

## ICANDELO 5 – ULAWULO LWEZABASEBENZI

### 1. Ukuhanjiswa kweenkonzo

Onke amasebe kulindlekele ukuba aphuhlise iSicwangciso soPhuculo lokuHanjiswa kweNkonzo (SDIP). Ezi theyibhile zilandelayo zibonisa iSicwangciso se-WCED kwakunye nenkqubela malunga nokumiselwa kwaso.

**Ittheyibhile 1.1: linkonzo ezingundoqo ezinikezelwayo nemigangatho**

linkonzo ezingundoqo	Abona bathengi	Abanokuba ngabathengi	Umgangatho wenkonzo	Okona kufezekisiweyo xa kuthelekiswa nomgangatho
<b>Uphuhliso loMqulu weeNkonzo neMigangatho yeeNkonzo</b>				
<p>Umqulu ophuhliweyo we- WCED woNikezelo –Zinkonzo oneMiqathango yeeNkonzo eli- 12 eskelwe kwiiNkalo zoGxininiso ezili- 9 zokuXatyiswa kweSikolo Sonke.</p> <p>Ukususela ngoJanuwari ukuya ku-Epreli 2007, kwabanjwa amacweyo nawo onke amacandelo nee-EMDC kwaza kwamiselwa imigangatho yonikezelo zinkonzo yecandelo ngalinye ne- EMDC ngokwenkonzo abayinikezelayo.</p> <p>Kwalandela amacweyo amancinci angumvuka neentlanganiso.</p> <p>Kwahliswa kwahlaziywa imigangatho yonikezelo zinkonzo yecandelo ngalinye.</p>	<p>Ootitshala nabasebenzi bakarhulumente bazinze kwi-Ofisi eNkulu</p>	<p>Icandelo lezemfundo nezikolo leNtshona Koloni ngokubanzi. Ootitshala, abazali nabafundi</p>	<ul style="list-style-type: none"> <li>Onke Amacandelo e-Ofisi eNkulu nee-ofisi zeZithili zaMisela iMigangatho yoNikezelo zinkonzo ngokwemisebenzi neenkonzo ezifanelwe kukunikezela ngazo.</li> </ul>	<ul style="list-style-type: none"> <li>Onke Amacandelo e-Ofisi eNkulu nee-ofisi zeZithili zaqeqeshelwa</li> <li>Ukubhala umgangatho wenkonzo ngokwemiqathango ye-Batho Pele nosekelwe kwimiqathango yoSulungeko, Isixa, iqela ekuJoliswe kulo, Inkalo ekuJoliswe kuyo neXesha elimisiweyo (QTTT)</li> <li>Ukuseka imigangatho yoNikezelo zinkonzo ngokwemisebenzi neneenkonzo ezifanelwe kukuzinikezela</li> <li>Ukuphuhlisa iSicwangciso sazo soPhuculo loNikezelo ziNkonzo</li> <li>Ukulawula Imigangatho yoNikezelo Zinkonzo kumacandelo nezithili zazo</li> <li>Ukulinganisa iinkonzo zazo zizithelekisa neMigangatho yeeNkonzo</li> <li>Ukuphucula linkonzo xa zithelekiswa nemigangatho yeenkonzo</li> <li>Umqulu we-WCED woNikezelo Zinkonzo waMiselwa ngomhla we-17 Agasti 2007 kwiZiko loMculo i- Frank Pietersen, Sanddrift Street, Paarl. Amagosa e-WCED, amagosa neenqununu zezikolo namanye amalungu amabhunga alawula izikolo ayekho.</li> </ul>

linkonzo ezingundoqo	Abona bathengi	Abanokuba ngabathengi	Umgangatho wenkonzo	Okona kufezekisiweyo xa kuthelekiswa nomgangatho
<b>Uphuhliso loMqulu weeNkonzo nomgangatho weeNkonzo</b>				
Kugxininiswe kwimigangatho emi- 2 yeeNkonzo zeNkqubo yoShishino Ukuzotywa kweMimandla nokufakwa kwi-DPSA ukuze ibeke esweni: <ul style="list-style-type: none"> <li>I- Winelands yonxweme oluseNtshona ngoqeqesho lwee- SGB; ne</li> </ul>	Amabhunga Alawula Izikolo (SGB)	Amabhunga Alawula Izikolo (SGB)	Ukubonelela ngoqeqesho ukunika amandla ngokuhambelana noMthetho weZikolo woMzantsi Afrika kwi-100% lamabhunga alawula izikolo kuzo zoli- 9 iisekethe zesithili se- Winelands kuNxweme oluseNtshona ze-WCED ngexesha lokufunda lonyaka	Onke Amabhunga alawula Izikolo kuzo zoli- 9 iisekethe zesithili ze-WCED kwi- Winelands yoNxweme oluseNtshona zaqeqeshwa ngokweemfuno zazo ngazinye
<ul style="list-style-type: none"> <li>Ofisi eNkulu : ICandelo loBungcali kwiNkxaso yeMfundo eYodwa :Ukubonelelwa ngezidlo ezinezongo kwizikolo zamabanga aphantsi nezaphezulu zikarhulumente ezinomyinge wabemi 1 ukuya kwisi- 5.</li> </ul>	Abafundi abakwizikolo ezinomyinge wabemi 1 ukuya kwisi- 5	Abafundi abakwizikolo ezinomyinge wabemi 1 ukuya kwisi- 5	Ukubonelela ngezidlo ezinezongo kwizikolo zamabanga aphantsi naphezulu zikarhulumente ezinomyinge wabemi 1 ukuya kwisi- 5 iintsuku ezili- 170 kwezamabanga aphantsi nezili-156 kwezaphezulu kunyaka wokufunda.	Ama-203 000 abafundi kwizikolo ezinomyinge wabemi 1 ukuya kwisi- 5 abonelelwe ngezidlo ezinezongo kwizikolo zikarhulumente zamabanga aphantsi nezaphezulu ezinomyinge wabemi 1 ukuya kwisi- 5 iintsuku ezili- 170 kwezamabanga aphantsi nezili- 156 kwezaphezulu. Ama-260 ezitya zokutya alinywa kuzo zonke izithili zephondo.

**Ittheyibhile 1.2: Amalungiselelo onxibelelwano nabathengi**

Uhlobo Lwamalungiselelo	Abona Bathengi	Abanokuba Ngabathengi	Okona Kufezekisiweyo
<b>Uqeqesho Lwamabhunga Alawulayo</b>			
Amaphepha emibuzo kwii-SGB Iintlanganiso neenqununu Iintlanganiso nee- SGB	Onke Amabhunga oLawulo lweZikolo kwiindawo zeesekeke ezili- 9 zeSithili se- Winelands yoNxweme oluseNtshona	Onke Amabhunga oLawulo lweZikolo kwiindawo zeesekeke ezili- 9 zeSithili se- Winelands yoNxweme oluseNtshona	Ukuphuhlisa kwempahla yokufunda ngokweemfuno ze- SGB nganye.
<b>Unikezelo lweenkonzo</b>			
Ukuqeqeshwa kwee- SGB ekuthobeleni uMthetho weZikolo woMzantsi Afrika	Amabhunga olawulo lweZikolo	Amabhunga oLawulo lweZikolo	Zonke ii- SGB zaqeqeshwa ngokweemfuno zazo ezizodwa
Iintlanganiso zekota nabasebenzi benkqubo yeSizwe yeSondlo eZikolweni kwii-ofisi zeSithili. Iintlanganiso zekota nababoneleli ngeenkonzo	Abafundi abakwizikolo ezinomyinge wabemi 1 ukuya kwisi- 5	Abafundi abakwizikolo ezinomyinge wabemi 1 ukuya kwisi- 5	Ama-203 abafundi afumana izidlo ezinezongo

### Ittheyibhile 1.3: Ubuchule bokufikelela kuNikezelo ziNkonzo

Ubuchule Bokufikelela	Okona kufezekisiweyo
Amabhunga oLawulo lweZikolo makaqeqeshwe ekuthobeleni uMthetho weZikolo woMzantsi Afrika. Onke Amabhunga oLawulo lweZikolo aqeqeshwa ekuthobeleni uMthetho weZikolo woMzantsi Afrika.	Iingxelo zeKota, Iingxelo zoNyaka, Iziphethshana ezijikelezayo, Iintlanganiso, Amacweyo nemagazini yeSithili
Abafundi abakwizikolo ezinomyinge wabemi 1-5 mababonelelwe ngezidlo ezinezongo ukwenza nokuphucula imfundo esemgangathweni. Izitiya zokutya ziya kunceda ngezongo, ziphucule imeko yemfundo.	Ama-203 000 abafundi abakwizikolo ezinomyinge wabemi 1-5 babonelelwa ngezidlo ezinezongo. Kwasungulwa iphulo lezitiya zokutya yaye liqhuba kakuhle njengoko kwalinywa ama- 260 ezitiya zokutya kuzo zonke izithili zephondo.

### Ittheyibhile 1.4: isixhobo solwazi ngeeNkonzo

Types of information tool	Actual achievements
Iingxelo zeKota	Kufakwe kwaxatyiswa iingxelo zonyaka
Iingxelo zoNyaka	Iingxelo zonyaka yokuqala ilindeleke ekuzeni kuphela konyaka-mali.
Iziphetshana ezijikelezayo	Kujikeleziswe iziphethshana ezijikelezayo kuwo onke amaqela afanelekileyo njengendlela yokwabelana ngolwazi
Iintlanganiso	Kubanjwe iintlanganiso ezithe gqolo nabathathi-nxaxheba kuquka: Amacandelo, DotP ne- DPSA.
Amacweyo	Kubanjwe amacweyo necandelo ngalinye
Imagazini yeSithili	Kupapashwe imihlathi kwimagazini yesithili ye- EMDC yoNxweme oluseNtshona
Isikhululo soSasazo saseKuhlaleni	Kwenziwe imiboniso kwisikhululo soSasazo saseKuhlaleni kwi-EMDC yoNxweme oluseNtshona ne- Overberg
Incwadana yolwazi	Kusasazwe incwadana yolwazi kubathathi-nxaxheba abohlukeneyo.
Incwadana Yonikezelo Zinkonzo	Kusasazwe Incwadana yoNikezelo Zinkonzo kwintlaninge yabathathi-nxaxheba
<i>Incwadana ye-Batho Pele</i>	<i>Kushicilelwe kwasasazwa Incwadana ye-Batho Pele</i>
Amaphekepheke oNikezelo Zinkonzo	Kusasazwe Amaphekepheke oNikezelelo Zinkonzo ezithe gqolo
<i>Incwadana ye-Tetha Nathi</i>	<i>Kusasazwe Incwadana ye-Tetha Nathi</i> kubathathi-nxaxheba abohlukeneyo

### Ittheyibhile 1.5: Indlela yezikhalazo

Indlela yeZikhalazo	Okona kufezekisiweyo
Iintlanganiso, Amacweyo	Kubanjwe iintlanganiso ezithe gqolo zekota nocweyo olunye ukuqwalasela izikhalazo
Indlela yezikhalazo kuBalawuli beeSekethe,	Kuphuhlise indlela yezikhalazo ngomnxeba ozinikezeleyo kuBaqquzeleli beZithili nabephondo.
Umlawuli weSekethe oMkhulu neNtloko	Ngabaququzeleli beZithili
Indlela yezikhalazo yeCandelo: Ukuqinisekiswa koMgangatho	Indlela yezikhalazo yeCandelo: Kusekwe kwaxhaswa Uqinisekiso lweMigangatho

## 2. Inkcitho

litheyibhile ezingezantsi zibonakalisa amagama eenkqubo namaqondo emivuzo ayanyaniswa kumanqanaba emivuzo ahlukeneyo ekubhekiswa kuwo kule ngxelo.

