele zihlangana okungenani kanye ngenyanga ukuze zibuyekeze izenzo ezihleliwe, kuyilapho imihlangano yeziGungu ZokuQalisa KoNgqongqoshe egxile emiphumeleni iba okungenani njalo ngemva kwezinyanga ezi-3 ezixhunyaniswe nokubika emaKomidini eKhabhinethi ngoHlelo Lokusebenza LukaHulumeni (i-PoA).

Inhloso enkulu yokuqapha kanye nokubika ngenqubekelaphambili ngokuqaliswa kweZivumelwano Zokudiliva ukungenela umjikelezo wokwenza ngcono okuqhubekayo. Ukuqapha imibiko yenqubekelaphambili kuzogqamisa izindawo lapho ukuqaliswa kuntekenteke, lapho imisebenzi nemiphumela ingabamba iqhaza emiphumeleni njengoba bekuhleliwe. Lokhu kuzogqunguzela ukuhlolwa kokuthi kungani izinto zingendlela eziyiyo futhi kuphakamise izenzo mayelana nalokho okudingekayo ukuze kuthuthukiswe ukusebenza. Lokhu kuzohlela ekungeneleleni kokuthuthukisa ukusebenza noma ekubuyekazweni ngezikhathi ezithile kwemisebenzi eseZivumelwaneni Zokudiliva, ukuze uhulumeni abe ngcono ekuzuzeni imiphumela nemiphumela ngokuhamba kwesikhathi.

Inhloso Yesigungu Sokuqalisa ukuthuthukisa Isivumelwano Sokulethwa, ukuqinisekisa ukuqaliswa ngempumelelo kanye nokuqapha Isivumelwano Sokulethwa, ukukhulula izithiyo lapho lokhu kuzibonakalisa khona futhi ngezikhathi ezithile kuvunyelwane ngezibuyekazo zemisebenzi eseSivumelwaneni Sokulethwa, yibo bonke abathintekayo. Izindima zesiGungu sokuSebenza zihlanganisa, phakathi kokunye:

- Ukuqapha okuqhubekayo, kanye nokubika ngokusetshenziswa kweSivumelwano Sokulethwa.
- Ukuhlolwa nokuxazulula izingqinamba ezisafufusa (inhlangano, umthetho,

inqubomgomo, ezezimali) ezinomthelela ekusetshenzisweni komphumela futhi ezithikameza ukulethwa kwezinsiza ngempumelelo.

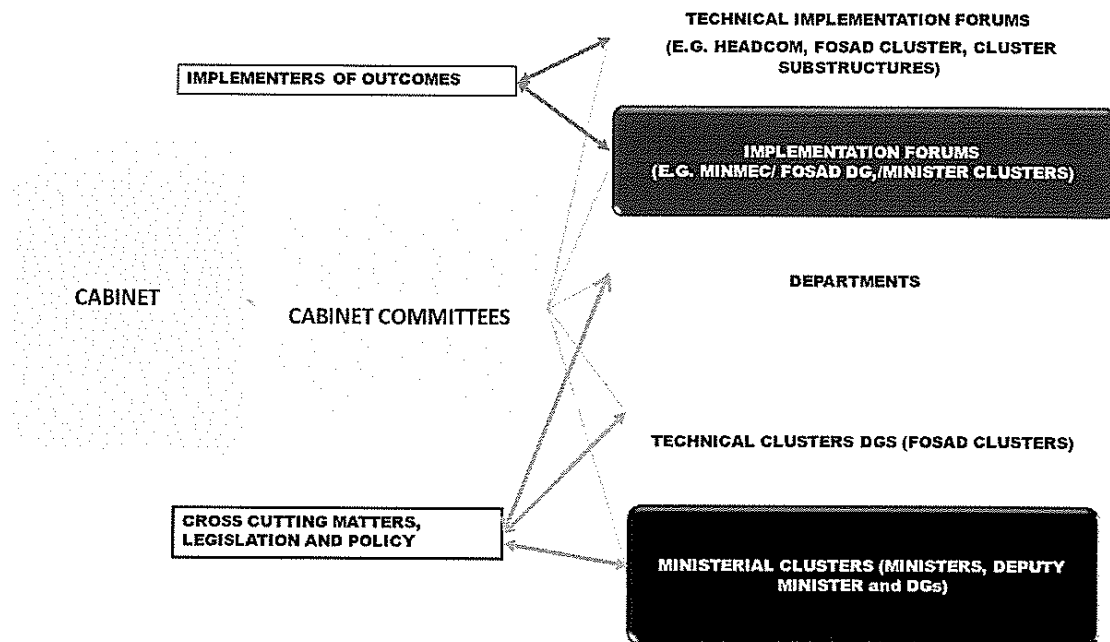
- Lapho kudingeka, thola amaqembu asebenzayo akhethekile noma izingcezu zomsebenzi ezikhethekile, ukuze kubhekwane nezingqinamba ezithile (noma amathuba avelayo);
- Thumela imibiko yenqubekelaphambili yekota bese udlulisela izindaba ezidinga ukuxazululwa eKomidini leKhabhinethi elifanele.
- Nquma ngokuxhumana kabanzi nomkhakha ukuze kube lula ukuqaliswa, ukwesekwa okubanzi, kanye nokuthenga.
- Ngonyaka (noma njengoba futhi lapho kudingekile) isisekelo, buyekeza, futhi ubuyekeze lapho kunesidingo, imisebenzi eseSivumelwaneni Sokulethwa, ehlanganisa lokhu nenqubo yesabelomali kusukela onyakeni wezimali olandelayo.

