

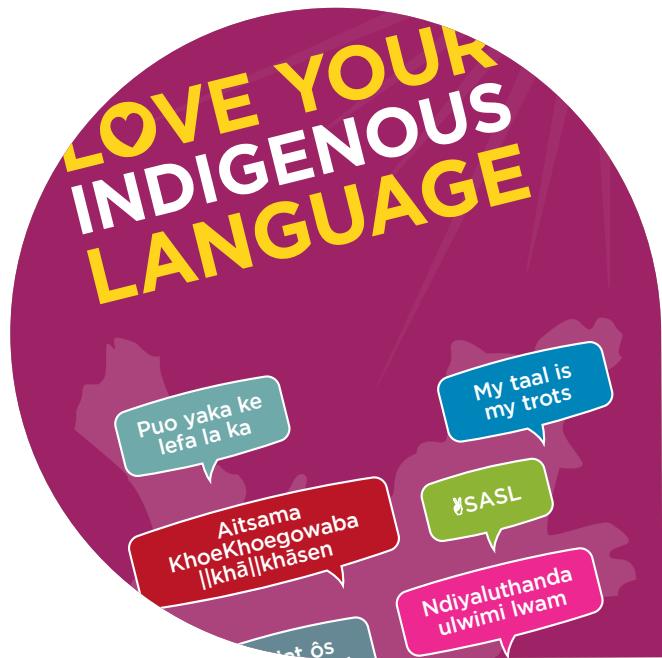


Western Cape
Government

Cultural Affairs and Sport



Western Cape Language Committee
Wes-Kaapse Taalkomitee
IKomiti yeeLwimi yeNtshona Koloni



Strategic Plan
2020/21 - 2024/25



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EXECUTIVE AUTHORITY STATEMENT

Through the Western Cape Language Committee (WCLC), the Department of Cultural Affairs and Sport has made consistent progress in promoting multilingualism in the province to improve on service delivery and accessibility to all who call it home. In fulfilling their mandate, the WCLC has indeed assisted the Department in realising its vision of a socially inclusive, creative, active and connected Western Cape. During the next five years, the Committee will be instrumental in facilitating the Department's key role in the Provincial Strategic Plan and the Vision Inspired Priorities (VIP), particularly around VIP 1: Safe and Inclusive Communities and VIP 3: Empowering People.

Under its core mandate, the WCLC will facilitate the implementation and monitoring of the Western Cape Language Policy and will diligently advise the Ministry on language matters in the province. As language is an integral part of identity and culture, the Committee's inputs are held in high regard as it serves to create greater opportunities for social integration as well as to increase access to services rendered by the Western Cape Government.

This Strategic Plan is directed to give effect to the Western Cape Provincial Languages Act, Act 13 of 1998, and the Western Cape Language Policy. It also details the measures put in place to achieve the WCLC's strategic objectives and vision to further empower all people of the province through language to enhance human dignity and social integration through mutual respect and promoting multilingualism.

Together with the WCLC, through collaborative inputs from communities, staff, external stakeholders and strategic partners, this plan was developed to serve as an official guideline for the Western Cape Language Committee and the Department for the year ahead. I look forward to proactively providing the political direction needed to promote linguistic democracy required to unite the diversity of the Western Cape.

Anroux Marais

Anroux Marais
Executive Authority
Western Cape Language Committee

ACCOUNTING AUTHORITY STATEMENT

In terms of the requirements of the Public Finance Management Act, 1999 (Act 1 of 1999), and the National Treasury Regulations, the Western Cape Language Committee submits its Strategic Plan for the period 2020/21 - 2024/25. The proposed strategic goals and objectives of the Language Committee are in accordance with the powers and duties as set out in the Western Cape Provincial Languages Act, 1998. The main goals are that of monitoring the implementation of the Western Cape Language Policy and advising the Provincial Minister responsible for language, and the Pan South African Language Board (PanSALB) on language matters in the Western Cape.

Our mission is to monitor the use of the three official languages of the Western Cape; to monitor the implementation of the Western Cape Language Policy and to advise the MEC tasked with language matters, and the Pan South African Language Board on language matters in or affecting the province. It is the goal of the Language Committee to achieve its vision through the empowerment of all the people of the Western Cape through language; the enhancement of human dignity through mutual respect for language and the promotion of multilingualism. Caring, Competence, Accountability, Integrity, Innovation and Responsiveness.

Nkosikhulule Xhawulengweni Nyembezi
Chairperson
On behalf of the Accounting Authority:
Western Cape Language Committee



OFFICIAL SIGN-OFF

It is hereby certified that this Strategic Plan:

- was developed by the management of the Western Cape Language Committee under the guidance of Minister Anroux Marais.
- takes into account all the relevant policies, legislation and other mandates for which the Western Cape Language Committee is responsible.
- accurately reflects the Impact, Outcomes and Outputs which the Western Cape Language Committee will endeavour to achieve over the period 2020 – 2025.

Brenda Rutgers
Chief Financial Officer

Nkosikhulule Xhawulengweni Nyembezi
Chairperson of the WCLC
On behalf of the Accounting Authority:
WCLC

Brent Walters
Accounting Officer of the Department of
Cultural Affairs and Sport (DCAS)

Approved by:

Anroux Marais
Executive Authority of the WCLC



ACRONYMS

DCAS	Department of Cultural Affairs and Sport
MEC	Member of Executive Council
MTSF	Medium Term Strategic Framework
NDP	National Development Plan
PanSALB	Pan South African Language Board
PFMA	Public Finance Management Act, 1999
PLC	Provincial Language Committee
PSP	Provincial Strategic Plan
UNESCO	United Nations Educational, Scientific and Cultural Organisation
VIP	Vision-Inspired Priorities
WCLC	Western Cape Language Committee



PART A: OUR MANDATE

1. Constitutional mandates

Section	Description
Constitution of the Republic of South Africa, 1996	
Section 6(3), (4) and (5): Language	The Western Cape Government must, by legislative and other measures, regulate and monitor its use of official languages. All official languages must enjoy parity of esteem and must be treated equitably. The WCLC collaborates with the Pan South African Language Board to promote and create conditions for the development and use of the Khoi, Nama and San languages and South African Sign Language. The WCLC, in collaboration with the Department of Cultural Affairs and Sport, is responsible for monitoring and evaluating the implementation of the Western Cape Language Policy, adopted in 2005, and must report to the Western Cape Provincial Parliament on this mandate at least once a year. DCAS has oversight of the WCLC and provides the Committee with administrative and financial support.
Section 30: Language and culture	The WCLC facilitates opportunities for the people of the Western Cape to exercise their language and cultural rights through the programmes and projects that it presents and supports.
Section 31: Cultural, religious and linguistic communities	The WCLC must ensure that its programmes and projects respect the cultural diversity of the population of the Western Cape.
Section 41: Principles of cooperative government and intergovernmental relations	The WCLC cooperates with all spheres of government in the execution of its mandate.
Schedule 4: Functional Areas of Concurrent National and Provincial Legislative Competence	With regard to language policy and the regulation of official languages to the extent that the provisions of section 6 of the Constitution expressly confer legislative competence upon the Western Cape Provincial Parliament, the WCLC works closely with the national Department of Arts and Culture and associated organs of state on language policy matters.
Section 195: Basic values and principles governing public administration	DCAS officials responsible for executing the mandate of the WCLC must ensure the efficient, economic and effective use of resources. Programmes undertaken in the public sector should yield maximum benefits at the lowest possible cost.
Constitution of the Western Cape, 1998 (Act 1 of 1998)	
Section 5	For the purposes of the Western Cape Government: (a) the official languages Afrikaans, English and isiXhosa must be used; and (b) the languages enjoy equal status. The WCLC must monitor the use of Afrikaans, English and isiXhosa in the Western Cape. The WCLC must also implement practical and positive measures to help elevate the status and advance the use of those indigenous languages of the Western Cape whose status and use have historically been diminished.
Section 81(d)	The Western Cape Government must adopt and implement policies to actively promote and maintain the welfare of the people of the Western Cape, including policies aimed at achieving the promotion of respect for the rights of cultural, religious and linguistic communities in the Western Cape.



PART A: OUR MANDATE

2. Legislative and policy mandates

2.1 Legislative mandates

Legislation	Reference	Description
Public Finance Management Act (PFMA), 1999	Act 1 of 1999	The WCLC must submit quarterly and annual reports on its performance delivery and audited financial statements based on the strategic objective annual targets for each financial year.
Use of Official Languages Act, 2012	Act 12 of 2012	This Act specifically applies to national departments, national public entities and national public enterprises. If aspects of the Act were to have an impact on language policy and practice in the Western Cape, the WCLC would have a mandate to play a role.
Pan South African Language Board Act, 1995	Act 59 of 1995	The Western Cape Language Committee is recognised by the Pan South African Language Board. Amongst other things, this Act requires the Pan South African Language Board (PanSALB) to establish a provincial language committee (PLC) in every province. A PanSALB Western Cape PLC was established in August 2019.
Western Cape Provincial Languages Act, 1998	Act 13 of 1998	The WCLC must, among other things: <ul style="list-style-type: none">• monitor the use of Afrikaans, English and isiXhosa by the Western Cape Government;• make recommendations to the MEC (Member of the Executive Council) and the Provincial Parliament on any proposed or existing legislation, practice and policy affecting language in the Western Cape;• actively promote the principle of multilingualism;• actively promote the development of previously marginalised indigenous languages;• advise the MEC and the Western Cape Cultural Commission on language matters in the Province; and• advise PanSALB on language matters in the Western Cape.
National Language Policy Framework (2003)	National Language Policy Framework (2003)	This policy provides a national framework for the application of the provisions of the Constitution and legislative mandates to all organs of state, including the Western Cape Language Committee. It also sets out principles and implementation strategies to be followed.
Western Cape Language Policy (published in the Provincial Gazette as PN 369/2001 of 27 November 2001)	Western Cape Language Policy (published in the Provincial Gazette as PN 369/2001 of 27 November 2001)	The WCLC is obliged to monitor the implementation of this policy.



PART A: OUR MANDATE

Legislation	Reference	Description
Traditional and Khoi-San Leadership Act, 2019	Act 3 of 2019	<p>The Act provides for:</p> <ul style="list-style-type: none">• the recognition of traditional and Khoi-San communities, leadership positions and for the withdrawal of such recognition;• the functions and roles of traditional and Khoi-San leaders;• the recognition, establishment, functions, roles and administration of kingship or queenship councils, principal traditional councils, traditional councils, Khoi-San councils and traditional sub-councils, as well as the support to such councils;• the establishment, composition and functioning of the National House of Traditional and Khoi-San Leaders;• establishment of provincial houses of traditional and Khoi-San leaders;• the establishment and composition of local houses of traditional and Khoi-San leaders;• the establishment and operation of the Commission on Khoi-San Matters;• a code of conduct for members of the National House, provincial houses, local houses and all traditional and Khoi-San councils; and• regulatory powers of the Minister and Premiers.

2.2 Policy mandates

INTERNATIONAL AND NATIONAL POLICY CONTEXT

The Committee's plan responds to the United Nations Sustainable Development Goals, the National Development Plan (NDP) and the Medium-Term Strategic Framework (MTSF) 2020 – 2025.

The National Development Plan aims to eliminate poverty and reduce inequality by 2030. According to the plan, South Africans can realise these goals by drawing on the energies of its people, growing an inclusive economy, building capabilities, enhancing the capacity of the State and promoting leadership and partnerships throughout society.

In line with the National Development Plan, government developed a Medium-Term Strategic Framework designed to guide policy and programmes over the 2020 to 2025 five-year period. The MTSF contains the following seven priority outcomes:

Priority 1	Economic transformation and job creation
Priority 2	Education, skills and health
Priority 3	Consolidating the social wage through reliable and quality basic services
Priority 4	Spatial integration, human settlements and local government
Priority 5	Social cohesion and safe communities
Priority 6	A capable, ethical and developmental state
Priority 7	A better Africa and world



PART A: OUR MANDATE

The Committee's contribution to the achievement of the seven national priorities is as follows:

Priority 1	The Committee contributes towards economic transformation and job creation: <ul style="list-style-type: none">• Language use facilitates socio-economic development, unity and attainment of education.• Translations, interpreting and language promotion ensure that communities are included in economic opportunities, especially people with disabilities.
Priority 2	The Committee contributes towards education, skills and health as follows: <ul style="list-style-type: none">• Monitors and advises on the Western Cape Language Policy.• Advises departments and institutions of the Western Cape Government on language matters through the Minister for Cultural Affairs and Sport.• Promotes the principle of multilingualism.• Intends to improve its working relationship with PanSALB and other language bodies and institutions, provincially, nationally and internationally.• Promotes the development and advancement of previously marginalised indigenous languages and South African Sign Language in order to increase awareness and encourage communication in these languages among the residents of the Western Cape.• Advises the Minister and PanSALB on language matters affecting the Western Cape.• Consults all relevant stakeholders and remains abreast of relevant research in order to remain informed on language matters affecting the province.• Forges partnerships to develop multilingualism in the Western Cape.
Priority 5	In order to increase awareness and use of these languages among the residents of the Western Cape, the Western Cape Language Committee promotes social cohesion and safe communities by promoting multilingualism, marginalised indigenous languages and South African Sign Language through its programmes.
Priority 7	In support of regional and continental integration, the Committee celebrates and promotes select national and international dates of significance to foster social inclusion.

Furthermore, the Committee's mandate aligns to Goal 10 of the United Nations' Sustainable Development Goals, which relates to reducing inequality within and among countries, which may be achieved through promotion of minority languages.

PROVINCIAL POLICY CONTEXT

Provincial Strategic Plan (PSP) 2019 - 2024

The Committee's outcome indicator is linked to the services and programmes of the Department of Cultural Affairs and Sport, which in turn is linked to the Western Cape Government's PSP Vision-inspired Priorities (VIP), particularly relating to VIP 1: Safe and Cohesive Communities and VIP 3: Empowering People.

The latter VIP seeks to address many of the social risk factors, through economic inclusion and educational empowerment that can also build individual, family and community resilience to violence.

Towards the achievement of these goals, the Committee would perform its oversight role of provincial government services to ensure adherence to the Western Cape Language Policy. Through mother tongue language promotion and empowerment, the Committee would contribute towards opportunities for residents of the Western Cape to shape their lives and the lives of others, to ensure a meaningful and dignified life, which in turn would create socially cohesive communities.



PART A: OUR MANDATE

3. Institutional policies and strategies over the five-year planning period

Section 6 of the Constitution of South Africa, 1996 entrenches the importance of language for our country. Language is an important tool for communication, which underpins success in education, which in turn has an impact on social inclusion and all government strategic priority areas. Furthermore, language has embedded within it the diversity of our cultures and the knowledge of our various communities and as such is critical for the transmission of cultures and values from one generation to the next. Although it is enshrined in the Constitution as a human right and protected through national and

provincial legislation, it is important to continue raising awareness and ensuring the implementation of the Western Cape Language Policy and the Language Code of Conduct.

The WCLC was listed as a Schedule 3, part C provincial public entity on 1 June 2001 in terms of the Public Finance Management Act, 1999. The Committee is under the strategic direction of the Minister as the Executive Authority and reports via the Head of the Department of Cultural Affairs and Sport. Its performance is monitored by DCAS.

The following Departmental policies are applicable to the WCLC:

Policy	Description
Code of Conduct for WCLC Members	The primary purpose of the Code is to promote exemplary conduct amongst members in order to give the WCLC institutional credibility.
Revenue and Utilisation Policy	To provide a framework for the Accounting Authority of the WCLC to manage revenue economically and effectively and to promote the full utilisation of assets under the Committee's control.
WCLC Delegations	Delegations of power issued by the Accounting Officer in terms of section 44(1) and 44(2) of the Public Finance Management Act, 1999.
Materiality Framework	The Accounting Authority is required to develop and agree on a framework of acceptable levels of materiality and significance with the Executive Authority in consultation with external auditors.
Fraud Prevention Plan	The policy provides response mechanisms to report, investigate and resolve incidents of fraud which impact on the WCLC.
Remuneration of Members	To facilitate payment to members of the WCLC nominated to attend conferences, projects, meetings and workshops on behalf of the Committee.

4. Relevant court rulings

Not applicable.



PART B: OUR STRATEGIC FOCUS

5. Vision

The empowerment of all the people of the Western Cape through language; the enhancement of human dignity through mutual respect for language and the promotion of multilingualism.

6. Mission

To monitor the use of the three official languages of the Western Cape; to monitor the implementation of the Western Cape Language Policy and to advise the MEC tasked with language matters and the Pan South African Language Board on language matters in or affecting the province.

7. Values

Caring,
Competence,
Accountability,
Integrity,
Innovation and
Responsiveness.

8. Situational analysis

8.1 External environment analysis

POLITICAL FACTORS

National and provincial government have emphasised the importance of language for our country in line with Constitutional imperatives. During the 2019 Heritage celebrations and in line with UNESCO's declaration of 2019 as the 'International Year of Indigenous Languages', President Ramaphosa highlighted how promoting indigenous languages is an important instrument that could be used to preserve the country's heritage. He encouraged South Africans to learn their languages in order to understand their identities.

The WCLC acknowledges the oversight roles performed by the relevant Standing Committees and continues to take cognisance of feedback as they relate to improvements to achieving the mandate of the Committee.

ECONOMIC FACTORS

In response to austerity measures and limited financial resources, the WCLC will focus on strengthening collaborations with relevant entities sharing similar mandates to leverage resources for greater impact. The Pan South African Language Board appointed a Western Cape Provincial Language Committee (PLC) in August 2019, in terms of Section 8 (8)(a) of the Pan South African Language Board Act, 59 of 1995. This creates an opportunity for the Pan South African Language Board PLC, the Western Cape Language Committee and the Department to collaborate and pool resources and expertise, which will have a greater impact on implementing the Committee's core priorities, particularly in a region where some indigenous languages are facing an extremely high risk of extinction.