### linkqubo

Inkqubo	Umsebenzi wenkqubo
Inkqubo 1	Ulawulo
Inkqubo 2	Imfundo yeZikolo zeSiqhelo zikaRhulumente
Inkqubo 3	Imfundo yeZikolo Ezizimeleyo
Inkqubo 4	Imfundo yeZikolo Ezizodwa zikaRhulumente
Inkqubo 5	likholeji zeMfundo noQeqesho oluthe Xhaxhe
Inkqubo 6	Imfundo noQeqesho lwaBadala
Inkqubo 7	Uphuhliso lwabantwana Abaselula
Inkqubo 8	Inkonzo zoNcediso neZinxulumene nazo

### Amanqanaba Emivuzo

Inqanaba Lomvuzo	Inkcazo	Iqondo Lomvuzo
Inqanaba Lomvuzo 1	Abanezakhono eziphantsi	R 38 610 x 1% - R 43 062
Inqanaba Lomvuzo 2	Abanezakhono eziphantsi	R 43 680 x 1% - R 48 249
Inqanaba Lomvuzo 3	Abanezakhono	R 49 665 x 1% - R 57 663
Inqanaba Lomvuzo 4	Abanezakhono	R 58 290 x 1% - R 67 668
Inqanaba Lomvuzo 5	Abanezakhono	R 68 955 x 1% - R 80 058
Inqanaba Lomvuzo 6	Imveliso enezakhono eziphezulu	R 85 362 x 1% - R 99 108
Inqanaba Lomvuzo 7	Imveliso enezakhono eziphezulu	R 106 335 x 1% - R 124 866
Inqanaba Lomvuzo 8	Imveliso enezakhono eziphezulu	R 132 054 x 1% - R 153 312
Inqanaba Lomvuzo 9	Ulongamelo olunezakhono eziphezulu	R 157 686 x 1% - R 183 066
Inqanaba Lomvuzo 10	Ulongamelo olunezakono eziphezulu	R 196 815 x 1% - R 228 492
Inqanaba Lomvuzo 11	Ulongamelo olunezakhono eziphezulu	R 311 358 x 1% - R 360 909
Inqanaba Lomvuzo 12	Ulongamelo olunezakhono eziphezulu	R 369 000 x 1% - R 427 836
Inqanaba Lomvuzo 13	Inkonzo yoLawulo oluPhezulu (Uluhlu A)	R 540 429 x 1.5% - R 581 880
Inqanaba Lomvuzo 14	Inkonzo yoLawulo oluPhezulu (Uluhlu B)	R 635 874 x 1.5% - R 684 708
Inqanaba Lomvuzo 15	Inkonzo yoLawulo oluPhezulu (Uluhlu C)	R 770 823 x 1.5% - R 830 085
Inqanaba Lomvuzo 16	Inkonzo yoLawulo oluPhezulu (Uluhlu D)	R 991 677 x 1.5% - R 1 068 003

Uhlahlo-mali lweSebe ngokweenkqubo ezicacisiweyo. Ezi theyibhile zilandelayo zishwankathela inkcitho yokugqibela ephicothiweyo ngokweenkqubo (iTheyibhile 2.1) nangokwezintlu zemivuzo (iTheyibhile 2.2). Eyona nto zinika inkcazo ngesixa-mali esichithwe kwiindleko zezabasebenzi ngokweenkqubo nganye okanye uluhlu lomvuzo kwisebe.

#### Ittheyibhile 2.1: lindleko zezabasebenzi kubasebenzi bonke ngokweenkqubo nganye 2007/08

Inkqubo	Inkcitho iyonke (R'000)	Inkcitho ngabasebenzi (R'000)	Inkcitho ngoqeqesho (R'000)	linkonzo zobungcali neZizodwa (R'000)	lindleko zezabasebenzi ngokwe- % yencithi iyonke	Inani labasebenzi*	Umyinge weendleko zezabasebenzi ngomsebenzi (R'000)
1	361 468	170 919	19 447	0	2.21	1 014	168.56
2	6 221 984	5 091 264	24 979	0	65.80	34 468	147.71
3	3 913	0	0	0	0.00	0	0
4	434 325	349 223	0	0	4.51	2 578	135.46
5	317 229	169 049	0	0	2.18	1 047	161.46
6	25 821	*1387 **5 137	23	0	0.02	13	*106.69
7	142 259	69 649	1 201	0	0.90	276	252.35
8	194 998	***26 638 ****20 769	9 526	0	0.34	131	***203.34
<b>Zizonke</b>	<b>7 737 797</b>	<b>5 904 035</b>	<b>55 176</b>	<b>0</b>	<b>76.30</b>	<b>39 527</b>	<b>149.37</b>

#### Qaphela:

- \* Inkcitho ngezabasebenzi ngokweNkqubo 6 (Imfundo noQeqesho lwaBadala) efikelela kwi- R 1.387 isigidi, yeyabasebenzi abasisigxina abali- 13. umyinge weendleko zezabasebenzi obonakalisiweyo ngoko ngowabasebenzi abasisigxina kuphela.
- \*\* Isixa esiyi- R 5.137 izigidi sibonakalisa isixa esiyinkcitho ngabahlohi abaqeshwe behlawulwa ngokweyure ukufundisa kumaziko e- ABET.
- \*\*\* Inkcitho ngezabasebenzi ngokweNkqubo 8 (linkonzo zoNcediso nezinxulumene nazo) efikelele kuma- R26.638 ezigidi, yeyabasebenzi abasisigxina abali- 131. umyinge weendleko zezabasebenzi obonakalisiweyo ngoko ngowabasebenzi abasisigxina kuphela.
- \*\*\*\* Isixa sama- R20.769 ezigidi sibonakalisa isixa senkcitho ngaBavavanyi/Abahleli/Abaphawuli nabasebenzi bethutyana benkxaso yolawulo kwiimvavanyo zematriki zowama- 2007).

#### Ittheyibhile2.2: lindleko zezabasebenzi kubasebenzi bonke ngokwezintlu zemivuzo: 2007/08

Amanqanaba emivuzo	Inkcitho ngezabasebenzi (R'000)	i-% yendleko yezabasebenzi iyonke	Inani labasebenzi*	Umyinge weendleko zezabasebenzi ngomsebenzi (R'000)
1-2	174 310	2.96	3 160	55.16
3-5	314 053	5.33	4 418	71.08
6-8	4 010 459	68.06	26 301	152.48
9-12	1 366 146	23.18	5 595	244.17
13-16	27 737	0.47	53	523.34
<b>Iyonke</b>	<b>5 892 705</b>	<b>100.00</b>	<b>39 527</b>	<b>149.08</b>

#### Qaphela

- \* Inkcitho yezabasebenzi iyonke kwiitheyibhile 2.1 no- 2.2 yahlukile kuba intlawulo yezibonelelo zekhefu nemirhumo yeeNkonzo zeKhansile yeNgingqi,ebandakanywe kwiitheyibhile 2.2, ithathwa njengeentlawulo ezigqithiselweyo kwi- BAS ukanti ezinye iintlawulo eziphathelele kwezabasebenzi zenziwa ngqo kwi- BAS.
- \*\* Lilonke inani labasebenzi elibonakaliswe kwiitheyibhile 2.1 no- 2.2 ngentla libandakanya abasebenzi benkonzo karhulumente nabahlohi. Inani labasebenzi abakuluhlu - 13 – 16 libandakanya ii- CEO ezintandathu ezayamene neeKholeji zeMfundo noQeqesho oluthe xhaxhe.

Inani labasebenzi liquka abasebenzi abongezelelweyo kwiqumrhu. Inani elipheleleyo labasebenzi likwabhekiselele kubo BONKE abasebenzi abaqeshiweyo nokuba baqeshwe njani na, okt. abasigxina, iimvumelwano zexesha, ababambelelo nabethutyana.

Ezi theyibhile zilandelayo zinika isishwankathelo ngenkqubo nganye (iTheyibhile 2.3) nezintlu zemivuzo (iTheyibhile 2.4) senkcitho eyenziwe ngenxa yemivuzo, ixesha elongezelelweyo, izibonelelo zokuthenga izindlu nezongcedo ngonyango. Kwimeko nganye, itheyibhile inika inkcazo yepesenti yohlahlo-mali lwezabasebenzi esetyenziselwe ezi zinto.

Table 2.3: Imivuzo, Ixesha elongezelelweyo, Izibonelelo zokuthenga Izindlu nezoNcedo loNyango kubasebenzi ngokwenkqubo: 2007/08

Inkqubo	Imivuzo		Ixesha elongezelelweyo		Izibonelelo zokuthenga Izindlu		Uncedo Ngonyango	
	Isixa-mali (R'000)	Imivuzo njenge- % yeendleko zezabasebenzi	Isixa-mali (R'000)	Ixesha elongezelelweyo njenge- % yeendleko zezabasebenzi	Isixa-mali (R'000)	I-HOA njenge- % yeendleko zezabasebenzi	Isixa-mali (R'000)	Uncedo Ngonyango njenge- % yeendleko zezabasebenzi
Inkqubo 1	224 130	3.796	3 515	0.060	3 857	0.065	14 204	0.241
Inkqubo 2	3 818 891	64.683	145	0.002	67 211	1.138	239 808	4.062
Inkqubo 3	0	0.000	0	0.000	0	0.000	0	0.000
Inkqubo 4	257 249	4.357	133	0.002	4 534	0.077	16 503	0.280
Inkqubo 5	123 286	2.088	0	0.000	1 961	0.033	7 472	0.127
Inkqubo 6	1 110	0.019	0	0.000	28	0.000	41	0.001
Inkqubo 7	48 521	0.822	0	0.000	567	0.010	2 390	0.040
Inkqubo 8	20 337	0.344	1 210	0.020	492	0.008	1 483	0.025
Iyonke	4 493 524	76.109	5 003	0.085	78 650	1.332	281 901	4.775

Table 2.4: Imivuzo, Ixesha elongezelelweyo, Izibonelelo zokuthenga Izindlu noNcedo ngoNyango kubo bonke abasebenzi ngokwezintlu zemivuzo: 2007/08

Amanqa naba emivuzo	Imivuzo		Ixesha elongezelelweyo		Isibonelelo sokuthenga indlu (HOA)		Uncedo ngoNyango	
	Isixa-mali (R'000)	Imivuzo njenge- % yeendleko zezabasebenzi	Isixa-mali (R'000)	Ixesha elongezelelweyo njenge- % yeendleko zezabasebenzi	Isixa-mali (R'000)	I-HOA njenge- % yeendleko zezabasebenzi	Isixa-mali (R'000)	Uncedo ngoNyango njenge- % yeendleko zezabasebenzi
1-2	129 968	2.201	140	0.002	3 035	0.051	7 778	0.132
3-5	231 407	3.919	1 339	0.023	5 935	0.101	18 293	0.310
6-8	3 082 778	52.215	3 045	0.052	49 560	0.839	194 230	3.290
9-12	1 033 117	17.498	479	0.008	19 839	0.336	60 981	1.033
13-16	16 254	0.275	0	0.000	281	0.005	619	0.010
Iyonke	4 493 524	76.109	5 003	0.085	78 650	1.332	281 901	4.775

### 3. Inggesho Nezithuba

Ezi theyibhile zilandelayo zishwankathela inani lezithuba zemisebenzi ezivuliweyo, inani labasebenzi, umyinge wezithuba, nokuba ngaba kukho abasebenzi abongezelelweyo na kwiqumrhu. Olu lwazi lunikwa ngokweendlela ezintanhu ezahlukeneyo nezibalulekileyo: - inkqubo (iTheyibhile 3.1), uluhlu lwemivuzo (iTheyibhile 3.2) nemisebenzi ebalulekileyo (iTheyibhile 3.3). Amasebe alathe imisebenzi ebalulekileyo efuna ukubekwa esweni. iTheyibhile 3.3 ibonelela ngolwazi ngequmrhu nangezithuba kwimisebenzi ebalulekileyo yesebe. Umyinge wezithuba ubonakalisa ipesenti yezithuba ezingazaliswanga.

