



## UMXHOLO

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### **A. UDIDI LWEMBASA: INKQUBO YASEMVA KWESIKOLO**

#### **1. IMbasa ebalaseleyo yeNkqubo yoBugcisa neNkcubeko**

Eli bhaso leleNGO ezibonelela ngeNkqubo yoBugcisa neNkcubeko yaseMva kweSikolo.

ISebe liyakuqonda ukubaluleka kweNkqubo zaseMva kweSikolo ekudaleni iindawo ezikhuselekileyo zabafundi, zibonelela ngokufikelela kubantu abadala abanenkathalo kunye nokudala amathuba okufumana nokulandela oko banomdla kuko.

#### ***Imilinganiselo:***

- Inkqubo yoBugcisa neNkcubeko yaseMva kweSikolo ekhoyo eNtshona Koloni kubafundi abakwiindawo ezingenazo izixhobo zokusebenza
- Inkcazo bungcali ecacileyo/ uyilo lweNkqubo
- Inkqubo ezisemgangathweni zisebenza nabafundi abanye emva kwexesha – abafundi abathatha inxaxheba rhoqo ngokungagungqiyo nokuchongwe ngendlela eyodwa
- Inkqubo ekumgangatho – ubonelelo lwenkqubo emiselweyo
- Abasebenzi abasemgangathweni – ubungqina boqeqesho nenkxaso yabasebenzi
- Ukubeka iliso novavanyo (M&E) – ubungqina bedatha yeM&E neengxelo

#### **2. Ukugqwesa koQeqesho lobuGcisa neNkcubeko lweNkqubo zaseMva kweSikolo**

Inkqubo ezisemgangathweni zasemva kwesikolo zifuna abasebenzi abasemgangathweni. ISebe linqwenela nokwazi abantu abaxhasa ezi nkqubo zasemva kwesikolo. Olu didi lwelengcali/umqeqeshi ogqwesileyo osebenza nabafundi beenkqubo zasemva kwesikolo, kumaziko nakwiiNGO zephondo ngokupheleleyo.

### ***Imilinganiselo***

- Ukkuvunywa konyulo ngumbutho
- Ubungqina bokugcinwa kwabafundi – gcina iqela labafundi abahamba rhoqo neerekhodi
- Umzekelo wocwangciso lwenkqubo yemihla ngemihla
- Ubuchule bolwaxhiwo obufana
  - nokuthatha inxaxheba kwimiboniso kunye/okanye
  - nokhuphiswano kunye/ okanye
  - amawonga abhaliweyo
- linkxaso yabathathinxaxheba – iimbono zikanqununu, zomphathi, zabazali, zabafundi kunye naluphi na ubuhlakani obudibene nabaxhasi/ imibutho yangaphandle
- Inkuthazo yomntu kunye neenjongo ezibanzi zomqeshi – ukubonisa isibonelelo sokuthetha ngentlupheko nemingeni ejongene nolutsha lwaseNtshona Koloni.

## **B. UDIDI LWEMBASA: UVIMBA**

### **1. UMphandi oneGalelo eliBalaseleyo kwilifa leMveli**

Eli bhaso liwongwa umphandi okanye umbutho othe wenza igalelo elibalulekileyo kuphando kusetyenziswa iirekhodi zoovimba zokuphucula ulwazi nokuqonda imvelaphi yelifa lemveli eNtshona Koloni.

### ***Imilinganiselo***

- Inani leminyaka elibandakanyekayo ekusetyenzisweni kovimba welifa lemveli.
- Ingcaciso yegalelo yelifa lemveli, elifana nophando, ukubhala/upapasho/iinkosi, kunye neziphumo zobugqirha ekusebenzisweni imithombo yoovimba, iminikelo, iindibano zocweyo, kunye/okanye iintetho, kukhuthazwa oovimba ngeeprojekthi zoovimba okanye ngemiveliso
- Ubungqina obubhaliweyo begalelo olenzileyo koovimba abangamaxwebhu axhasayo

### **2. Igalelo kulawulo olululo lweerekhodi**

Eli bhaso liwongwa amaziko anikezela ngezibonelelo nobuchule ekuphunyezweni kwemithethosiseko efanelekileyo yolawulo lweerekhodi.

### ***Imilinganiselo***

- Iirekhodi zamaziko embali ebalulekileyo, imali nexabiso lomthetho ziyachongwa kwaye zigcinwe.
- Ukulahlwa kweerekhodi ezingabalulekanga kwenziwa ngendlela ecwangcisiweyo ngokwemigaqo esekiweyo kunye nomthetho ochongiweyo [UMthetho weSizwe weNkonzo yoovimba neeRekhodi zoMzantsi Afrika, ka1996 (uMthetho 43 ka1996) kunye/okanye neNkonzo yoLondolozo yeeNkcukacha eziBalulekileyo kwiPhondo leNtshona Koloni, ka2005 (uMthetho 3 ka2005)].
- UMgaqonkqubo ophunyeziweyo woLawulo lweeRekhodi kunye neNcwadi yeNkqubo yoBhaliso.
- linkqubo ezamkelweyo zokuhlela kunye neShedyuli yoLawulo neeRekhodi.