SOCIAL FACTORS

UNESCO's declaration of 2019 as 'The International Year of Indigenous Languages' has placed more emphasis and initiated focused and robust debates on this very important subject for South Africa. The Committee intends to concentrate its efforts on this area through its work. Commitment to this agenda is evidenced through a new stand-alone indicator for the Committee that focuses primarily on indigenous language promotion.

IsiXhosa, spoken by 16 percent of the population is South Africa's second most widely spoken home language, with the majority of its speakers living in the



PART B: OUR STRATEGIC FOCUS

Eastern and Western Cape, while Afrikaans is spoken by 13.5 percent of South Africans. Fewer than 10 percent of South Africans speak English as their mother tongue, yet it is still the primary means of communication in the country. Children are taught and expected to learn from text books that are primarily in English. The majority of children who speak an African language switch to English as their primary language of learning in Grade 4. Further engagements are necessary, especially given our diverse cultures and languages with a long-term view to address our current challenges so that indigenous mother tongue language use is promoted in all spheres of our lives, thereby addressing our social ills, empowering our people and ultimately contributing to improving our economy. The WCLC is committed to collaborate with policy makers and entities in the language domain, to contribute to a uniform approach to this fundamental issue.

Initiatives will be looked at to promote the languages of the San and Khoi. There are few speakers in the country (approximately 167 000) who are able to speak these languages, hence innovative opportunities should be adopted to advance these languages. In Khoekhoegowab the saying goes “|Gui gowa-l ge tatse tâusa tama hâ (one language is never enough).

Focus on promotion of Sign Language will always remain a priority for the Committee. The Pan South African Language Board has published a draft on the South African Sign Language Charter. This charter creates obligations that will make Sign Language more commonly available in a range of situations. The Committee will engage further on this and also continue to seek out other prospects to empower the deaf community.

TECHNOLOGICAL FACTORS

The advent of the fourth industrial revolution provides opportunities to look at new technologies for innovation in the language domain. Opportunities will be pursued to gain more insight and monitor the introduction of automated systems through human language technology (HLT) research in all official languages.

LEGAL AND REGULATORY ENVIRONMENT

The Traditional and Khoi-San Leadership Act, 2019 was ratified by the President on 20 November 2019. The Department, in collaboration with the Department of Local Government is undertaking a study of the governance-related impacts of the Act and the

subsequent recognition of San and Khoi leadership in communities and how these will inform the organisational structure of the Western Cape Government.

The Department of Basic Education recognised Sign Language as a home language in 2018 and following the recommendation by the Parliamentary Constitutional Review Committee, President Ramaphosa stated in his 2020 State of the Nation Address that sign language was set to become the country's twelfth official language. The Committee will closely monitor and engage further on this.

ENVIRONMENTAL FACTORS

The city attracts a lot of people who speak a variety of languages and they eventually also have to be catered for in the health sector, the police, the courts etc. The Committee would need to look at how departments are addressing these.

8.2 Internal environment analysis

Human resource profile

The Western Cape Language Committee is established in terms of Section 6 of the Western Cape Provincial Languages Act, No 13, 1998. According to the Act, members of the Committee are appointed for a three-year term. A maximum of 11 members may be appointed to the Committee.

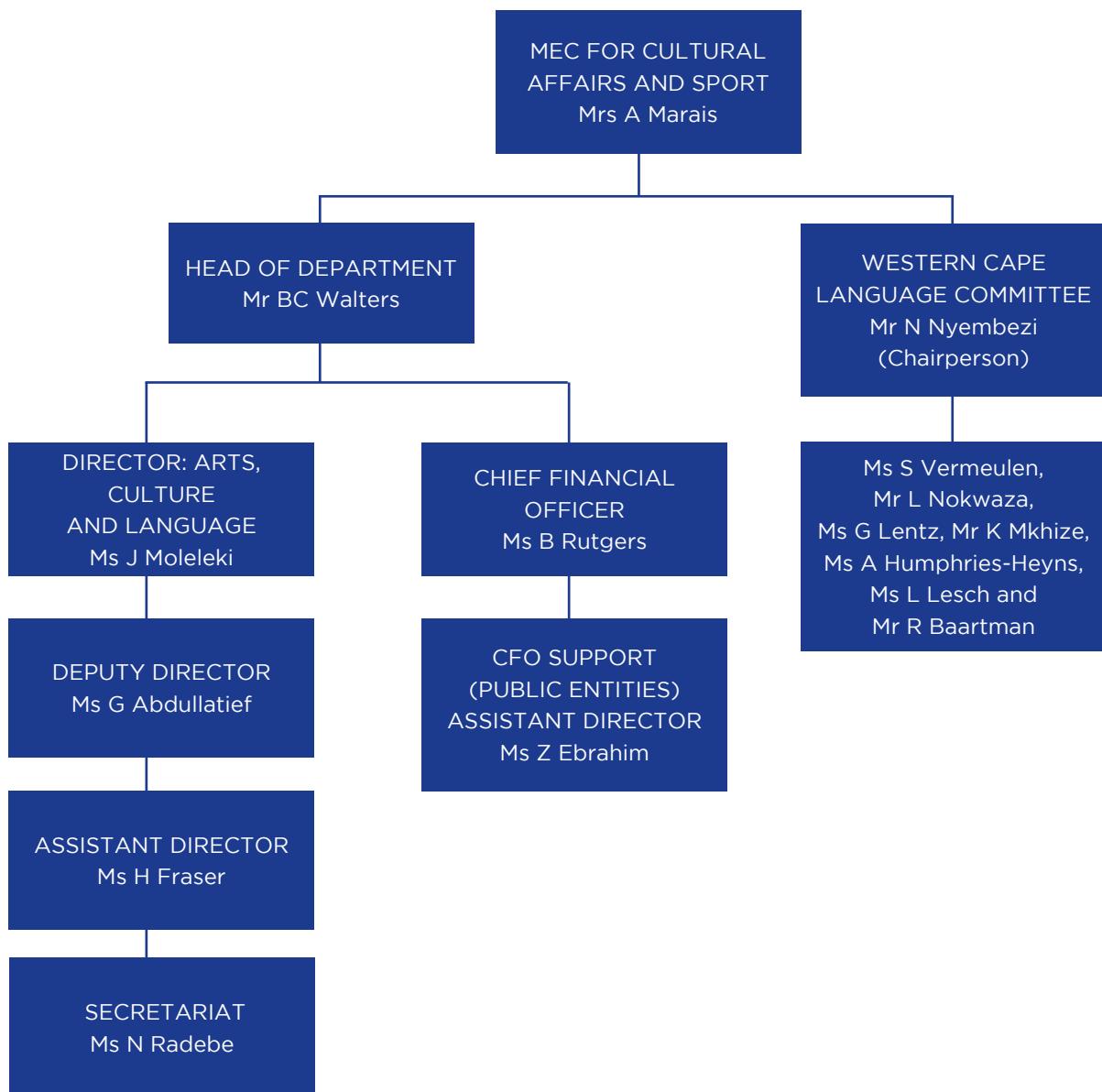
Through a public nomination and shortlisting process, facilitated by the relevant Committee in the Legislature, followed by appointment by the MEC, the current Committee was established and ten members appointed on 1 November 2018. The Committee consists of ten members with a range of language experience and interest, including a deaf member with understanding of the needs of the deaf community who is conversant in South African Sign Language. Three members who formed part of the previous Committee were re-appointed. This was especially valuable for continuity of institutional memory and expertise.

Since the new Committee was appointed, five members resigned. This does not bode well for the efficient functioning of the Committee as the expertise and contribution of a full contingency of members is the ideal for efficacy. When vacancies arise, the MEC appoints additional members taken from the original list of shortlisted candidates.



PART B: OUR STRATEGIC FOCUS

The organisational environment in which the Committee operates is illustrated by the organogram below:



In terms of section 17 of the Western Cape Provincial Languages Act, 1998, officials in the Language Services component of the Department of Cultural Affairs and Sport of the Western Cape perform the administrative work of the WCLC. The administrative work entails managing and making all arrangements necessary for the effective functioning of the Committee. Certain financial functions are performed by the DCAS finance component.

All documents (minutes, reports, registers, etc) of the WCLC are maintained at the Language Services Unit of the Department of Cultural Affairs and Sport. Documents are saved to the Electronic Content Management (ECM) online system, for safekeeping, easy retrieval and institutional memory.



PART C: MEASURING OUR PERFORMANCE

9. Institutional performance information

9.1 Measuring the impact

Impact statement	The Western Cape Language Committee through its activities, endeavours to empower individuals through language and create inclusive and cohesive communities.
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9.2 Measuring outcomes

Outcome	Outcome indicator	Baseline	Five-year target
Empowered citizens and inclusive and cohesive communities	Promotion and development of the languages of the Western Cape and marginalised indigenous languages	1	1

9.3 Explanation of planned performance over the five-year planning period

The Committee's five-year plan is focused on contributing to the above goals by aiming to promote, advise and monitor the implementation of the Western Cape Language Policy through specific emphasis on the following:

- a) Promoting the development and advancement of marginalised indigenous languages of the Western Cape as contained in the Language Policy.
- b) Build on the Committee's 2019/20 project outcomes on the role of language in shaping cultural identity.
- c) Celebrating and promoting select national and international language dates of significance. These would include Mother Language Day (21 February), World Book and Copyright Day (23 April), Literacy Day (8 September), Day of Sign Languages (23 September), Heritage Day (24 September) and Translation Day (30 September).
- d) Celebration of and promotion of non-standard dialects such as Afrikaaps.
- e) Monitoring the implementation of the Western Cape Language Policy by provincial government departments.
- f) Proactive language awareness campaign through the dissemination of the Western Cape Language Policy booklet.

The Centre for the Study of Violence and Reconciliation (CSVR) conducted six case studies across South Africa and found that projects planned with greater community participation were more likely to be effective, promoting a cohesive effect (Western Cape Government Provincial Strategic Plan 2019 – 2024). To this end, the WCLC will facilitate celebrations of international and national

language days. Through these types of initiatives, the WCLC will engage citizens, advocating mother tongue language use, enabling them to participate and empower themselves and this will facilitate social cohesion and grant them a sense of belonging and identity. This will contribute to the outcomes of the Western Cape Provincial Strategic Plan 2019 to 2024.

The Committee will also monitor the implementation of the Western Cape Language Policy by provincial government departments and make recommendations, to ensure that all citizens in the Western Cape are able to access government services in their language of choice. These will be further enablers that would contribute to social inclusion and safe and cohesive communities.

Part of the Committee's efforts to promote multilingualism focuses on the promotion of Sign Language interpretation for the deaf. Sign Language interpreting for the deaf member is provided for all Committee engagements. The Committee would encompass an activity that would focus on at least one element reflecting the promotion of Sign Language in the Western Cape.

The Committee's activities would include collaborative efforts with other entities sharing similar mandates, such as the Pan South African Language Board and engage with academic institutions, who have done work in the sphere of language. Opportunities would be sought to access research information from other provincial departments, such as that of Education that would assist the Committee to enrich its work.



PART C: MEASURING OUR PERFORMANCE

10. Key risks

Outcome	Key risk	Risk mitigation
Empowered citizens and inclusive and cohesive communities	Poor implementation of the Western Cape Language Policy by provincial government departments.	Monitoring the implementation of the provincial language policy.
	Insufficient resources to deliver on mandate.	Collaborate with entities sharing similar mandates, e.g. PanSALB.

11. Public entities

Not applicable



PART D: TECHNICAL INDICATOR DESCRIPTIONS (TID)

Indicator number	1.1					
Indicator title	Number of activities that monitor the implementation of the Western Cape Language Policy					
Short definition	Monitoring the implementation of the Western Cape Language Policy by provincial departments					
Purpose	To give effect to Sections 6 and 9 of the Constitution and the Western Cape Provincial Languages Act					
Strategic link	VIP #1 and 3	Focus Area(s): VIP #1: Increased social cohesion and safety of public spaces VIP #3: Education and learning	Output(s): Number of Western Cape Language Policy implementation surveys or questionnaires or awareness campaigns or follow-up projects completed	Intervention(s): Empowering citizens to communicate in their mother tongue language		
Source of data	Language Policy implementation surveys or questionnaires or awareness campaigns or follow-up projects					
Method of calculation	Count					
Data limitations	Insufficient information reported					
Type of indicator	Input:	Activities:	Output:	Outcome:		
	Service Delivery Indicator:		Direct Service Delivery: Indirect Service Delivery: x			
	Demand Driven Indicator:		Yes, demand driven: No, not demand driven: x			
	Cumulative Year-end:	Cumulative Year-to-date:	Non-cumulative: x			
Calculation type	Quarterly:	Bi-annually:	Annually: x	Biennially:		
Desired performance	Higher than target:	On target: x		Lower than target:		
Indicator responsibility	Responsibility manager					
Spatial transformation (where applicable)	Western Cape Province					
Disaggregation of beneficiaries (where applicable)	Target for women:		N/A			
	Target for youth:		N/A			
	Target for people with disabilities:		At least one activity to promote Sign Language			
Assumptions	Sufficient financial and HR resources					
Means of verification	Reports					



PART D: TECHNICAL INDICATOR DESCRIPTIONS (TID)

Indicator number	1.2					
Indicator title	Number of projects that promote indigenous languages					
Short definition	Promotion of previously-disadvantaged languages in the province					
Purpose	To give effect to Sections 6 and 9 of the Constitution and the Western Cape Language Act by placing emphasis on the promotion and use of indigenous languages of the Western Cape					
Strategic link	VIP #1 and 3	Focus Area(s): VIP #1: Increased social cohesion and safety of public spaces VIP #3: Education and learning	Output(s): Number of indigenous language promotion projects completed	Intervention(s): Empowering citizens to communicate in their mother tongue language		
Source of data	Implementation surveys or questionnaires or awareness campaigns or follow-up projects					
Method of calculation	Counting					
Data limitations	Insufficient information reported					
Type of indicator	Input:	Activities:	Output:	Outcome:		
	Service Delivery Indicator:		Direct Service Delivery:			
			Indirect Service Delivery: x			
	Demand Driven Indicator:		Yes, demand driven:			
			No, not demand driven: x			
Calculation type	Cumulative Year-end:	Cumulative Year-to-date:	Non-cumulative: x			
Reporting cycle	Quarterly:	Bi-annually:	Annually: x	Biennially:		
Desired performance	Higher than target:	On target: x	Lower than target:			
Indicator responsibility	Responsibility manager					
Spatial transformation (where applicable)	Western Cape Province					
Disaggregation of beneficiaries (where applicable)	Target for women:		N/A			
	Target for youth:		N/A			
	Target for people with disabilities:		N/A			
Assumptions	Sufficient financial and HR resources					
Means of verification	Reports					



PART D: TECHNICAL INDICATOR DESCRIPTIONS (TID)

Indicator number	1.3					
Indicator title	Number of formal engagements to implement the WC Language Policy					
Short definition	Meetings held to identify/discuss language matters and providing the Minister with advice in accordance with the Western Cape Language Policy.					
Purpose	To inform the Minister about issues pertaining to language matters in the Western Cape to enable him or her to make informed decisions and ensure effective implementation of the Language Policy.					
Strategic link	VIP # 1 and 3	Focus Area(s): VIP #1: Increased social cohesion and safety of public spaces VIP #3: Education and learning	Output(s): Number of meetings to identify and discuss language matters	Intervention(s): Empowering citizens to communicate in their mother tongue language		
Source of data	Reports, minutes of plenary and subcommittee meetings					
Method of calculation	Counting					
Data limitations	Lack of quorum at meetings					
Type of indicator	Input:	Activities:	Output:	Outcome:		
	Service Delivery Indicator:		Direct Service Delivery: Indirect Service Delivery: x			
	Demand Driven Indicator:		Yes, demand driven: No, not demand driven: x			
	Cumulative Year-end: x	Cumulative Year-to-date:	Non-cumulative:			
Reporting cycle	Quarterly: x	Bi-annually:	Annually:	Biennially:		
Desired performance	Higher than target:	On target: x	Lower than target:			
Indicator responsibility	Responsibility manager					
Spatial transformation (where applicable)	Western Cape Province					
Disaggregation of beneficiaries (where applicable)	Target for women:		N/A			
	Target for youth:		N/A			
	Target for people with disabilities:		N/A			
Assumptions	Sufficient financial and HR resources					
Means of verification	Minutes and attendance register					

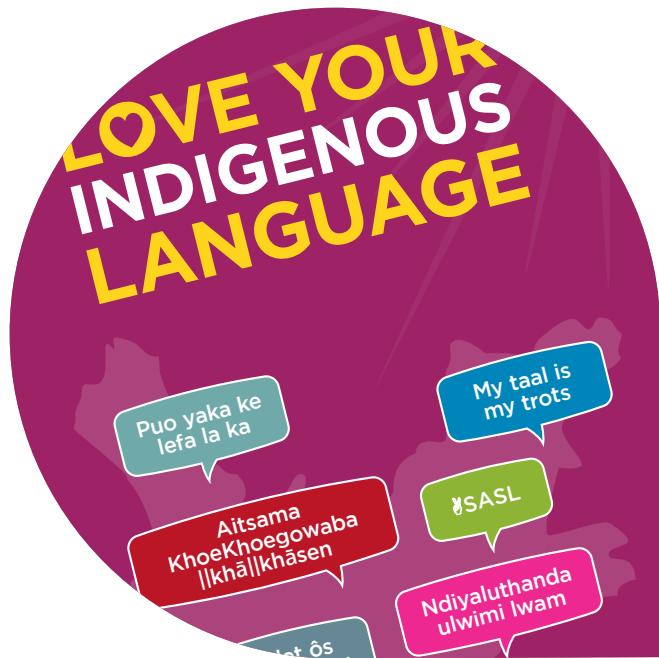


Wes-Kaapse
Regering

Kultuursake en Sport



Western Cape Language Committee
Wes-Kaapse Taalkomitee
IKomiti yeeLwimi yeNtshona Koloni



Strategiese Plan
2020/21 - 2024/25



INHOUDSOPGawe

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VERKLARING VAN UITVOERENDE GESAG

Die Departement van Kultuursake en Sport se Wes-Kaapse Taalkomitee (WTKT) het vordering gemaak met die bevordering van meertaligheid in die provinsie om dienslewering en toeganklikheid te verbeter vir almal wat dit hul tuiste noem. Met die uitvoering van hul mandaat het die WTKT die Departement inderdaad gehelp om hul visie van 'n sosiaal inklusiewe, kreatiewe, aktiewe en verbonde Wes-Kaap te verwesenlik. Gedurende die volgende vyf jaar sal die komitee 'n belangrike rol speel in die fasilitering van die Departement se sleutelrol in die Proviniale Strategiese Plan en die Visie-geïnspireerde prioriteite (VIP), veral rondom VIP1: Veilige en inklusiewe gemeenskappe en VIP3: Bemagtiging van mense.

