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UKULUNGISELELA OKUSEMQOKA	INGINGIZIMU AFRIKA
UMGAQO 27: I-HIV KUNYE NE-AIDS	
Ngo-2015, oorhulumente balindeleke ukuba: ✓ Baqulunqe izicwangciso ezinolwazelelelo ngemeko yezesini (*gender sensitive*) ukwenzela ukuba kuthintelwe usuleleko olutsha. ✓ Baqinisekise ufikelelo olufanayo kuzwelonke kunyango lweHIV ne-AIDS kumadoda, kubafazi, kumakhwenkwe nakumantombazana. ✓ Babe neeprogram ezilungiselela iimfuno ezithathela ingqalelo umsebenzi wabanonopheli bezempilo nezibonelela ngenkxaso ukwenzela intlalontle yabo. ✓ Amadoda mawakhuthazwe ukuba athathe inxaxheba kumsebenzi wokunonophela abanye kwezonyango.	✓ UMzantsi Afrika unesiCwangciso soBuchule sikaZwelonke 2007-2011 *(National Strategic Plan 2007-2011)*. Esi siCwangciso soBuchule sikaZwelonke sesesibini ukuqulunqwa nguMzantsi Afrika kwaye sicacisa malunga noorhulumente nomgaqo-nkqubo weHIV ne-AIDS ngokubanzi malunga nemiba emininzi efana nothintelo, iingcebiso, unyango, iiOVCs ,iiPMTCT; nesijongene nayo yonke imiba ngokupheleleyo kwinkqubo yaso kwaye siya kuqhuba ithuba leminyaka emihlanu. ✓ UMzantsi Afrika unesicwangciso esibanzi solawulo, sonyango, unonophelo nenkxaso se-AIDS. Le program sele ibhalise malunga nama-370,000 ngoSeptemba ngo-2007 kunyango ngamachiza ee-ARVs kwicandelo likarhulumente kwaye ngabantu abayi-120,000 kwicandelo labucala. Le yeyona program inkulu yonyango lwe-AIDS ehlabathini. ✓ Kukho uxwebhu olukwinkqubo-sikhokelo yomgaqo-nkqubo weSebe loPhuhliso lwezeNtlalo (*Department of Social Development)*; nangona kungacacanga ukuba sele luphunyezwe kangakanani na. Oku kubhalwe kumaxwebhu enkqubo-sikhokelo eHBCS.
UMGAQO 28: IZIGQIBO ZOKWAKHA UXOLO NOKUSOMBULULA IIMBAMBANO	
Ngo-2015: ✓ Kufanele ukuba kube sekuthathwe amanyathelo ukuqinisekisa ukumelwa ngokulinganayo kwabafazi kwiinkqubo zokwakha uxolo nezokusombulula imbambano kwakunye nohlanganiso lweembono eziluluvo ngezesini ekusonjululweni kweembambano kulo mmandla.	✓ UMzantsi Afrika wenze izilungiso kwi-*Protocol to the African Charter on Human and People's Rights of Women in Africa*, ebonelela ngamalungelo abafazi ngokubhekiselele kuxolo nakukhuselo kwiimbambano ekuxhotyiweyo kuzo.
IMIGAQO 29 - 31: AMAJELO EENDABA, INGCACISO NONXIBELELWANO	