### **3. Esona Sixhobo sokuziSebenza siBalaseleyo siphunyeziweyo ukuze kuphuculwe iInkqubo zoLawulo lweeRekhodi**

Eli bhaso linakana ukusetyenziswa kobuKrelekrele bezoBuchwepheshe okanye iSixhobo sekhompyutha esiNcedisa ukwenza iMisebenzi yaBantu ephindaphindwayo, njengokulungisa idatha neefayile zombutho.

#### ***Imilinganiselo***

- Sebenzisa ubuchwepheshe bekhompyutha ukwenza ulawulo olupheleleyo lweerekhodi ukusuka kwindalo ukuya kulondolozo nakuchitho.
- Ulawulo lweerekhodi eziphathekayo neze-ilektroniki kwiqonga eliphakathi elinye.
- Ukuzenzela kwemisebenzi efana nokuchongwa, ukuhlelwa, ukugcinwa kunye nokulahlwa kweerekhodi, ukuvunywa kwamaxwebhu omgaqonkqubo/izikhokelo ngokuqhutywa komsebenzi kunye nogcino olungatshintshiyo nokuchanekileyo kwimisebenzi yolawulo lweerekhodi kunye neenkqubo zokususa iimpazamo zoluntu.

### **4. ISikolo esiBalaseleyo/Uluntu/nakooVimba beCawe**

Eyona ngqokelela okanye nzame ibalaseleyo yeqela labantu abaququzelela ukugcina nokwabelana ngembali yabo, kubandakanywa novimba weerekhodi ezisemthethweni kunye nezixhobo zembali ezibalisa ngelifa lecawe namaxwebhu abalulekileyo anxulumene nembali yesikolo.

#### ***Imilinganiselo***

- Ukuphathwa kweerekhodi zembali ngenkathalo nokuqinisekisa ukuba iindlela ezifanelekileyo zogcinompepha ziyasetyenziswa.
- Ukugcina ulawulo olululo lwemiba yokusingqongileyo enokuchaphazela iirekhodi zeenkukacha.
- Ukulandela iprojekthi edijithali ukwenzela imbali egcinelwe isizukulwana esizayo.
- Inkqubo ebhaliweyo, abasebenzi abasebenzayo kunye neziko elichongelwe ukudala ufikelelo kwiirekhodi eziqulathe uphando okanye ixabiso lweenkcukacha.

### **5. Ingcaphephe eGqwesileyo/umntu obalaseleyo kwiinkqubo zoLawulo looVimba beeNkcukacha**

Eli bhaso linakana abantu abathe amalinge abo anegalelo ekuveliseni izinto ezintsha kummandla wezoLondolozo looVimba beeNkcukacha eziBalulekileyo kunye nezolawulo lweeRekhodi.

#### ***Imilinganiselo***

- Ukuqhuba iprojekthi ezincinci zokuphuhlisa ulwazi kunye nokuveliswa kwezinto ezintsha kooVimba beeNkcukacha neenkqubo zoLawulo lweeRekhodi.

- Ukuchonga iingxaki ezintsha kwiinkqubo zoLawulo lweeNkcukacha eziBalulekileyo kunye nokubonelela ngezisombululo kwezo ngxaki.
- Ukuphazamisa ooVimba beeNkcukacha kunye neenkqubo zoLawulo lweeRekhodi ezinomveliso okanye iinkonzo ezisebenza ngcono neziguqula iinkqubo zoLawulo lweeRekhodi.
- Ukuqhuba uphando kunye nokubonelela ngeengcebiso ezisekelwe kubungqina bexesha elizayo ngokweziphumo zophando.

## **C. UDIDI LWEMBASA: UBUGCISA, INKCUBEKO NONCWADI**

### **IZIKHOKELO NGOKUBANZI**

Igqiza labagwebi liya kuthathela ingqalelo ezi zikhokelo zilandelayo xa liqwalasela ukutyunjwa kwamabhaso obugcisa nenkcubeko:

Impembelelo yoluntu – indlela umtyunjwa athe wabonakalisa ngayo iziphumo ezinokulinganiseka, ezibambekayo ezibonisa ubandakanyo lwentlalo, ulwazi olwandisiweyo kunye nokudityaniswa kobugcisa nemisebenzi.