Onder sy kernmandaat sal die WTKT die implementering en monitering van die Wes-Kaapse taalbeleid vergemaklik en die Ministerie ywerig adviseer oor taalsake in die provinsie. Aangesien taal 'n integrale deel van identiteit en kultuur is, word die insette van die komitee met groot agting gehou, aangesien dit groter geleenthede vir sosiale integrasie skep, asook om toegang tot dienste wat deur die Wes-Kaapse regering gelewer word, te verhoog.

Hierdie strategiese plan is daarop gemik om uitvoering te gee aan die Wes-Kaapse Wet op Proviniale Tale, Wet 13 van 1998, en die Wes-Kaapse Taalbeleid. Dit bevat ook 'n uiteensetting van die maatreëls wat getref is om die WTKT se strategiese doelstellings en visie te bereik om alle mense van die provinsie verder te bemagtig deur taal om menswaardigheid en sosiale integrasie te verhoog deur wedersydse respek en meertaligheid te bevorder.

Saam met die WTKT, deur samewerkende insette van gemeenskappe, personeel, eksterne belanghebbendes en strategiese vennote, is hierdie plan ontwikkel om te dien as 'n amptelike riglyn vir die Wes-Kaapse Taalkomitee en die Departement vir die komende jaar. Ek sien uit daarna om proaktief die politieke rigting te gee wat nodig is om die linguistiese demokrasie te bevorder wat nodig is om die diversiteit van die Wes-Kaap te verenig.

Anroux Marais

Uitvoerende Gesag: Wes-Kaapse Taalkomitee

VERKLARING VAN REKENPLIGTIGE GESAG

Ingevolge die vereistes van die Wet op Bestuur van Openbare Finansies, 1999 (Wet 1 van 1999), en die Nasionale Tesourieregulasies, lê die Wes-Kaapse Taalkomitee (WTKT) sy Strategiese Plan voor vir die periode 2020/21 - 2024/25. Die voorgestelde strategiese doelstellings van die Taalkomitee is in ooreenstemming met die bevoegdhede en pligte soos uiteengesit in die Wes-Kaapse Proviniale Taalwet, 1998. Die hoofdoelstellings is om die implementering van die Wes-Kaapse Taalbeleid te monitor en advies te gee aan die Proviniale Minister verantwoordelik vir taal asook die Pan-Suid-Afrikaanse Taalraad (PanSAT) oor taalsake in die Wes-Kaap.

Ons missie is om die gebruik van die drie amptelike tale van die Wes-Kaap te monitor; om die implementering van die Wes-Kaapse taalbeleid te monitor en om die LUR asook die Pan-Suid-Afrikaanse Taalraad te adviseer oor taalsake in die provinsie. Dit is die doel van die Taalkomitee om sy visie te bereik deur die bemagtiging van alle mense van die Wes-Kaap deur middel van taal; die bevordering van menswaardigheid deur wedersydse respek vir taal en die bevordering van meertaligheid. Omgee, bekwaamheid, aanspreeklikheid, integriteit, innovering en responsiwiteit.

Nkosikhulule Xhawulengweni Nyembezi
Voorsitter van die Wes-Kaapse Taalkomitee
Namens die Rekenpligtige Gesag,
Wes-Kaapse Taalkomitee



AMPTELIKE AFTEKENING

Daar word hiermee gesertifiseer dat hierdie Strategiese Plan:

- deur die Wes-Kaapse Taalkomitee onder die leiding van amptenare van die Departement van Kultuursake en Sport ontwikkel is.
- al die tersaaklike beleide, wetgewing en ander mandate in ag neem waarvoor die Wes-Kaapse Taalkomitee verantwoordelik is.
- 'n akkurate weergawe is van die Impak, Uitkomste en Uitsette wat die Wes-Kaapse Taalkomitee gaan probeer bereik gedurende die tydperk 2020 – 2025.

Brenda Rutgers
Hoof-Finansiële Beamppte

Nkosikhulule Xhawulengweni Nyembezi
Rekenpligtige Gesag WKTK

Brent Walters
Rekenpligtige Beamppte DKES

Goedgekeur deur:

Anroux Marais
Uitvoerende Gesag WKTK



AKRONIEME

DKES	Departement van Kultuursake en Sport
LUR	Lid van Uitvoerende Raad
MTSR	Medium Termyn Strategiese Raamwerk
NOP	Nasionale Ontwikkelingsplan
PANSAT	Pan-Suid-Afrikaanse Taalraad
PFMA	Wet op die Bestuur van Openbare Finansies, 1999
PTK	Provinsiale Taalkomitee
PSP	Provinsiale Strategiese Plan
VNOWKO	Verenigde Nasies Opvoedkundige, Wetenskaplike en Kulturele Organisasie
VIP	Visie-geïnspireerde Prioriteite
WKTK	Wes-Kaapse Taalkomitee



DEEL A: ONS MANDAAT

1. Grondwetlike mandate

Artikel	Beskrywing
Grondwet van die Republiek van Suid-Afrika, 1996	
Artikel 6(3),(4) en (5): Taal	Die Wes-Kaapse Regering (WKR) moet deur wetgewende en ander maatreëls hul gebruik van ampelike tale reël en monitor. Alle ampelike tale moet gelykheid van aansien geniet en billik behandel word. Die WKTK werk saam met die Pan-Suid-Afrikaanse Taalraad om voorwaardes vir die ontwikkeling en gebruik van die Khoi-, Nama- en San-tale en Suid-Afrikaanse Gebaretaal te bevorder en te skep. Die WKTK is in samewerking met die Departement van Kultuursake en Sport (DKES) verantwoordelik vir die monitering en evaluering van die implementering van die Wes-Kaapse Taalbeleid, wat in 2005 aangeneem is, en moet ten minste een keer per jaar aan die Wes-Kaapse Provinciale Parlement oor hierdie mandaat verslag doen. Die WKTK staan onder toesig van die DKES wat administratiewe en finansiële ondersteuning aan die komitee verleen.
Artikel 30: Taal en kultuur	Die WKTK fasiliteer geleenthede vir die mense van die Wes-Kaap om hulle taal- en kultuurregte uit te oefen deur die programme en projekte wat dit aanbied en ondersteun.
Artikel 31: Kultuur-, godsdiens- en taalgemeenskappe	Die WKTK moet verseker dat sy programme en projekte die kultuurdiversiteit van die bevolking van die Wes-Kaap respekteer.
Artikel 41: Beginsels van regering van samewerking en interregeringsbetrekkinge	Die WKTK werk saam met alle regeringsfere in die uitvoering van sy mandaat.
Bylae 4: Funksionele Gebiede van konkurrante nasionale en provinsiale wetgewende bevoegdheid	Taalbeleid en die regulering van ampelike tale in die mate dat die bepalings van artikel 6 van die Grondwet uitdruklik wetgewende bevoegdheid aan die Wes-Kaapse Provinciale Wetgewer verleen. Die WKTK werk nou saam met die Nasionale Departement van Kuns en Kultuur en verwante staatsorgane rakende taalbeleidaangeleenthede.
Artikel 195: Basiese waardes en beginsels wat openbare administrasie beheers	DKES-amptenare verantwoordelik vir die uitvoering van die mandaat van die WKTK moet die doeltreffende, ekonomiese en effektiewe gebruik van hulpbronne verseker. Programme wat in die openbare sektor onderneem word, moet die maksimum voordele teen die laagste moontlike koste lewer.
Grondwet van die Wes-Kaap, 1998 (Wet 1 van 1998)	
Artikel 5	Vir die doeleindes van die Wes-Kaapse Regering: (a) moet die ampelike tale Afrikaans, Engels en isiXhosa gebruik word; en (b) hierdie tale gelyke status geniet. Die WKTK moet die gebruik van Afrikaans, Engels en isiXhosa in die Wes-Kaap monitor. Die WKTK moet praktiese en daadwerklike maatreëls tref om die status en gebruik van dié inheemse tale van die mense van Wes-Kaap, waarvan die status en gebruik histories ingekort is, te verhoog en te bevorder.
Artikel 81(d)	Die Wes-Kaapse Regering moet beleide om die welsyn van die mense van die provinsie daadwerklik te bevorder en te handhaaf, aanneem en uitvoer, insluitend beleide wat daarop gemik is om respek vir die regte van kultuur-, godsdiens- en taalgemeenskappe in die Wes-Kaap te bevorder.



DEEL A: ONS MANDAAT

2. Wetgewende en beleidsmandate

2.1 Wetgewende mandate

Wetgewing	Verwysing	Beskrywing
Wet op Openbare Finansiële Bestuur, 1999	Wet 1 van 1999	Die WKTK moet kwartaallikse en jaarverslae indien wat verslag lewer oor sy prestasielewering en geouditeerde finansiële state op grond van die jaarlikse strategiese doelwitte vir elke boekjaar.
Wet op Gebruik van Amptelike Tale, 2012	Wet 12 van 2012	Hierdie wet is spesifiek van toepassing op nasionale departemente, nasionale openbare entiteite en nasionale openbare ondernemings. Dit is die mandaat van die WKTK om 'n rol te speel waar aspekte van die Wet 'n invloed op die taalbeleid en -praktyk in die Wes-Kaap het.
Wet op die Pan-Suid-Afrikaanse Taalraad, 1995	Wet 59 van 1995	Die Wes-Kaapse Taalkomitee word deur die Pan-Suid-Afrikaanse Taalraad erken. Hierdie wet vereis onder andere dat die Pan-Suid-Afrikaanse Taalraad (PanSAT) 'n provinsiale taalkomitee (PTK) in elke provinsie tot stand bring. 'n PanSAT Wes-Kaapse PTK is in Augustus 2019 gestig.
Wes-Kaapse Provinciale Talewet, 1998	Wet 13 van 1998	Die WKTK moet, onder ander, die volgende doen: <ul style="list-style-type: none">• die gebruik van Afrikaans, Engels en isiXhosa deur die Wes-Kaapregering monitor;• aanbevelings aan die LUR en die Provinciale Parlement oor enige voorgestelde of bestaande wetgewing, praktyk en beleid wat taal in die Wes-Kaap raak, doen;• die beginsel van veeltaligheid aktief bevorder;• die ontwikkeling en opheffing van voorheen gemarginaliseerde inheemse tale aktief bevorder;• die LUR en die Wes-Kaapse Kultuurkommissie oor taalsake in die Provincie adviseer; en• PanSAT oor taalsake in die Wes-Kaap adviseer.
Nasionale Taalbeleids-raamwerk (2003)	Nasionale Taalbeleids-raamwerk (2003)	Hierdie beleid bied 'n nasionale raamwerk vir die toepassing van die bepalings van die Grondwet en wetgewende mandate op alle staatsorgane, insluitend die Wes-Kaapse Taalkomitee. Dit bevat ook beginsels en implementeringstrategieë wat gevolg moet word.
Wes-Kaapse Taalbeleid (gepubliseer in die Provinciale Koerant as PK 369/2001 van 27 November 2001)	Wes-Kaapse Taalbeleid (gepubliseer as PK 369/2001 van 27 November 2001)	Die WKTK moet die implementering van hierdie beleid (Wes-Kaapse Taalbeleid) monitor.



DEEL A: ONS MANDAAT

Wetgewing	Verwysing	Beskrywing
Tradisionele en Khoi-San Leierskap Wet, 2019	Wet 3 van 2019	<p>Die wet maak voorsiening vir:</p> <ul style="list-style-type: none">• die erkenning van tradisionele en Khoi-San-gemeenskappe, leiersposisies en vir die onttrekking van sodanige erkenning;• die funksies en rolle van tradisionele en Khoi-San-leiers;• die erkenning, totstandkoming, funksies, rolle en administrasie van konings- of koninginskapsrade, vernaamste tradisionele rade, tradisionele rade, Khoi-San-rade en tradisionele subrade, asook die ondersteuning aan sulke rade;• die vestiging, samestelling en funksionering van die Nasionale Huis van Tradisionele en Khoi-San-leiers;• vestiging van provinsiale huise van tradisionele en Khoi-San-leiers;• die vestiging en samestelling van plaaslike huise van tradisionele leiers en Khoi-San-leiers;• die instelling en werking van die Kommissie vir Khoi-Saan-aangeleenthede;• 'n gedragskode vir lede van die Nasionale Huis, provinsiale huise, plaaslike huise en alle tradisionele en Khoi-San-rade; en• reguleringsbevoegdhede van die Minister en Premier.

2.2 Beleidsmandate

INTERNASIONALE EN NASIONALE BELEIDSKONTEKS

Die plan van die komitee is 'n respons op die Nasionale Ontwikkelingsplan (NOP), die Mediumtermyn Strategiese Raamwerk (MTSR) 2020 - 2025 en die Verenigde Nasies se doelstellings vir Volhoubare Ontwikkeling.

Volgens die plan kan Suid-Afrikaners hierdie doelstellings verwesenlik deur die energie van sy mense te benut, 'n inklusiewe ekonomie te bou, vermoëns te ontwikkel, die kapasiteit van die Regering uit te brei en leierskap en vennootskappe in die gemeenskap as 'n geheel te bevorder.

In ooreenstemming met die nasionale ontwikkelingsplan het die regering 'n Mediumtermyn Strategiese Raamwerk (MTSR) ontwikkel wat bedoel is om beleid en programme oor die vyfjaar-periode van 2020 tot 2025 te rig. Die MTSR bevat die volgende sewe prioriteitsuitkomste:

Prioriteit 1	Ekonomiese transformasie en werkskepping
Prioriteit 2	Onderwys, vaardighede en gesondheid
Prioriteit 3	Konsolidering van die maatskaplike loon deur betroubare en gehalte basiese dienste
Prioriteit 4	Ruimtelike integrering, menslike nedersettings en plaaslike regering
Prioriteit 5	Maatskaplike samehorigheid en veilige gemeenskappe
Prioriteit 6	'n Bevoegde, etiese en ontwikkelingstaat
Prioriteit 7	'n Beter Afrika en wêreld



DEEL A: ONS MANDAAT

Die Komitee se bydrae tot die verwesenliking van die sewe nasionale prioriteite is soos volg:

Prioriteit 1	Die komitee dra by tot ekonomiese transformasie en werkskepping: <ul style="list-style-type: none">Taalgebruik vergemaklik sosio-ekonomiese ontwikkeling, eenheid en die bereiking van onderwys.Vertalings, tolking en taalbevordering verseker dat gemeenskappe by ekonomiese geleenthede ingesluit word, veral mense met gestremdhede.
Prioriteit 2	Die Komitee lewer op die volgende maniere 'n bydrae tot hierdie prioriteit: <ul style="list-style-type: none">Monitor die Wes-Kaapse Taalbeleid en lewer advies daaroor.Lewer advies oor taalaangeleenthede aan departemente en instellings van die Wes-Kaapse Regering via die Minister van Kultuursake en Sport.Bevorder die beginsel van veertaligheid.Verbeter sy werksverhouding met PanSAT en ander taalliggende en instellings op provinsiale, nasionale en internasionalevlak.Bevorder die ontwikkeling en bevordering van voorheen gemarginaliseerde inheemse tale en Suid-Afrikaanse Gebaretaal om sodoende bewustheid te verhoog en kommunikasie in hierdie tale onder die inwoners van die Wes-Kaap aan te moedig.Lewer advies aan die Minister en PanSAT oor taalaangeleenthede in die Wes-Kaap wat die Wes-Kaap raak.Raadpleeg al die relevante belanghebbendes en bly op hoogte van tersaaklike navorsing ten einde ingelig te wees oor taalaangeleenthede in die Wes-Kaap wat die provinsie raak.Smee venootskappe om veertaligheid in die Wes-Kaap te ontwikkel.
Prioriteit 5	Ten einde groter bewustheid te skep en die gebruik van hierdie tale onder die inwoners van die Wes-Kaap uit te bou bevorder die Wes-Kaapse Taalkomitee maatskaplike samehorigheid en veilige gemeenskappe deur veertaligheid, gemarginaliseerde inheemse tale en Suid-Afrikaanse Gebaretaal deur sy programme.
Prioriteit 7	Die Komitee vier en bevorder sekere geselekteerde belangrike nasionale en internasionale datums om maatskaplike integrering op streek- en kontinentalevlak te stimuleer.

Die mandaat van die komitee sluit ook aan by die doelwit 10 van die Verenigde Nasies se Doelwitte vir Volhoubare Ontwikkeling, wat verband hou met die vermindering van ongelykheid binne en tussen lande, wat bereik kan word deur die bevordering van minderheidstale.

PROVINSIALE BELEIDSKONTEKS

Provinsiale Strategiese Plan (PSP) 2019 - 2024

Die komitee se uitkomsaanwyser hou verband met die dienste en programme van die Departement van Kultuursake en Sport, wat op sy beurt gekoppel is aan die Wes-Kaapse regering se PSP Visie-geïnspireerde Prioriteite (VIP's), veral met betrekking tot VIP 1: Veilige en samehorige gemeenskappe en VIP 3: Bemagtig mense.

Laasgenoemde VIP wil baie van die sosiale risikofaktore aanspreek deur ekonomiese insluiting en opvoedkundige bemagtiging wat ook individuele, gesins- en gemeenskapsveerkragtigheid teen geweld kan opbou.