IsiGungu SokuPhunyezwa Kwezobuchwepheshe sinomthwalo wemfanelo wokulungiselela okuqukethwe kanye nemibiko yeSithangami Sokusebenza sikaNgqongqoshe. Ngaphezu kwalokho kungenzeka kudingeke ukuthi kubizwe amaqembu asebenzayo akhethekile ahlobene nemiphumela. Laba abalandelayo amalungu aphelele e-Technical Implementation Forum:

- Abaqondisi-Jikelele beMinyango Edidiyelayo {Osihlalo Abambisene nabo};
- UMqondisi-Jikelele (noma abameleli babo) beminye iminyango ebalulekile ehlonzwe kuSivumelwano Sokulethwa.
- Umgqoguzeli Womphumela ovela eHhovisi likaMongameli.

Amaqoqo eSigungu sabaqondisi-Jikelele baseNingizimu Afrika (i-FOSAD) alingisa amaqoqo oNgqongqoshe. Amaqoqo e-FOSAD ahlinzeka ngosizo lwezobuchwepheshe kumaCluster Ongqongqoshe. Kuwuhlelo lokuhlala nokudidiyela olwakhiwe abaqondisi-jikelele beminyango kahulumeni kazwelonke neyezifundazwe kanye nabaphathi beNhlangothi yoHulumeni baseKhaya yaseNingizimu Afrika (SALGA). UMqondisi-Jikelele eHhovisi likaMongameli ungusihlalo we-FOSAD

Umdwebo 11: Ubudlelwano phakathi kwezakhiwo.



Kusukela kwesokunxele kuye kwesokudla, Umdwebo 11: ubonisa ubudlelwano phakathi kwezakhiwo ngendlela yeshadi eligelezayo. Ishadi libonisa ikhabhinethi, exhunyaniswe namakomiti ekhabhinethi, imigqa eluhlaza okwesibhakabhaka ephambukisa ngokukhanyayo kubaqalisi bemiphumela (izinkundla zokusebenzisa ubuchwepheshe (isb. I-FOSAD, izinhloko zeqoqo, izinkundla zokuqalisa ukusebenza (isb. I-MINMEC, I-FOSAD DG/Iqoqo Longqongqoshe). Amakomidi eKhabhinethi anemicibisholo ensundu ezindabeni ezihlukene, umthetho kanye nenqubomgomo ngemicibisholo eya eminyangweni, ama-DG eqoqo lezobuchwepheshe (Amaqoqo e-FOSAD) kanye namaqoqo ongqongqoshe (ONgqongqoshe, amaSekela oNgqongqoshe kanye nama-DG)