**Ittheyibhile 3.1: Inggesho nezithuba nezithuba ngokwenkqubo: 31 Matshi 2008**

Iqela labasebenzi	Inkqubo	Inani lezithuba	Inani lezithuba ezizalisiweyo	Umyinge wezithuba	*Inani lezithuba ezizalisiweyo ukongezelela kwiqumrhu	Lilonke inani labasebenzi
<b>ABASEBENZI BEBONKE</b>	Inkqubo 1	926	926	0	88	1 014
	Inkqubo 2	34 316	34 065	1	403	34 468
	Inkqubo 3	0	0	0	0	0
	Inkqubo 4	2 579	2 494	3	84	2 578
	Inkqubo 5	1 159	1 047	10	0	1 047
	Inkqubo 6	15	13	13	0	13
	Inkqubo 7 **	15	276	0	0	276
	Inkqubo 8	137	131	4	0	131
	<b>Zizonke</b>	<b>39 198</b>	<b>38 952</b>	<b>0</b>	<b>524</b>	<b>39 527</b>
<b>OOTITSHALA</b>	Inkqubo 1	134	134	0	35	169
	Inkqubo 2	27 756	27 756	0	292	28 048
	Inkqubo 3	0	0	0	0	0
	Inkqubo 4	1 573	1 573	0	60	1 633
	Inkqubo 5	881	814	8	0	814
	Inkqubo 6	4	4	0	0	4
	Inkqubo 7**	15	276	0	0	276
	Inkqubo 8***	0	19	0	0	19
	<b>Bebonke</b>	<b>30 363</b>	<b>30 576</b>	<b>0</b>	<b>387</b>	<b>30 963</b>
<b>ABASEBENZI BEENKONZO ZIKARHULUMENTE</b>	Inkqubo 1	843	843	0	2	845
	Inkqubo 2	6 560	6 309	4	111	6 420
	Inkqubo 3	0	0	0	0	0
	Inkqubo 4	1 006	921	8	24	945
	Inkqubo 5	278	233	16	0	233
	Inkqubo 6	11	9	18	0	9
	Inkqubo 7	0	0	0	0	0
	Inkqubo 8***	137	112	18	0	112
	<b>Bebonke</b>	<b>8 835</b>	<b>8 427</b>	<b>5</b>	<b>137</b>	<b>8 564</b>

**Qaphela:**

\* Kwimeko yootitshala abongezelelweyo kwiqumrhu, ngamanani abo titshala bebalathwe njengabongezelelweyo ngokwezivumelwano ekungenwe kuzo kuphela abonakalisiweyo.

\*\* Inkqubo 7: Izithuba zootitshala: Ezaphambi kwamabanga aphantsi ziyabhangiswa njengolo zingabinamntu. I- WCED yamkela umgaqo-nkqubo ekuthi ngawo kuvalwe izithuba ngentlawulo yenkxaso-mali ukuzama ukudala iindawo zokufunda ezithe chatha kubafunda abaphambi kwamabanga aphantsi (Uphuhliso Lwabantwana abaselula), ngokukodwa kwiindawo zabahlelekileyo.

\*\*\* Ootitshala abali- 19 kwiNkqubo 8 ngabasebenzi beZakhono zoBomi nge- HIV/Aids – aba basebenzi bonke babalwa njengabongezelelweyo yaye bahlawulwa ngemali yezibonelelo ezinemiqathango.

**Qaphela:** Kufuneka kuchazwe ukuba kumaziko emfundo, inani lezithuba zootitshala alithethi ukuba iziko elo linootitshala abambalwa kunenani lootitshala elifanelwe kukuba nalo. Libonisa kuphela ukuba izithuba zootitshala azizaliswanga ngokusisigxina. Kwimeko nganye apho isithuba singazaliswanga ngokusisigxina, kuqeshwa ngemvumelwano ukuqinisekisa ukuba onke amaziko emfundo anenani elifunekayo lootitshala afanelwe kukuba nabo.

**Itheyibhile 3.2: Inggesho nezithuba ngokwezintlu zemivuzo: 31 Matshi 2008**

Iqela labasebenzi	Amanqanaba emivuzo	Inani lezithuba	Inani lezithuba ezizalisiweyo	Umyinge wezithuba	* Inani lezithuba ezizalisiweyo ukongezelela kwiqumrhu	Lilonke inani labasebenzi ngomhla wama-31 Matshi 2008
<b>BEBONKE ABASEBENZI</b>	1-2	3 243	3 107	4	53	3 160
	3-5	4 038	4 397	0	21	4 418
	6-8	25 519	25 910	0	391	26 301
	9-12	6 346	5 538	13	57	5 595
	13-16	52	51	2	2	53
	<b>Zizonke</b>	<b>39 198</b>	<b>39 003</b>	<b>0</b>	<b>524</b>	<b>39 527</b>
<b>OOTITSHALA</b>	1-2	0	0	0	0	0
	3-5**	264	733	0	1	734
	6-8	23 896	24 475	0	329	24 804
	9-12	6 203	5 368	13	57	5 425
	13-16	0	0	0	0	0
	<b>Bebonke</b>	<b>30 363</b>	<b>30 576</b>	<b>0</b>	<b>387</b>	<b>30 963</b>
<b>ABASEBENZI BEENKONZO ZIKARHULUMENTE</b>	1-2	3 243	3 107	4	53	3 160
	3-5	3 774	3 664	0	20	3 684
	6-8	1 623	1 435	12	62	1 497
	9-12	143	170	0	0	170
	13-16	52	51	2	2	53
	<b>Bebonke</b>	<b>8 835</b>	<b>8 427</b>	<b>5</b>	<b>137</b>	<b>8 564</b>

**Qaphela:**

- \* Kwimeko yootitshala abongezelelweyo kwiqumrhu, ngamanani abo titshala bebalathwe njengabongezelelweyo ngokwezivumelwano ekungenwe kuzo kuphela abonakalisiweyo. Ukungqinelaniswa nokufakwa kwabasebenzi abongezelelekileyo kwizithuba ezingenabantu yinkqubo eqhubekayo yaye ikhokelwa zizivumelwano ezikhoyo. Ukuzama kwakhona ukunyusa ukufakwa kwizikhewu kwabasebenzi abongezelelekileyo, kwaziswa rhoqo izithuba kuludwe lwesebe lezithuba zemisebenzi. I- WCED yaphuhlisa iqela lamanyathelo omgaqo-nkqubo ukuqinisekisa ukusetyenziswa ngokupheleleyo kweenkonzo zabasebenzi abongezelelekileyo.
- \*\* Zonke izithuba zootitshala zidalelwa ukuqeshwa kootitshala abaziingcungela nabaqeqeshwe ngokufanelekileyo (ubuncinane iMatriki neminyaka emithathu (3) yoqeqesho) kubuncinane benqanaba lomvuzo 6-7. inyaniso kukuba I- WCED inabo ootitshala abangaqeqeshwanga ngokupheleleyo nabangaqeqeshwanga kuyo. Aba ngootitshala abangama- 734 abahlawulwa kumanqanaba emivuzo 3 - 5 kuba bengafezekisi ezona mfundo ziphantsi zokuhlululwa kumanqanaba emivuzo 6-7. Bonke aba titshala baqeshwa ngokwezithuba ezivunyiweyo nezibonakaliswe kuluhlu lwemivuzo 6-8 kule theyibhile.



#### 4. Ukuxatyiswa Kwemisebenzi

Imiqathango yeNkonzo kaRhulumente, 2001, njengoko iguqulwe, yazisa ukuxatyiswa kwemisebenzi njengendlela yokuqinisekisa ukuba umsebenzi onexabiso elilinganayo uhlawulelwa ngokulinganayo. Kwisicwangciso-nkqubo esigqitywe kuzwelonke, amagunyabantu aphezulu angaxabisa okanye axabise ngokutsha nawuphi na umsebenzi kwiqumrhu lawo. NgokweMiqathango zonke izithuba zemisebenzi ezikwinqanaba lomvuzo 9 nangaphezulu kufuneka zixatyiswe phambi kokuba zizaliswe.

Le theyibhile ilandelayo (iTheyibhile 4.1) ishwankathela inani lemisebenzi eyaxatyiswayo kunyaka ophantsi kohlolo.

**Itheyibhile 4.1: Ukuxatyiswa kwemisebenzi ngokweZithuba kwiiNkonzo zikaRhulumente: 1 Epreli 2006 - 31 Matshi 2008**

Amanqanaba emivuzo	Inani lezithuba	Inani lemisebenzi exatyisiweyo	I-% yemisebenzi exatyisiweyo	Unyuselo-zithuba olungatshintshanga		Izithuba ezinyuselweyo		Izithuba ezihliselweyo	
				Inani	%	Inani	%	Inani	%
1-2	3 243	10	0.31	10	100	0	0	0	0
3-5	3 774	67	1.78	67	100	0	0	0	0
6-8	1 623	96	5.91	75	78.13	21	21.87	0	0
9-12	143	121	84.62	119	98.35	2	1.65	0	0
13	38	38	100	38	100	0	0	0	0
14	9	9	100	9	100	0	0	0	0
15	4	4	100	4	100	0	0	0	0
16	1	0	0	0	100	0	0	0	0
<b>Zizonke</b>	<b>8 835</b>	<b>294</b>	<b>3.33</b>	<b>271</b>	<b>92.18</b>	<b>23</b>	<b>7.82</b>	<b>0</b>	<b>0</b>

**Qaphela:** Zonke izithuba zemisebenzi ze- SMS zaxatyiswa ngokwemisebenzi.

Lilonke Inani Labasebenzi abamivuzo yabo ibe ngaphezulu kwamaqondo achazwe luxatyiso lwemisebenzi ngowama- 2007/08	0
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#### 5. Iinguqu kweNgqesho

Eli candelo libonelela ngolwazi ngeenguqu kwingqesho kunyaka-mali omiyo.

Amaqondo engeniso anika isibonakaliso sendlela ekwenzeka ngayo izinto kwingqesho kwisebe. Ezi theyibhile zilandelayo zibonelela ngesishwankathelo samaqondo engeniso ngokwezintlu zemivuzo (iTheyibhile 5.1) nangokwemisebeni ebalulekileyo (iTheyibhile 5.2).

Abasebenzi bakaRhulumente nooTitshala abangekho kwizikhundla ezisisigxina baqeshwa ngemvumelwano ixesha elivalelekileyo. Oku kuquka nabasebenzi abaqeshwe kwizikhundla zokuxabangela ezibangelwa kukucutheka okubangwa yindalo, ukufa, unyuselo, njl.njl., nabasebenzi (ootitshala) abaqeshwe kwizikhundla zokubambela kwiindawo zabo bangekhoyo emsebenzini ngenxa yokugula, ikhefu lokuya kubeleka, njl.njl. lo mgaqo-nkqubo uthetha ukuba abasebenzi abanye bangaqeshwa ukuya kumaxa amane kunyaka othile wokunika ingxelo kuba imvumelwano nganye ithathwa njengengqesho entsha. Ukuphelelwa kwemvumelwano kuthathwa njengokuphela kwenkonzo ngenxa yezizathu zokunika ingxelo yaye esi sisizathu senani eliphezulu kakhulu lokulahlwa komsebenzi. Noxa kunjalo, kuyinjongo ye- WCED ukuba zonke izithuba zemisebenzi kumaziko emfundo, ngokukodwa ezootitshala, zizaliswe njengezisisigxina ngokukhawuleza kangangoko emva kokuba isithuba sivulelekile.

