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Juni 2016

Regan Jules-Macquet

CJCP
CENTRE FOR JUSTICE AND CRIME PREVENTION
Safety has no boundaries

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IZIFINYEZO

CJCP IZiko loKhuselo lwezoBulungisa noLwaphulo-mthetho (Centre for Justice and Crime Prevention)

DoE ISebe lezeMfundo (Department of Education)

DSD ISebe lezoPhuhliso loluNtu (Department of Social Development)

ECD ukuKhula koMntwana ukusuka ezuZalweni ukuya kwiminyaka esiBhozo (Early Childhood Development)

EPWP INkqubo eYandisiweyo yemiSebenzi kaRhulumente (Expanded Public Works Programme)

INcwadi yesiKhokelo yokuKhangela yeZiko lokuKhula koMntwana ukuSuka ekuZalweni ukuya kwiminyaka esiBhozo yoBhaliso kwiSebe lezoPhuhliso loluNtu

Olu xwebhu luchaza imithetho-siseko neendlela ezilandelwayo ezifunwa liSebe loPhuhliso loluNtu yobhaliso lwamaziko okukhula komntwana ukusuka ekuzalweni ukuya kwiminyaka esibhozo.

MALUNGA NE-CJCP

I-CJCP yi-NGO yophando yaseMzantsi Afrika esebenza kummandla wonqando nokhuseleko lobundlobongela, eMzantsi Afrika nakummandla, ngokugxila ngakumbi kubantwana nakulutsha. Iqumrhu eli linamava anabileyo kummandla wokhuselo nokhuseleko lwabantwana; ukuxhatshazwa kwabantwana nolutsha; ukukhuselwa kwabantwana kwi-intanethi, imingcipheko namathuba; nobundlobongela basesikolweni. Iqumrhu eli lisebenza kuzwelonke eMzantsi Afrika, nakummandla ngokunjalo kwaye liyabonisana kumazwe ngamazwe.

Ukusukela ekumiselweni kwayo ngowe-2005, i-CJCP isebenze namasebe karhulumente kaZwelonke nawePhondo eMzantsi Afrika, ukuquka iSebe leMfundo eSisiseko, eloNxibelelwano neloPhuhliso loLuntu, kwakunye neloBongameli, ukucacisa umgaqo-nkqubo osekelwe kubungqina ngemiba yokhuseleko lwabantwana, kwi-intanethi nangaphandle kwe-intanethi, nokuphuhlisa ukuqhutywa ngokufanelekileyo kweenkqubo-sikhokelo neendlela zemigaqo-nkqubo namaqhinga zesizwe nezephondo. Iqumrhu eli lisebenze noninzi loorhulumente bommandla nee-arhente zamazwe ngamazwe ngemiba yobundlobongela ebantwaneni, ukhuseleko nokhuselo lwabantwana, kwaye ngokukodwa ukhuseleko lwabantwana kwi-intanethi. Imizekelo eyodwa iquka uphuhliso lwangoku kweqhinga lokhuseleko lwabantwana kwi-intanethi lwe-UNICEF eNamibia, ukuphuhliswa kweNkqubo-sikhokelo yoKhuseleko kwiziKolo zikaZwelonke ngowe-2014/15, nophuhliso lokuXhotyiswa kwaBantwana neqhinga le-ICT neSebe lezoNxibelelwano laseMzantsi Afrika. Kwakhona, i-CJCP ngumasibambisane wophumezo waseMzantsi Afrika *weGlobal Kids Online*: sisihlomelo samazwe ngamazwe seprojekthi ye-*EU Kids Online*, ngokubambiseneyo ne-*UNICEF Office of Research e-Innocenti, neLondon School of Economics and Political Sciences* (i-LSE). I-CJCP ikwakhokela iqela leengcali eziqhuba uphononongo lolungiselelo nocwangciso lokhuseleko lwabantwana kwi-intanethi kumazwe

amahlanu kummandla we-MENA: iTunisia, i-Algeria, iMorocco, i-Egypt neJordan. Ukongeza, inikeza uncedo lwezobuchwepheshe kwi-UNICEF Namibia ne*Namibian University of Technology* ngophando lokuphonononga ukhuseleko lwabantwana kwi-intanethi namathuba e-ICT eNamibia, kwaye iqhuba umsebenzi wolungiselelo ngokhuselo lwabantwana kwi-intanethi e-Uganda.

Iqumrhu eli linamava anabileyo ekuqhubeni amaphononongo amakhulu olawulo lweemeko ezinxulumene nempilo ngobundlobongela obunxulumene nabantwana, obungqinwe kakhulu ngoPhononongo lwe*National Optimus Foundation* ngokuXhatshazwa, ubuNdlobongela, nokungaKhathalelwa kwaBantwana, uphononongo lwabantwana kunye nabafikisayo abangama-10,000; kwakunye namaphononongo okuqonda izizathu eziyintsusa amancinci nagxile kwimigaqo-nkqubo, ukuquka nophononongo lwedeskitopu olunabileyo ngobundlobongela obuphathelele kubantwana, oluqhutyelwe i-UNICEF yaseMzantsi Afrika neSebe loPhuhliso loLuntu likaZwelonke, ngowe-2011. Iqumrhu eli linamava anabileyo ekuqhubeni amaphononongo amakhulu olawulo lweemeko ezinxulumene nempilo ngobundlobongela obuphathelele kubantwana, olungqinwe kakhulu *yiNational Optimus Foundation Study on Child Abuse, Violence and Neglect*: uphononongo lwabantwana kunye nabafikisayo abangama-10,000. Ukongeza, baqhube amaphononongo amancinci okuqonda izizathu eziyintsusa nagxile kwimigaqo-nkqubo, ukuquka nophononongo lwedeskitopu olunabileyo ngobundlobongela obuphathelele kubantwana, oluqhutyelwe i-UNICEF yaseMzantsi Afrika neSebe loPhuhliso loLuntu likaZwelonke, ngowe-2011