Ngo-2015: ✓ Imiba yezesini iya kubandakanywa ibe yinxalenye yayo yonke imigaqo-nkqubo yengcaciso, yonxibelelwano neyamajelo eendaba neyemithetho. ✓ Iminqweno yabafazi iya kuba nokumelwa ngokulinganayo kuzo zonke iinkqubo nakuwo onke amanqanaba omsebenzi wamajelo eendaba. ✓ Abafazi namadoda baya kunikwa amathuba okuveza izimvo zabo ngokulinganayo kumajelo eendaba. ✓ Iiprogram ezenzelwa abafazi, ngabafazi nezingabafazi, ziya kwanda ukuze kuxoxwe kumajelo eendaba. ✓ ngeendlela ezithile zokucinga ezendeleyo nezinokuba yimposiso (*stereotypes*).	✓ Iindaba eMzantsi Afrika, kuwo onke amajelo eendaba, zibaliswa ngezimvo neendlela zokucinga zamadoda. Abafazi benza kuphela i-19% kumajelo eendaba awaziwayo, xa kuthelekiswa ne-17% yalo mmandla. ✓ UPhando oluyi-*Gender and Media Baseline Study 2002* lwabonisa ukuba ayingobafazi kuphela abamelwe ngokunganeno ngokommandla kodwa izimvo zabo azivezwa njengoko zinjalo kumajelo eendaba. ✓ Ukumelwa kwabafazi kwiindima ezingathathisi-nxaxheba, nezikumgangatho osezantsi, zizenzo zobubi ezichasene nomthetho ezixhasa iinkqubo zengcinezelo kwezesini. ✓ Oku kuchasene nobunyani kwaye amajelo eendaba anoxanduva lokumela abafazi kwiindima ezahlukileyo, imisebenzi nezikhundla abakuzo.
IMIGAQO 32 - 35: UPHUNYEZO , UKUBEKA ESWENI, NOPHONONONGO	
✓ Uphunyezo lweProthokholi malubekwe esweni yiKomiti ejongene nemiba yezesini/abaphathiswa bemicimbi yabafazi (*women's affairs ministers)*, iKomiti yamaGosa aMakhulu anoxanduva lwemicimbi yezesini/yoomama, noSosiba weSADC. ✓ Ukuqulunqwa kwezicwangciso zikazwelonke zamanyathelo okusebenza ezisekelwe kwiProthokholi. ✓ Ukuqokelelwa kwedatha eyandlalelayo ukwenzela ukubeka esweni nokuphononongа izicwangciso. ✓ IProthokholi ifuna amazwe angaMalungu (*Member states*) angenise iingxelo zawo ezibonisa inkqubela kuSosiba qho kwiminyaka emibini ekufikeleleni kuphunyezo lwemigaqo.	✓ UMzantsi Afrika , akakasilungisi esi sixhobo siyi-*SADC Protocol on Gender and Development*, nangona sele esisayinile. ✓ IProthokholi iya kufuna ukuvunywa zizo zombini izindlu zePalamente. Oku kufuna iinkqubo zokwandlalwa, ingxoxo nokwamkelwa kwesigqibo esimiselweyo kuzo zombini i-*National Assembly* ne-*National Council of Provinces*. ✓ UMgaqo-nkqubo wezesini kazwelonke ucacisa ulwakheko (*structure)* nemisebenzi eququzelela *iNational Gender Machinery* yokuxhotyiswa kwabafazi, kwaye umgaqo-nkqubo ngamnye ubekwe kwelona nqanaba lobuchule liphezulu likarhulumente. ✓ Ngokumalunga nokubeka esweni nokuphononongwa kwawo, iSebe elisanda kubunjwa le*Performance, Monitoring and Evaluation and Administration kwi-Ofisi kaMongameli (Presidency)*, ligunyaziselwe ukuqinisekisa ubeko-sweni nokuphononongwa okusebenzayo kwayo yonke imigaqo-nkqubo karhulumente, iiprogram noshishino ngokubanzi, ukuqinisekisa ukwenzeka kwayo.