- UkusuNgula izinto ezintsha – Indlela umtyunjwa athe wavelisa ngayo izinto ezintsha kunye nokuyila ngendlela yakhe yoqeqesho/inkqubo yobugcisa nenkcubeko okanye ulondolozo ngexesha lobhubhane weCOVID-19.
- Ukuchongwa kwetalente – indlela umtyunjwa ayichonga ngayo italente kubugcisa nenkcubeko.
- Ujoliso kwiindawo ekugxilwe kuzo ngenxa yokubaluleka – indlela umtyunjwa ajongana ngayo nemiba efana nale:
  - Ukudalwa kwemisebenzi
  - Ulutsha olusemngciphekweni
  - Udluliselo lwezakhono
  - Uqeqesho okanye
  - Uphuhliso lwabaphulaphuli kuqeqesho.
- Uphuhliso lolutsha – indlela umtyunjwa asebenza ngayo kunye nabazobi/iingcali ezilulutsha okanye abaphulaphuli abalulutsha abaneziphumo zemfundo kunye nophuhliso.
- Imiba yobugcisa kunye noyilo – indlela umtyunjwa ajongana ngayo nobugcisa kunye nemiba yokuyila yohlobo oluthile.
- Ukukwazi ukuphendula ngokufanelekileyo emva kweCOVID-19.

### **UDIDI**

Kumenywa ulonyulo kubantu okanye imibutho eNtshona Koloni abenza igalelo elibonakalayo kolu didi lulandelayo:

#### **1. Elona galelo litsha legcisa/lombutho kuLuleko lobuGcisa loNcwadi**

##### ***Imilinganiselo***

- Igalelo elinokuba kwimiba yophuhliso nopapasho loncwadi.

- Ukusetyenziswa kwemisebenzi yoncwadi kuphuhliso loluntu, ukukhuthazwa kwamagcisa oncwadi asekuhlaleni kunye nemveliso.
- Mayibe yimisebenzi eluqobo.
- Ibonise ukukwazi ukusungula izinto ezintsha/iindlela ezintsha zokusebenza/into engafani nezinye kweli xesha linzima emva kobhubhane iCOVID-19.
- Uhlobo lokukwazi ukusungula nokucinga izinto ngokutsha elitsala umdla ongaphaya kweprojekthi okanye lomboniso.
- Ugxininiso luya kuba kubugcisa okanye iprojekthi enempenbelelo entle kuluntu.
- Kubonelelwe ngamathuba engqesho/okufunda okanye ezoqoqosho.
- Ukukwazi ukubonisa isiphumo/impembelelo yeprojekthi, umboniso okanye isiganeko.

## **2. Igalelo elibalaseleyo legcisa/lombutho kuLuleko loMdaniso**

### ***Imilinganiselo***

- Ibonise ukukwazi ukusungula izinto ezintsha/iindlela ezintsha zokusebenza/into engafani nezinye kweli xesha linzima emva kobhubhane iCOVID-19.
- Uhlobo lokukwazi ukusungula nokucinga izinto ngokutsha elitsala umdla ongaphaya kweprojekthi okanye lomboniso.
- Ugxininiso luya kuba kubugcisa okanye iprojekthi enempenbelelo entle kuluntu.
- Kubonelelwe ngamathuba engqesho/okufunda okanye ezoqoqosho.
- Ukukwazi ukubonisa isiphumo/impembelelo yeprojekthi, umboniso okanye isiganeko.
- Ukukwazi ukubonisa ukuvela kwayo kwinkalo yokuyila, yezentlalo nezozoqosho.

## **3. Igalelo elibalaseleyo legcisa/lombutho kuLuleko loMdlalo weQongo**

### ***Imilinganiselo***

- Ibonise ukukwazi ukusungula izinto ezintsha/iindlela ezintsha zokusebenza/into engafani nezinye kweli xesha linzima emva kobhubhane iCOVID-19.
- Uhlobo lokukwazi ukusungula nokucinga izinto ngokutsha elitsala umdla ongaphaya kweprojekthi okanye lomboniso.
- Ugxininiso luya kuba kubugcisa okanye iprojekthi enempenbelelo entle kuluntu.
- Kubonelelwe ngamathuba engqesho/okufunda okanye ezoqoqosho.
- Ukukwazi ukubonisa isiphumo/impembelelo yeprojekthi, umboniso okanye isiganeko.
- Ukukwazi ukubonakalisa ukuba ukusungulwa kwawo ngokutsha kwinkalo yokuyila, yentlalo kunye nezozoqosho.

## **4. Igalelo elibalaseleyo legcisa/lombutho kuLuleko loMdlalo weQongo**

### ***Imilinganiselo***

- Ibonise ukukwazi ukusungula izinto ezintsha/iindlela ezintsha zokusebenza/into engafani nezinye kweli xesha linzima emva kobhubhane iCOVID-19.