2. Ukuqapha Nokuhlola Nezibopho

IHhovisi Lokuqondisa Lomnyango: Izinkonzo Eziya Kubantu Abakhubazekile, ezingeni likazwelonke, linomthwalo wemfanelo oyinhloko noholayo Wokuqapha Nokuhlola ukuqaliswa kwezinqubomgomo, imithetho kanye nezinhlelo ezibhekene nokulethwa kwezinsiza eziwayelekile kubantu abakhubazekile. Ekufezeni lo msebenzi, iHhovisi loMqondisi lizosebenza ngokubambisana nabo bonke abaphathi abakhulu ngaphakathi koMnyango; bonke abasebenzi abafanelekile abavela eMinyangweni kazwelonke ehlobene nemisebenzi kanye nezinhloko zoMnyango ezifundazweni zabakhubazekile kanye nabasebenzi.

IHhovisi Lokuqondisa Nokuhlola Lomnyango yilo elibhekene nokuqapha kanye nokuhlola umthelela wazo zonke izinsiza ezilethwa uMnyango, kuhlenganisa nalezo ezinikezwa abantu abakhubazekile. Womabili amaHhovisi oMqondisi azophatha ngokubambisana amaphrojekthi okuqapha nokulinganisa ahlobene nomthelela kanti uPhiko Lokuqondisa Nokuhlola luzobhekana nezici zobuchwepheshe. IHhovisi

Lokuqondisa: Izinsizakalo Eziya Kubantu Abakhubazekile lizokwazisa okuqukethwe kanye nezici zokukhubazeka.

Ukuhlola kunquma umthelela wezinqubomgomo, imithetho, izinhlelo, kanye nezinsizakalo ezilethwayo. Izinkomba zalobu bukhulu zivame ukuba sezingeni, ziyakhuphuka, zinezikhathi zesikhathi esimaphakathi nezinde futhi zibonisa ikhwalithi yokuphila ngcono.

3. Isiphetho

INqubomgomo isuselwe kumodeli yezenhlalo kanye nokuphoqelelwa kwamalungelo abantu abakhubazekile. Imigomo esekela le Nqubomgomo ihlanganisa amalungelo abantu kanye nendlela yokuhlanganisa eholela ekufakweni kwezidingo zabantu abakhubazekile kuzo zonke izinhloko zikahulumeni eziphathelele ne-DSD kanye neHhovisi loMqondisi.

Amathuluzi enqubomgomo yamazwe ngamazwe kanye naseNingizimu Afrika asetshenziswa njengesiqondiso kanye nezinqumo zezinhlinzeko zeNqubomgomo.

INingizimu Afrika inoMthethosisekelo ophusile futhi onenqubekela phambili futhi yamukele i-CRPD. Nokho, ukwenziwa kwasekhaya kwe-CRPD kusasele ngemuva. Ngokujwayelekile, ukufezeka kwezinhloso zeNqubomgomo bekunzima. Izizathu zalokhu ziningi.

Le Nqubomgomo ihlinzeka ngombono, umgomo, inhloso, izinjongo zamasu kanye ukungenelela okuzohola ababambiqhaza abachaziwe ngaphakathi nangaphandle kukahulumeni.

Inqubomgomo ifanele ukusetshenziswa njengehuluzi lokufeza igunya eliwumgogodla loMnyango lithathwe kuMthethosisekelo weRiphabhulikhi yaseNingizimu Afrika (uMthetho No. 106 we-1996) kanye nezinye izinqubomgomo ezifanele ngaphakathi koMnyango kanye neminye imikhakha kahulumeni. UMnyango unesibopho sokubhekana nezinkinga ezibhekene nabantu abakhubazekile. Kuhlangezwe indlela yemikhakha eminingi kanye nemikhakha eminingi ukuze kubhekwane nezinhlelo ezihlonziwe nezinselelo ezisekelwa ubufakazi obuvezwe kule Nqubomgomo. Ukuqapha nokuhlola okufanele kubalulekile ukuze kulinganise impumelelo yezinjongo kanye nomthelela weNqubomgomo.