Ten einde hierdie doelwitte te bereik, sal die komitee sy toesighoudende rol van provinsiale regeringsdienste verrig om te verseker dat die Wes-Kaapse taalbeleid nagekom word. Deur moedertaal-taalbevordering en -bemagtiging, sal die komitee bydra tot geleenthede vir inwoners van die Wes-Kaap om hul lewens en ander se lewens te vorm, om 'n sinvolle en waardige lewe te verseker, wat op hul beurt sosiale samehangende gemeenskappe sou skep.



DEEL A: ONS MANDAAT

3. Institusionele beleide en strategieë gedurende die vyfjaar-beplanningsperiode

Artikel 6 van die Grondwet van Suid-Afrika, 1996, versterk die belangrikheid van taal vir ons land. Taal is 'n belangrike hulpmiddel vir kommunikasie, wat die sukses van onderwys ondersteun, wat op sy beurt 'n invloed het op maatskaplike insluiting en alle strategiese prioriteitsareas van die regering. Verder is die verskeidenheid van ons kulture en die kennis van ons verskillende gemeenskappe in taal vasgelê en is dit van kritieke belang vir die oordrag van kulture en waardes van een geslag na die volgende geslag. Alhoewel dit in die Grondwet vasgelê is as 'n mensereg en beskerm

word deur nasionale en provinsiale wetgewing, is dit belangrik om voort te gaan met die bewusmaking en om die implementering van die Taalbeleid en die Taalgedragskode te verseker.

Die WKTK is op 1 Junie 2001 as 'n Skedule 3, Deel C, provinsiale openbare entiteit gelys ingevolge die Wet op Openbare Finansiële Bestuur, 1999. Die komitee is onder die strategiese leiding van die Minister as die Uitvoerende Gesag en doen verslag deur die Hoof van die Departement van Kultuursake en Sport. Die prestasie van die WKTK word deur DKES gemonitor.

Die volgende Departementebeleide is ook van toepassing op die WKTK:

Beleid	Beskrywing
Gedragskode vir WKTK-lede	Die hoofdoel van die Gedragskode is om voorbeeldige gedrag onder lede te bevorder ten einde institusionele geloofwaardigheid aan die WKTK te verleen.
Inkomste- en Benuttingsbeleid	Om 'n raamwerk daar te stel vir die Rekenpligtige Gesag van die WKTK om inkomste ekonomies en effektiel te bestuur en om die volle benutting van bates onder die beheer van die Komitee te bevorder.
WKTK-delegerings	Delegering van mag uitgerek deur die Rekenpligtige Beamppte ingevolge artikel 44(1) en 44(2) van die Wet op Openbare Finansiële Bestuur, 1999.
Wesenlikheidsraamwerk	Die Rekenpligtige Gesag moet 'n raamwerk van aanvaarbare vlakke van wesenlikheid en betekenis in oorlegpleging met die Uitvoerende Gesag en eksterne ouditeure ontwikkel en eenstemmigheid bereik oor die inhoud.
Plan vir Bedrogvoorkoming	Hierdie beleid verskaf responsmeganismes om insidente van bedrog wat die WKTK affekteer te rapporteer, te ondersoek en op te los.
Vergoeding van Lede	Om 'n raamwerk daar te stel vir die vergoeding van WKTK-lede wat benoem is om konferensies, projekte, vergaderings en werkswinkels namens die Komitee by te woon.

4. Tersaaklike hofuitsprake

Nie van toepassing.



DEEL B: ONS STRATEGIESE FOKUS

5. Visie

Die bemagtiging van al die mense van die Wes-Kaap deur taal; die verstewiging van menswaardigheid deur wedersydse respek vir taal; en die bevordering van veeltaligheid.

6. Missie

Om die gebruik van die drie amptelike tale van die Wes-Kaap te monitor; die implementering van die Wes-Kaapse taalbeleid te monitor; en om die LUR (Lid van die Uitvoerende Raad) wat met taalsake belas is en die Pan-Suid-Afrikaanse Taalraad oor taalsake in of met impak op die provinsie van raad te dien.

7. Waardes

Sorg,
Bevoegdheid,
Verantwoordbaarheid,
Integriteit,
Innovering en
Reaksie.

8. Situasie-ontleding

8.1 Ontleding van eksterne omgewing

POLITIEKE FAKTORE

Die nasionale en provinsiale regering het die belangrikheid van taal vir ons land beklemtoon in ooreenstemming met die grondwetlike imperatiewe. President Ramaphosa het tydens die 2019-Erfenisvieringe beklemtoon (ooreenstemming met die VNWKO-verklaring van 2019 as die 'Internasionale Jaar van Inheemse Tale') hoe die bevordering van inheemse tale gebruik kan word om die land se erfenis te bewaar. Hy het Suid-Afrikaners aangemoedig om hul tale te leer om hul identiteite te kan verstaan.

Die WKTK erken die toesighoudende rolle wat deur die betrokke Staande Komitees verrig word en neem steeds kennis van terugvoering oor verbeterings wat nodig is ten einde die mandaat van die Komitee uit te voer.

EKONOMIESE FAKTORE

Die WKTK gaan in respons op besuinigingsmaatreëls en beperkte finansiële hulpbronne koncentreer op die sterking van samewerkingsverhoudinge met entiteite met soortgelyke mandate om hulpbronne effekief aan te wend vir groter impak. Die Pan-Suid-Afrikaanse Taalraad het 'n Wes-Kaapse Proviniale Taalkomitee (PTK) in Augustus 2019 aangestel ingevolge Artikel 8(8)(a) van die Wet op die Pan-Suid-Afrikaanse Taalraad, 59 van 1995. Dit skep 'n geleentheid vir die Pan-Suid-Afrikaanse Taalraad PTK, die Wes-Kaapse Taalkomitee en die Departement om saam te werk en hulpbronne en kundigheid te deel ten einde 'n groter bydrae te lewer tot die implementering van die Komitee se hoofprioriteite, veral in 'n streek waar sommige inheemse tale 'n buitengewone hoë risiko van uitsterwing in die gesig staar.

SOSIALE FAKTORE

VNOWKO se verklaring van 2019 as 'Die Internasionale Jaar van Inheemse Tale' het meer klem geplaas en gefokusde en hewige debatte uitgelok oor hierdie baie belangrike onderwerp vir Suid-Afrika. Die komitee beoog om deur sy werk sy energie op hierdie gebied te fokus. Die toewyding aan hierdie agenda word bewys deur 'n nuwe losstaande aanwyser vir die komitee wat hoofsaaklik op inheemse taalbevordering fokus.

isiXhosa, wat deur 16 persent van die bevolking gepraat word, is Suid-Afrika se tweede mees gesproke huistaal, met die meerderheid van die sprekers wat in die Oos- en Wes-Kaap woon. Afrikaans word deur 13.5 persent van



DEEL B: ONS STRATEGIESE FOKUS

Suid-Afrikaners gepraat. Hoewel Engels deur minder as 10% van die bevolking gepraat word, word dit volgens die sensus van 2011 deur 'n groot aantal Suid-Afrikaners gebruik as 'n primêre en algemene kommunikasiemiddel. Daar word van kinders verwag om uit handboeke wat hoofsaaklik in Engels is, te leer. Die meerderheid kinders wat 'n Afrikataal as moedertaal het, skakel in graad 4 na Engels as hul primêre taal van onderrig oor. Verdere betrokkenheid is nodig, veral gegewe ons uiteenlopende kulture en tale met die oog op die langtermyn om ons huidige uitdagings aan te pak, sodat inheemse moedertaal taalgebruik word op alle terreine van ons lewe bevorder, waardeur ons sosiale kwale aangespreek word, ons mense bemagtig word en uiteindelik daartoe bygedra word om ons ekonomiese te verbeter. Die WTKT is daartoe verbind om met beleidmakers en entiteite in die taalgebied saam te werk om by te dra tot 'n eenvormige benadering tot hierdie fundamentele kwessie.

Daar word gekyk na inisiatiewe om die taal van die San en Khoi te bevorder. Daar is min sprekers in die land wat hierdie tale kan praat, en daarom moet innoverende geleenthede aangewend word om hierdie tale te bevorder. Daar is 'n Khoekhoegowab uitdrukking wat as volg lui: "uiGui gowa-l ge tatse † âusa tama hâ" (een taal is nooit genoeg nie).

Die fokus op die bevordering van Suid-Afrikaanse Gebaretaal bly altyd 'n prioriteit vir die komitee. Die Pan-Suid-Afrikaanse Taalraad het 'n konsepdocument oor die Suid-Afrikaanse Gebaretaalhandves gepubliseer. Hierdie handves skep verpligtinge wat gebaretaal meer algemeen beskikbaar gaan maak in uiteenlopende situasies. Die komitee gaan hierdie kwessie meer omvattend aanspreek en ook voortgaan om ander moontlikhede te ontleed om die dowe gemeenskap te bemagtig.

TECHNOLOGIESE FAKTORE

Die aanbreek van die vierde industriële revolusie bied geleenthede om nuwe tegnologieë vir innovering op taalgebied te ondersoek. Geleenthede sal gebruik word om meer insig te verkry en die bekendstelling van outomatisiese stelsels deur navorsing oor menslike taaltegnologie (MTT) in die drie amptelike tale te monitor.

WETLIKE EN REGULATORIESE OMGEWING

Die Wet op Tradisionele en Khoisanleierskap, 2019 is op 20 November 2019 deur die President bekragtig. Die Departement het kragte saamgesnoer met die Departement van Plaaslike Regering en is tans besig

met 'n studie van die bestuursverwante impak van die Wet en die daaropvolgende erkenning van Tradisionele Leierskap in Khoi- en San gemeenskappe en hoe dit die organisatoriese struktuur van die Wes-Kaapse Regering sal beïnvloed.

Die Departement van Basiese Onderwys het gebaretaal in 2018 as 'n huistaal erken en na aanleiding van die aanbeveling van die Parlementêre Grondwetlike Hersieningskomitee, het president Ramaphosa in sy nasionale toespraak in 2020 verklaar dat gebaretaal die land se twaalfde amptelike taal sou word. Die komitee sal dit noukeurig monitor en verder daaroor beraadslaag.

OMGEWINGSFAKTORE

Die stede lok baie mense wat 'n verskeidenheid tale praat en daar moet vir hulle voorsiening gemaak word in die gesondheidsektor, die polisie, die howe, ens. Die Komitee sal moet kyk hoe departemente hierdie probleem gaan takel.

8.2 Ontleding van interne omgewing

Profiel van Menslike Hulpbronne

Die Wes-Kaapse Taalkomitee is ingevolge Artikel 6 van die Wes-Kaapse Provinciale Talewet, Wet No. 13 van 1998, gestig. Die Wet bepaal dat Komiteelede vir 'n kortermyn van drie jaar aangestel word. 'n Maksimum van 11 lede kan op die Komitee aangestel word.

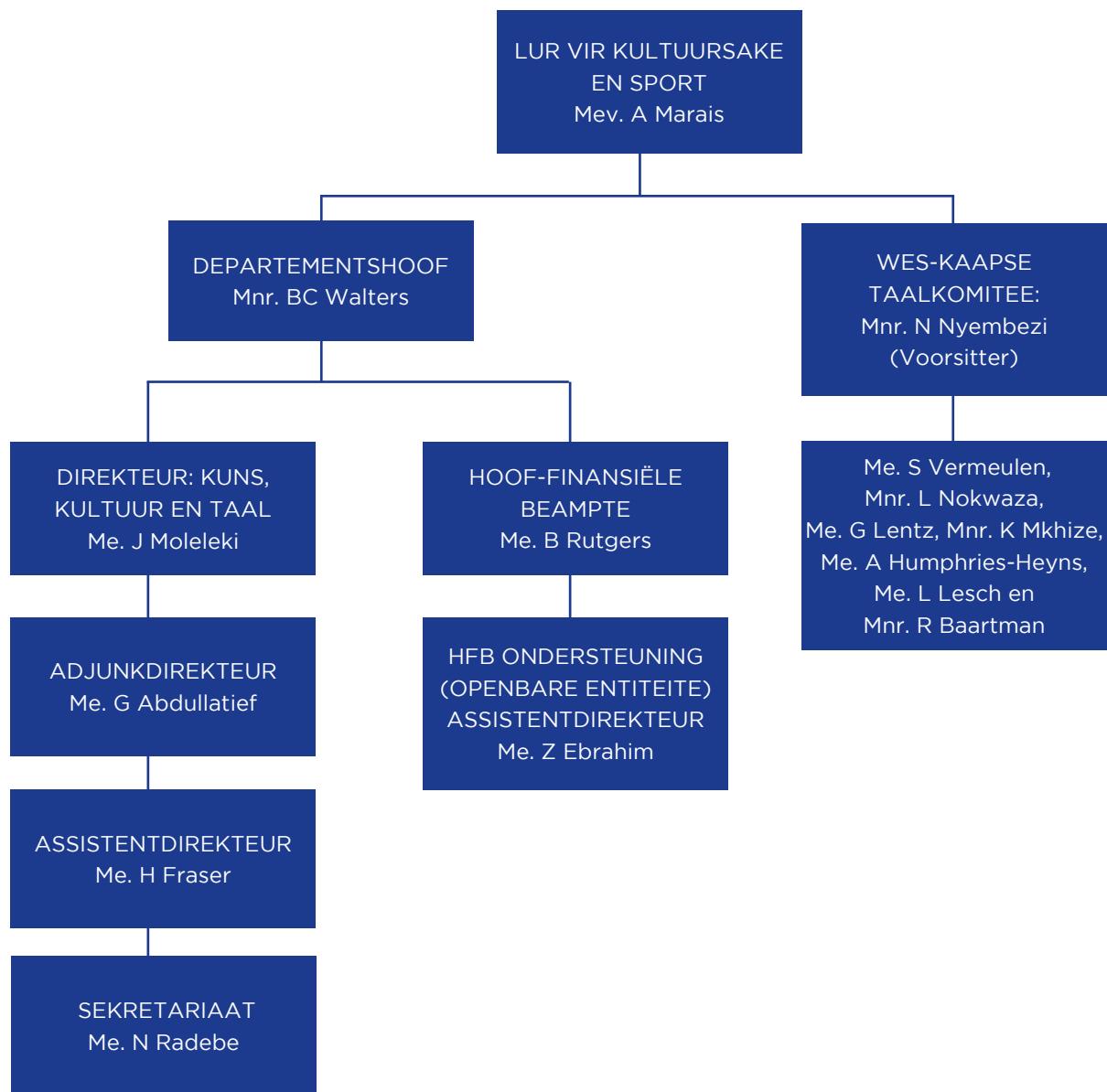
Die huidige komitee is op 1 November 2018 gestig en 10 lede is aangestel na afloop van 'n proses van benoemings deur die publiek, die opstelling van 'n kortlys en aanstelling deur die LUR wat deur die betrokke Komitee in die Wetgewer gefasiliteer is. Die huidige Komitee bestaan uit tien lede met uiteenlopende en 'n wye verskeidenheid van taalervaring en belangstellings, insluitend 'n dowe lid wat begrip het vir die behoeftes van die dowe gemeenskap en SA Gebaretaal kan gebruik. Drie lede wat op die vorige Komitee gedien het, is heraangestel. Dit was veral belangrik om die voortgesette uitbouing van institusionele kennis en kundigheid te verseker.

Sedert die nuwe Komitee aangestel is, het vyf lede uit die Komitee bedank. Dit is nie 'n goeie teken vir die doeltreffende funksionering van die Komitee nie, want die kundigheid en bydraes van 'n voltallige komitee is noodsaaklik vir die optimale funksionering van die Komitee. Wanneer vakante poste ontstaan, stel die LUR addisionele lede aan uit die oorspronklike kortlys van kandidate.



DEEL A: ONS MANDAAT

Die organisatoriese omgewing waarbinne die komitee funksioneer, word in die volgende organogram geïllustreer:



Ingevolge artikel 17 van die Wes-Kaapse Proviniale Talewet, 1998, verrig amptenare in die Taaldienste-eenheid van die Wes-Kaapse Departement van Kultuursake en Sport die administratiewe werk van die WKTK. Die administratiewe werk behels die bestuur en tref van al die nodige reëlings vir die doeltreffende funksionering van die Komitee. Sekere finansiële funksies word deur DKES se Finansies-eenheid verrig.

Alle dokumente (notules, verslae, registers, ens.) van die WKTK word bygehou deur die Taaldienste-eenheid van die Departement van Kultuursake en Sport. Dokumente word op die stelsel vir elektroniese inhoudbestuur (ECM) gestoor vir veilige bewaring, maklike herwinning en institusionele geheue.



DEEL C: METING VAN ONS PRESTASIE

9. Prestasie-inligting van die institutionele program

9.1 Meting van impak

Impakverklaring	Die Wes-Kaapse Taalkomitee streef daarna om deur sy aktiwiteite individue deur middel van taal te bemagtig en inklusiewe en hegte gemeenskappe te ontwikkel.
------------------------	--

9.2 Meting van uitkomste

Uitkoms	Uitkoms-aanwyser	Basislyn	Vyfjaar-teiken
Bemagtigde burgers en hegte gemeenskappe	Bevorderer en monitor die implementering van die Wes-Kaapse Taalbeleid	1	1

9.3 Verduideliking van beoogde prestasie oor die vyfjaarbeplanningsperiode

Die Komitee se vyf-jaarplan is daarop ingestel om by te dra tot die verwesenliking van bogenoemde doelwitte deur die implementering van die Wes-Kaapse Taalbeleid te bevorder, te monitor en daaroor advies te lewer deur spesifieke klem op die volgende:

- Bevordering van die gemarginaliseerde en inheemse tale, met spesifieke klem op die tale van die Wes-Kaap soos vervat in die Taalbeleid.
- Bou voort op die 2019/20-projekuitkomste van die Komitee oor die rol van taal in die vorming van kulturele identiteit.
- Die viering en bevordering van belangrike geselecteerde nasionale en internasionale taaldatum. Dit sluit in Moedertaaldag (21 Februarie), Wêreld-boeken- en kopieregdag (23 April), Geletterdheidsdag (8 September), Gebaretaaldag (23 September), Erfenisdag (24 September) en Vertaaldag (30 September).
- Vierung en bevordering van nie-standaard dialektes soos Afrikaaps.
- Monitor die implementering van die Wes-Kaapse Taalbeleid deur provinsiale staatsdepartemente.
- Proaktiewe taalbewusmakingsveldtog deur die verspreiding van die Wes-Kaapse Taalbeleid-boekie.