- Uhlobo lokukwazi ukusungula nokucinga izinto ngokutsha elitsala umdla ongaphaya kweprosjekthi okanye lomboniso.
- Ugxininiso luya kuba kubugcisa okanye iprosjekthi enempebelelo entle kuluntu.
- Kubonelelwe ngamathuba engqesho/okufunda okanye ezoqoqosho.
- Ukukwazi ukubonisa isiphumo/impembelelo yeprosjekthi, umboniso okanye isiganeko.
- Ukukwazi ukubonisa ukuvela kwawo kwinkalo yokuyila, yezentlalo nezoqoqosho.
- Kufuneka ibe ngumculo oluqobo.

**5. Igalelo elibaseleyo legcisa/lombutho kuLuleko lobuGcisa beMizobo** (kubandakanywa ubugcisa boluntu, uyilo kunye neendawo zokuyila, iimpahla, imizobo kunye noyilo lokwakheka komhlaba).

### ***Imilinganiselo***

- Ibonise ukukwazi ukusungula izinto ezintsha/iindlela ezintsha zokusebenza/into engafani nezinye kweli xesha linzima emva kobhubhane iCOVID-19.
- Ugxininiso luya kuba kubugcisa okanye iprosjekthi enempebelelo entle kuluntu.
- Ubungakanani bokunakanwa besizwe/kwamanye amazwe ngokukhuthaza ubugcisa bemizobo okanye iprosjekthi zobugcisa bemizobo.
- Umthamo wobugcisa bemizobo okanye beeprosjekthi zobugcisa bemizobo kufuneka ubenegalelo kuphuhliso lomxholo wengingqi kunye namabali enkcubeko.
- Ukuba kukho inxenye yokudlulisela kwezakhono.
- Ubonisa amandla obugcisa boluntu ukuze aphucule unxibelelwano phakathi kwabantu, kweendawo nenkcubeko.
- Ibandakanya uthethathethwano noluntu kunye nomsebenzi wobugcisa – nokuba usisigxina okanye ngowethutyana – ufikeleleke kuluntu.
- Iququzelela ulwakhiwo loluntu nophuhliso lwenkcubeko.

**6. Igalelo elibalaseleyo legcisa/lombutho kwifilimu, kwisandi esinemiboniso, kumajelo eendaba nakumafoto**

### ***Imilinganiselo***

- Ibonise ukukwazi ukusungula izinto ezintsha/iindlela ezintsha zokusebenza/into engafani nezinye kweli xesha linzima emva kobhubhane iCOVID-19.
- Ugxininiso luya kuba kubugcisa okanye iprosjekthi enempebelelo entle kuluntu.
- Ubungakanani bokunakanwa besizwe/kwamanye amazwe ngokukhuthaza iprosjekthi zefilimu okanye zokufota.
- Yongeze kwisakhono solu qeqesho ngelixa kusenziwa igalelo kuphuhliso lomxholo wengingqi kunye namabali enkcubeko okanye emveli.
- Ukuba kukho inxenye yokudlulisela kwezakhono.

- Ubonisa amandla efilimu nevidiyo ukuze aphucule unxibelelwano phakathi kwabantu, kweendawo nenkcubeko.
- Ibandakanya uthethathethwano noluntu – indlela uluntu lungathabatha inxalenye ngayo kwiprojekthi.

## **7. Igalelo elibalaseleyo legcisa/lombutho kuLuleko lweMisebenzi yeZandla**

### ***Imilinganiselo***

- Ibonise ukukwazi ukusungula izinto ezintsha/iindlela ezintsha zokusebenza/into engafani nezinye kweli xesha linzima emva kobhubhane iCOVID-19.
- Uhlobo lokukwazi ukusungula nokucinga izinto ngokutsha elitsala umdla ongaphaya kweprojekthi okanye lomboniso.
- Ugxininiso luya kuba kubugcisa okanye iprojekthi enempebelelo entle kuluntu.
- Kubonelelwe ngamathuba engqesho/okufunda okanye ezoqoqosho.
- Ukukwazi ukubonisa isiphumo/impembelelo yeprojekthi, umboniso okanye isiganeko.
- Ukukwazi ukubonakalisa ukuba ukusungulwa kwawo ngokutsha kwinkalo yokuyila, yentlalo kunye nezozoqosho.
- Kufuneka ibe yimisebenzi yezandla eluqobo.