**Ittheyibhile 5.1: Amaqondo okuzuziweyo ngonyaka ngokwezintlu zemivuzo kwithuba lomhla woku- 1 Epreli 2007- 31 Matshi 2008**

Iqela labasebenzi	Uluhlu lwemivuzo	Inai labasebenzi ngokoluhlu ngowoku- 1 Epreli 2007	Abaqeshiweyo nabafudusiweyo kwiSebe	Ukulahlwa komsebenzi nokufuduswa kwisebe	Amaqondo okuzuziweyo %
<b>BEBONKE ABASEBENZI</b>	1-2	3 641	2141	1 912	6.29
	3-5	3 543	4202	2 966	34.88
	6-8	25 911	13751	13 155	2.30
	9-12	5 071	242	421	-3.53
	13	30	14	7	23.33
	14	7	5	1	57.14
	15	3	2	0	66.66
	16	1	0	0	0
	<b>Bebonke</b>	<b>38 207</b>	<b>20 357</b>	<b>18 462</b>	<b>4.96</b>
<b>OOTITSHALA</b>	1-2	0	0	0	0
	3-5	678	2 416	1 357	156.49
	6-8	24 357	13 596	12 949	2.66
	9-12	4 916	149	335	-3.78
	13	0	0	0	0
	14	0	0	0	0
	15	0	0	0	0
	16	0	0	0	0
	<b>Bebonke</b>	<b>29 951</b>	<b>16161</b>	<b>14 641</b>	<b>5.07</b>
<b>ABASEBENZI BEENKONZO ZIKARHULUMENTE</b>	1-2	3 641	2 141	1 912	6.29
	3-5	2 865	1 786	1 609	6.18
	6-8	1 554	155	206	-3.28
	9-12	155	93	86	4.52
	13	30	14	7	23.33
	14	7	5	1	57.14
	15	3	2	0	66.66
	16	1	0	0	0
	<b>Bebonke</b>	<b>8 256</b>	<b>4 196</b>	<b>3 821</b>	<b>4.54</b>

Itheyibhile 5.2: Izizathu zokuba abasebenzi balishiye isebe

Uhlobo lokulahla	Inani	I-% bebonke
Ukufa	117	0.64
Ukulahla	1 131	6.15
Ukuphelelwa kwemvumelwano *	16 572	90.14
Ukugxothwa – linguqu kwindlela yokusebenza **	3	0.01
Ukugxothwa – Ukuziphatha kakubi	78	0.43
Ukugxothwa – Ukungakwazi ukusebenza	2	0.01
Ukugula	30	0.17
Umhlalaphantsi	425	2.30
Ukufuduselwa kwamanye amasebe kaRhulumente, Amaqumrhu aseMthethweni, njl.njl.	27	0.15
<b>Bebonke</b>	<b>18 385</b>	<b>100</b>
<b>Lilonke inani labasebenzi abahlileyo njenge- % yabo bebonke abaqeshiweyo</b>	<b>1 813</b>	<b>4.74</b>

**Qaphela:**

\* Inani lo "Kuphelelwa kweMvumelwano" lingakhangeleka liphezulu xa lithelekiswa namanye amasebe karhulumente nabaqeshi. Inani eliphezulu libangwa kukuba i- WCED inomgaqo-nkqubo othi abasebenzi abasebenzi mabaqeshwe ngemvumelwano ixesha elifutshane. (ezi zithuba zaziswa rhoqo ngokwesicwangciso-nkqubo sezivumelwano ezifanelekileyo ngeenjongo zokuzaliswa kwazo ngokusisigxina ngokukhawuleza kangangoko). Ngaphezulu, kufuneka kuqatshelwe ukuba ootitshala ababambeleyo baqeshwa ezindaweni zootitshala abasebenzi sa ikhefu okanye abathunyelwe kwezinye iindawo yaye elona xesha lifutshane lengqesho katitshala ziiveki ezimbini.

\*\* Inani elipheleleyo libonakalisa inani labasebenzi Lemigodlo yoMhlalaphantsi enikwe abasebenzi

Itheyibhile 5.3: Unyuselo ngokwezintlu zemivuzo

Iqela labasebenzi	Amanqanaba Emivuzo	Abasebenzi 1 Epreli 2007	Unyuselo ukuya kwelinye inqanaba lomvuzo	Unyuselo ngokwezintlu zemivuzo njenge- % yabasebenzi ngokwamanqanaba emivuzo	Ukunyuselwa kwelinye iqondo kwiNqanaba loMvuzo	Ukunyuselwa kweqondo njenge- % yabasebenzi ngokwezintlu zemivuzo
<b>BEBONKE ABASEBENZI</b>	1-2	3 641	0	0.00	1 765	48.48
	3-5	3 543	301	8.50	1 969	55.57
	6-8	25 911	536	2.07	22 857	88.21
	9-12	5 071	766	15.11	4 683	92.35
	13	30	2	6.67	22	53.66
	14	7	1	14.28	5	71.43
	15	3	1	33.33	2	66.67
	16	1	0	0.00	0	0
	<b>Bebonke</b>	<b>38 207</b>	<b>1607</b>	<b>4.41</b>	<b>31 303</b>	<b>81.93</b>
<b>OOTITSHALA</b>	1-2	0	0	0.00	0	0
	3-5	678	0	0.00	329	48.53
	6-8	24 357	503	2.07	22 013	90.38
	9-12	4 916	760	15.46	4 605	93.67
	13	0	0	0.00	0	0
	14	0	0	0.00	0	0
	15	0	0	0.00	0	0
	16	0	0	0.00	0	0
	<b>Bebonke</b>	<b>29 951</b>	<b>1263</b>	<b>4.22</b>	<b>26 947</b>	<b>89.97</b>

**Ittheyibhile 5.3: Unyuselo ngokwezintlu zemivuzo (uqhubeko)**

Iqela labasebenzi	Amanqanaba Emivuzo	Abasebenzi 1 Epreli 2007	Unyuselo ukuya kwelinye inqanaba lomvuzo	Unyuselo ngokwezintlu zemivuzo njenge-% yabasebenzi ngokwezintlu zemivuzo	Unyuselo ukuya kwelinye iqondo kwinqanaba lomvuzo	Unyuselo lweqondo njenge- % yabasebenzi ngokwezintlu zemivuzo
<b>ABASEBENZI BENKONZO KARHULUMENTE</b>	1-2	3 641	0	0.00	1 765	48.48
	3-5	2 865	301	10.51	1 640	57.24
	6-8	1 554	33	2.12	844	54.31
	9-12	155	6	3.87	78	50.32
	13	30	2	6.67	22	53.66
	14	7	1	14.28	5	71.43
	15	3	1	33.33	2	66.67
	16	1	0	0.00	0	0
	<b>Bebonke</b>	<b>8 256</b>	<b>344</b>	<b>4.12</b>	<b>4 356</b>	<b>52.76</b>

**qaphela:**

Unyuselo olungama- 32 910 lumele:

Abasebenzi abali-1 607 abanyuselwe ukusuka kwelinye inqanaba lomvuzo ukuya kwinqanaba eliphezulu lomvuzo; nama- 31 303 abasebenzi abafumene unyuselo lwamaqondo emivuzo.

**6. Ulingano Ngokwengqesho**

littheyibhile kweli candelo zisekelwe kwimimiselo echazwe kuMthetho woLingano ngokweNgqesho, 1998, uMthetho 55 we-1998.

**Ittheyibhile 6.1 lilonke inani labasebenzi (kuquka abasebenzi abakhubazekileyo) kudidi ngalunye lwemisebenzi ngokomhla wama- 31 Matshi 2008**

IindidizeMisebenzi (SASCO)	Amadoda				Abafazi				bebonke
	AbaMnyama	Abebala	AmaNdiya	Abamhlophe	AbaMnyama	Abebala	AmaNdiya	Abamhlophe	
Abaqulunqi-mithetho,Amagosa aphezulu,Abalawuli	2	18	1	14	9	5	1	2	52
Iingcali	1 896	6 852	62	1 978	4 570	11 259	75	4382	31074
Abanobugcisa Iingcali	32	104	-	23	32	90	2	30	313
Oomabhalane	107	359	1	31	384	1 442	11	523	2 858
Abasbenzi beenkonzo nabentengiso	1	35	-	-	-	6	-	3	45
Abasebenzi kwezenkcubeko Nokuyebele kuko	1	11	-	-	-	-	-	-	12
Abaqhubi bemithshini yokusebenza nabakhandi	3	19	-	1	-	1	-	-	24
Imisebenzi elula	579	2 087	1	116	331	1 831	1	203	5 149
<b>Bebonke</b>	<b>2 621</b>	<b>9 484</b>	<b>65</b>	<b>2 163</b>	<b>5 326</b>	<b>14 635</b>	<b>90</b>	<b>5 143</b>	<b>39 527</b>
<b>Bonke ootitshala abasiwe "KWIINGCALI"</b>									
<b>Abasebenzi Abakhubazekileyo</b>	<b>4</b>	<b>10</b>	<b>0</b>	<b>8</b>	<b>2</b>	<b>8</b>	<b>0</b>	<b>6</b>	<b>38</b>

**Ittheyibhile 6.2 Lilonke Inani labasebenzi (kuquka abasebenzi abakhubazekileyo) kulo ngalunye kwezi zintlu zilandelayo zemisebenzi ngokomhla wama- 31 Matshi 2008**

Izintlu zemisebenzi	Amadoda				Abafazi				Bebonke
	AbaMnyama	Abebala	AmaNdiya	Abamhlophe	AbaMnyama	Abebala	AmaNdiya	Abamhlophe	
Ulawulo Oluphezulu (Amanqanaba 15-16)	-	2	-	2	1	1	-	-	6
Ulawulo Oluphezulu (Amanqanaba 13-14)	2	16	1	12	8	4	1	2	47
Abaqeqeshelwe ubungcali nabanamava	290	1 932	28	1 000	309	1 012	24	999	5 594
Abasebenzi abanezakhono zobugcisa nabanemfundo nezakhono zemveliso (Amanqanaba 6-8)	1 573	5 157	33	1 004	4 280	10 506	58	3 692	26 302
Abanezakhono(Amanqanaba 3-5)	334	1 219	2	130	438	1 894	6	395	4 418
Abanezakhono ezisezantsi (Amanqanaba 1-2)	422	1 158	1	16	289	1 218	1	55	3 160
<b>Bebonke</b>	<b>2 621</b>	<b>9 484</b>	<b>65</b>	<b>2 164</b>	<b>5 325</b>	<b>14 635</b>	<b>90</b>	<b>5 143</b>	<b>39 527</b>

**Ittheyibhile 6.3 Ugayo kwithuba lomhla woku- 1 Epreli 2007 - 31 Matshi 2008**

Izintlu Zemisebenzi	Amadoda				Abafazi				Bebonke
	AbaMnyama	Abebala	AmaNdiya	Abamhlophe	AbaMnyama	Abebala	AmaNdiya	Abamhlophe	
Ulawulo Olusentloko	-	-	-	-	-	1	-	-	1
Ulawulo Oluphezulu	-	-	-	-	4	3	1	0	8
Iingcali eziqeqeshiweyo neengcaphephe ezinamava nolawulo oluphakathi	19	96	4	21	16	42	2	29	229
Abasebenzi abanezakhono zobugcisa nabaqeqeshiweyo, ulawulo olusezantsi, abongameli, abakhokeli neentsumpa	787	2-674	16	464	3 250	4 885	12	1 591	13679
Abanezakhono ezingagqibelelanga nabothatho-zigqibo lokuziqiqela	389	581	5	104	812	1 882	6	418	4 197
Abangenazakhono nabachazwa njengabothatho-zigqibo	297	877	-	28	204	685	-	50	2 141
<b>Bebonke</b>	<b>1 492</b>	<b>4 228</b>	<b>25</b>	<b>617</b>	<b>4 286</b>	<b>7 498</b>	<b>21</b>	<b>2 088</b>	<b>20 262</b>
Abasebenzi abakhubazekileyo	-	-	-	-	-	-	-	-	0