Die Sentrum vir die Studie van Geweld en Versoening (CSV) het ses gevallestudies regoor Suid-Afrika gedoen en bevind dat projekte wat met groter gemeenskapsdeelname beplan is, waarskynlik meer effektief sou wees, wat 'n gevoel van samehorighed in die gemeenskap bevorder (Wes-Kaapse Regering Provinsiale Strategiese Plan 2019 - 2024). Die WKTK sal, met inagneming hiervan, die vieringe van internasionale

en nasionale taaldae fasiliteer. Deur middel van hierdie soort inisiatiewe, sal die WKTK burgers betrek, moedertaal-taalgebruik bepleit en hulle in staat stel om deel te neem en hulself te bemagtig. Op hierdie manier word maatskaplike samehorighed gefasiliteer en 'n gevoel van verborgenheid en identiteit geskep. Dit sal bydra tot die uitkomste van die Wes-Kaapse Provinsiale Strategiese Plan 2019 tot 2024.

Die komitee sal ook die implementering van die Wes-Kaapse taalbeleid deur provinsiale regeringsdepartemente monitor en aanbevelings doen om te verseker dat al die inwoners van die Wes-Kaap toegang het tot regeringsdienste in hul voorkeurtaal. Hierdie stappe sal bykomende bemagtigers wees wat sal bydra tot maatskaplike insluiting en veilige en hegte gemeenskappe.

'n Deel van die pogings van die komitee om meertaligheid te bevorder, fokus op die bevordering van gebaretaaltolk vir dowses. Gebaretaaltolk vir die dowe lid word voorsien vir alle komiteevergaderings. Die komitee sal 'n aktiwiteit insluit wat fokus op ten minste een element wat die bevordering van gebaretaal in die Wes-Kaap aantoon.

Die aktiwiteite van die komitee sluit samewerkingspogings met ander entiteite in wat soortgelyke mandate deel, soos die Pan-Suid-Afrikaanse Taalraad, sowel as samewerking met akademiese instellings, wat werk op die gebied van taal gedoen het. Geleenthede word gesoek om toegang te verkry tot navorsingsinligting van ander provinsiale departemente, soos dié van Onderwys, wat die Komitee kan help om sy werk uit te brei en te verryk.



DEEL C: METING VAN ONS PRESTASIE

10. Sleutelrisiko's

Uitkoms	Sleutelrisiko	Versagting van risiko
Bemagtigde burgers en inklusiewe en hegte gemeenskappe	Swak implementering van die Wes-Kaapse Taalbeleid deur provinsiale staatsdepartemente.	Monitering van die implementering van die provinsiale taalbeleid.
	Onvoldoende hulpbronne om mandaat na te kom.	Werk saam met entiteite met soortgelyke mandate, bv. PanSAT.

11. Openbare entiteite

Nie van toepassing nie



DEEL D: BESKRYWING VAN TEGNIESE AANWYSERS (TID)

Aanwysernommer	1.1					
Titel van aanwyser	Getal aktiwiteite wat die implementering van die Wes-Kaapse Taalbeleid monitor					
Kort definisie	Monitering van die implementering van die Wes-Kaapse Taalbeleid deur provinsiale departemente					
Doel	Om uitvoering te gee aan Artikels 6 en 9 van die Grondwet en die Wes-Kaapse Proviniale Talewet					
Strategiese skakel	VIP # 1 en 3	Fokus Area(s): VIP # 1: Verhoogde sosiale samehorigheid en veiligheid van openbare ruimtes	Uitset(te): Aantal opnames of vraelyste of bewusmakingsveldtogene of opvolgprojekte wat volgens die Wes-Kaapse taalbeleid uitgevoer is	Intervensie(s): Bemagtig burgers om in hul moedertaal te kommunikeer		
Bron van data	Opnames oor die implementering van die Taalbeleid of vraelyste of bewusmakingsveldtogene of opvolgprojekte					
Metode van berekening	Telling					
Databeperkings	Onvoldoende inligting vir verslagdoening					
Soort aanwyser	Inset:	Aktiwiteite:	Uitset:	Uitkoms:		
	Dienslewering-aanwyser:		Direkte Dienslewering:			
	Vraaggedrewre Aanwyser:		Indirekte Dienslewering: x			
	Ja, vraaggedrewre:		Nee, nie vraaggedrewre: x			
Berekeningstipe	Kumulatief Jaareinde:	Kumulatief Jaar tot op hede:	Nie kumulatief: x			
Verslagsiklus	Kwartaalliks:	Halfjaarlik:	Jaarlik: x	Halfjaarlik:		
Gewenste prestasie	Oortref teiken:	Volgens teiken: x	Teiken nie behaal nie:			
Ruimtelike transformasie (waar van toepassing)	Wes-Kaapse Provinsie					
Aanwyserverantwoordelikhed	Verantwoordelikheidsbestuurder					
Opsomming van begunstigdes (waar van toepassing)	Teiken vir vroue:		Nie van toepassing nie			
	Teiken vir jeug:		Nie van toepassing nie			
	Teiken vir mense met gestremdhede:		Ten minste een aktiwiteit om Gebaretaal te bevorder			
Veronderstellings	Voldoende finansiële en menslike hulpbronne					
Verifikasiemiddel	Verslae					



DEEL D: BESKRYWING VAN TEGNIESE AANWYSERS (TID)

Aanwysernommer	1.2					
Titel van aanwyser	Getal projekte wat inheemse tale bevorder					
Kort definisie	Bevordering van voorheen benadeelde tale in die provinsie					
Doel	Om uitvoering te gee aan Artikels 6 en 9 van die Grondwet en die Wes-Kaapse Talewet deur te fokus op die bevordering en gebruik van inheemse tale van die Wes-Kaap					
Strategiese skakel	VIP # 1 en 3	Fokus Area(s): VIP # 1: Verhoogde sosiale samehorigheid en veiligheid van openbare ruimtes VIP # 1: Onderwys en leer	Uitset(te): Aantal inheemse taalbevorderingsprojekte wat voltooi is	Intervensie(s): Bemagtig burgers om in hul moedertaal te kommunikeer		
Bron van data	Opnames oor implementering van taalbeleid of vraelyste of bewusmakingsveldtogte of opvolgprojekte					
Metode van berekening	Telling					
Databeperkings	Onvoldoende inligting vir verslagdoening					
Soort aanwyser	Inset:	Aktiwiteite:	Uitset:	Uitkoms:		
	Dienslewering-aanwyser:		Direkte Dienslewering:			
			Indirekte Dienslewering: x			
	Vraaggedrewre Aanwyser:		Ja, vraaggedrewre:			
Berekeningstype	Kumulatief Jaareinde:	Kumulatief Jaar tot op hede:	Nie kumulatief: x			
Verslagsiklus	Kwartaalliks:	Halfjaarlikse:	Jaarliks: x	Halfjaarlikse:		
Gewenste prestasie	Oortref teiken:	Volgens teiken: x	Teiken nie behaal nie:			
Ruimtelike transformasie (waar van toepassing)	Verantwoordelikhedsbestuurder					
Aanwyserverantwoordelikheid	Wes-Kaap Provincie					
Opsomming van begunstigdes (waar van toepassing)	Teiken vir vroue:		Nie van toepassing nie			
	Teiken vir jeug:		Nie van toepassing nie			
	Teiken vir mense met gestremdhede:		Nie van toepassing nie			
Veronderstellings	Voldoende finansiële en menslike hulpbronne					
Verifikasiemiddel	Verslae					



DEEL D: BESKRYWING VAN TEGNIESE AANWYSERS (TID)

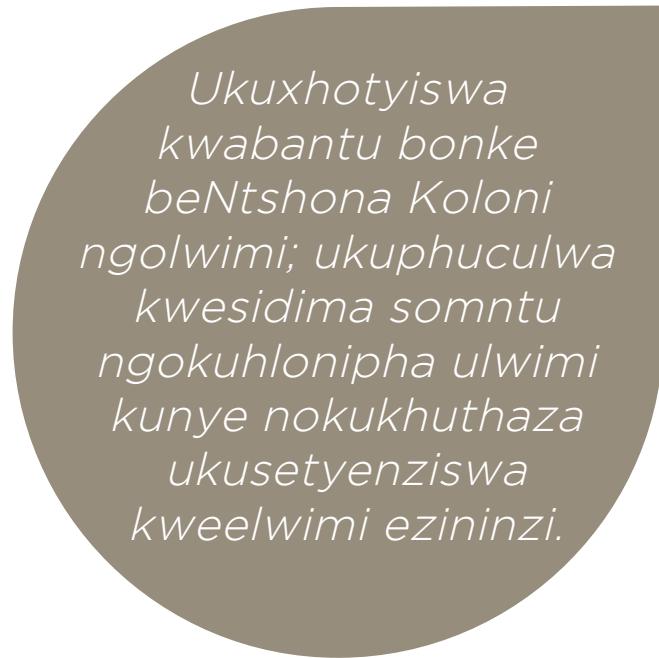
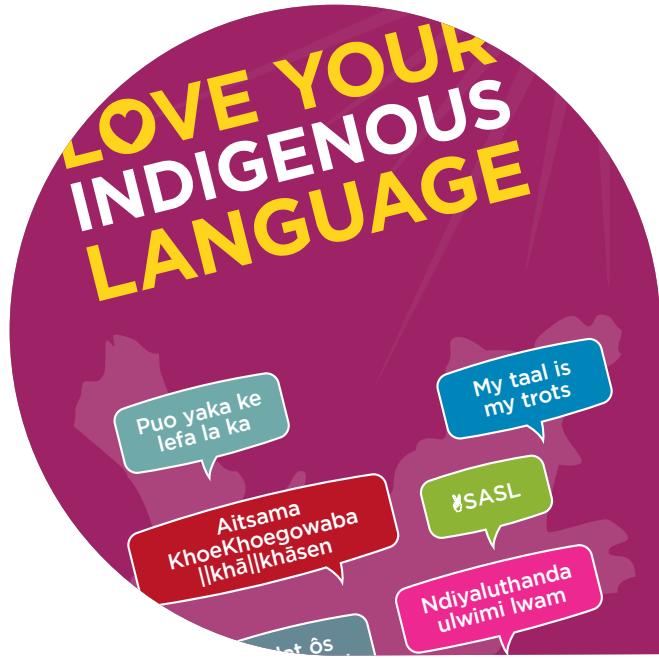
Aanwysernommer	1.3					
Titel van aanwyser	Getal formele geleenthede om die Wes-Kaapse Taalbeleid te implementeer					
Kort definisie	Vergaderings gehou om taalsake te identifiseer / te bespreek en advies aan die Minister te lewer in ooreenstemming met die Wes-Kaapse taalbeleid					
Doel	Om die Minister in te lig aangaande kwessies in verband met taalsake in die Wes-Kaap om hom of haar in staat te stel om ingeligte besluite te neem en om doeltreffende implementering van die Taalbeleid te verseker					
Strategiese skakel	VIP # 1 en 3	Fokus Area(s): VIP # 1: Verhoogde sosiale samehorigheid en veiligheid van openbare ruimtes VIP # 3: Onderwys en leer	Uitset(te): Aantal vergaderings om taalsake te identifiseer en bespreek	Intervensie(s): Bemagtig burgers om in hul moedertaal te kommunikeer		
Bron van data	Verslae, notule van voltallige en subkomitee vergaderings					
Metode van berekening	Telling					
Databeperkings	Gebrek aan kworum by vergaderings					
Soort aanwyser	Inset:	Aktiwiteit:	Uitset:	Uitkoms:		
	Dienslewering-aanwyser:		Direkte Dienslewering: Indirekte Dienslewering: x			
	Vraaggedreve Aanwyser:		Ja, vraaggedreve: Nee, nie vraaggedreve: x			
	Kumulatief Jaareinde: x	Kumulatief Jaar tot op hede:	Niekumulatief:			
Verslagsiklus	Kwartaalliks: x	Halfjaarliks:	Jaarliks:	Halfjaarliks:		
Gewenste prestasie	Oortref teiken:	Volgens teiken: x	Teiken nie behaal nie:			
Ruimtelijke transformasie (waar van toepassing)	Verantwoordelikhedsbestuurder					
Aanwyserverantwoordelikheid	Wes-Kaap Provincie					
Opsomming van begunstigdes (waar van toepassing)	Teiken vir vroue:		Nie van toepassing nie			
	Teiken vir jeug:		Nie van toepassing nie			
	Teiken vir mense met gestremdhede:		Nie van toepassing nie			
Veronderstellings	Voldoende finansiële en menslike hulpbronne					
Verifikasiemiddel	Notule en bywoningsregister					



URhulumente
weNtshona Koloni
ImiCimbi yeNkubeko
nezemiDlalo



Western Cape Language Committee
Wes-Kaapse Taalkomitee
IKomiti yeeLwimi yeNtshona Koloni



ISicwangciso-qhinga
2020/21 - 2024/25



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INKCAZO NGOGUNYAZIWE OLAWULAYO

NgeKomiti yeeLwimi yeNtshona Koloni (WCLC), iSebe leMicimbi yeNkcubeko neMidlalo lenze inkqubelaphambili engagungqiyo ekukhuthazeni ukusetyenziswa kweelwimi ezininzi kwiphondo ukuze liphucule ekuhanjisweni kweenkonzo kunye nokufikelela kubo bonke abalibiza njengekhaya. Ukuvezekisa umsebenzi wabo, i-WCLC ilincedisile iSebe ekuphumezeni umbono wayo weNtshona Koloni ebandakanya bonke abantu, eyilayo, esebezayo nehlanganisiweyo. Kule minyaka mihielanu izayo, iKomiti iya kuba negalelo ekuncedeni indima ephambili yeSebe kwisiCwangciso seQhinga sePhondo kunye neZinto eziBalulekileyo eziPhenjelelwa nguMbono (VIP), ngakumbi kwi-VIP1: Indawo eziKhuselekileyo neziBandakanya abahlali kunye ne-VIP3: Ukuxhobisa abantu.

Ngaphantsi kwesigunyaziso sayo esiphambili, i-WCLC iya kuquuzelela ukumiliselwa kunye nokubekwa kweliso kuMgaqo-nkqubo weeLwimi weNtshona Koloni kwaye iya kucebisa iSebe ngemicimbi yolwimi kwiphondo. Njengoko ulwimi luyinxalenye yesazisi kunye nenkcubeko, igalelo leKomiti ligcinwe kuthathelwa ingqalelo njengoko lisebenzela ukudala amathuba amakhulu okuhlangana koluntu kunye nokwandisa ukufikelela kwiinkonzo ezinikezelwa nguRhulumente weNtshona Koloni.

Esi siCwangciso-qhingasijolise ekusebenziseni umThetho weeLwimi wePhondo laseNtshona Koloni, uMthetho we-13 we-1998, noMgaqo-nkqubo weeLwimi waseNtshona Koloni. Ikwacacisa amanyathelo athatyathiweyo ukufezekisa iinjongo zesicwangciso-qhinga se-WCLC kunye nombono wokuhubela phambili ukuxhobisa bonke abantu bephondo ngolwimi ukwandisa isidima somntu kunye nokudityaniswa kwezenhlalo ngentlonipho kunye nokukhuthaza ukusetyenziswa kweelwimi ezininzi.

Ngokudibeneyo ne-WCLC, ngokusebenzisa igalelo ngokudibeneyo ukusuka kuluntu, abasebenzi, abachaphazelekayo bangaphandle kunye namaqabane ezicwangciso-qhinga, esi sicwangciso saphuhliswa ukuze sisebenze njengeskohkelo esisemthethweni seKomiti yeeLwimi yeNtshona Koloni kunye neSebe kunya olandelayo. Ndijonge phambili ekuboneleleni ngenkuthalo kwezikohkelo zepolitiki ezifunekayo ukukhuthaza ulawulo lwentando yesinzi olufunekayo ukudibanisa iyantlukwano yeNtshona Koloni.

Anroux Marais

Igunya lolawulo IweKomiti yeeLwimi yeNtshona Koloni (WCLC)

INGXELO YEGUNYA LOGCINO-ZINCWADI

Ngokweemfuno zoMthetho woLawulo IweMali kaRhulumente, we-1999 (umThetho woku-1 we-1999), kunye noMmiselo weNdyebo yeSizwe, iKomiti yeeLwimi yeNtshona Koloni ingenisa isiCwangciso seQhinga sexesha lowama-2020/2001 ukuya kowama-2024/215. linjongo ezicwangcisiweyo zesicwangciso kunye neenjongo zeKomiti yeeLwimi zihambelana namagunya kunye nemisebenzi njengoko ichaziwe kuMthetho weeLwimi weNtshona Koloni, we-1998. Ezona njongo ziphambili kukujonga ukuphunyeza koMgaqo-nkqubo weeLwimi waseNtshona Koloni kunye nokucebisa iPhondo. UMphathiswa ojongene nolwimi kunye neBhodi yeeLwimi zaseMzantsi Afrika (PanSALB) kwimicimbi yeelwimi eNtshona Koloni.

Umsebenzi wethu kukujonga ukusetyenziswa kweelwimi ezintathu zaseNtshona Koloni; ukubeka esweni ukuphunyeza koMgaqo-nkqubo weeLwimi waseNtshona Koloni kunye nokucebisa uMphathiswa onikwe imisebenzi yemicimbi yeelwimi kunye neBhodi yeeLwimi zoMzantsi Afrika kwiPaneli yePhondo ngemicimbi yolwimi echaphazela iphondo. Yinjongo yeKomiti yeeLwimi ukufezekisa umbono wayo ngokuxhotyiswa kwabantu bonke beNtshona Koloni ngolwimi; ukuphuculwa kwesidima somntu ngokuhlonipha ulwimi kunye nokukhuthaza ukusetyenziswa kweelwimi ezininzi. Ukukhathalela, ubuchule, uxanduva lokuphendula, ukuthembeka, ukuvelisa izinto ezintsha kunye nokuphendula.