## **8. Inyathelo elitsha eliXhasa Abantu nokuKhubazeka**

### ***Imilinganiselo***

- Ibonise ukukwazi ukusungula izinto ezintsha/iindlela ezintsha zokusebenza/into engafani nezinye kweli xesha linzima emva kobhubhane iCOVID-19.
- Izibonelelo eziye zaphuhliswa ezincede abantu abakhubazekileyo ukuba bathathe inxaxheba kubugcisa.
- Imisebenzi evelisa utshintsho olunika abantu abakhubazekileyo ithuba lokuvelisa iimveliso/imiboniso/imisitho/iiprojekthi zobugcisa.
- Iinkqubo ezinike abantu abakhubazekileyo ithuba lokuzibonakalisa besebenzisa ubugcisa.

## **9. Elona galelo libalaseleyo laBantu abaPhila ngokuKhubazeka kubuGcisa, kwiNkcubeko, kuLwimi, kumaThala eeNcwadi, kuMaziko eLifa leMveli, kooVimba eeNkcukacha okanye kumacandelo eLifa leMveli**

### ***Imilinganiselo***

- Ibonise ukukwazi ukusungula izinto ezintsha/iindlela ezintsha zokusebenza/into engafani nezinye kweli xesha linzima emva kobhubhane iCOVID-19.
- Uhlobo lokukwazi ukusungula nokucinga izinto ngokutsha elitsala umdla ongaphaya kweprojekthi okanye lomboniso.
- Ukongezwa kwisakhono samagcisa kolu qeqesho ngelixa esenza igalelo kuphuhliso lomxholo wengingqi kunye namabali enkcubeko okanye emveli.
- Ugxininiso luya kuba kwimpembelelo entle igcisa ibinalo kwiifomu okanye kwiprojekthi belidlala kuzo ekuhlaleni.
- Kubonelelwe ngamathuba engqesho/okufunda okanye ezoqoqosho kubagcisa abaphila nokukhubazeka.
- Imisebenzi eyiliweyo eluqobo.

## **10. IMbasa yelona Gcisa eliseLula eliBalaseleyo kusungulo lwezinto ezintsha**

### ***Imilinganiselo***

- Kumenywa abatyunjwa bobugcisa abaselula bonyaka kudidi lweminyaka eyi35 nangaphantsi.
- Abatyunjwa baya kuba ngamagcisa aselula agqwesileyo kulo naluphi na ululeko.
- Abonise ukukwazi ukusungula izinto ezintsha/iindlela ezintsha zokusebenza/into engafani nezinye kweli xesha linzima emva kobhubhane iCOVID-19.
- Afumene ukunakana okuthile lwephondo, lwesizwe okanye lwamazwe ngamazwe.
- Imizekelo emihle kwamanye amagcisa aselula kululeko lobugcisa kwaye ibengumntu imisebenzi yakhe eyenze igalelo kuluntu.

## **11. Igalelo elibalaseleyo leqhawe kuluntu lobugcisa**

### ***Imilinganiselo***

- Kumenywa abatyunjwa angamaqhawe obugcisa kudidi lweminyaka eyi60 nangaphezulu.
- Abatyunjwa baza kuba ngamaqhawe obugcisa abakhe babonisa iiprojekthi, iinkqubo, imiboniso, imisitho nemisebenzi epapashiweyo kuyo nayiphi na inkalo.
- Ukongezwa kwisakhono samagcisa kolu qeqesho ngelixa esenza igalelo kuphuhliso lomxholo wengingqi kunye namabali enkcubeko okanye emveli.
- Ibonise ukukwazi ukusungula izinto ezintsha/iindlela ezintsha zokusebenza/into engafani nezinye kweli xesha linzima emva kobhubhane iCOVID-19.
- Afumene ukunakanwa okuthile liphondo, lwesizwe okanye lwamazwe ngamazwe.
- Imizekelo emihle kwamanye amagcisa aselula kululeko lobugcisa kwaye ibengumntu imisebenzi yakhe eyenze igalelo kuluntu.

## **12. Owona mnyhadala wobuGcisa woLuntu obalaseleyo ekuveliseni izinto ezintsha**



## ***Imilinganiselo***

- Kumenywa abatyunjwa abangabaququzeli beminyhadala yezobugcisa abaququzelele iminyhadala yobugcisa ethe yakhuthaza kwaye yafumana ikontraka yobugcisa yasekuhlaleni emva kobhubhane weCOVID-19.
- Abaphuhlise ababukeli abatsha kwaye babandakanya noluntu ngokubanzi.
- Abamisele ubandakanyo nezentlalo kumacandelo onke oluntu.
- Abakhuthaze kwaye balondoloza iindlela ezahlukileyo zobugcisa.
- Abavuselele amathuba ezoqoqosho.
- Abakwazileyo ukuvelisa iziphumo kurhwebo lobugcisa.
- Abayile amathuba ezoqoqosho kumagcisa kunye nababoneleli ngeenkono kwikhonkco lexabiso kumashishini oyilo.