Ukubaluleka kweProthokholi yezeSini (*Gender Protocol)*

I-*SADC Protocol on Gender and Development* ilinyusele phezulu iqondo *leSADC Declaration on Gender and Development*, ukuze ibe yeyona nkqubo isesona sixhobo kweziyimbophelelo kwezemibutho yommandla. Kwiithagethi zokwenene eziyi-30 zokufikelela kulingano kwezesini ngo-2015, eli phulo lelokuqala kusondelelwano lwamazwe, kwaye liyibeka iSADC kwindawo ephambili ekudlaleni indima kwizicwangciso eziza nezinto ezintsha khon' ukuze kubekho intsingiselo ekuzibopheleleni kwamazwe namazwekazi kwinqanaba lemimandlana.

Amahlakani eMibutho yoLuntu (*Civil society partners*) kwiphulo i*SADC Gender Protocol*

I-*Southern African Gender Protocol Alliance* (Alliance), eyingqokela yeeNGOs zamazwe ayi-40 zikazwelonke nezengingqi ibiqhuba umkhankaso ukususela ngo-2005 ukwenzela ukwamkelwa, ukufakelwa izilungiso nokuphunyezwa kwe-*SADC Gender Protocol*.

Le Manyano (*Alliance)* isebenza ngokwemixholo edibeneyo ekhokelwa ngamalungu akwayinxalenye yeKomiti eQuquzelela oku *(Steering Committee)*. IKomiti eQuquzelela oku yenziwe yile mibutho ilandelayo:

- I-*Gender Links* – iNGO eququzelelayo; ekwakhokela i-NGO ye-*Gender Based Violence Cluster*.
- I-*Zimbabwe Women Resource Centre and Network* – iNGO ekhokela i*Gender and Economic Justice Cluster*.
- I-*Gender Advocacy Programme* – iNGO ekhokela i-*Gender and Governance Cluster*.
- I-*Gender and Media Network of Southern Africa* – iNGO ekhokela *iGender and Media Cluster*.
- I-*SAfAIDS* – iNGO ekhokela i*Health, Sexual and Reproductive Rights, and HIV and AIDS* cluster
- I-*WLSA* – iNGO ekhokela i*Constitutional and Legal Rights Cluster*.

Ukufumana ingcaciso engaphezulu qhagamshelana no-:
Gender Links
Head Office South Africa, 9 Derrick Ave, Cnr Marcia St
Cyrildene 2198, Johannesburg, Republic of South Africa
Tel: +27 (0)11 622 2877, Fax: +27(0)11 622 4732
Email: alliance@genderlinks.org.za
www.genderlinks.org.za

1 The SADC Gender Protocol Alliance comprises: Association of Local Government (ALAN); African Women's Economic Policy Network (AWEPON); Botswana Council of NGOs (BOCONGO); Christian Council of Mozambique; CIVICUS; Federation of African Media Women (FAMW) – SA; GAP; Gender Links (GL); Gender and Media Southern Africa Network (GEMSA); Gender Policy Program Committee (Botswana); Justice and Peace (Lesotho); Malawi Council of Churches; Media Institute of Southern Africa (MISA); NGO Gender Coordination Network Malawi; SAFAIDS; SAMDI; SALGA; Society for Women and AIDS in Africa Zambia (SWAAZ); Trade Collective; Women in Law and Development in Africa (WILDAF); Women in Law in Southern Africa (WLSA); Women, Land and Water Rights Southern Africa (WLWRSA); Namibia Non-Governmental Forum (NANGOF); Women's Net; Young Women's Christian Association Botswana (YWCA); Zimbabwe Women Lawyers Association; Zimbabwe Women's Resource Centre (ZWRCN). Associate Members: African Women and Child Feature Service; Swedish Cooperative Centre - Southern Africa; Diakonia (Zambia).

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GENDER EQUALITY IN SADC
THE TIME IS NOW

IPROTHOKHOLI YE-SADC ENGEZESINI NOPHUHLISO (SADC PROTOCOL ON GENDER AND DEVELOPMENT)

YAMKELWA NGE-17 AGASTI 2008

IProthokholi ye-SADC engezeSini noPhuhliso:

IQULETHE
Imiba eyimbophelelo eyenziwe kuzo zonke izixhobo eziziinkqubo zokusebenza zommandla, ezamazwe ewonke nezemazwekazi zokufikelela kulingano kwezesini.

IPHUCULA
ezi nkqubo ngokujongana neyantlukwano ngokumisela iithagethi ezilinganisekayo ezithe ngqo kwezo ndawo zingekabikho kuzo.

IQHUBELA PHAMBILI
ulingano kwezesini ngokuqinisekisa ukubanako ukuphendula kwamazwe angaMalungu eSADC, kwanokubonelela ngeforam yokwabelana ngeenkqubo ezigqwesileyo, inkxaso yobuntanga nokujongisiswa kwazo.