Nkosikhulule Xhawulengweni Nyembezi
USihlalo weKomiti yeeLwimi yeNtshona Koloni
Egameni loGunyaziwe oLawulayo: IKomiti yeeLwimi
yeNtshona Koloni



UKUTYIKITYA OKUSEMTHETHWENI

Kuyangqinwa ukuba esi siCwangciso-qhinga:

- Saphuhliswa ngabaphathi beKomiti yeeLwimi yeNtshona Koloni phantsi kwesikhokelo soMphathiswa uAnroux Marais.
- Sithathela ingqalelo yonke imigaqo-nkqubo efanelekileyo, umthetho kunye nezinye izigunyaziso ezinoxanduva kwiKomiti yeeLwimi yeNtshona Koloni.
- Ibonisa ngokuchanekileyo impembelelo, iziPhumo iKomiti yeeLwimi yeNtshona Koloni eza kuzama ukuyiphumeza kwisithuba sowama-2020 ukuya kowama-2025.

Brenda Rutgers
Igosa eliphethe i-ofisi zemali

Nkosikhulule Xhawulengweni Nyembezi
USihlalo we-WCLC

Brent Walters
Igosa eliNika iNkazo leSebe leMicimbi
yeNkcubeko neMidlalo (DCAS)

Ivunywe ngu
Anroux Marais
Igunya lolawulo lwe-WCLC



IZIFINYEZO

DCAS	lSebe leMicimbi yeNkcubeko neMidlalo
MEC	Ilungu leBhunga eliLawulayo lePhondo
MTSF	Inkqubo-sikhokelo yobuchule bexesha eliphakathi
NDP	Isicwangciso soPhuculo seSizwe
PanSALB	IBhodi yeeLwimi zaseMzantsi Afrika
PFMA	UMthetho woLawulo IweMali kaRhulumente
PLC	IKomiti yeLwimi yePhondo
PSP	IsiCwangciso seQhingga sePhondo
UNESCO	Umbutho weZizwe eziManyeneyo wezeMfundu, ezeNzululwazi neNkcubeko
VIP	IziNto eziBalulekileyo eziPhenjelelwu nguMbono
WCLC	IKomiti yeeLwimi yeNtshona Koloni



ISAHLUKO A: UMGAO WETHU

1. Amagunya oMgaqo-siseko

Icandelo	Inkcazo
UMgaqo-siseko weRiphabhlikhi yoMzantsi Afrika, we-1996	
Icandelo 6 (3), (4) kune (5): uLwimi	<p>URhulumente weNtshona Koloni kufuneka, ngomthetho nangamanye amanyathelo, alawule kwaye abeke iliso kusetyenziso lweelwimi eziemthethweni. Zonke iilwimi eziemthethweni kufuneka zikonwabele ukuhlonitshwa kwaye kufuneka ziphathe ngokulinganayo. I-WCLC isebe nzana neBhodi yoLwimi yoMzantsi Africa ukukhuthaza kune nokudala iimeko zophuhliso nokusetyenzisa kwesiKhoi, isiNama kune nesi.</p> <p>Sankune noLwimi lokuThethangeZandla loMzantsi Afrika. I-WCLC, ngokubambisana neSebe leMicimbi yeNkcubeko neMidlalo, inoxanduva lokujonga nokuvavanya ukuphunyeza koMgaqo-nkqubo weeLwimi waseNtshona Koloni, owamkelwa ngo-2005, kwaye ke kufuneka inike ingxelo kwiPalamente yePhondo laseNtshona Koloni malunga neli igunya ubuncinci ngonyaka. . I-DCAS yongamele i-WCLC kwaye ibonelela iKomiti ngenkxaso kulawulo nakwimali.</p>
Icandelo 30: Ulwimi kune nenkcubeko	I-WCLC iququzelela amathuba kubantu baseNtshona Koloni ukuba basebenzise iilwimi zabo kune namalungelo enkcubeko ngeenkqubo kune neeprekthi abazenzayo nabazixhasayo.
Icandelo 31: Inkubeko, inkolo kune noluntu lweelwimi	I-WCLC kufuneka iqinisekise ukuba iinkqubo zayo neeprekthi ziyayihlonipha iyantlukwano kwinkubeko yabantu baseNtshona Koloni.
Icandelo 41: Imithetho-siseko yokusebenzisana kukarhulumente kune nobudlelwane boorhulumente	I-WCLC isebe nzana nawo onke amanqanaba karhulumente ekwenzeni umsebenzi wayo.
Uludwe Iwenkqubo 4: liNdawo eziSebenzayo zoKhuphiswano oluMiselweyo kuZwelonke nakwiPhondo	Ngokumalunga nomgaqo-nkqubo wolwimi kune nommiselo weelwimi eziemthethweni ngokokuya kuthi ga kwezibonelelo zecandelo 6 loMgaqo-siseko ngokucacileyo zinike amandla ezomthetho kwiPalamente yePhondo laseNtshona Koloni, i-WCLC isebe nzana ngokusondeleyo neSebe lezobuGcisa neNkcubeko kune nemibutho ehambelana nayo ngemicimbi yomgaqo-nkqubo wolwimi.
Icandelo 195: limpawu eisisiseko nemithetho-siseko elawula ulawulo lukarhulumente	Amagosa eDCAS anoxanduva lokwenza uxanduva lwe-WCLC kufuneka aqinisekise ngokusetyenzisa ngokufanelekileyo, kuqoqosho kune nokusetyenzisa kwezihobo. linkqubo ezenziwe kwicandelo likarhulumente kufuneka zivelise izibonelelo eziphezulu ngeyona ndleko iphantsi.
UMgaqo-siseko weNtshona Koloni, 1998 (UMthetho woku-1 we-1998)	
Icandelo 5	<p>Ngeenjongo zikaRhulumente weNtshona Koloni:</p> <p>(a) lilwimi eziemthethweni isiBhulu, isiNgesi nesiXhosa kufuneka zisetyenziswe kwaye</p> <p>(b) lilwimi zikonwabele ngokulinganayo.</p> <p>I-WCLC kufuneka ibeke iliso ekusetyenzisweni kwesiBhulu, isiNgesi nesiXhosa eNtshona Koloni.</p> <p>I-WCLC kufuneka kwakhona isebe nzana amanyathelo afanelekileyo nawokuncedisa ekuphakamiseni inqanaba kune nokuhubela phambili ukusetyenzisa kwezi lwimi zalapha eNtshona Koloni ekuye kwancitshisa inqanaba nokusetyenzisa kwazo.</p>
Icandelo lama-81 (d)	URhulumente weNtshona Koloni kufuneka ukuba amkele kwaye aphumeze imigaqo-nkqubo ukukhuthaza nokugcina intlalo-ntle yabantu beNtshona Kapa, kubandakanya nemigaqo-nkqubo ejolise ekufezekiseni ukukhuthaza ukuhlonitshwa kwamalungelo oluntu, inkolo kune nolwimi oluseNtshona Koloni.



ISAHLUKO A: UMGAQO WETHU

2. Amagunya omthetho kune nawomgaqo-nkqubo

2.1 Amagunya asemthethweni

Umthetho	Isalathiso	Inkcazo
UMthetho woLawulo IweMali kaRhulumente (i-PFMA), yowe-1999	Umthetho woku-1 we-1999	I-WCLC kufuneka ingenise iingxelo zekota nezonyaka zokunikwa kwendlela yokusebenza kune neengxelo-mali eziphicothiweyo ngokusekwe kwiinjongo ezicwangcisiweyo zezinto ekujoliswe kuzonyaka kuniyaka-mali ngamnye.
Ukusetyenziswa koMthetho weeLwimi ezisesikweni, wama-2012	Umthetho we-12 wama-2012	Lo mthetho usebenza ngokukodwa kumasebe esizwe, amaziko oluntu kuzwelonke nakumashishini esizwe. Ukuba izinto zalo mthetho bezinokuba nefuthe kumgaqo-nkqubo wolwimi kune nokuziqhelanisa eNtshona Koloni, iWCLC ibiya kuba negunya lokudlala indima.
UMthetho weBhodi yeeLwimi zaseMzantsi Afrika, we-1995	Umthetho wama-59 kowe-1995	IKomiti yeeLwimi yeNtshona Koloni yamkelwa yiBhodi yeeLwimi zaseMzantsi Afrika. Phakathi kwezinye izinto, lo mthetho ufunu ukuba iBhodi yeeLwimi zoMzantsi Afrika (PanSALB) iseke ikomiti yowlimi Iwephondo (PLC) kwiphondo ngalinye. IPanSALB eNtshona Koloni PLC yasekwa ngeyeThupha kowama-2019.
UMthetho weeLwimi waseNtshona Koloni, we-1998	Umthetho we-13 we-1998	I-WCLC, phakathi kwezinye izinto: <ul style="list-style-type: none">• ukubeka iliso ekusetyenzisweni kwesiBhulu, isiNgesi kune nesiXhosa ngurhulumente weNtshona Koloni;• yenze izindululo kuMphathiswa wePhondo (weLungu leBhunga eliPhezulu) nakwiPalamente yePhondo ngawo nawuphina umthetho ocetywayo okanye okhoyo, inkqubo kune nomgaqo-nkqubo ochaphazela ulwimi eNtshona Koloni;• ukukhuthaza ngenkuthalo imigaqo-siseko yokusetyenziswa kweelwimi ezininzi;• ukukhuthaza ukuphuculwa kophuhliso lweelwimi zomthonyama ezazifudula zisingelwe phantsi;• ukucebisa uMphathiswa wePhondo kune neKhomishini yeNkcubeko yeNtshona Koloni kwimiba yeelwimi kwiPhondo; kwaye• cebisa iPanSALB ngemicimbi yowlimi eNtshona Koloni.
Isakhelo soMgaqo-nkqubo weeLwimi weSizwe (2003)	Isakhelo soMgaqo-nkqubo weeLwimi weSizwe (2003)	Lo mgaqo-nkqubo ubonelela ngenqubo-sikhokelo yesizwe yokusetyenziswa kwamalungiselelo oMgaqo-siseko kune nogunyaziso lowiso-mthetho kuwo onke amacandelo karhulumente, kubandakanya neKomiti yeeLwimi yeNtshona Koloni. Ikwabeka nemithetho-siseko kune nezicwangciso-qhinga zokuphumeza eziza kulandelwa.
UMgaqo-nkqubo weeLwimi waseNtshona Koloni (upapashwe kwiGazethi yePhondo njenge-PN 369/2001 yowama-27 kweyeNkanga 2001)	UMgaqo-nkqubo weeLwimi waseNtshona Koloni (upapashwe kwiGazethi yePhondo njenge-PN 369/2001 yowama-27 kweyeNkanga 2001)	I-WCLC inyanzelekile ukuba ibeke esweni ukuphunyezwu kwalo mgaqo-nkqubo.



ISAHLUKO A: UMGAQO WETHU

Umthetho	Isalathiso	Inkcazo
UMthetho wezobuNkokheli zeMveli kanye nama Khoi-San, wama-2019	UMthetho wesi-3 wama-2019	<p>Umthetho ubonelela:</p> <ul style="list-style-type: none">Ukwamkelwa koluntu lwendabuko kanye nolwe-Khoi-San, izikhundla zobunkokeli nokurhoxisa ukwamkelwa;imisebenzi kanye nendima yeenkokheli zesintu nezama Khoi-San;Ukwamkelwa, ukusekwa, imisebenzi, iindima kanye nolawulo Iwamabhunga obukumkani okanye ubundlunkulu, amabhunga olawulo emveli, amabhunga emveli, amabhunga ama Khoi-San kanye neekhansile zesiko, kanye nenkxaso kuloo mabhunga;Ukusekwa, ukwenziwa kanye nokusebenza kweNdlu yeSizwe yeeNkokheli zeMveli kanye nama Khoi-San;Ukusekwa kwezindlu zamaphondo zeenkokeli zemveli kanye nama Khoi-San;Ukusekwa nokusebenza kweKhomishini yeeKhoi-San Matters;Inkubo yendlela yokuziphatha yamalungu eNdlu yeSizwe, izindlu zephondo, izindlu zalapha ekhaya kanye nawo onke amabhunga emveli kanye nama Khoi-San; kwayeamandla olawulo oMphathiswa kanye neeNkulumbuso.

2.2 Amagunya omgaqo-nkqubo

UMXHOLO WOMGAQO-NKQUBO WAMAZWE NGAMAZWE NOWELIZWE

Isicwangciso seKomiti siphendula kwiiNjongo eziZinzileyo zoPhuculo IweZizwe eziManyeneyo, isiCwangciso seSizwe soPhuhliso (i-NDP), isiCwangciso-nkqubo seQhinga lesiCwangciso-nkqubo esiPhakathi (i-MTSF) ngowama-2020 ukuya kowama-2025, isiCwangciso-qhinga soRhulumente wePhondo laseNtshona Koloni (i-PSP) we-2019 - 2024 kanye neSebe leNkcubeko. Isicwangciso esiliQili seMicimbi neMidlalo sowama2020 - 2025.

IsiCwangciso seSizwe soPhuculo (i-NDP) sijonge ekupheliseni intlupheko nasekunciphiseni ukungalingani ngonyaka wama-2030. Ngokwesi sicwangciso, abemi boMzantsi Afrika banokuziqonda ezi njongo ngokwenza amandla abantu bayo, bakhule kuqoqosho olubandakanyayo, ukwakha amandla okusebenza, ukuphucula amandla okusebenza Isizwe kwaye sikhuthaze ubunkokeli kanye nentsebenziswano kuluntu lonke.

Ngokuhambelana nesiCwangciso seSizwe soPhuculo, urhulumente waqulunqa isiCwangciso-nkqubo seQhinga lesiThuba esiPhakathi esenzelwe ukukhokela umgaqo-nkqubo kanye neenkqubo kwisithuba seminyaka sowama-2020 ukuya kowama-2025. I-MTSF inezzi ziphumo ziphambili ezisixhenxe zilandelayo:

Into ephambili yoku-1	Inguqu yezoqoqosho kanye nokudalwa kwamathuba emisebenzi
Into ephambili yesi-2	Imfundu, ubuchule kanye nempilo
Into ephambili ye-3	Ukudibanisa umvuzo wentlalontle ngeenkonzo ezithembakeleyo nezisemgangathweni
Into ephambili yesi-4	IndibaniSelwano yendawo, ukuhlala kwabantu kanye norhulumente wasekuhlaleni
Into ephambili yesi-5	Umanyano ekuhlaleni kanye noluntu olukhuselekileyo
Into ephambili yesi-6	Iizwe elikwaziyo, elinokuziphatha kanye nophuhliso
Into ephambili yesi-7	I-Afrika engcono neHlabathi



ISAHLUKO A: UMGAQO WETHU

Igalelo leKomiti ekuphunyezweni kweenjongo eziphambili ezisixhenxe zesizwe imi ngolu hlobo lulandelayo:

Intephambili yoku-1	IKomiti inegalelo kutshintsho lwezoqoqosho nokudalwa kwemisebenzi: <ul style="list-style-type: none">Ukusetyenziswa kolwimi kuququzelela uphuhliso lwentlalo noqoqosho, umanyano kunye nokufikelela kwimfundu.Ukuguqula, ukutolika kunye nokukhuthaza kolwimi ukuqinisekisa ukuba uluntu lubandakanyiwe kumathuba oqoqosho, ngakumbi abantu abakhubazekileyo.
Intephambili yesi-2	IKomiti inegalelo kwimfundu, kwizakhono nakwimpilo ngolu hlobo lulandelayo: <ul style="list-style-type: none">Ukubek'esweni nokucebisa ngoMgaqo-nkqubo weeLwimi waseNtshona Koloni.Cebisa amasebe kunye namaziko oRhulumente weNtshona Koloni ngemicimbi yolwimi ngoMphathiswa wezeMicimbi yeNkcubeko neMidlalo.Ukukhuthaza imigaqo-siseko yokusetyenziswa kweelwimi ezininzi.Ukuphucula ubudlelwane bayo bokusebenza kunye nePanSALB kunye namanye amaqonga eelwimi kunye namaziko, kwiphondo, kuzwelonke nakwamanye amazwe.Ukukhuthaza ukuphuculwa kweelwimi zenkobe ebezifudula zisingelwe phantsi kunye noLwimi lokuThetha ngeZandla loMzantsi Afrika ukuze kwandiswe ulwazi nokukhuthaza unxibelewano ngezi Iwimi kubahlali baseNtshona Koloni.Ukucebisa uMphathiswa kunye nePanSALB ngemicimbi yolwimi echaphazela iNtshona Kapa.Nxibelelana nabo bonke abathathi-nxaxheba abafanelekileyo kwaye uhlale unolwazi malunga nophando olufanelekileyo ukuze uhlale unolwazi ngemicimbi yolwimi echaphazela iphondo.Ukuqulunqwa kobambiswano ekuphuhiseni iilwimi ezininzi eNtshona Koloni.
Intephambili yesi-5	Ukwenzela ukuba kukhuliswe ulwazi nokusetyenziswa kwezi Iwimi kubahlali baseNtshona Koloni, iKomiti yeeLwimi yeNtshona Koloni ikhuthaza ukuhlangana koluntu kunye noluntu olukhuselekileyo ngokukhuthaza ukuthethwa kweelwimi ezininzi, iilwimi zomthonyama ezazifudula zisingelwe phantsi kunye noLwimi lokuThetha ngeZandla loMzantsi Afrika ngeenkqubo zayo.
Intephambili yesi-7	Ekuxhaseni ukudityaniswa kwengingqi kunye nelizwekazi, iKomiti ibhiyozela kwaye iphakamise imihla ekhethiweyo yelizwe neyezizwe ngokubaluleka ukukhuthaza ukubandakanywa kwentlalo.

Ngapha koko, igunya leKomiti liyahambelana kwiNjongo ye-10 yeeNjongo eziZinzileyo zoPhuhliso zeZizwe eziManyeneyo, ezinxulumene nokunciphisa ukungalingani phakathi kwamazwe, ezinokuthi zifezekiswe ngokukhuthaza iilwimi ezimbawla.