## **D. UDIDI LWEMBASA: EZOLWIMI**

### **1. IMbasa kaNeville Alexander yeGalelo eliBalaseleyo ekuPhuhliseni kokusetyenziswa kweLwimi eZininzi**

Kumenywa ukutyumba kubantu okanye imibutho eyenza igalelo elibonakalayo ekuphuculeni unxibelelwano phakathi kweelwimi zoluntu ezahlukileyo ezisemthethweni eNtshona Koloni, oko kukuthi, isiBhulu, isiNgesi nesiXhosa.

### **2. IProjekthi ePhuhlisa uLwimi lokuThetha ngeZandla loMzantsi Afrika okanye iLwimi zemveli zaseNtshona Koloni ezazingakhathalelwanga**

Kumenywa ukutyumba kubantu okanye imibutho eyenza igalelo elibalulekileyo ekuphuhliseni okanye ekwandiseni ulwazi lweelwimi zesiNtu ezingakhathalelwanga (ngaphandle kweelwimi ezisemthethweni), kubandakanywa noLwimi lweZandla loMzantsi Afrika.

### **3. IGalelo eliBalulekileyo kuPhuhliso loLwimi**

Kumenywa ukutyumba kubantu okanye imibutho eye yanegalelo elikhulu ekuphuhliseni olunye lweelwimi ezisemthethweni zaseNtshona Koloni. Imizekelo yeprojekthi nemisebenzi ibandakanya uphuhliso lwesigama, uphuhliso lwesichazimagama, ukubekwa emgangathweni kolwimi kunye nophando.

## **E. AMATHALA EENCWADI**

Kumenywa ukutyumba kubantu okanye imibutho eyenza igalelo elibalulekileyo kwinkcubeko yokufikelela kulwazi, ukufunda kunye nofundo lobomi obude:

### **1. IVolontiya lonyaka lwamaThala eeNcwadi**

Kumenywa utyumbo kubantu abakwicandelo leThala leeNcwadi loLuntu abathe banikela ngexesha labo, ubuchule kunye noncedo olukhokelele ekuphuculweni kokunikezelwa kwenkonzo yamathala eencwadi eNtshona Koloni.

### **Imilinganiselo**

- Abenze imisebenzi emininzi (ukulungisa, ukubeka iishelufu, ukuxhasa inkqubo, njl.njl.).
- Inani leeyure azichithileyo evolontiya ngenyanga.
- Inani leminyaka ayisebezileyo nokwevolontiya.
- Inkcazo yegalelo elenziwe livolontiya (umz. iiyure ezinde zokuvula lthala leencwadi, ukufikelela okwandisiweyo, kunye nosetyenziso).
- Amaxwebhu axhasayo afana neefoto, iingxelo/ubungqina obusuka kumphathi wethala leencwadi, abasebenzi okanye kubasebenzisi bethala leencwadi.

## **2. Abahlobo beThala leeNcwadi loLuntu**

Kumenywa utyumbo kwimibutho esebenza kwicandelo lenkonzo yamathala eencwadi enikezele ngexesha lawo, ubuchule, izibonelelo ezikhoyo kunye noncedo lobungcali olukhokelele ekuphuculeni kokunikezelwa kwenkonzo yamathala eencwadi oluntu.

### **Imilinganiselo**

- Uluhlu kunye nenani leenkqubo neprojekthi eziququzelelweyo/ezixhaswa ngaBahlobo (ezoFikelelo kuLuntu, iNkxasomali, i-IT, ukuFunda, uFikelelo kuLwazi, uKhuphiswano lokuPela).
- Inkcazo yempembelelo yegalelo (umz. liyure ezinde zamathala eencwadi, ukwandiswa kosetyenziso, izisombululo ezintsha njl.njl.).
- Inkcazo yefuthe legalelo lezentlalo kunye neziphumo (umz. liyure ezinde zamathala eencwadi, ukwandiswa kosetyenziso, uluhlu olubanzi lokufikelela kulwazi, ubuhle obuphuculiweyo njl.njl.)
- Amaxwebhu axhasayo abonisa impembelelo nemisebenzi.

## **3. Igalelo elikhulu ekuphuhliseni nasekuphuculeni ukufunda nokubhala**

Kumenywa utyunjo kubantu okanye imibutho eyenze igalelo elikhulu kwiinkalo zokufunda nokuxhobisa.

### **Imilinganiselo**

- Uluhlu kunye nenani leenkqubo kunye neprojekthi eziququzelelweyo/ezixhaswayo.
- Inkcazo yefuthe kunye neziphumo zegalelo lakho.
- Amaxwebhu axhasayo abonisa impembelelo nemisebenzi.