Composite

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AMAGQABANTSHINTSHI EPROTHOKHOLI I-*SADC PROTOCOL ON GENDER AND DEVELOPMENT*

IMITHETHO ENGUNDOQO	UMZANTSI AFRIKA
IMIGAQO 4 - 8: AMALUNGELO OMGAQO-SISEKO NAWOMTHETHO, UFIKELELO KUBULUNGISA	
Ngo-2015: ✓ Yonke iMigaqo-siseko kummandla mayenze konke okusemandleni ukwenza imigaqo ethe ngqo yolingano kwezesini kwaye mayiqinisekise ukuba ayiphikisani nayo nayiphi imigaqo, imithetho okanye iinkqubo. Oku kukwabhekiselele kulingano oluphakathi kwabafazi namadoda atshatileyo. ✓ Onke amazwe mawayiyeke nayiphi na imithetho yocalu-calulo eseleyo aze atshitshise "ubume bokuthathwa kwabafazi njengabaxhomekekileyo nabangenalo ilungelo lokuzimela (*"minority status of women)"* okanye nayiphi na imigaqo yomthetho eyenza abafazi baxhomekeke kooyise babo, kubayeni babo, koonyana nakomnye umntu osisizalwane oyindoda.	✓ Umgaqo-siseko ubonelela ngokusekwa kwelizwe elizimeleyo (*sovereign state*), ubumi obufanayo nenkqubo yedemokhrasi karhulumente ozibophelele ekufikeleleni kulingano phakathi kwabafazi namadoda naphakathi kwabantu bazo zonke iintlanga. Ukwabonelela ngokuthintelwa ngakumbi kocalu-calulo lobuhlanga, lwesini nolwazo zonke iindidi zocalu-calulo kwaye ukhuthaza ukubhiyozelwa kokulingana okumiselweyo kubomi bokwenyani (de jure) (*de facto)*. ✓ Isahluko 9 sibonelela ngokuba malingaze naliphi na ilizwe, okanye nawuphi umntu acalule ngokuthe ngqo okanye ngokungathanga ngqo ngenxa yezizathu zezesini, ezesondo *(sex)*, ukukhululelwa, nobume ngokwasemtshatweni.
UMGAQO 9: ABANTU ABAKHUBAZEKILEYO	
✓ Abantu abakhubazekileyo mababe namalungelo abo ezempilo, entlalakahle namanye amalungelo akhuthazwayo nakhuselweyo.	✓ UMzantsi Afrika usayine waza walungisa izigqibo zemvumelwano ngaMalungelo abantu abakhubazekileyo kwaye ugqithele phambili ngokuza nePhepha eliyiNgcaciso yoMgaqo-nkqubo ongoKhubazeko (*White paper on Disability on an Integrated National Disability Strategy*), i- INDS ngamafuphi. ✓ UMthetho woBulungisa kwezeNgqesho kaZwelonke (*National Employment Equity Act)* omisela ubulungisa kwezengqesho –neekowuta eziqingqiweyo zobulungisa *(equity quotes)* zisetyenziswa kwicandelo likarhulumente nelabucala ngokumalunga nokuqeshwa kwabantu abakhubazekileyo kwaye norhulumente uyandisile igranti esisiseko esisibonelelo sokukhubazeka waza wandisa imimiselo yesi sibonelelo ukwenzela ukuba sifikelele kubantu abaninzi ngoMthetho woNcedo lwezeNtlalo *(Social Assistance Act)* kwanokuqaliswa komgaqo-nkqubo ongemfundo ebandakanya bonke abafundi ngePhepha eliyiNgcaciso loMgaqo-nkqubo ongeMfundo eneemfuno ezizodwa (*White paper on special needs Education)*.