KUYAPHELA

ISITHASISELO 1: IMIGOMO YENQUBOMGOMO EPHATHELENE NOMTHETHO WOKULAWULWA KWEZINHLEKELELE

Umthetho Wokulawulwa Kwezinhlekelele: Izidingo Zomthetho ze-DSD

UMthetho Wokulawulwa Kwezinhlekelele, wezi-2002 (uMthetho Nombolo 57 wezi-2002) (i-DMA) uhlinzekela ukuthi izimali, abantu, kanye nezinye izinsiza zikhishwe uMbuso ukuze ubhekane nezimo zezinhlekelele. 18 UMthetho uhlose ukuhlinzekela:

Inqubomgomo edidiyelwe futhi edidiyelwe yokulawulwa kwezinhlekelele egxile ekuvimbeleni noma ekwehliseni ubungozi bezinhlekelele, ekwehliseni izinga lezinhlekelele, ukulungela izimo eziphuthumayo, ukusabela ngokushesha nangempumelelo ezinhlekeleleni nasekubuyiseleni emuva kwezinhlekelele; Ukusungulwa kwezikhungo zokulawulwa kwezinhlekelele kuzwelonke, ezifundazweni nakomasipala; kanye namavolontiya okulawula izinhlekelele.

Okubalulekile ku-DSD ukuchitshiyelwa kwesigaba sama-24 soMthetho wama-57 wezi-2002 manje sicacisa ukuthi uhlaka ngalunye lombuso kufanele:

1. Kunoma isiphi isigameko esiholela ekumenyezweni kwenhlekelele, njalo ngekota ubike eSikhungweni sikaZwelonke mayelana— (a) nolwazi olubonisa uhlobo, ubucayi, ukulahlekelwa ngokwempilo, ukulinyazwa kwempahla, izitshalo nezinye izimpahla; futhi
2. Ukuhlaziywa komthelela wenhlekelele ngokuhambisana nobulili, ubudala, ukukhubazeka kanye nemibono yamasiko.

Uhlaka ngalunye lukahulumeni kufanele:

1. Ukwenza ucwaningo lwezinhlekelele endaweni yayo yokusebenza;
2. Ukulungisa uhlelo lokulawulwa kwezinhlekelele; futhi
3. Izinyathelo eziqondile ezithathiwe ukubhekana nezidingo zabesifazane, izingane, abadala kanye nabantu abakhubazekile ngesikhathi sokulawulwa kwezinhlekelele.

I-DMC iphinde ibalule ukuthi lapho uhlaka lukazwelonke noma uhlaka lukahulumeni olukhulu lwehluleka ukuhambisa ikhophi yohlelo lwalo lokulawulwa kwezinhlekelele noma yanoma yisiphi isichibiyelo sohlelo, Isikhungo Sikazwelonke kufanele sibikele uNgqongqoshe ngokwehluleka, okufanele athathe izinyathelo ezingenzeka. kudingekile ukuze kuthotshelwe ipharagrafu efanele, okuhlanganisa nokubika ukwehluleka ePhalamende

Iqhaza le-DSD Maqondana Nobhubhane lwe-COVID 19

Ngaphakathi kweqhaza lawo izindawo ezine (4) eziwumgogodla zemisebenzi yoMnyango yilezi:

1. Usizo Lomphakathi,
2. Inqubomgomo Nokuphathwa Kwezokuphepha Komphakathi,
3. Ukuthuthukiswa Nokuqaliswa Kwenqubomgomo Yezinkonzo Zezenhlalakahle, kanye
4. Inqubomgomo Yezenhlalakahle kanye Nokulethwa Kwesevisi Okudidiyelwe.

Kubalulekile ukuthi i-DSD ibhekane nomthelela we-DMA kanye negciwane le-COVID 19 ngokombono wegunya nemisebenzi yoMnyango. Ukuqapha nokuhlaziya idatha etholakalayo kubalulekile ukuze kuthuthukiswe umthelela esikhathini esifushane kuya esimaphakathi; iphakamise izindlela zokululama kusenesikhathi futhi ihlonze izifundo ezisafufusa ukuze kuthuthukiswe uhlaka lwenqubomgomo olungahlomisa kangcono iNingizimu Afrika ukuze ibhekane nezifo eziwubhadane zesikhathi esizayo futhi yakhe ukuqina.