**Ittheyibhile 6.4 Unyuselo kwithuba lomhla woku- 1 Epreli 2007 - 31 Matshi 2008**

Izintlu Zemisebenzi	Amadoda				Abafazi				Bebonke
	AbaMnyama	Abebala	AmaNdiya	Abamhlophe	AbaMnyama	Abebala	AmaNdiya	Abamhlophe	
Ulawulo Olusentloko	1	2	-	-	1	-	-	-	4
Ulawulo Oluphezulu	1	2	-	-	2	-	-	2	7
Iingcali eziqeqeshiweyo neengcaphephe ezinamava nolawulo oluphakathi	295	1 977	34	893	299	964	24	963	5 449
Abasebenzi abanezakhono zobugcisa nabaqeqeshiweyo, ulawulo olusezantsi, abongameli, abakhokeli neentsumpa	1 560	4 708	26	857	3 937	9 205	49	3 051	23 393
Abanezakhono ezingagqibelelanga nabothatho-zigqibo lokuziqiqela	136	656	2	80	206	961	2	227	2 270
Abangenazakhono nabachazwa njengabothatho-zigqibo	176	629	-	5	113	805	1	36	1 765
<b>Bebonke</b>	<b>2 169</b>	<b>7 974</b>	<b>62</b>	<b>1 835</b>	<b>4 558</b>	<b>11 935</b>	<b>76</b>	<b>4 279</b>	<b>32 888</b>
Ziimeko kuphela apho kutshintshwe amaqondo okanye umyinge									
Abasebenzi abakhubazekileyo	4	8	0	6	1	8	0	5	32

UGAYO: M Harker, T Singh, S Mfanga-Kibi, M Ntlatsane, Z Modimakwane, L Sopotela, S Cyster, G Koopman, L Coleridge  
 UNYUSELO: P Present, A Lewis, T Ndzuzo, Z Roxho, W Janjies, P Rockman, A Schiebush, P Satyo, S Lingela, Z Siyengo, M Maas-Ohlson

**Ittheyibhile 6.5 Abahlileyo kwithuba lomhla woku- 1 Epreli 2007 - 31 Matshi 2008**

Izintlu Zemisebenzi	Amadoda				Abafazi				Bebonke
	AbaMnyama	Abebala	AmaNdiya	Abamhlophe	AbaMnyama	Abebala	AmaNdiya	Abamhlophe	
Ulawulo Olusentloko	-	-	-	-	-	-	-	-	0
Ulawulo Oluphezulu	1	2	-	3	-	-	-	-	6
Iingcali eziqeqeshiweyo neengcaphephe ezinamava nolawulo oluphakathi	27	141	5	73	26	68	-	77	417
Abasebenzi abanezakhono zobugcisa nabaqeqeshiweyo, ulawulo olusezantsi, abongameli, abakhokeli neentsumpa	745	2 594	14	491	3 085	4 599	11	1 566	13 105
Abanezakhono ezingagqibelelanga nabothatho-zigqibo lokuziqiqela	280	428	3	85	477	1 375	2	295	2 945
Abangenazakhono nabachazwa njengabothatho-zigqibo	267	792	-	22	167	623	-	41	1 912
<b>Bebonke</b>	<b>1 320</b>	<b>3 957</b>	<b>22</b>	<b>674</b>	<b>3 755</b>	<b>6 665</b>	<b>13</b>	<b>1 979</b>	<b>18 385</b>
Abayekileyo kuphela									
Abasebenzi abakhubazekileyo	-	-	-	-	-	1	-	-	2

**Ittheyibhile 6.6 Uphuhliso lwezakhono kwithuba lomhla woku- 1 Epreli 2007 - 31 Matshi 2008**

Iindidi Zemisebenzi	Amadoda				Abafazi				Bebonke
	AbaMnyama	Abebala	AmaNdiya	Abamhlophe	AbaMnyama	Abebala	AmaNdiya	Abamhlophe	
Abaqulunqi-mithetho, Amagosa aphezulu nabalawuli	17	98	3	56	46	27	0	9	256
Iingcali	26	64	6	36	32	157	0	43	364
Abasebenzi besiqhelo nabanye – Ootitshala (Akukho ludidi)									23 526
Amagcisa nezinye iingcali akukho ludidi	0	0	0	0	0	0	0	0	568
Oomabhalane	135	488	2	33	425	832	12	437	2 364
Abasbenzi beenkonzo nabentengiso	0	12	0	0	0	0	0	0	12
Abasebenzi kwezenkcubeko Nokuyelele kuko	2	0	0	0	0	0	0	0	2
Abaqhubi bemithshini yokusebenza nabakhand	0	1	0	0	0	1	0	0	2
<b>Bebonke</b>	<b>180</b>	<b>663</b>	<b>11</b>	<b>125</b>	<b>503</b>	<b>1 017</b>	<b>12</b>	<b>489</b>	<b>27 094</b>

**7. Imivuzo Yomsebenzi Omhle**

Ukukhuthaza umsebenzi omhle, isebe linikezele ngale mivuzo ilandelayo yomsebenzi omhle kunyaka ophantsi kohlolo. Ulwazi lunikwa ngokobuhlanga, isini, nokukhubazeka (iTheyibhile 6.1), izintlu zemivuzo (iTheyibhile 6.2) nemisebenzi ebalulekileyo (iTheyibhile 6.3).

**Ittheyibhile 7.1: Imivuzo Yomsebenzi Omhle ngkobuhlanga, isini nokukhubazeka kubasebenzi beenkonzo zikaRhulumente (kuquka ii- SMS): 1 Epreli 2007 - 31 Matshi 2008**

Ingxelo Ngabaxhamli				Iindleko (R'000)	
Iqela labantu	Inani Labaxhamli	Lilonke inani labasebenzi kwiqela	Ipesenti yeqela labantu	Zizonke iindleko (R'000)	Umyinge weendleko ngomsebenzi
<b>AbaMnyama</b>	65	1 096	5.93	180	2 769
Amadoda	27	556	4.86	48	1 778
Abafazi	38	540	7.05	132	3 474
<b>AbaseMpuma</b>	4	14	28.57	15	4 000
Amadoda	2	2	100.00	7	3 500
Abafazi	2	11	18.18	8	4 000
<b>Abebala</b>	911	4 993	18.24	3 642	3 652
Amadoda	383	2 177	17.59	1 569	4 097
Abafazi	528	2 816	18.75	2 073	3 926
<b>Abamhlophe</b>	350	808	43.32	1 438	5 009
Amadoda	57	156	36.54	286	5 018
Abafazi	293	652	44.94	1 152	3 932
<b>Bebonke</b>	<b>1 330</b>	<b>6 911</b>	<b>19.24</b>	<b>5 275</b>	<b>3 966</b>
Abasebenzi abakhubazekileyo	0	0	0	0	0

**Qaphela:**

Inani labasebenzi liquka inani labasebenzi abachazwa njengabongezelelekileyo kwiqumrhu. Lilonke inani labasebenzi likwachaza BONKE abasebenzi abaqeshiweyo, nokuba baqeshwe njani na, okt. isigxina, iimvumelwano zexesha, ababambeleyo nabexeshana.

**Ittheyibhile 7.2: Imivuzo Yomsebenzi Omhle ngokwamanqanaba emivuzo kubasebenzi beenkonzo zikaRhulumente abangaphantsi kweNkonzo zoLawulo Oluphezulu: 1 Epreli 2006 - 31 Matshi 2007**

Ingxelo Ngabaxhamli			Iindleko		
Inqanaba lomvuzo	Inani Labaxhamli	Inani labasebenzi	Ipesenti yeqela ngokwenqanaba lomvuzo	Zizonke iindleko (R'000)	Umyinge weendleko ngomsebenzi (R)
1-2	1	3 641	0.03	4	4 000
3-5	4	2 865	0.14	16	4 000
6-8	10	1 554	0.64	64	6 400
9-12	2	155	1.29	36	18 000
<b>Bebonke</b>	<b>17</b>	<b>8 215</b>	<b>0.21</b>	<b>120</b>	<b>7 059</b>

**Qaphela:**

Inani labasebenzi liyuka inani labasebenzi abachazwa njengabongezelelekileyo kwiqumrhu. Lilonke inani labasebenzi likwachaza BONKE abasebenzi abaqeshiweyo, nokuba baqeshwe njani na, okt. isigxina, iimvumelwano zexesha, ababambeleyo nabexeshana.

**Ittheyibhile 7.3: Imivuzo emalunga nomsebenzi omhle (uchatha wemali) ngokwezintlu zemivuzo: Inkonzo yoLawulo Oluphezulu**

Inqanaba lomvuzo	Ingxelo Ngabaxhamli			Zizonke iindleko (R'000)	Umyinge weendleko ngomxhamli (R)	Zizonke iindleko njenge- % yayo iyonke inkcitho ngabasebenzi abakwi-SMS (R'000)
	Inani labaxhamli	Inani lamalungu e-SMS	Ipesenti yabo bebonke kwinqanaba lomvuzo			
13	6	38	16	179	29 833	0.65
14	3	7	43	97	32 333	0.35
15	0	5	0	0	0	0
16	0	1	0	0	0	0
<b>Bebonke</b>	<b>9</b>	<b>51</b>	<b>18</b>	<b>276</b>	<b>30 666</b>	<b>1.00</b>

**Qaphela:**

Isivumelwano malunga nemivuzo yomsebenzi omhle yootitshala siseza kuqunyelwa kwi- ELRC kazwelonke. .

## 8. Abasebenzi abavela Ngaphandle

Iitheyibhile ezingezantsi apha zishwankathela ingqesho yabasebenzi abavela kwamanye amazwe kwisebe ngokwezintlu zemivuzo nangokwemisebenzi ebalulekileyo. Iitheyibhile zikwawhankathela iinguqu kwinani lilonke labasebenzi abavela ngaphandle kuluhlu ngalunye lwemivuzo ngangokomsebenzi ngamnye obalulekileyo.

**Ittheyibhile 8.1: Abasebenzi abavela Ngaphandle ngokwezintlu zemivuzo: 1 Epreli 2007 - 31 Matshi 2008**

Inqanaba lomvuzo	1 Epreli 2007		31 Matshi 2008		Inguqu	
	Inani	I-% bebonke	Inani	I-% bebonke	inani	I-% bebonke
1-2	0	0	0	0	0	0
3-5	11	23.41	24	38.10	13	81.25
6-8	29	61.70	30	47.62	1	6.25
9-12	7	14.89	9	14.28	2	12.50
13 – 16	0	0	0	0	0	0
<b>Bebonke</b>	<b>47</b>	<b>100.00</b>	<b>63</b>	<b>100.00</b>	<b>16</b>	<b>100</b>



**Ittheyibhile 8.2: Abasebenzi abavela Ngaphandle ngokwemisebenzi ebalulekileyo: 1 Epreli 2007 - 31 Matshi 2008**

Umsebenzi obalulekileyo	1 Epreli 2007		31 Matshi 2008		Inguqu	
	Inani	I-% lilonke	Inani	I-% lilonke	Inani	I-% lilonke
Abasebenzi bolawulo lwee-ofisi	0	0	0	0	0	0
Imisebenzi elula	0	0	0	0	0	0
Iingcali nabalawuli	47	100	63	100	16	34.04
<b>Bebonke</b>	<b>47</b>	<b>100</b>	<b>63</b>	<b>100</b>	<b>16</b>	<b>34.04</b>

**qaphela:**

Abasebenzi abavela ngaphandle baqeshwa kuphela xa kungekho bemi boMzantsi Afrika baqeqeshelwe oko okanye xa benemvume yokusebenza efanelekileyo yaseMzantsi Afrika.