UMGAQO 10: AMALUNGELO ABAHLOLO NABAHLOLOKAZI	
✓ Ngaphandle kokuba kugqitywe ngenye indlela yinkundla, abahlolokazi bafanele ukuba babe ngabagcini nabanelungelo labantwana babo ngokuzenzekelayo, ilungelo lokuqhubeka behlala kwikhaya abatshatele kulo *(marriage home*), nesabelo esilinganayo *(equitable share)* kwilifa lomyeni oswelekileyo. ✓ Umhlolokazi uya kubanelungelo lokuphinda atshate kwakhona umntu amkhethayo nelokuba akhuseleke kuzo zonke iintlobo zobundlobongela. La malungelo akwasetyenziswa nakubahlolo.	✓ UMthetho waseMzantsi Afrika ngokubhekiselele emtshatweni, okubandakanywa umtshato wesintu (*customary marriage*), ubandakanya ilungelo lokungachatshazelwa lulo naluphi na udidi lobundlobongela, kuqukwa ukudlwengulwa liqabane otshate nalo okanye ngulowo uliqabane lakho (*marital rape)* nezinye iindidi zobundlobongela emakhaya. Umgaqo-siseko awubacaluli abafazi ngokumalunga nokunikwa amalungelo anxulumene nabantwana afana nokuba babe ngabagcini babantwana, ukuba ziitrasti nokuthathela kubo abantwana ngokusemthethweni ukwenzela ukubakhulisa. ✓ Umba ophambili othathelwa ingqalelo ngokumalunga noku, zezo zinto zilungiselela umntwana njengoko kuqinisekiswayo ngumgaqo-siseko. Ulingano kubomi bokwenyani *(De jure equality*) malunga namalungelo kwipropati (*property rights*) kumtshato wesintu (*civil marriage*) yinto ebekudala isenzeka ngokuyinene iminyaka ngeminyaka. ✓ Ukuthathelwa ingqalelo koMthetho weMitshato yesiNtu, (1998) (*Customary Marriages Act, 1998)*, kwandise ulingano lwamalungelo kwipropati *(property rights)* emtshatweni kubafazi nakumadoda phantsi komtshato wesintu (*customary law)*.
UMGAQO 11: UMNTWANA OYINTOMBAZANA NOMNTWANA OYINKWENKWE	
✓ Imigaqo-nkqubo, iiprogram nemithetho mayibekho ukuqinisekisa ukhuseleko nokukhula komntwana oyintombazana noyinkwenkwe, kubandakanywa ukupheliswa kwazo zonke iindidi zocalu-calulo kusapho, kuluntu, kumaziko nakurhulumente. ✓ Iindlela zokucinga ezizezenkcubeko nezenzo ezibangela umonakalo mazipheliswe,	✓ Umqaqo-siseko unika abantwana ilungelo lokuba negama, ubumi nohlobo oluthile lononophelo. Abantwana bafuna ukutya, indawo yokuhlala, kwaye kufuneka bakhuselwe kuxhatshazo *(abuse*), ukungakhathalelwa nokuthotywa kwesidima sabo. Akukho mntwana kufuneka asebenze engaphantsi kweminyaka evumelekileyo, okanye enze umsebenzi ophazamisana nemfundo yakhe okanye ukukhula kwakhe. ✓ Abantwana mababanjwe kuphela xa kungekho nto yimbi enokwenziwa kwaye akufanele bahlale esiseleni nabantu abadala. Abanakuthatha