## **4. Igalelo elikhulu ekuphuhliseni nasekuphuculeni ulwazi lwedijithali**

Ulonnyulo lumenywa kubantu okanye imibutho eyenze igalelo elikhulu kwiinkalo zokufunda nokubhala zedijithali. Ukufunda ngedijithali lulwazi lokuzula kwihlabathi ledijithali usebenzisa

itekhnoloji efana nefowuni ehlananiphileyo, iPC, i-e-reader nokunye okuninzi, ukufumana, ukuvavanya nokunxibelelana ngolwazi.

### ***Imilinganiselo***

- Uluhlu kunye nenani leenkqubo kunye neeprojekthi eziququzelelweyo/ezixhaswayo.
- Inkcazelo yefuthe kunye neziphumo zegalelo lakho.
- Amaxwebhu axhasayo abonisa impembelelo nemisebenzi.

## **5. Igalelo ekuphuculeni iincwadi zeelwimi zesintu**

Ulonnyulo luvuleleke kubabhali okanye imibutho eyenze igalelo elikhulu kuphuhliso lweencwadi zalo naluphi na ulwimi lwesintu, kwakunye nenkqubela phambili yosetyenziso lwazi.

### ***Imilinganiselo***

- Upapasho ngeelwimi zesintu (umzekelo, inani lezihloko, izihloko zokuqala ezipapashiweyo)
- Ukuxhobisa italente yasekuhlaleni (umzekelo, iindibano zocweyo zokubhala ngokuyilayo)
- Indawo ekujoliswe kuyo yemathiriyeli epapashiweyo (isikolo sabasaqalayo, amabanga aphantsi, isifundo njl.njl.)
- Uhlobo lwemathiriyeli eveliswayo (izikhokelo zokufunda, iinguqulelo, imisebenzi eluqobo njl.njl.)
- Amaxwebhu axhasayo afana neencwadana, amaxwebhu angqinayo, iziqendwana zamaphephandaba, iiflora kunye neefoto.

## **6. IMbasa yoMbhali oseMtsha woNyaka**

Ulonnyulo luvuleleke kumsebenzi obalaseleyo wamabali angeyonyani, ayinyani okanye imibongo epapashwe ngababhali abasebatsha. Uvavanyo luya kuthathela ingqalelo isimbo nolwimi, ubuchule bokuyila, intsusa nefuthe lomsebenzi.

### ***Imilinganiselo***

- Umbhali opapashiweyo ongaphantsi kweminyaka eyi25.
- Imisebenzi epapashiweyo noyipapashe ngokwakho zinokungeniswa.

## **F. UDIDI LWEMBASA: AMAZIKO OLONDOLOZO LWEMBALI, ILIFA LEMVELI NAMAGAMA EENDAWO**

### **1. Igalelo kuPhando, uKwazisa kunye noGunyaziso loLuntu malunga nokuMiselwa koMgangatho kunye noTshintsho lwamagama kwiiMpawu zeeNdawo**

### ***Imilinganiselo***

- Igalelo kuphando lwamagama eendawo.
- Ubungqina bophando olubanzi njengexalenye yenkqubo yokutshintsha kwamagama eendawo.
- Kufuneka kunikwe inkcazelo emfutshane yegalelo elincomekayo kunye nefuthe lentlalontle.
- Amaxwebhu axhasayo afana neengxelo, ubungqina, iincwadana, iziqendwana zeendaba, iiflora, iifoto njl.njl.
- Ukwazisa ngembali engahoywayo okanye iilwimi ngokubhengezwa kwamagama eendawo.
- Ubungqina bokubandakanya uluntu njengexalenye yenkqubo yokutshintsha kwamagama eendawo.

## **2. Igalelo ekuPhakamiseni uBandakanyo loLuntu, amaZiko oLondolozo lweMwali, iLifa leMveli kunye namaGama eeNgingqi**

### ***Imilinganiselo***

- Ukubonisa ukubandakanyeka kunye nokusebenzisana noluntu olwalungabandakanywa ngaphambili lwamaziko elifa lemveli zelifa lemveli, ilifa lemveli kunye nemisebenzi yamagama eendawo.
- Imiboniso, ingqokelela okanye iinkqubo zoluntu zibonisa iyantlukwano yoluntu lwasekuhlaleni.
- Vumela izizukulwana ezahlukeneyo kunye neenkubeko ukuba zihlangane kwaye zabelane ngamava.
- Ingumzekelo owona ndlela yokwenza izinto kumanye amaziko elifa lemveli kunye neempawu zamagama eendawo ngokuthatha inxaxheba koluntu oluzinzileyo.
- Kufuneka kunikwe inkcazelo emfutshane yegalelo elincomekayo kunye nefuthe lentlalontle.
- Amaxwebhu axhasayo afana neengxelo, ubungqina, iincwadana, iziqendwana zeendaba, iiflora, iifoto njl.njl.