UMXHOLO WOMGAQO-NKQUBO WEPHONDO

Isicwangciso esiliqili sePhondo (IES) 2019-2024

Iiphumo sekomi sihambelana neenkonzo neenkqubo zeSebe leMicimbi yeNkcubeko neMidlalo, ethi yona inxibeelaniswe nemicimbi ephambili ephefumlelweyo ye-PSP yoRhulumente weNtshona Koloni (VIP), ngakumbi ngokubhekisele kwi-VIP 1: Uluntu olukhuselekile nolunxibe-lelanayo kunye ne-VIP 3: Ukuxhobisa abantu. Le yokugqibela I-VIP ifuna ukujongana nemiba eminanzi yomngcipheko wentlalontle, kwezoqoqosho kunye nokuxhotyiswa kwezemfundu kananjalo okunokukwazi ukwakha umntu ngamnye, usapho kunye noluntu ekuqiniseni ngokuchasene nobundlobongela.

Ukuphumeza ezi njongo, iKomiti iya kuqhubea nokudlala indima yokubeka esweni iinkonzo zorhulumente wephondo ukuqinisekisa ukuthotyelwa komGaqo-nkqubo weeLwimi weNtshona Koloni. Ngokukhuthaza ukuphucula ulwimi lwenkobe, iKomiti iya kuba negalelo ngamathuba ku-bahlali beNtshona Koloni ukubumba ubomi babo kunye nobomi babanye, ukuqinisekisa ubomi obunentsingiselo nobunesidima, emva koko ukudala, emva koko ukudala uluntu oluhalisene kakuhle.



ISAHLUKO A: UMGAO WETHU

3. Imigaqo-nkqubo yeziko kunye nezicwangciso-qhinga kwisithuba seminyaka emihlanu yocwangciso

Icandelo lesi-6 loMgaqo-siseko woMzantsi Afrika, we-1996 lifaka ukubaluleka kolwimi kwilizwe lethu. Ulwimi sisixhobo esibalulekileyo kunxibebelelwan, esixhasa impumelelo kwimfundu, esineempembelelo kukubandakanywa kwezentlalo nakuzo zonke iindawo eziphambili ngokubaluleka kukarhulumente. Ngapha koko, ulwimi luphethe ngaphakathi kulo ukwahluka kweenkcubeko zethu kunye nolwazi lweendawo zethu ezahlukeneyo kwaye ke ngoko kubalulekile ekuhanjisweni kwenkcubeko kunye neenqobo ezsuka kwesinye isizukulwana ziye kwesinye. Nangona ibandakanyiwe kuMgaqo-siseko njengelungelo lomntu

kwaye ikhuselwe ngumthetho wesizwe nowamaphondo, kubalulekile ukuqhube ka nokufundisa kwaye uqinisekise ngokuphunyeza koMgaqo-nkqubo weeLwimi waseNtshona Koloni kunye neNdlela yokuziPhatha yoLwimi.

I-WCLC yadweliswa njengoludwe Iwenqubo yesi-3, icandelo C lecandelo likarhulumente wephondo ngomhla woku-1 kweyeSilmela ngowama-2001 ngokoMthetho woLawulo IweMali kaRhulumente, we-1999. IKomiti iphantsi kolawulo lobuchule loMphathiswa njengeGunya elilawulayo kunye nengxelo kwiNtloko yeCandelo leSebe leMicimbi yeNkcubeko neMidlalo. Ukusebenza kwayo kubekwe esweni yiDCAS.

Le migaqo-nkqubo yeSebe ilandelayo iyasebenza kwi-WCLC:

Umgaqo-nkqubo	Inkcazo
Indlela yokuZiphatha yaMalungu e-WCLC	Eyona njongo iphambili yale Ndlela kukukhuthaza indlela yokuziphatha eyimizekelo phakathi kwamalungu ukuze i-WCLC ithembeke kwiziko.
UMgaqo-nkqubo weRhafu kunye nokusetyenziswa	Ukubonelela ngenqubo-sikhokelo yeGunya elinika ingxelo ye-WCLC ukulawula ingeniso ngoqoqosho nangokusebenzayo kunye nokukhuthaza ukusetyenziswa ngokupheleleyo kweeasethi eziphantsi kolawulo IweKomiti.
Ukudlulisewa kweWCLC	Ukudluliswa kwamandla okukhutshwa liGosa eliNika iNkcazo ngokwecandelo 44 (1) no 44 (2) loMthetho woLawulo IweMali kaRhulumente, we-1999.
Inkqubo-sikhokelo yemilinganiselo yokuziphatha	UGunyaziwe oGciniweyo kufuneka aphuhlise kwaye avumelane ngenqubo-sikhokelo yamanqanaba okwamkela ukubaluleka kunye neGunya elilawulayo ngokubonisana nabaphicothi zincwadi bangaphandle.
Isicwangciso sokuthintela ubuqhetseba	Umgaqo-nkqubo ubonelela ngeendlela zokuphendula kunye nokusombulula izehlo zobuqhetseba ezichaphazela i-WCLC.
Ukuhlawulwa kwamalungu	Ukuququzelela intlawulo kumalungu e-WCLC atyunjelwe iinkomfa, iiprojekthi, iintlanganiso kunye neendibano zocweyo egameni leKomiti.

4. Izigqibo zenkundla ezifanelekileyo

Azikho



ISAHLUKO B: ISIQINISEKISO SESICWANGCISO SETHU

5. Umbono

Ukuxhotyiswa kwabantu bonke beNtshona Koloni ngolwimi; ukuphuculwa kwesidima somntu ngokuhlonipha ulwimi kunye nokukhuthaza ukusetyenzisa kweelwimi ezinizi.

6. Umyalezo

Ukubeka iliso kusetyenziso lweelwimi ezintathu zaseburhulumenteni eNtshona Koloni; ukubeka esweni ukuphunyezwa koMgaqo-nkqubo weeLwimi waseNtshona Koloni kunye nokucebisa uMphathiswa onikwe imisebenzi yemicimbi yeelwimi kunye neBhodi yeeLwimi zaseMzantsi Afrika ngemicimbi yowlimi echaphazela iphondo.

7. Impawu zentsulungeko

Ukukhathalela,
ubuchule,
uxanduva lokuphendula,
ukuthembeka,
ukuvelisa izinto ezintsha kunye
nokuphendula.

8. Uhlalutyo IweMeko

8.1 Uhlalutyo Iwendawo engaphandle

IZINTO ZEPOLITIKI

Urhulumente wesizwe nowamaphondo bayigxininisile ukubaluleka kolwimi kwilizwe lethu ngokuhambelana neemfuno zomgaqo-siseko. Ngexesa lemibhiyozo yaMafa eMveli yowama-2019, uMongameli Ramaphosa wagxininisila indlela ukukhuthaza iilwimi zesiNtu njengesixhobo esibalulekileyo esinokusetyenzisa ukugcina ilifa lelizwe. Ukhuthaze abantu boMzantsi Afrika ukuba bafunde iilwimi zabo ukuze babenokuzazi. I-WCLC iyayamkela indima yokongamela eyenziwa ziiKomiti eSisigxina kwaye iyaqhube ka nokuthathela ingqalelo ingxelo njengoko inxulumene nokuphucuka kokufezekisa igunya leKomiti.

IIMEKO ZOQOQOSHO

Ukuphendula kumanyathelo okusebenza lula kunye nemithombo yemali encinci, i-WCLC iya kugxila ekomelezeni intsebenziswano kunye namaziko afanelekileyo ekwabelana ngegunya lokufumana izixhobo ukuze zibe nefuthe elingaphezulu. IBhodi yeeLwimi zoMzantsi Afrika yonyula iKomiti yeeLwimi yePhondo laseNtshona Koloni (i-PLC) ngeyeThupha kowama-2019, ngokweCandelo 8 (8) (a) loMthetho weBhodi yeeLwimi zoMzantsi Afrika , 59 we-1995. Oku kudala ithuba leBhodi yeeLwimi zoMzantsi Afrika (iPLC), iKomiti yeeLwimi yeNtshona Koloni kunye neSebe ukuba basebenzisane kwaye bahlawulele izixhobo kunye nobuchule, obuya kuba negalelo elikhulu ekuphunyezweni kweyona nto iphambili kwiKomiti, ngakumbi kwingingqi apha ezinye iilwimi zomthonyama zijamelene nengozi enkulu yokuphela.

IIMEKO ZOLUNTU

Isibhengezo se-UNESCO sonyaka ka-2019 njengo'Nyaka oManyeneyo weLwimi zeMveli 'sibeke ugxininisole kwaye saqala iingxoxo ezeljolise ngqo kunye nezomeleleyo kulo mbandela ubaluleke kakhulu eMzantsi Afrika. IKomiti inomdla wokugxininisila kwimizamo yayo kule ndawo ngomsebenzi wayo. Ukuzinikela kule ajenda kubonakaliswa sisalathiso sokuma sodwa seKomiti esigxile ikakhulu kuphakanyiso lolwimi lomthonyama.

IsiXhosa, esithethwa li-16 lepesenti labemi lulwimi lwasekhaya oluthethwayo eMzantsi Afrika, uninzi Iwezithethi Iwakhona luhlala eMpuma naseNtshona Koloni, ngelixa isiBhulu sithethwa li-13.5 lepesenti labantu baseMzantsi Afrika. Bangaphantsi kwe-10



ISAHLUKO B: ISIQINISEKISO SESICWANGCISO SETHU

Iepesenti abemi boMzantsi Afrika abathetha isiNgesi njengolwimi Iwabo Iwenkobe, kodwa iseyona ndlela iphambili yokunxibelelana kweli lizwe. Abantwana bafundiswa kwaye kulindeleke ukuba bafunde kwiincwadi zesicatshulwa ngokuyintloko ezisiNgesi. Uninzi Iwabantwana abathetha ulwimi Iwase-Afrika luye kwisiNgesi njengolwimi Iwabo Iwenkobe lokufunda kwiBanga lesi-4. Ukuzibandakanya ngakumbi kuyafuneka, ngakumbi ukunikwa inkcubekeo ezahlukeneyo kune neelwimi ngombono wexesha elide ukulungisa imiceli mnjeni yethu ukuze ukusetyenziswa kolwimi Iwenkobe kukhuthazwe kuwo onke amabakala obomi bethu, apho kusonjululwa khona iingxaki zethu zentlalo, ukuxhobisa abantu bethu kwaye ekuggibeleni kube negalelo ekuphuculen iquoqosho Iwethu. I-WCLC izimisele ukusebenzisana nabaqulunqi bomgaqo-nkqubo kune nezigqeba ezikwiilwimi, ukwenza igalelo kwindlela efanayo kulo mbandela ubalulekileyo.

Amanyathelo aza kujongwa ukukhuthaza ulwimi IweSan kune noKhoi. Bambalwa abantu abathetha ezi Iwimi kweli lizwe (malunga ne-167 000) abakwaziyo ukuthetha ezi Iwimi, kungoko kufuneka kwamkelwe amathuba okuphucula ezi Iwimi. Kwi-KhoeKhoegowab intetho ethi “|Gui gowa-l ge tatse ‡ âusa tama hâ (ulwimi olunye alwanelanga).

Ukugxila ekukhuthazeni ulwimi IweZandla kuya kuhlala kungumba ophambili kwiKomiti. IBhodi yeeLwimi yoMzantsi Afrika ipapashe uyilo kwiTshatha yoLwimi lokuThetha ngeZandla loMzantsi Afrika. Lo mthetho mtsha wenza izibophelelo ezizakwenza ukuba uLwimi IweZandla lufumanek ngokulula kuluhlu Iweemeko. IKomiti iya kubandakanyeka koku kwaye iya kuqhube ka nokukhangela amanye amathemba okuxhobisa uluntu oluzizithulu.

IIMEKO ZOBUCHWEPEHESHA

Ukuqala kohlaziyo Iwesine Iweshishini kubonelela ngamathuba okujonga ubuchwephesha obutsha bokuyila endaweni yowlimi. Amathuba aya kulandelwa ukufumana ulwazi ngakumbi nokubeka iliso ekungenisweni kwenkqubo ezizenzekelayo kusetyenziswa ubuchwepheshe bolwimi Iwenkobe (HLT) kuzo zonke iilwimi eziemthethweni.

UMMANDLA WOMTHETHO NOLAWULO

Umtetho wobuNkokheli beMveli kune nama Khoi-San, owama-2019 waqinisekiswa nguMongameli ngowama-20 kweyeNkanga kowama-2019. ISebe, ngokubambisana neSebe loRhulumente weNgingqi

lenza isifundo ngeempembelelo ezinxulumene nolawulo loMthetho kune nokwamkelwa kamva kobunkokheli bemveli boluntu Iwama-Khoi kune namaSan kwaye ziya kuthi ezi ziyazise njani imibutho yoRhulumente weNtshona Koloni.

ISebe leMfundu esiSiseko livumele uLwimi lokuThetha ngeZandla njengolwimi Iwasekhaya ngo-2018 kwaye lilandela isindululo seKomiti yokuPhonononga uMgaqosiseko wePalamente, uMongameli Ramaphosa watsho kwi-2020 yakhe kwiNtetho kaZwelonke ukuba intetho yezandla imiselwe ukuba ibe lulwimi Iweshumi elinanye ilizwe. IKomiti iya kubeka iliso kwaye ibandakanyeke koku.

IIMEKO ZOMMANDLA

Isixeko sinomtsalane kubantu abaninzi abathetha iilwimi ezahlukeneyo kwaye ekuggibeleni kufuneka babonelelwe kwicandelo lezempilo, amapolisa, iinkundla, njl. njl. IKomiti izakudinga ukujonga indlela amasebe azisingatha ngayo ezi zinto.

8.2 Uhlalutyo IweMeko yangaphakathi

Iprofayile yabasebenzi

IKomiti yeeLwimi yeNtshona Koloni isekwe ngokwemigaqo yeCandelo le-6 loMthetho weeLwimi wePhondo laseNtshona Koloni, we-13, ngowe-1998. Ngokwalo mthetho, amalungu eKomiti aqeshwa kangangesithuba seminyaka emithathu. Ubuninzi bamalungu ali-11 anokuqeshwa kwiKomiti.

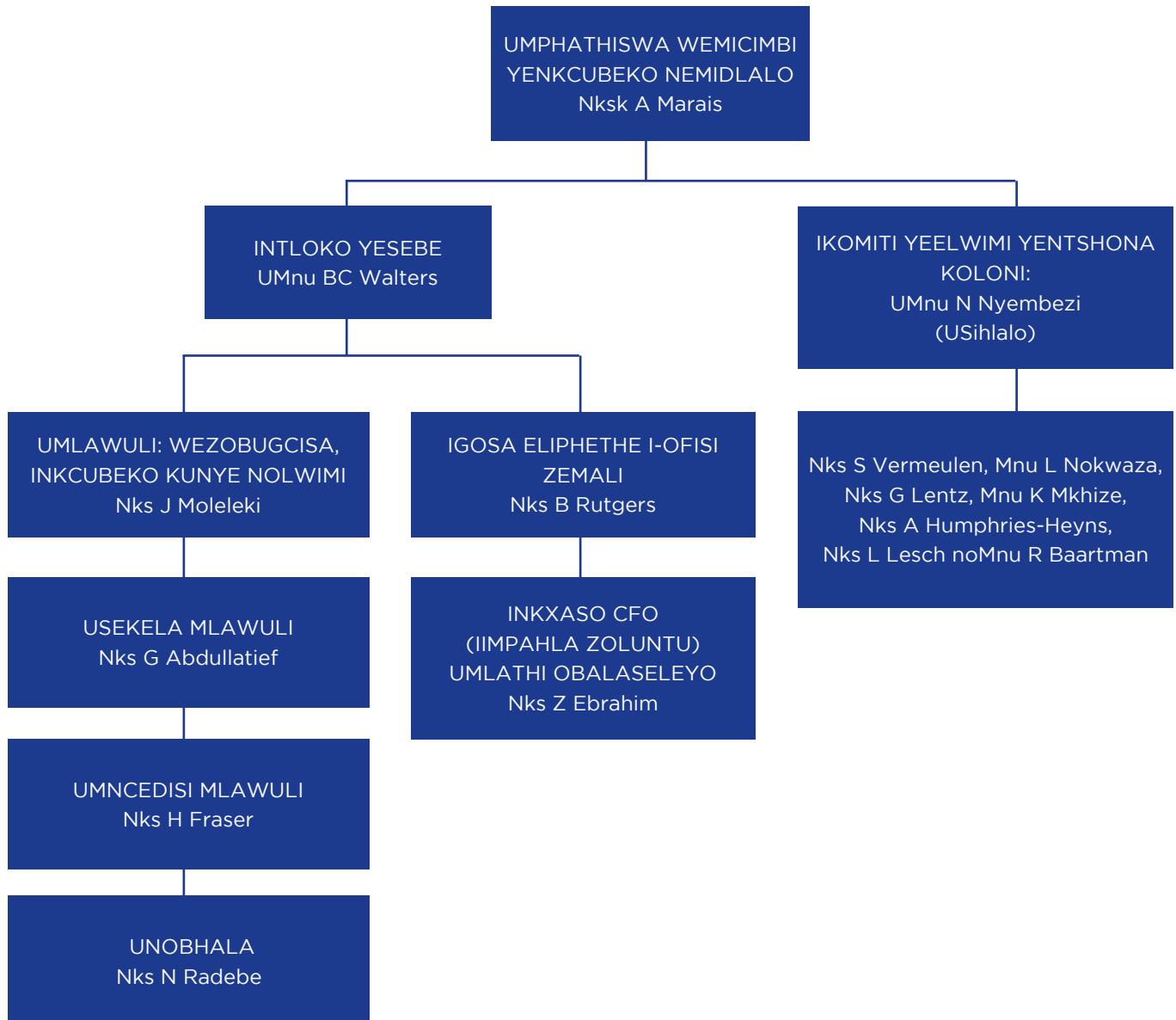
Ngenkqubo yokutyumba eluntwini kune noluhlu olufutshane, olwenziwa yiKomiti efanelekileyo kwiNdlu yoWiso-mthetho, Iwalandelwa kukuqeshwa ngu-MEC, iKomiti yasekwa kune namalungu alishumi atyunje ngomhla woku-1 kweyeNkanga yowama-2018. IKomiti yangoku inamalungu alishumi anamava nomdla kulwimi, kubandakanywa nelungu elingevo kakuhle eliziqondayo iimfuno zabantu abangaboniyo okwaziyo uncokola ngoLwimi lokuThetha ngeZandla loMzantsi Afrika. Amalungu amathathu enza inxenye yeKomiti yangaphambili aqeshwa kwakhona. Oku kabaluleke kakhulu ekuqhubekeni kwenkumbulo yeziko kune nobuchule.