UKULUNGISELELA OKUSEMQOKA	ININGIZIMU AFRIKA
kubandakanywa nobundlobongela nokuxhatshazwa *(explotation)* ngokoqoqosho. ✓ Makubekho ukufikelela okulinganayo kwezemfundo nakwezempilo.	nxaxheba kwiimfazwe kwaye mabakhuselwe ngethuba lembambano *(conflict)*. ✓ Icandelwana lesibini, igatya elibaluleke kakhulu lithi, izinto elilungiselela umntwana zezona zinto zibaluleke gqitha zinokuthathelwa ingqalelo kuye nawuphi na umba ochaphazela umntwana. ✓ Umgaqo-siseko uqinisekisa ufikelelo olulinganayo kwezemfundo, ezempilo nezinye iinkonzo ezingundoqo. Ngokwenene oku kunokungabi njalo ngokuxhomekeke kusapho umntu aphuma kulo.
IMIGAQO 12-13 : ULAWULO (UMELO NGOKULINGANAYO NOTHATHO-NXAXHEBA)	
✓ Ngo-2015 abafazi kufanele babe kwizikhundla zengqesho ubuncinane ezisisiqingatha sazo zonke izikhundla zokwenza izigqibo kwiSADC kwicandelo labucala nakwicandelo likarhulumente (kubandakanywa epalamente, kurhulumente wengingqi nakwikhabhinethi). ✓ Amazwe angamalungu kufuneka aqinisekise ukuba abafazi bathathe inxaxheba ngokusebenzayo kwiinkqubo zovoto (*electoral processes)* nokwenza izigqibo ngokuphucula izakhono, ukubonelela ngenkxaso nokumiselwa kwanokomeleza kwezitrakhtsha zokuphucula ukubandakanyeka ngokwezesini.	✓ Ngokumalunga nenani labafazi abamelwe kwizitrakhtsha zemibutho yopolitiko, ubunkokheli kwizitrakhtsha zopolitiko, kusongame amadoda kuzo. ✓ Ukuzibophelela kwe-ANC kumqathango ka-50/50 kubunkokheli obukhethiweyo kuboniswa kwinqanaba lephondo. Ngokumalunga nolingano ngokwezesini kumaphondo amahlanu angala, iMpuma Koloni, iFreyistatha, iLimpopo, uMntla Koloni neNtshona Koloni kwaye ngokwe-avareji yento yonke engu-48 %, i-ANC iphantse yasondela ekufikeleleni kwiithagethi zayo. Kubonakala ngathi i-ANC izibophelelele ngokwenene kwimigaqo yale Prothokholi. ✓ Kukho abaphathiswa abatsha abayi-14 kwabayi-34 abatyunjwe nguMongameli uJacob Zuma abangabafazi kwaye abanye babo bakumacandelo angengawo aqhelekileyo *(non -traditional areas)* afana neeNkonzo zoLuleko, iSebe lezoKhuselo (*Defence*), iSebe leMicimbi yezeKhaya, iSebe loBudlelwane naManye aMazwe noBambiswano *(International Relations and Co-operation*), ISebe lezeMigodi (Mining), ElaMashishini kaRhulumente (*Public Enterprises)*, ezeNzululwazi neThekhinoloji. ✓ Akukho zikowuta zisemthethweni *(legislated quotas)* ngokumalunga nokumelwa kwabemi nokulinganayo ngokwesini (*gender representation)*. Endaweni yoko ngenxa yokungabikho kwezi zinto; i-ANC njengombutho olawulayo izibophelele yona ngokwayo kwiikowuta zokuzithandela yaza ngenxa yoku yazimisela ukusebenzisa umqathango ka-50 % wezihlalo zayo kuwo onke amacandelo karhulumente. Eminye imibutho efana ne-DA, Inkatha Freedom Party neCope, azinazo iikowuta.