**9. Ukusetyenziswa kwekhefu kwithuba lomhla woku- 1 Januwari 2007 - 31 Disemba 2007**

Ikomishoni yeeNkonzo zikaRhulumente yalathe imfuno yokubekwa esweni ngenkathalo kwekhefu lokugula kwinkonzo karhulumente. Ezi theyibhile zilandelayo zinika isibonakaliso sokusetyenziswa kwekhefu lokugula (iTheyibhile 9.1) nekhefu lokukhubazeka (iTheyibhile 9.2). kuzo zombini ezi meko, tkukwabonakaliswa nojikelelo lweendleko zekhefu.

**Qaphela:** Uniko-ngxelo malunga nekhefu loloMjikelo weKhefu okt. leloNyaka weKhalenda, ingenguwo uNyaka-mali, ngaphandle kwakwiTheyibhile 9.5 (Iintlawulo zekhefu)

**Ittheyibhile 9.1: Ikhefu lokugula: 1 Januwari 2007 - 31 Disemba 2007**

Iqela labasebenzi	Inwanaba lomvuzo	Zizonke lintsuku	I-%Yeentsuku einephepha likaGqirha	Inani labasebenzi abasebenzisa ikhefu lokugula	Inani elipheleleyo labasebenzi ngomhla wama-31 Disemba 2007	I-% yabasebenzi bebonke abasebenzi sa ikhefu kuluhlu lomvuzo	Umyinge weentsuku ngomsebenzi ngokwenani labasebenzi ngomhla wama- 31 Disemba 2007	Uqikelelo lweendleko (R'000)
<b>BEBONKE ABASEBENZI</b>	1-2	17 826	86	1 786	3 113	57	6	2 936
	3-5	23 241	84	2 433	4 331	56	5	5 006
	6-8	183 268	83	16 722	26 029	64	7	83 861
	9-12	32 560	87	2 925	5 627	52	6	22 973
	13-16	161	82	27	50	54	3	205
	<b>Bebonke</b>	<b>257 056</b>	<b>84</b>	<b>23 893</b>	<b>39 150</b>	<b>61</b>	<b>7</b>	<b>114 981</b>
<b>OOTITSHALA</b>	1-2	0	0	0	0	0	0	0
	3-5	3 348	85	310	676	46	5	875
	6-8	171 281	84	15 616	24 517	64	7	79 234
	9-12	31 992	87	2 835	5 470	52	6	22 525
	13-16	0	0	0	0	0	0	0
	<b>Bebonke</b>	<b>206 621</b>	<b>84</b>	<b>18 761</b>	<b>30 663</b>	<b>61</b>	<b>7</b>	<b>102 634</b>
<b>ABASEBENZI BEENKONZO ZIKARHULUMENTE</b>	1-2	17 826	86	1 786	3 113	57	6	2 936
	3-5	19 893	84	2 123	3 655	58	5	4 131
	6-8	11 987	82	1 106	1 512	73	8	4 627
	9-12	568	75	90	157	57	4	448
	13-16	161	82	27	50	54	3	205
	<b>Bebonke</b>	<b>50 435</b>	<b>84</b>	<b>5 132</b>	<b>8 487</b>	<b>60</b>	<b>6</b>	<b>12 347</b>

Ittheyibhile 9.2: Ikhefu lokukhubazeka (ithutyana nesigxina): 1 Jan. 2007 - 31 Disemba 2007

Iqela labasebenzi	Inqanaba lomvuzo	Lilonke inani leentsuku ezithathiweyo	I-% yeentsuku einephepha likaGqirha	Inani labasebenzi abasebenzisa ikhefu lokukhubazeka	Lilonke inani labasebenzi ngomhla wama-31 Disemba 2007	I-% yabasebenzi bebonke abasebenzisa ikhefu lokukhubazeka	Umyinge weentsuku ngomsebenzi ngokwenani labasebenzi ngomhla wama-31 Disemba 2007	Uqikelelo lweendleko (R'000)
BEBONKE ABASEBENZI	1-2	3 428	100	58	3 113	1.86	1.1	586
	3-5	4 388	100	73	4 331	1.68	1	1 033
	6-8	47 455	99	968	26 029	3.71	1.82	21 888
	9-12	9 983	99	186	5 627	3.3	1.77	7 004
	13-16	0	0	0	50	0	0	0
	<b>Bebonke</b>	<b>65 254</b>	<b>99</b>	<b>1 285</b>	<b>39 150</b>	<b>3.28</b>	<b>1.66</b>	<b>30 511</b>
OOTITSHALA	1-2	0	0	0	0	0	0	0
	3-5	836	100	18	676	2.66	1.23	246
	6-8	45 214	99	927	24 517	3.78	1.84	21 055
	9-12	9 978	99	184	5 470	3.36	1.82	7 001
	13-16	0	0	0	0	0	0	0
	<b>Bebonke</b>	<b>56 028</b>	<b>99</b>	<b>1 129</b>	<b>30 663</b>	<b>3.68</b>	<b>1.82</b>	<b>28 302</b>
ABASEBENZI BEENKONZO ZIKARHULUMENTE	1-2	3 428	100	58	3 113	1.86	1.1	586
	3-5	3 552	100	55	3 655	1.5	0.97	787
	6-8	2 241	100	41	1 512	2.71	1.48	833
	9-12	5	100	2	157	1.27	0	3
	13-16	0	0	0	50	0	0	0
	<b>Bebonke</b>	<b>9 226</b>	<b>100</b>	<b>156</b>	<b>8 487</b>	<b>1.83</b>	<b>1.08</b>	<b>2 209</b>

**Qaphela:**

Ikhefu lokukhubazeka (ikhefu lokugula) linikwa umsebenzi ochazwe njengongenakukwazi ukusebenza okwethutyana ngenxa yempilo, kodwa enokukwazi ukuqalisa umsebenzi wakhe wesiqhelo emva kwexesha.

Ittheyibhile 9.3 ishwankathela ukusetyenziswa kwekhefu lonyaka. Isivumelwano semivuzo ekwafikelelwa kuso nemibutho yabasebenzi kwi- PSCBC ngowama- 2000 sinyanzelisa ulawulo lwekhefu lonyaka ukuthintela ukuhlawulwa kwamaqondo aphezulu ekhefu eliqokelelweyo ngethuba kuyekiswa inkonzo.

**Ittheyibhile 9.3: Ikhefu lonyaka: 1 Januwari 2007 - 31 Disemba 2007**

Iqela Labasebenzi	Inqanaba lomvuzo	Lilonke inani leentsuku ezithathiweyo	Umyinge weentsuku ngomsebenzi ngokwenani elipheleleyo ngomhla wama- 31 Disemba 2007	Lilonke inani labasebenzi ngomhla wama- 31 Disemba 2007
<b>BEBONKE ABASEBENZI</b>	1-2	21 559	11	3 113
	3-5	25 443	11	4 331
	6-8	36 109	5	26 029
	9-12	17 761	8	5 627
	13-16	911	19	50
	<b>Bebonke</b>	<b>101 783</b>	<b>8</b>	<b>39 150</b>
<b>OOTITSHALA</b>	1-2	0	0	0
	3-5	189	2	676
	6-8	17 355	3	24 517
	9-12	15 269	7	5 470
	13-16	0	0	0
	<b>Bebonke</b>	<b>32 813</b>	<b>4</b>	<b>30 663</b>
<b>ABASEBENZI BEENKONZO ZIKARHULUMENTE</b>	1-2	21 559	11	3 113
	3-5	25 254	11	3 655
	6-8	18 754	15	1 512
	9-12	2 492	17	157
	13-16	911	19	50
	<b>Bebonke</b>	<b>68 970</b>	<b>12</b>	<b>8 487</b>

**Qaphela:**

Ngokwekhefu, ootitshala abakumaziko abanalo ilungelo lekhefu lonyaka njengoko bethathwa njengabasebenzisa ikhefu lonyaka ngethuba lokuvalwa kwezikolo, okt. liholide zezikolo.

**Ittheyibhile 9.4: Ikhefu eliqokelelweyo: 1 Januwari 2007 - 31 Disemba 2007**

Iqela labasebenzi	Inqanaba lomvuzo	Zizonke iintsuku zekhefu eliqokelelweyo ezithathiweyo	Umyinge weenani leentsuku ezithathwe ngumsebenzi	Umyinge wekhefu eliqokelelweyo ngomsebenzi ngomhla wama-31 Disemba 2007	Inani labasebenzi ngomhla wama-31 Disemba 2007
<b>BEBONKE ABASEBENZI</b>	1-2	5 637	1.81	23	3 113
	3-5	7 664	1.77	38	4 331
	6-8	38 823	1.49	36	26 029
	9-12	20 011	3.56	79	5 627
	13-16	552	11.04	70	50
	<b>Bebonke</b>	<b>72 687</b>	<b>1.86</b>	<b>41</b>	<b>39 150</b>
<b>OOTITSHALA</b>	1-2	0	0	0	0
	3-5	1 299	1.92	32	676
	6-8	35 347	1.44	35	24 517
	9-12	19 502	3.57	80	5 470
	13-16	0	0	0	0
	<b>Bebonke</b>	<b>56 148</b>	<b>1.83</b>	<b>43</b>	<b>30 663</b>
<b>ABASEBENZI BEENKONZO ZIKLARHULUMENTE</b>	1-2	5 637	1.81	23	3 113
	3-5	6 365	1.74	39	3 655
	6-8	3 476	2.30	53	1 512
	9-12	509	3.24	43	157
	13-16	552	11.04	70	50
	<b>Bebonke</b>	<b>16 539</b>	<b>1.95</b>	<b>36</b>	<b>8 487</b>

**Qaphela:**

1. Le theyibhile inika ulwazi ngekhefu eliqokelelweyo ngonyaka weKhalenda 1 Januwari 2007 -31 Disemba 2007, lo gama le ngxelo yonyaka iquka unyaka-mali 1 Epreli 2007 - 31 Matsi 2008.
2. Kuphela ngabasebenzi ebebeqeshwe isigxina phambi komhla wama- 30 Juni 2000 nabasaqeshwe isigxina abanekhefu eliqokelelweyo kumagama abo.

### Ittheyibhile 9.5: lintlawulo zekhefu ngethuba lomhla woku- 1 Epreli 2007 - 31 Matshi 2008

Le theyibhile ilandelayo ishwankathela iintlawulo ezenziwe kubasebenzi ngenxa yakhefu elingathathwanga.