Ngesikhathi ethula inkulumo yakhe yamhla zingama-23 kuNdasa esizweni, uMongameli Ramaphosa umemezele ukuthi useyalele Umbutho Wezokuvikela WaseNingizimu Afrika (i-SANDF) ukuthi ujutshwe ukuyokweseka Umbutho Wamaphoyisa aseNingizimu Afrika (i-SAPS)19.

Isikhungo Sikazwelonke Sokulawulwa Kwezinhlekelele sasungulwa ngokweSigaba 8 soMthetho Wokulawulwa Kwezinhlekelele, wezi-2002 (uMthetho Nombolo 57 wezi-2002) (i-DMA). Isikhungo Sikazwelonke sisebenza njengesikhungo esingaphakathi kwezisebenzi zikahulumeni futhi siyingxenywe, futhi sisebenza ngaphakathi koMnyango KaHulumeni Wokubambisana Nezindaba Zomdabu (COGTA) uNgqongqoshe abhekele wona.

Inhloso yesiKhungo sikaZwelonke ukukhuthaza uhlelo oludidiyelwe noludidiyelwe lokulawulwa kwezinhlekelele, kugcizelelwa kakhulu ekuvimbeleni nasekunciphiseni, okwenziwa izinhlekelele zombuso zikazwelonke, ezifundazweni kanye nezomasipala, izikhulu ezisemthethweni, nabanye ababambiqhaza ababambe iqhaza ekulawulweni kwezinhlekelele kanye imiphakathi.

Mhla ziye-15 kuNdasa wezi-2020, iNhloko Yesikhungo Sikazwelonke Sokulawulwa Kwezinhlekelele eNingizimu Afrika yabeka ubhubhane lwe-Covid-19 njengenhlekelele kazwelonke kanye nemithethonqubo eminingana ngokoMthetho Wokulawulwa Kwezinhlekelele okwalandelwa maduze nje ngemva kwalokho.

Ukucatshangelwa Kokukhubazeka Ngesikhathi Sokugqashuka kwe-COVID-19.

Umqedazwe we-COVID-19 womhlaba wonke uguqule umhlaba ngezindlela okungekho muntu owayecabanga ukuthi zingenzeka ezinyangeni ezimbalwa ezedlule. Cishe kuwo wonke amazwe emhlabeni izimpendulo zikahulumeni zibeke izidingo ezingakaze zibonwe kubantu abanokuqonda okulinganiselwe kwemiphumela engaba khona yobunjiniyela bezenhlalakahle obufinyelela kude.

Ukuqubuka kwe-COVID-19 kuthinte zonke izingxenywe zabantu futhi kuyingozi kakhulu kumalungu alawo maqembu ezenhlalo asesimweni esisengozini kakhulu, kuyaqhubeka nokuthinta abantu, okubandakanya abantu abaphila ngaphansi kwezimo zobumpofu, abantu abadala, abantu abakhubazekile, intsha kanye abantu bomdabu.

Ubufakazi baphambilini bukhomba ukuthi imithelela yezempilo nezomnotho yaleli gciwane ithwalwa ngokungafanele ngabantu abampofu. Isibonelo, abantu abangenamakhaya, ngenxa yokuthi bangase bangakwazi ukukhosela ngokuphephile endaweni, basengozini enkulu yegciwane.

Abantu abangenawo amanzi ampompi, ababaleki, abafuduki, noma abantu abaxoshwa ezindaweni zabo nabo bangase bahlupheke ngokungafanele kokubili ngenxa yalolu bhuhane kanye nemiphumela yalo - kungaba ngenxa yokunyakaza okulinganiselwe, amathuba omsebenzi ambalwa, noma ukwanda kokucwaswa kwabokufika.