## **3. IProjekthi eYilwayo eBalaseleyo kumaziko oLondolozo lweMwali, iLifa leMveli kunye namaGama eeNgingqi**

### ***Imilinganiselo***

- Kukhuthazwa ufikelelo kunye nendibano kumaziko olondolozo lwembali, ilifa lemveli, namagama eendawo kuluntu, ingakumbi abantu abakhubazekileyo, okanye abo bebekhe bakhutshelwa ngaphandle kwimisebenzi enjalo.
- Ukubandakanyeka kwintatho-nxaxheba enkulu yoluntu okanye ubambiswano kunye nokukhuthaza iyantlukwano kubaphulaphuli.
- Ingumzekelo engeyona ndlela yokwenza izinto kumanye amaziko olondolozo lwembali ngokweenkqubo zemfundo okanye ezikawonke-wonke.

- Kufuneka kunikwe inkcazelo emfutshane yegalelo elincomekayo kunye nefuthe lentlalontle.
- Amaxwebhu axhasayo afana neengxelo, ubungqina, iincwadana, iziqendwana zeendaba, iiflora, iifoto njl.njl.

#### **4. IVolontiya elikhutheleyo loNyaka kumaZiko olondolozo lweMwali, ilifa leMveli kunye neCandelo laMagama eeNgingqi**

##### ***Imilinganiselo***

- Igalelo elibalaseleyo kwiprojekthi yamaziko olondolozo lwembali, ulawulo lwezibonelelo zelifa lemveli okanye kwinkqubo yamagama eendawo.
- Ubonakalisa ukunikela ngexesha kunye namandla kwiprojekthi zamaziko olondolozo lwembali, ilifa lemveli kunye namagama eendawo okanye iinkqubo.
- Kufuneka kunikwe inkcazelo emfutshane yegalelo elincomekayo kunye nefuthe lentlalontle.
- Amaxwebhu axhasayo afana neengxelo, ubungqina, iincwadana, iziqendwana zeendaba, iiflora, iifoto njl.njl.

#### **5. Igalelo leZiko olondolozo, uMbutho weLifa leMveli okanye iMyuziyam ekuPhakamiseni iMwali yeNgingqi, ilifa leMveli okanye ukuThiywa ngokutsha kweMpawu zeeNgingqi**

##### ***Imilinganiselo***

- Uluhlu kunye nenani leenkqubo okanye iprojekthi eziphuhlisiweyo okanye ezixhaswayo kwiinyanga ezilishumi elinesibini ezidlulileyo ezikhuthaza ukulondolozwa kwelifa lemveli eNtshona Koloni.
- Inkcazelo emfutshane yolondolozo oluhle kunye neziphumo zentlalo zebhodi yolondolozo okanye igalelo lombutho okhuthaza ukukhuselwa kunye nokugcinwa kwelifa lemveli eNtshona Koloni.
- Amaxwebhu axhasayo afana neengxelo, ubungqina, iincwadana, iziqendwana zeendaba, iiflora, iifoto njl.njl.

#### **6. IGalelo eliGqwesileyo kuKhuseleko kunye noLondolozo lweNdawo yeLifa leMveli yeSizwe, iPhondo okanye iNgingqi eKhuselweyo**

##### ***Imilinganiselo***

- Umsebenzi okanye iprojekthi echongiweyo kufuneka ukuba yenzekile kwiinyanga ezilishumi elinesibini ezidlulileyo.
- Umsebenzi okanye iprojekthi kufuneka ibonise ngokucacileyo impembelelo entle eyenzayo ekukhuselweni nasekugcineni ubutyebi belifa lemveli.
- Kufuneka kunikwe iinkcukacha zesiza, umz. igama lesiza, ulungelelwaniso, iifoto zendawo, ubume bendawo (umz. indawo yelifa lemveli yesizwe, indawo yelifa lemveli yephondo okanye indawo ebalulekileyo yengingqi).
- Iinkcukacha kufuneka zicacise igalelo elo kunye nokuba umsebenzi onjalo wenze mpembelelo enjani kukhuseleko nogcino lwendawo yelifa lemveli.

- Inkcazelo emfutshane yolondolozo oluhle kunye neziphumo zentlalo zebhodi yolondolozo okanye igalelo lombutho okhuthaza ukukhuselwa kunye nokugcinwa kwelifa lemveli eNtshona Koloni
- Amaxwebhu axhasayo afana neengxelo, ubungqina, iincwadana, iziqendwana zeendaba, iiflaya, iifoto njl.njl.