Iqela labasebenzi	Isizathu	Sisnke isixa-mali(R'000)	Inani labasebenzi	Umyinge wentlawulo ngomsebenzi
Ootitshala	lintlawulo zekhefu ngowama- 2006/07 ngenxa yekhefu elingasetyenziswa kumjikelo ongaphambili	0	0	0
	lintlawulo zekhefu eliqokelelweyo ukuela kwenkonzo ngo-2006/2007	8 160	166	49 157
	lintlawulo zekhefu lonyaka ukuphela kwenkonzo ngo- 2006/2007	0	0	0
	Isaphulelo sekhefu ngowama- 2007/2008	5 911	962	6 144
	<b>Lilonke</b>	<b>14 071</b>	<b>1 128</b>	<b>12 474</b>
Abasebenzi beenkonzo zikaRhulumente	lintlawulo zekhefu ngowama- 2006/07 ngenxa yokungasetyenziswa kwekhefu kumjikelo ongaphambili	0	0	0
	lintlawulo zekhefu eliqokelelweyo ukuphela kwenkonzo ngo-2006/2007	2 523	134	18 828
	lintlawulo zekhefu lonyaka ukuphela kwenkonzo ngo- 2006/2007	0	0	0
	Isaphulelo sekhefu ngo-2006/2007	833	281	2 964
	<b>Zizonke</b>	<b>3 356</b>	<b>415</b>	<b>8 086</b>

#### Qaphela:

1. I- WCED imisele umgaqo-nkqubo othi ikhefu lonyaka elingasetyenziswa malihlawulwe kubasebenzi. Abasebenzi nabongameli bayalelwa ukuba baqinisekise ukuba bonke abasebenzi bayasisebenzisa sonke isibonelelo sabo sekhefu lonyaka njengoko kuchazwe kwimiqathango eyamkelekileyo yekhefu.
2. lintlawulo zekhefu eliqokelelweyo zithetha isongezelelo sekhefu lesiqhelo esihlawulwa akubhubha umntu, lakuyekiswa ngenxa yemp umhlaphantsi wesiqhelo.
3. Isaphulelo sekhefu eliqokelelweyo sinikwa njegeentlawulo zenkonzo ende kwiminyaka engama-r 20 & 30 enkonzo entle nengaqhawukanga kubo bonke abasebenzi.
4. lintlawulo zekhefu ukuphela kwenkonzo zithetha ukuhlawulwa kwekhefu elingasetyenziswa ngethuba lokulahla emsebenzini.
5. lintlawulo zekhefu lonyaka ukuphela kwenkonzo zidityaniswa kwiintlawulo zekhefu eliqokelelweyo

## 10. linkqubo zokuNyuswa kweMpilo ne-HIV/AIDS:

### Ittheyibhile 10.1 – Amanyathelo athathiweyo ukunciphisa umngcipheko emsebenzini

Imivo/iindidi zabasebenzi abalathwe njengabona basemngciphekweni kakhulu ekosulelweni yi- HIV nezifo ezinxulumene nayo (ukuba zikho)	Amanyathelo abalulekileyo okunciphisa umngcipheko
➤ Ootitshala kuMaziko oLutsha	➤ Amacweyo malunga nolosuleleko emsebenzini
➤ Ootitshala nabasebenzi abaxhasayo (abongikazi basesikolweni, abacoci, ootitshala ezilebhu, ubunjinieli noomabhalane bezikolo)	➤ Incwadana enemigaqo elandelwayo ngolosuleleko emsebenzini

### Ittheyibhile 10.2 – linkcukacha zokuNyuswa kweMpilo neNkqubo ze- HIV/AIDS

Umbuzo	Ewe	Hayi	linkcukacha ukuba ngu-ewe
1. Ingaba isebe linalungu se-SMS lilibekileyo na ukumilisela imiqthango equlethwe kwiCandelo VI E seSahluko 1 seMimiselo yeNkonzo kaRhulumente, 2001? Ukuba kunjalo, nika igama nesikhundla salo.	X		Intloko: Ulawulo lwaNgaphakathi lweZabasebenzi
2. Ingaba isebe linecandelo elizinikezeleyo okanye libeke amalungu athile abasebenzi ukuba ukunyusa impilo yabasebenzi benu? Ukuba kunjalo, nika inani labasebenzi abachaphazeleka kulo msebenzi nohlalo-mali lonyaka olukhoyo lwalo msebenzi.	X		I- WCEDineenkqubo ezizodwa ezimbini egxininise kuzo okt. iNkqubo yeZakhono zoBomi nge- HIV/AIDS (LSOP) neye- HIV ne- AIDS kwindawo yoMsebenzi (HWP). Ezi nkqubo zimbini ziyaxhasana ngoqeqesho nenkxaso. Abasebenzi ababini bagxininise kuLawulo lweMpilo neNtlalontle yabasebenzi (EHWP). R1 300 000
3. Ingaba isebe lazise Inkqubo yoNcedo lwaBasebenzi okanye ukuNyuswa kweMpilo kubasebenzi benu? Ukuba kunjalo, nika eyona misebenzi/zinkonzo zale Nkqubo.	X		Le nkqubo inika inkxaso ethe gqolo kwimfuno yomphefumlo nengqondo kubasebenzi bethu; yiNkqubo yoLawulo lweMpilo neNtlalontle egxininise, phakathi kwezinye izinto, kwi-HIV ne- AIDS, umvandedwa, ulawulo lwezimali, ubuhlobo, ezomthetho, imicimbi yeentsapho, ukusetyenziswa gwenxa kwezinyobisi notywala. Ezi nkonzo kubonelelwa ngazo ngababoneleli ngeenkonzo babucala ukuqinisekisa imfihlelo. Le nkqubo ikwaqwalasela nemiba yentlalontle yabasebenzi yaye ngoko ineentsuku zoLwazi ngeMpilo neNtlalontle. Iinjongo zezi ntsuku kukunyusa indlela yokuphila enemipilo nokuphakamisa ulwazi ngeenkonzo ebonelela ngazo i- WCED kubasebenzi bayo. ngaphezulu, iintsuku zokuNyuswa kweMpilo zenzeka ngokweentsuku eziqwalaselwe kwiKhalenda yeMpilo yeSebe lezeMpilo.
4. Ingaba isebe limisele ikomiti okanye iikomiti njengoko kuchazwe kwiCandelo VI E.5 (e) leSahluko 1 seMimiselo yeeNkonzo zikaRhulumente, 2001? Ukuba kunjalo, nceda unike amagama amalungu ekomiti nabathathi-nxaxheba ababameleyo.	X		Ngokuyilwa ngokutsha kwe- WCED, ikomiti yatshintshwa yaba yiKomiti yeeNgcebiso ngeMpilo neNtlalontle yaBasebenzi, enabameli be- WCED nemibutho yabasebenzi ye- WCED.
5. Ingaba isebe liyihlaziyele na imigaqo-nkqubo yalo yengqesho neendlela zokusebenza ukuqinisekisa ukuba ayibacalu-caluli ngokobume babo be- HIV abasebenzi? Ukuba kunjalo, dwelisa imigaqo-nkqubo yengqesho ehlaziyiweyo.	X		I- WCED yaseka owayo uMgaqo-nkqubo we- HIV ne- AIDS kwiNdawo yomsebenzi, ngokweSicwagciso-nkqubo esinikwe nguRhulumente wePhondo.
6. Ingaba isebe lazise amanyathelo okukhusela abasebenzi abane- HIV okanye abo babonwa njengabane- HIV kucalu-calulo? Ukuba kunjalo, dwelisa iingongoma eziphambili zala manyathelo.	X		Ukuphakamisa ulwazi ngokuthe gqolo ngomxholo onguwo emakubonwe ngawo i- HIV ne- AIDS. Imiba eyiyo malunga ne- HIV ne- AIDS, umz. Imfihlelo, ukuzichaza, i-VCT, njl.njl. linkqubo zaMalungelo oLuntu ze- WCED zikwagqithisa lo myalezo ungokuchaswa kwabathile.

Umbuzo	Ewe	Hayi	Iinkcukacha ukuba ngu-ewe
7. Ingaba isebe liyabakhuthaza abasebenzi balo ukuba bangenele uXilongo neNtuthuzelo yokuZithandela? Ukuba kunjalo, dwelisa iziphumo enizifumeneyo.	X		I-VCT yenziwa ifikeleleke kubasebenzi ngeeNtsuku zoLwazi ngeMpilo neNtlalontle kuBasebenzi.
8. Ingaba isebe liphuhlise amanyathelo/ iindlela zokubeka esweni nokuxabisa ifuthe lenkqubo yalo yokunyuswa kwempilo? Ukuba kunjalo, dwelisa la manyathelo/iindlela.	X		Iingxelo zenyanga ezivela kubaboneleli ngeenkono abohlukeneyo, ezibonakalisa ukusetyenziswa kweenkono neengxelo zeeNtsuku zoLwazi ngeMpilo neNtlalontle yaBasebenzi.

#### Qaphela:

1. I- PEAP edibene ne- WCED inika umkhombandlela owakhayo malunga nale miba/nkono zibalulekileyo zilandelayo:
2. Imfundo nolwazi kwindawo yomsebenzi
3. Ukwenziwa kophicotho lwe- HIV/AIDS kwindawo yomsebenzi ukuqonda iimfuno zezibonelelo, umz. Izixhobo zoNcedo loKugqala, njl.njl.
4. Iinkqubo zothintelo, umz. Ukusasazwa kweekhondom
5. Ukukhuthazwa kwenkathalo jikelele, umz. Ukuthathwa kwamanyathelo okhuseleko xa kuphethwe igazi neencindi zomzimba zabantu abenzakeleyo
6. Intuthuzelo noXilongo lokuZithandela
7. Ukukhuthazwa kwenkxaso kubasebenzi abosuleleke yi- HIV/AIDS

### 11. Ubudlelwane kweZabasebenzi

Kwathathwa ezi zivumelwano zesininzi zilandelayo nemibutho yabasebenzi ekwisebe.

#### Itheyibhile 11.1 – Izivumelwano zeSininzi, 1 Epreli 2007 - 31 Matshi 2008

Akukho zivumelwano zasininzi zaphondo zatyikitywayo kwikhansile yoBudlelwane bePhondo kweZabasebenzi kwiMfundo (PELRC) ngeli xesha.

#### Itheyibhile 11.2.1 – Iingxoxo zokuziphatha noluleko ezigqityiweyo, 1 Epreli 2007 - 31 Matshi 2008

Iziphumo zeengxoxo zoluleko	Inani
Ukuboniswa ngoluleko	4
Isilumkiso somlomo	0
Isilumkiso esibhaliweyo	0
Isilumkiso esibhaliweyo sokugqibela	103
Ukunqunyanyiswa ngaphandle komvuzo (njengesigunyaziso)	28
Umdlilo	70
Ukuhliselwa	0
Ukugxothwa	54
Ukungabinatyala	11
Ukurhoxiswa kwetyala	2
Zizonke	272

#### Itheyibhile 11.2.2 – Amanyathelo oluleko, kuquka izigaba zoluleko, kwithuba lomhla woku- 1 Epreli 2007 - 31 Matshi 2008

Amanyathelo oluleko	Amadoda				Abafazi				Bebonke
Bebonke	AbaMnyama	Abebala	AmaNdiya	Abamhlophe	AbaMnyama	Abebala	AmaNdiya	Abamhlophe	
	30	128	0	10	37	30	0	3	238