Kukhona futhi ubukhulu bobulili balolu bhuhane njengoba iningi labasebenzi bezempilo kungabesifazane, abanakekeli, abasebenza emnothweni ongakahleleki futhi bangase babe ngaphansi kodlame olusekelwe ebulilini ngesikhathi sokuvalwa.,

Okubalulekile ku-DSD kanye nale Nqubomgomo iqiniso lokuthi i-WHO ishicilele imihlahlandlela enesihloko esithi Ukucatshangelwa kokukhubazeka ngesikhathi sokuqubuka kwe-COVID-19.

Imihlahlandlela ithi kuye ngezimo zempilo ezikhona, abantu abakhubazekile basengozini enkulu yokuthola amacala abucayi kakhulu e-COVID-19 uma betheleleka. Lokhu kungase kube ngenxa

1. I-COVID-19 ikhulisa ukushoda okukhona kwezinsizakalo zokuthuthukiswa komphakathi nezimo zezempilo, ikakhulukazi lezo ezihlobene nomsebenzi wokuphefumula, ukusebenza kwamasosha omzimba, isifo senhliziyo noma isifo sikashukela;
2. Izithiyo ekufinyeleleni izinsiza zentuthuko yezenhlalakahle kanye nokunakekelwa kwezempilo.
3. Abantu abakhubazekile bangase bathinteki ngendlela engafanele ngenxa yokuqubuka kwalesi sifo ngenxa yokuphazamiseka okukhulu kwezinsiza abathembele kuzo.

. Umfingqo Wenqubomgomo Ye-UN: Impendulo Ehlenganisa Ukukhubazeka ku-COVID-19 eyanyatheliswa ngoMeyi 2020, iphawula ukuthi inkinga yomhlaba wonke ye-COVID-19 ijulisa *ukungalingani okwakukhona ngaphambili, iveza izinga lokuvalwa ngaphandle futhi igqamisa ukuthi umsebenzi wokufakwa kokukhubazeka ubalulekile.*

Abantu abakhubazekile - abantu abayizigidi eziyinkulungwane - bangelinye lamaqembu akhishwe ngaphandle kakhulu emphakathini wethu futhi baphakathi kwabathinteki kakhulu kule nkinga ngokwemibandela ²⁶.

Ubuhane lwe-COVID-19 lungase futhi lwandise ukungalingani, ukushiya ngaphandle, ukucwasa, nokuntuleka kwemisebenzi esikhathini esimaphakathi nesikhathi eside. Izinhlelo eziphelele, ezithinta umphakathi jikelele zokuvikela umphakathi zidlala indima ebalulekile ekuvikeleni abasebenzi kanye nasekunciphiseni ukusabalala kobumpofu, njengoba zisebenza njengeziqinisi ezizenzakalelayo.

Okusho ukuthi, bahlala behlinzeka ngokuvikeleka kwemali eyisisekelo, ngaleyo ndlela bethuthukisa amandla abantu okuphatha nokunqoba ukushaqeka. Ezinye zezinyathelo ezethulwe zaba nomthelela omubi kubantu abakhubazekile. Isibonelo: ukuqhelelana nomphakathi akusebenzi kubantu abakhubazekile futhi ukuthimula ezindololwaneni akubalungele abantu abayizimpumputhe abathembele ekuqondisweni ngomunye umuntu.

Ukuzihlukanisa, imicabango yokuzibulala, amazinga aphezulu okucindezeleka noma ukukhathazeka nezinye izimo zomtholampilo kubangele ukucindezeleka phakathi kwabantu abakhubazekile. Iqembu laseNingizimu Afrika Lokudangala Nokukhathazeka (SADAG) lenze ucwaningo nge-inthanethi mayelana Nezempilo Yengqondo ngesikhathi sokuvalwa thaqa kwezwe nge-COVID-19 ngokusebenzisa izinkundla ezahlukeneyo ze-inthanethi ezihlanganisa iwebhusayithi yabo, amalungu ezincwadi zezindaba, i-Facebook kanye ne-Twitter²⁷. Ucwaningo luthole ukuthi ngenkathi u-92% wabaphenduli besekela ukuvalwa thaqa kwelizwe - u-65% wabantu abaphothule ucwaningo bazizwa becindezelekile noma becindezeleke kakhulu ngesikhathi salo. Izinselelo ezinkulu ezihlangatshezwe ngesikhathi sokuvalwa zihlanganisa:

- a. 55% Ukukhathazeka Nokwethuka;
- b. 46% Ukucindezeleka kwezezimali kanye nengcindezi;
- c. 40% Ukucindezeleka;
- d. 30% Ubudlelwane bomndeni obumpofu;
- e. 12% Imizwa yokuzibulala; futhi
- f. 6% Ukusebenzisa kabi izidakamizwa.