UMGAQO 14: IMFUNDO NOQEQESHO	
Ngo-2015: ✓ Kufuneka kubekho ufikelelo olulinganayo kwimfundo esemgangathweni noqeqesho kubafazi nakumadoda kwakunye nokugcinwa kwabo kuwo onke amanqanaba emfundo. ✓ Kufanele kubekho imigaqo-nkqubo neeprogram zezemfundo ezinolwazelelelo ngezesini nezijolise ekuqubisaneni neendlela ezithile zokucinga ezendeleyo nezinokuba yimposiso (*stereotypes*) nokuphelisa ubundlobongela obususela kwezesini kumaziko ezemfundo.	✓ Ukunxanela imfundo esemgangathweni eMzantsi Afrika kuhlala kuyiprayorithi ephambili nomngeni eMzantsi Afrika ehamba kunye nokuzibophelela kwawo ukuphucula nokwenza ukuba kubekho ufikelelo nokugcinwa kwabo bonke abafundi. Imfundo yaseprayimari isisinyazelo kumantombazana nakumakhwenkwe. ✓ Ngokumalunga nofikelelo, ubhaliso nokugcinwa kweenkcukacha-manani kwezemfundo kwisikolo esiyiprayimari, esiyisekondari, isikolo esiphakamileyo neziko lemfundo ephezulu, ngo-2007, abafazi namadoda bebephantse bamelwa ngokulinganayo kwizikolo eziqhelekileyo (abafazi 49.9 % ne-50.1 % kumadoda). Ipesenteji eyeyona iphezulu yabafazi engu-53.0 yafunyanwa kwicandelo le-FET, (IBakala 10-12). ✓ Umngeni ophambili ziindlela ezithile zokucinga ezendeleyo nezinokuba yimposiso (*stereotypes*) malunga nezesini (*gender stereotyping)*, izibonelelo zemfundo ezincedisa ukufunda nokufundisa *(curricula marterials)*, nokuphuma kwamantombazana esikolweni engagqibanga ukufunda, uxhatshazo ngokwezesondo (*sexual violence)* nodlakatheliso (harassment).
IMIGAQO 15-19: IZIBONELELO ZEMVELISO (*PRODUCTIVE RESOURCES) EZENGESHO NOKUXHOTYISWA NGOKWEZOQOQOSHO*	
Ngo-2015, oorhulumente kufuneka ✓ Baqinisekise ukuba kukho uthatho-nxaxheba olulinganayo lwabafazi namadoda ekuqulunqweni komgaqo-nkqubo wezoqoqosho nokuphunyezwa kwawo. ✓ Mabenze ulwabiwo lwezibonelelo *(resoursces)* ngokususela kwibhajethi bethathela	✓ Abafazi bamelwe ngokunganeno malunga nokuthathwa kwezigqibo zezoqoqoqsho kwicandelo likarhulumente njengoko ibilicandelo ebekusokolo kongame amadoda kulo. ✓ Emva konyulo luka-2009 urhulumente omtsha ubeke abafazi abangaphezulu njengaBaphathiswa abenza imisebenzi ephambili kwezoqoqosho, efana neSebe i*Ministry of Public Enterprises* nelitsha elongezelelweyo *leMinistry of Mining*.