**Ittheyibhile 11.3 – Iintlobo zokuziphatha kakubi eziqwalaselwe kwiingxoxo zoluleko**

<b>UHLOBO LOKUZIPHATHA KAKUBI</b>	<b>INANI</b>
Ubusela, ukunyoba, isenzo sobuqhophololo malunga neemviwo	5
Ukuxhaphaza umfundi ngokwesondo	17
Ukuxhaphaza omnye umsebenzi ngokwesondo	0
Ukuthandana nomfundi kwisikolo esinye	0
Ukubetha umfundi ngeenjongo zokwenzakalisa	0
Ukubetha omnye umsebenzi ngeenjongo zokwenzakalisa	0
Ukuphatha into engekho mthethweni, enxilisayo okanye edodobalisa ingqondo	0
Ukungathobeli okanye ukwaphula uMthetho okanye nawuphi na ummiselo, umgaqo okanye umsebenzi	1
Ukulawula gwenxa ngeenjongo okanye ngokuswela inkathalo izimali zoMbuso	12
Ukusebenzisa gwenxa impahla yombuso	1
Ukudlela indlala okungafanelekanga kulawulo, ululeko okanye ukugqibelela kweSebe	0
Ukusebenzisa gwenxa isikhundla sakhe kwi- DOE ukunyusa okanye ukusingela phantsi umdla wakhe nawuphi na omnye umntu	0
Ukwamkela imqesho yesibini kunye/okanye umvuzo ngaphandle kwemvume ebhaliweyo evela kumqeshi	0
Ukungathobela umyalelo osemthethweni okanye/kunye nomyalelo wesiqhelo	1
Ukungaphangeli	19
Ucalu-calulo	0
Umsebenzi ombi, ngenxa yezizathu ezingekuko ukungabinamandla	1
Ukunxila okanye ukuba phantsi kweempembelelo zeziyobisi emsebenzini	1
Ukuziphatha ngendlela engafanelekanga, elihlazo okanye engamkelekanga emsebenzini	26
Ukubetha, okanye ukuzama ukuetha nokugrogrisa ngokubetha	56
Ukudlakazelisa kunye/okanye ukugrogrisa	0
Ukunika ingxelo engeyonyani okanye ubungqina ekwenzeni umsebenzi, kunye/okanye ukugqwetha amaxwebhu	0
Iintshukumo ezingekho mthethweni ngokwequmrhu	0
Ubutyala ngokomthetho jikelele (ubusela, ubuqhophololo)	13
Ukungathembeki	0
Ukulahleka	21
<b>Bebonke</b>	<b>174</b>

**Ittheyibhile 11.4 – Izikhalazo ezifakwe kwithuba lomhla woku- 1 Epreli 2007 - 31 Matshi 2008**

	<b>Inani</b>
Inani lezikhalazo ezisonjululweyo	213
Inani lezikhalazo ezingasonjululwanga	228
Lilonke inani lezikhalazo ezifakiweyo	441



**Ittheyibhile 11.5 – Iimbambano ezifakwe kwiiKhansile kwithuba lomhla woku-1 Epreli 2007 - 31 Matshi 2008**

Inani leembambano ezimanyelweyo	23
Inani leembambano ezichithiweyo	69
Inani leembambano ezisaqhubayo	175
Lilonke inani leembambano ezifakiweyo	267

**Ittheyibhile 11.6 – Izenzo zoqhankqalazo kwithuba lomhla woku-1 Epreli 2007 - 31 Matshi 2008**

Lilonke inani zomsebenzi ezilahlekileyo	120 762
Zizonke iindleko (R) zeentsuku zomsebenzi ezilahlekileyo	R 37 137 852.05
Isixa-mali (R) esifunyenweyo ngenxa yokungahlawulelwa kokungasebenzi	R 37 137 852.05

**Ittheyibhile 11.7 – Urhoxiso lothintelo kwithuba lomhla woku- 1 Epreli 2007 – 31 Matshi 2008**

Inani labantu abanqunyanyisiweyo	23
Inani labantu abanqunyanyiswe ngaphezu kweentsuku ezingama- 30	21
Umyinge wenani leentsuku zonqunyanyiso	134
Iindleko zonqunyanyiso	R1 190 140.20

**12. Uphuhliso lwezakhono**

Eli candelo liqaqambisa iinzame zesebe zophuhliso lwezakhono.

**Ittheyibhile 12.1: Iimfuno zoqeqesho ezalathwe kwithuba lomhla woku- 1 Epreli 2007 - 31 Matshi 2008 ngokweSicwangciso se- WCED seZakhono kwindawo yoMsebenzi**

Udidi lomsebenzi	Isini	Inani labasebenzi ngomhla woku- 1 Epreli 2007	Iimfuno zoqeqesho ezalathwe ukuqala kwexesha lokunika ingxelo			
			Inkxaso *	Iinkqubo zezakhono nezinye izifundo ezifutshane	Ezinye iintlobo zoqeqesho	Zizonke
Abaqulunqi-mthetho, amagosa aphezulu nabalawuli	Abafazi	6	0	13	6	19
	Amadoda	34	0	45	16	51
Iingcali	Abafazi	47	0	76	0	76
	Amadoda	72	0	151	0	151
Abancedisi nabanye / Ootitshala	Abafazi	20 773	0	10 483	747	11 236
	Amadoda	12 708	0	6 425	190	6 630
Amagcisa nezinye iingcali	Abafazi	121	0	242	0	242
	Amadoda	135	0	291	0	291
Oomabhalane	Abafazi	2 042	0	5 122	0	5 122
	Amadoda	425	0	1 281	0	1 281
Abasebenzi beenkonzo nentengiso	Abafazi	8	0	0	0	0
	Amadoda	37	0	0	0	0

**Ittheyibhile 12.1: Iimfuno zoqeqesho ezalathwe kwithuba lomhla woku- 1 Epreli 2007 - 31 Matshi 2008 ngokweSicwangciso se- WCED seZakhono kwindawo yoMsebenzi (uqhubeko)**

UdidiloMsebenzi	Isini	Inani labasebenzi ngomhla woku- 1 Epreli 2007	Iimfuno zoqeqesho ezalathwe ukuqala kwexesha lokunika ingxelo			
			Inkxaso*	Iinkqubo zezakhono nezinye izifundo ezifutshane	Ezinye iintlobo zoqeqesho	Zizonke
Abasebenzi benkcubeko neminye imisebenzi	Abafazi	0	0	0	0	0
	Amadoda	14	0	26	0	26
Abaqhubi bemithshini nabakhandi	Abafazi	1	0	3	0	3
	Amadoda	22	0	27	0	27
<b>Bebonke</b>	Abafazi	22 998	0	15 939	753	16 698
	Amadoda	13 447	0	8 246	206	8 457
<b>Bebonke</b>		<b>36 445</b>	<b>0</b>	<b>24 185</b>	<b>959</b>	<b>25 155</b>

**Qaphela:**

\* Inani labasebenzi ngomhla woku- 1 Epreli 2007, ingenguwo owama- 31 Matshi 2007 \*\*\*\*\*

\*\* Inani elipheleleyo lamabaqeqeshwe lingqinelana ne- WSP 2007.

**Ittheyibhile 12.2: Uqeqesho olunikiweyo ngomhla woku- 1 Epreli 2007 - 31 Matshi 2008**

Udidi Lomsebenzi	Isini	Inani labasebenzi ngomhla woku- 1 Epreli 2007	Uqeqesho olunikiweyo ngexesha lokunika ingxelo			
			Inkxaso*	Iinkqubo zezakhono nezinye izifundo ezifutshane	Ezinye iintlobo zoqeqesho	Zizonke
Abaqulunqi-mthetho, amagosa aphezulu nabalawuli	Abafazi	15	0	82	0	82
	Amadoda	34	0	174	0	174
Abancedisi nabanye/Ootitshala	Abafazi	22381	0	14408	1209	15617
	Amadoda	13496	0	7116	793	7909
Iingcali	Abafazi	43	0	232	0	232
	Amadoda	66	0	132	0	132
Amagcisa nezinye iingcali	Abafazi	162	0	286	44	330
	Amadoda	159	0	206	32	238
Oomabhalane	Abafazi	2326	0	1572	0	1572
	Amadoda	493	0	792	0	792
Abasebenzi beenkzo nentengiso	Abafazi	9	0	0	0	0
	Amadoda	36	0	12	0	12
Abasebenzi benkcubeko neminye imisebenzi	Abafazi	0	0	0	0	0
	Amadoda	12	0	2	0	2
Abaqhubi bemithshini nabakhandi	Abafazi	2	0	1	0	1
	Amadoda	23	0	1	0	1
<b>Bebonke</b>		<b>39257</b>	<b>0</b>	<b>25016</b>	<b>2078</b>	<b>27094</b>

**Qaphela:**

Iimiqobo yezemali nexesha ingunobangela wokuba ekukqibeleni abasebenzi bangalufumani bonke uqeqesho.

Izifundo okanye uqeqesho oluzinyaswe ngumsebenzi olubalwa njengomsebenzi omnye ofumene uqeqesho lungaba ngaphezulu kwelona nani labasebenzi kwiqumrhu.

Amagosa aphezulu nabalawuli ngenxa yezizathu zamaxwebhu bebequka ii- MMS.

Ezinye iintlobo zoqeqesho ziquka izifundo zeZibonelelo zeNkxaso neze- CAA

Zizonke aziquki okanye zibonakalise abantu abangama-t 2500 abaqeqeshwe kwi- ABET

I-WCED iqeshe abantu abatsha abangaphangeliyo abali- 10 (18.2 abafundi) kwiNkxaso kulawulo neZimali. Abekho kwitheyibhile

### 13. Ukwenzakala emsebenzini

Ezi theyibhile zilandelayo zinika ulwazi ngokwenzakala emsebenzini.

**Ittheyibhile 13.1: Ukwenzakala emsebenzini, 1 Epreli 2007 - 31 Matshi 2008**

Iqela labasebenzi	Uhlobo lomonzakalo emsebenzini	Inani	I-% bebonke
Ootitshala	Unyango olufunekayo kuphela	44	64
	Ukukhubazeka ngokupheleleyo kwethutyana	25	36
	Ukukhubazeka Ngokupheleleyo	0	0
	Ukufa	0	0
	<b>Bebonke</b>	<b>69</b>	<b>100</b>
Abasebenzi Beenkonzo zikaRhulumente	Unyango olufunekayo kuphela	126	92
	Ukukhubazeka ngokupheleleyo kwethutyana	11	8
	Ukukhubazeka Ngokupheleleyo	0	0
	Ukufa	0	0
	<b>Bebonke</b>	<b>137</b>	<b>100</b>

**Qaphela:**

Ukuchazwa koNyango Olufunekayo kuthetha ukuba umsebenzi akekho emsebenzini ixesha elifutshane (iintsuku ezimbalwa). Ukukhubazeka okupheleleyo ithutyana lixesha elide, umzekelo, ngaphezu kweveki.

### 14. Ukusetyenziswa kwaBancedisi

**Ittheyibhile 14. 1: Ingxelo ngokuqeshwa kwabancedisi kusetyenziswa izimali ezifanelekileyo**

Igama lePhulo	Lilonke inani labancedisi abasebenze kwiphulo	Ixesha: Iintsuku zomsebenzi	Ixabiso lemvelumelwano ngokwee-Randi
Alikho	0	0	0

  

Lilonke inani lamaphulo	Bebonke abancedisi	Lilonke ixesha: Iintsuku zomsebenzi	Lilonke ixabiso lemvelumelwano ngee-Randi
N/A	0	0	0

**Ittheyibhile 14.2: Uhlalutyo lwengqesho yabancedisi kusetyenziswa izimali ezifanelekileyo, ngokwaBantu abaBesakuhleleleka ngaPhambili (HDIs)**

Igama lePhulo	Ipesenti yobumnini ngokwamaqela ee- HDI	Ipesenti yolawulo ngkwamaqela ee- HDI	Inani laBancedisi abavela kumaqela ee-HDI abasebenza kwiphulo
Alikho	0	0	0

**Ittheyibhile 14.3: Ingxelo ngengqesho yabancedisi kusetyenziswa izimali zeSipho**

I- WCED ayikhange iqeshe bancedisi ngezimali zesipho ukuba baqhube amaphulo.

### 15. Ubume boLawulo

Ubume bolawulo lwe- WCED bubonakaliswe kubume bolawulo kwiphepha elilandelayo.

Amanqwanqwa Okuma Kwesebe Lemfundo Lentshona Koloni