Izindawo zasemaphandleni, eziseduze nedolobha, noma imijondolo, izindawo zokusebenzela ezivikelekile kanye nezinye izindawo zokuhlala ziminyene futhi azifinyeleleki kubantu abakhubazekile okwenza kube nzima ukuzijwayeza ukuqhelela emphakathini. Umphumela wezibalo zokusabalala kwegciwane/ukufa/ukuthola kabusha kulezi zikhungo akwaziwa njengoba alukho ucwaningo olufanelekile olwenziwe.

Ukuhlanzeka komuntu siqu bekunzima njengoba abantu abakhubazekile besebenzisa izinsiza bengakwazi ukugwema ukuthintwa omunye umuntu. Abantu abayizimpumputhe nabangezwa abakwazanga ukuthinta indawo/imikhiqizo ngenxa yokwesaba igciwane le-COVID 19. Ukuxhumana nokuthumela imiyalezo akukwazanga ukufinyelela bonke abantu abakhubazekile ngefomethi efinyelelekayo.

Ezinye Izinselele:

- a. Abantu abayizithulu babengasakwazi ukufunda izindebe zomlomo ngenxa yokugqoka izifihla-buso.
- b. Abanye abantu abakhubazekile abanenkinga yokuphefumula abakwazanga ukugqoka izifihla-buso;
- c. Abantu abakhubazekile ababekwa phambili ekugomeni;
- d. Imishini yokusiza nobuchwepheshe akukwazanga ukuvikeleka noma ukulungiswa ngenxa yokusondelana kwamabhizinisi;

- e. Ukungatholakali kwe-quarantine nezinye izinsiza ezihlobene;
- f. Njengoba i-coronavirus yabangela ukwesaba okukhulu, ukukhathazeka nokukhathazeka ngaleyo ndlela kwabhebhethekisa izinkinga zempilo yengqondo ikakhulukazi kubantu abadala asebekhulile abakhubazekile, abahlinzeki bokunakekela kanye nabantu abanezimo zempilo ezicashile; futhi
- g. Ukwanda kodlame/ukuhlukunyezwa kwabantu abakhubazekile, ikakhulukazi abesifazane namantombazane.

UKhomishani Omkhulu we-UN Wamalungelo Abantu uphawula ukuthi abantu abakhubazekile abagcini nje ngokubhekana nezingozi ezinkulu ezivela ku-COVID-19, futhi bathintwa ngendlela engafanele ngezindlela zokuphendula, okuhlanganisa nokuvalwa kwezindlu. Ukuze kubhekwane nalobu bungozi obuphindiwe, kudingeka izinyathelo eziqondiwe ukubhekana nezingozi ezingalingani abantu abakhubazekile ababhekana nazo ngesikhathi sobhadane lwe-COVID-19.

Uhulumeni uzibophezele ekutheni abanakekeli bazoqhubeka nokusiza abantu abakhubazekile ukuthi bathole izibonelelo zabo zezehlalakahle futhi bathenge²⁹. I-Covid-19 coronavirus kanye nokuvalwa kweNingizimu Afrika, nokho, kube nomthelela ezimpilweni zabantu abakhubazekile ngezindlela okungenzeka zingabonakali ngokushesha³⁰.

Umfelandawonye wabakhubazekile wamazwe ngamazwe kanye nedlanzana lozakwethu, yethule i-COVID-19 Disability Rights Monitor. Ohulumeni, izinhlangano zabantu abakhubazekile kanye nabo bonke ababambiqhaza abafanelekile bayamenywa ukuba baqedele inhlolovo ukuze bagqamise izinkinga abantu abakhubazekile ababhekana nazo phakathi nobhubhane lwe-COVID19.

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