Oko kwamiselwa iKomiti entsha, amalungu amahlanu arhoxile kwiKomiti. Oku akuhambi kakuhle ekusebenzeni kakuhle kweKomiti njengobuchule kune negalelo lokungxamiseka kwamalungu ngokupheleleyo kuyinto efanelekileyo. Xa kuvela izithuba, umphathiswa wePhondo uza kunyula amanye amalungu athatyathwe kuludwe lokuqala Iwabaggatswa.



ISAHLUKO B: ISIQINISEKISO SESICWANGCISO SETHU

Imeko yokusebenza kombutho apho iKomiti isebenza khona iboniswa yile organogram ingezantsi:



Ngokwecandelo le-17 loMthetho weeLwimi waseNtshona Koloni, we-1998, amagosa akwicandelo leeNkonzo zeeLwimi kwiSebe leMicimbi yeNkcubeko neMidlalo eNtshona Koloni enza umsebenzi wokulawula iWCLC. Umsebenzi wolawulo ubandakanya ukulawula nokwenza onke amalungiselelo afanelekileyo ukuze iKomiti isebenze ngokukuko. Eminye imisebenzi yezemali yenziwa licandelo lezemali leDCAS.

Onke amaxwebhu (imizuzu, iingxelo, iirejista, njalo njalo) ye-WCLC igcinwa kwiCandelo leeNkonzo zeeLwimi kwiSebe leMicimbi yeNkcubeko neMidlalo. Amaxwebhu agcinwa kwinkqubo ye-Intanethi ye-elektroniki yoLawulo lweMeko (ECM), ukuze igcinwe ngokukhuselekileyo, ukubuyisa ngokulula kunye nenkumbulo yeziko.



ISAHLUKO C: UKUJONGA UMSEBENZI WETHU

9. Ulwazi IweZiko lokuSebenza

9.1 Ukulinganisa impembelelo

Ingxelo yempembelelo	IKomiti yeeLwimi yeNtshona Koloni ngemisebenzi yayo, izama ukuxhobisa abantu ngolwimi kunye nokudala uluntu oluLangeneyo noludibene.
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9.2 Iziphumo zokulinganisa

Iziphumo	Isalathi sesiPhumo	Isiseko	Izinto ekujoliswe kuzo kwiminyaka emihlanu
Abemi abaxhotyisiwyo kunye noluntu olubandakanyayo nolumanyeneyo	Ukunyusa kunye nokupuhhlisa kweelwimi zaseNtshona Koloni kunye neelwimi zomthonyama ezijongelwe phantsi umthonyama ongafanelekanga	1	1

9.3 Ukucaciswa koMsebenzi oCwangcisiwyo kwisithuba seminyaka emihlanu sokuCwangciswa

Isicwangciso seKomiti seminyaka emihlanu sijolise ekufakweni kwezi njongo ngaphezulu kokukhuthaza, ukucebisa nokubeka iliso kumiliselo loMgaqo-nkqubo weeLwimi weNtshona Koloni kugxininiso ngakumbi koku kulandelayo:

- a) UkuKhuthaza uphuhliso kunye nokuqhubela phambili kweelwimi zaseNtshona Koloni ezazifudula zisingelwe phantsi njengoko zichaziwe kuMgaqo-nkqubo woLwimi.
- b) BuiUkwakha iziphumo zeProjekthi zowe-2019/20 zeKomiti kwindima yolwimi ekubumbeni ukuzazi ngokwenkcubeko.
- c) Ukubhiyoza nokukhuthaza ukukhetha imihla yolwimi elizweni nakwihiLabathi liphela. Oku kubandakanya uSuku loLwimi IweNkobe (ngowama-21 kwegoMdumba), nosuku IweHlabathi IweNcwadi kunye noMhla weLungelo lokushicilela (ngowama-23 kuTshazimpunzi), uSuku loLwazi lokuFunda noku-Bhala (olwesi-8 kwegoMsintsi), uSuku IweLwimi zeZandla (ngowama-23 kwegoMsintsi), uSuku IweLifa leMveli (ngowama-24 kwegoMsintsi) nosuku lokuTolika (ngowama-30 kwegoMsintsi).
- d) Ukubhiyozelwa nokukhuthaza ukusetyenziswa kweelwimi zengingqlezingekho mgangathweni njenge-Afrikaaps.
- e) Ukubeka iliso kumiliselo loMgaqo-nkqubo weeLwimi weNtshona Koloni ngamasebe orhulumente wephondo.
- f) Iphulo lokwazisa uluntu malunga nolwimi ngokusasazwa kwencwadana yomgaqo-nkqubo weeLwimi wase-Ntshona Koloni.

IZiko loPhando loBundlobongela kunye noXolewaniso (CSV) laqhuba izifundo ezi-6 kuMzantsi Afrika uphela kwaye bafumanisa ukuba iiprojekthi ezazicwangcisiwe ngokuthatha inxaxheba koluntu

ekuhlaleni kunokwenzeka ukuba zisebenze, zikhuthaza ukusebenza ngokudibene (isiCwangciso-nkqubo seQhinga likaRhulumente wePhondo laseNtshona Koloni sowama-2019 - 2024.) Ukuza kuthi ga ngoku, i-WCLC iya kuqhoba imibhiyozo yeentsuku zolwimi zelizwe jikelele nezeLizwe. Ngezi ntlobo zamanyathelo okuqala, i-WCLC iza kubandakanya abahlali, ikhuthaza ukusetyenziswa kolwimi Iwenkobe, ibenze ukuba bathathe inxaxheba kwaye bazixhobise kwaye oku kuya kuqhoba ubumbano Iwentlalo kwaye ibanike nokuzazi. Oku kuyakuba negalelo kwiziphumo zesiCwangciso seQhinga sePhondo seNtshona Koloni sowama-2019 ukuya kowama-2024.

IKomiti iya kuthi ibeke esweni ukuphunyezwu koMgaqo-nkqubo weeLwimi waseNtshona Koloni ngamasebe orhulumente wephondo kwaye yenze neengcebiso, iquinisekise ukuba bonke abemi eNtshona Koloni bayakwazi ukufikelela kwiinkonzo zikarhulumente ngolwimi abalukhethayo. Oku kuya kuba zizibonelelo ezizezinye eziya kuba negalelo ekubandakanyeni uluntu ekuhlaleni nakwindawo ekhuselekileyo nenamatheleyo.

Inxalenye yeenzame zeKomiti zokukhuthaza ukusetyenziswakweelwimiezinzikugxileekukhuthazeni ukutolikwa koLwimi lokuThetha ngeZandla kwabo bazizithulu. Ukutolikwa koLwimi IweZandla kwilungu elisisithulu kubonelelwu ngazo zonke izinto ezenziwayo kwiKomiti.

Isicwangciso seKomiti siza kubandakanya umsebenzi oza kugxila kwizinto eziponisa ubuncinci bokuphakanyiswa koLwimi lokuthetha ngeZandla eNtshona Koloni..

Imisebenzi yeKomiti inokubandakanya iinzame zokusebenzisana namanye amaziko abelana ngegunya elifanayo, njengeBhodi yeeLwimi zaseMzantsi Afrika



ISAHLUKO C: UKUJONGA UMSEBENZI WETHU

kunye nokuzibandakanya namaziko emfundo, abenze umsebenzi kwinqanaba lolwimi. Kuya kufunwa amathuba okufikelela kulwazi oluvela kwamanye amasebe amaphondo, njengeleZemfundo eya kuthi incede iKomiti ukuba isebezise umsebenzi wayo.

10. Ingozi eziphambili

Isiphumo	Ingozi ephambili	Versagting van Risiko
Abemi abaxhotyisiweyo kunye noluntu olubandakanyayo nolumanyeneyo	Ukuphunyezwakakubi koMgaqo-nkqubo weeLwimi weNtshona Koloni ngamasebe orhulumente wephondo.	Ukubeka iliso kumiliselo lomgaqo-nkqubo weelwimi wePhondo.
	Ukungabikho kwezibonelelo zoncedo ezilingeneyo ukuphumeza umyalelo.	Sebenzisana namaqumrhu abelana ngesigunyaziso esifanayo, umz. IBhodi yeeLwimi yoMzantsi Afrika.

11. Imibutho yoluntu

Ayikho



ICANDELO D:IINGCACISO ZESALATHI-NKQUBELA SOBUGCISA (TID)

Inombolo yesikhombisi	1.1					
Isihloko sesikhombisi	Inani lemisebenzi ebeka iliso ekusetyenzisweni koMgaqo-nkqubo weeLwimi weNtshona Koloni					
Inkcazo emfutshane	Ukubeka iliso kumiliselo loMgaqo-nkqubo weeLwimi weNtshona Koloni ngamasebe amaphondo					
Injongo	Ukuphumeza iCandelo le-6 nele-9 loMgaqo-siseko kunye noMthetho weeLwimi wePhondo laseNtshona Koloni					
Ikhonkco lobuchule	VIP # 1 ne-3	Umba/imiba ekugxilwe kuwo: VIP # 1: Ukwanda komanyano ekuhlaleni kunye noluntu olukhuselekileyo. VIP # 3 Imfundu kunye nokufunda	Iziphumo: Inani leenkqubo zophando zoMgaqo-nkqubo weeLwimi eNtshona Koloni okanye iincwadana zemibuzo okanye amaphulo okwazisa okanye iiprojekthi ezilandelelwego eziggityiweyo	Ungenelelo: Ukonyusa ubumbano Iwentlalo kunye nokhuseleko kwiindawo zikawonkewonke		
Umthombo wolwazi	Ukusetyenzwa komgaqo-nkqubo woLwimi okanye uphando ngemibuzo okanye amaphulo okwazisa okanye iiprojekthi zokulandela					
Indlela yokubala	Bala					
Umda wolwazi	Kuchazwe ulwazi olungaphelangalanga					
Uhlobo Iwesalathisi	Igalelo:	Imisebenzi:	Imveliso:	Isiphumo:		
	Isalathiso sokunikwa kwenkonzo		Ukuhanjiswa kwenkonzo ngqo			
	Isalathiso sokuqhutywa libango:		Ukuhanjiswa kwenkonzo ngokungathanga ngqo: x			
	Isalathiso sokuqhutywa libango:		Ewe, iqhutywa libango: x	Hayi, ayiqhutywa libango:x		
Uhlobo lokubala	Okongezelekayo ekupheleni konyaka:	Okongozelekayo kunyaka ukuya kumhla:	Ezingafakwanga: x			
Umjikelo wokunika ingxelo	Ngekota:	Kabini ngonyaka:	Qho ngonyaka: x	Ngokwendalo:		
Intsebenzo enqwenelekayo	Ngaphezulu kwento ekujoliswe kuyo:		Ngaphantsi kwento ekujoliswe kuyo:			
Uxanduva Iwesikhombisi	Umphathi onoxanduva					
Inguqu yendawo (apho kufanelekileyo)	IPhondo laseNtshona Koloni					
Ukungavisansi kwabaxhamli (apho kufanelekileyo)	Ekujoliswe kuko kwabasetyhini:					
	Ekujoliswe kuko kulutsha:					
	Ekujoliswe kuko kubantu abakhubazekileyo:		Ubuncinci isenzo sibe sinye sokukhulisa uLwimi lokuThetha ngeZandla			
Isizindlo	Imali eyaneleyo kunye nezixhobo zeHR					
Iindlela zokungqinisia	Iingxelo					



ICANDELO D: IINGCACISO ZESALATHI-NKQUBELA SOBUGCISA (TID)

Inombolo yesikhombisi	1.2					
Isihloko sesikhombisi	Inani leeprojekthi ezikhuthaza iilwimi zesiNtu					
Inkcazo emfutshane	Ukukhuthaza iilwimi ezazifudula zisingelwe phantsi kweli phondo					
Injongo	Ukwenza isiphumo seCandelo le-6 nele-9 loMgaqo-sisseko kunye noMthetho weewLwimi weNtshona Koloni ngokugxininisa ekukhuthazeni nasekusetyenzisweni kweelwimi zemveli eNtshona Koloni.					
Ikhonkco lobuchule	VIP # 1 ne-3	Imiba ekugxilwe kuyo: VIP #1: Ukongezeleleka komanyano ekuhlaleni kunye noluntu olukhuselekileyo. VIP #3: Imfundo kunye nokufunda	Iziphumo: Inani leeprojekthi zokuphucula ulwimi Iwendalo zigqityiwe	Ungenelelo: Ukuxhobisa abemi ukuba banxibelelane ngolwimi Iwabo Iwenkobe		
Umthombo wolwazi	Uphononongo lokusebenzisa					
Indlela yokubala	Ukubala					
Umda wolwazi	Ulwazi olungaphelangla luxeliwe					
Uhlobo Iwesalathisi	Igalelo:	Imisebenzi:	Imveliso:	Isiphumo:		
	Isalathiso sokunikwa kwenkonzo:		Ukuhanjiswa kwenkonzo ngokuthe ngqo:			
	Isalathisi esiqhutywa libango:		Ukuhanjiswa kwenkonzo ngokungathanga ngqo: x			
	Isalathisi esiqhutywa libango:		Ewe, siqhutywa libango: x	Hayi, asiqhutywa libango:		
Uhlobo lokubala	Okongezelekayo ekupheleni konyaka:	Unyaka owongelekayo ngoku:	Ezingafakwanga: x			
Umjikelo wokunika ingxelo	Ngekota:	Kabini ngonyaka:	Qho ngonyaka: x	Ngokwendalo:		
Intsebenzo enqwenelekayo	Ngaphezulu kwento ekujoliswe kuko:		Kwinto ekujoliswe kuko: x	Ngaphantsi koko kujoliswe kuko:		
Uxanduva Iwesikhombisi	Umphathi onoxanduva					
Inguqu yendawo (apho kufanelekileyo)	IPhondo laseNtshona Koloni					
Ukungavisansi kwabaxhamli (apho kufanelekileyo)	Ekujoliswe kuko kwabasetyhini:					
	Ekujoliswe kuko kulutsha:					
	Ekujoliswe kuko kubantu abakhubazekileyo:					
Isizindlo	Imali eyaneleyo kunye nezixhobo zeHR					
Indlela zokungqinisia	lingxelo					



ICANDELO D:IINGCACISO ZESALATHI-NKQUBELA SOBUGCISA (TID)

Inombolo yesikhombisi	1.3					
Isihloko sesikhombisi	Inani leendibano ezisemthethweni zokuphumeza uMgaqo-nkqubo weeLwimi weWC					
Inkcazo emfutshane	lintlanganiso ezibanziweyo zokuchonga / ukuxoxa ngemicimbi yowlimi kanye nokunika uMphathiswa ingcebiso ngokuhambelana noMgaqo-nkqubo weeLwimi weNtshona Koloni.					
Injongo	Ukwazisa uMphathiswa ngemicimbi ephathelele kwimiba yowlimi eNtshona Koloni ukuze akwazi ukwenza iziqqibo ezinolwazi kanye nokuqinisekisa ukumiliselwa ngokukuko koMgaqo-nkqubo weeLwimi.					
Ikhonkco lobuchule	VIP # 1 ne-3	Imiba ekugxilwe kuyo: VIP #1: Ukongezeleleka komanyano ekuhlaleni kanye noluntu olukhuselekileyo. VIP #3: Imfundu kanye nokufunda	Imveliso: Inani leentlanganiso zokuchonga nokuxoxa ngemiba yowlimi	Ungenelelo: Ukuxhobisa abemi ukuba banxibelelane ngolwimi Iwabo Iwenkobe		
Umthombo wolwazi	lingxelo, imizuzu yeentlanganiso zekomiti epheleleyo kanye neekomitana					
Indlela yokubala	Ukubala					
Umda wolwazi	Ukunqongophala kwenani labantu elifunekayo ezintlanganisweni					
Uhlobo Iwesalathisi	Igalelo:	Imisebenzi:	Imveliso:	Isiphumo:		
	Isalathiso sokunikwa kwenkonzo:		Ukuhanjiswa kweenkonzo ngqo:			
	Isalathisi esiqhutywa libhang:		Ukungahanjiswa kweenkonzo ngqo: x			
	Isalathisi esiqhutywa libhang:		Ewe, siqhutywa libango: x	Hayi, asiqhutywa libango:		
Uhlobo lokubala	Okongezelekayo ekupheleni konyaka: x	Unyaka owongezelekayo ngoku:	Ezingafakwanga:			
Umjikelo wokunika ingxelo	Ngekota: x	Kabini ngonyaka:	Qho ngonyaka:	Ngokwendalo:		
Intsebenzo enqwenelekayo	Ingaphezulu koko kujoliswe kuko:		Ekujoliswe kuko: x	Ngaphantsi koko kujoliswe kuko:		
Uxanduva Iwesikhombisi	Umphathi onoxanduva					
Inguqu yendawo (apho kufanelekileyo)	IPhondo leNtshona Koloni					
Ukungavisisani kwabaxhamli (apho kufanelekileyo)	Ekujoliswe kuko kwabasetyini:					
	Ekujoliswe kuko kulutsha:					
	Ekujoliswe kuko kubantu abakhubazeleyo:					
Isizindlo	Imali eyoneleyo kanye nezixhobo zabasebenzi					
Indlela zokungqinisia	Imizuzu kanye nerejista yokubakho emsebenzini					

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