UKULUNGISELELA OKUSEMQOKA	ININGIZIMU AFRIKA
ingqalelo ezesini ukujongana neemfuno zabafazi namadoda ngokulinganayo. ✓ Baqinisekise ufikelelo olulinganayo, izibonelelo namathuba amahle alinganayo kubafazi nakumadoda kwezorhwebo nokwezoshishino, iinkqubo zokuthengwa nokufunyanwa kweempahla neenkonzo zikarhulumente. ✓ Bajongisise yonke imigaqo-nkqubo nemithetho emisela ufikelelo, ulawulo nokufumana inzuzo kwizibonelelo zeemveliso zabafazi kubandakanywa umhlaba namanzi. ✓ Mabaqinisekise ukuba abafazi namadoda banofikelelo olulinganayo kwezengqesho ekufunyanwa kuzo imivuzo nemirholo kuwo onke amacandelo ezoqoqosho.	✓ Kukho imigaqo-nkqubo emininzi efuna ukuqinisekisa uthatho-nxaxheba olubonakalayo ngabafazi kwiinkqubo zokuqulunqwa kwemigaqo-nkqubo nokuphunyezwa kwale migaqo-nkqubo yezoqoqosho. UMzantsi Afrika umisele imigaqo-nkqubo eyandisa ufikelelo lwabafazi kwikhredithi (iimali ezibolekwayo) ukuqinisekisa ukuba abafazi baxhotyisiwe kwezoqoqosho. ✓ Ngokusetyenziswa kweSebe loPhuhliso loLuntu (*Dept of Social Development*), kukho iqela leeprojekthi kwilizwe ngokubanzi zokuququzelela ukuxhotyiswa kwezoqoqosho nophuhliso olugcinakalayo. ✓ Xa kuthelekiswa abafazi namadoda, ngokweenkcukacha-manani, abafazi basemagunyeni olawulo kwiinkonzo zorhwebo zoluntu nezentlalo nezamakhaya abucala (*private households)*.
IMIGAQO 20-25: UBUNDLOBONGELA OBUSUSELA KWEZESINI	
Ngo-2015 oorhulumente kufanele:- ✓ Baqinisekise ukuba iyapasiswa okanye iyaphunyezwa imithetho ethintela zonke iindidi zobundlobongela obususela kwezesini, nokuba abo bazenzayo izenzo zobundlobongela ezilolu hlobo, bavela kwiinkundla zomthetho ezifanelekileyo. ✓ Bathathe amanyathelo okugxeka begxiba izenzo zobundlobongela obususela kwezesini neenkqubo ezenza ukuba ezi zenzo zamkeleke okanye zibe negalelo kwingxaki yobundlobongela obususela kwezesini (GBV.) ✓ Baqinisekise ukuba imithetho engobundlobongela obususela kwezesini (GBV), ibonelela ngovavanyo olubanzi, unyango nonophelo lwabo bathe bangamaxhoba asindileyo nezenzo zolwaphulo-mthetho ezimalunga nezesondo *(sexual offences)*. ✓ Babe neenkqubo ezisebenzayo zokubuyiselwa kwemeko esiqhelweni ngokwasentlalweni nangokwasengqondweni kwabo benze izenzo zobundlobongela obususela kwezesini (GBV.) ✓ Bawise imithetho yokuthintela ukuxhilwa kwabantu baye kusetyenziswa kwamanye amazwe ngokuxhatshazwa *(human trafficking*) nokubonelela ngenkxaso epheleleyo kwabo bangamaxhoba asindileyo. ✓ Babe nemithetho esebenzayo, imigaqo-nkqubo neeprogram zokuphelisa ukuhlukunyezwa ngokwesondo *(sexual harrassment)*. ✓ Babe neenkonzo zenkxaso ezisebenzayo ezaneleyo, ezibandakanya ingcaciso, uqeqesho nemfundo malunga nokwazelelelwa kwemeko yezesini kubo bonke ababoneleli-nkonzo. ✓ Banciphise kangangesiqingatha amanqanaba anjengangoku obundlobongela obususela kwezesini (GBV).	✓ UMthetho woBundlobongela eMakhaya *(Domestic Violence Act)* ngumthetho ojongene nobundlobongela basemakhaya kwaye ubonelela abafazi ngenkqubo elula nefikelelekayo yokufumana umthetho osisithintelo *(interdict)* othintela amaqabane ahlukumezayo. Lo Mthetho ubanzi kwaye ubandakanya ubundlobongela ngokwasemzimbeni *(physical)*, ngokwasengqondweni *(psychological)* nangokwezoqoqosho, kwakunye nabantu abahlala kubudlelwane besini esifanayo neentsapho ezizalanayo (*extended families.)* ✓ Inani lamatyala achazwe ngo-2007 lalingu- 36,190. Kungokunje ilizwe alinawo umthetho wokuxhilwa kwabantu baye kusetyenziswa kwamanye amazwe ngokuxhatshazwa (*trafficking law*). UMthetho i*Prevention of Combating of Trafficking in Persons Bill*, isengoYilwayo ✓ UMzantsi Afrika unesiCwangciso soKusebenza sikaZwelonke (*National Action plan)* ukuphelisa uBundlobongela kwezeSini (*Gender Violence*), kwanokuphelisa zonke iindidi zoBundlobongela obususela kwezesini *(Gender Based Violence)* nezicwangciso zobuchule. ✓ Kukho ubambiswano olumandla phakathi kwemibutho yabahlali norhulumente malunga nePhulo leeNtsuku eziyi-16 lokuChasa uBundlobongela ngakuBafazi nakuBantwana (16 *Days of Activism on Violence)*.
UMGAQO 26: EZEMPILO	
✓ Mawanciphise iqondo lokusweleka koomama abakhulelweyo okanye ababelekayo nge-75%.	✓ Impilo yoomama, eyabantwana nesondlo zihlala ziziprayorithi zononophelo zesebe lezempilo kwithuba lango-2007-2009. ✓ Iqondo lokusweleka koomama abakhulelweyo okanye ababelekayo njengangoku, bayi-400 abaswelekayo kwabayi-100 000, kwaye lande ukusuka ku-230 kwabayi-100 000 ngo-1990.

Composite