Iqumrhu eli likwayila kwaye liphumeze imathiriyeli yongenelelo neyoqeqesho karhulumente neyoluntu jikelele, kwaye lithi thaca ngokuthe rhoqo uphando ngabantwana nokhuseleko lwabo kwi-intanethi kumaqonga esizwe nawamazwe ngamazwe. Eli qumrhu liqhube umsebenzi eMzantsi Afrika, eDemocratic Republic of Congo, eMozambique, eNamibia, eKenya, eSouth Sudan nase-Ethiopia.

INTSHAYELELO

Olu xwebhu lusebenza njengesikhokelo sokuxhobisa umsebenzi oqeqeshiweyo wokuKhula koMntwana ukuSuka ekuZalweni ukuya kwiminyaka esiBhozo (i-ECD). Yenzelwe ukuba isetyenziswe njengesixhobo sokukhangela nesoqeqesho kubasebenzi abaqeqeshiweyo be-ECD,

abazali nabasebenzeli boluntu. Le ncwadi yesikhokelo yaphuhliswa njengenxenye yomsebenzi wokunqanda ulwaphulo-mthetho kuselithuba we*Centre for Justice and Crime Prevention*.

AMAGQABANTSHINTSHI

Le ncwadi yesikhokelo iqulethe lo mxholo ulandelayo:

1. Uwiso-mthetho olujongene namaziko e-ECD
2. Inkqubo yobhaliso
3. Ulwazi lokufumana inkxaso-mali
4. Imithetho-siseko neendlela ezilandelwayo ekufanele ukuba amaziko e-ECD azithobele

ISIGAMA

1. **Inkonzo ye-ECD** ichazwa njengenkonzo ejonge ukukhuthaza ukukhula kwabantwana ukusukela ekuzalweni ukuya kwiminyaka yokuya esikolweni, enikezwa ngokuthe rhoqo ngumntu ongengomzali womntwana okanye umnakekeli. Umzekelo, inkonzo ye-ECD ingayikhritshi, isikolo saphambi kwamabanga abasaqalayo kunye nongenelelo lwasekhaya ezigxile ekukhuleni kwabantwana abancinci.

2. **Inkqubo ye-ECD** yinkqubo, ecwangciswe kwinkonzo ye-ECD, ejonge ukunikeza ukufunda nenkxaso efanele inqanaba lokukhula komntwana. Yishedyuli ecwangcisiweyo yemisebenzi eyilelwe ukukhuthaza ukukhula. [1]

Iinkonzo ze-ECD ezinikezwa kwifasilithi okanye kwiziko yenye yeendidi ezininzi ezahlukeneyore zonakekelo lwethutyana**. Unakekelo lwethutyana** luchazwa njengaye nawuphina umntu (ohlawulwayo okanye ongahlawulwayo) onakekela abantwana egameni labazali babo okanye labanakekeli xa:

1. Inani eliphelelelyo labantwana abanakekelwayo lingaphezulu kwesithandathu
2. Unakekelo lunikezwa ngeeyure ezimiselweyo zemini okanye ubusuku okanye ngesigaba sexesha esifutshane
3. Imiqathango yonakekelo kuvunyelwana ngayo ngumzali okanye umnakekeli nomniki-nkonzo [2]

Kukho umahluko obalulekileyo phakathi kwenkqubo ye-ECD nenkonzo yonakekelo lwethutyana.

Inkonzo yonakekelo lwethutyana inikezwa abantwana abadibanela kunye kwisakhiwo sabucala okanye soluntu okanye ifasilithi, enje ngenkonzo yonakekelo lwabantwana ngexesha lasemini, ikhritshi okanye iziko leengcebiso. Inkonzo yonakekelo lwethutyana inganikeza inkqubo engaphezulu kwisinye, umzekelo, iziko elifanayo lingaqhuba inkqubo ye-ECD kusasa lize ngenkqubo yokuphuma kwesikolo emva kwemini.

Inkqubo ye-ECD ayibophelelekanga kwifasilithi ethile, umzekelo, abantwana nabanakekeli bangadibana kwiipaki zokudlala zoluntu okanye kwimizi yeentsapho ngemisebenzi ye-ECD yarhoqo. Ngengcinga yeenkqubo ze-ECD, uMthetho uqaphela iindlela ezininzi ezahlukeneyo zokunikeza imfundo nenkxaso efanelekileyo ebantwaneni, ukuquka neendlela ezingazinzanga kumaziko. Umthetho ke ngoko umisela ngokusemthethweni iinkqubo neenkonzo ze-ECD ezinikezwayo, umzekelo, kumakhaya eentsapho nasekuhlaleni. [3]

I-ECD NOKUNQANDA KUSELITHUBA

Iinkonzo neenkqubo ze-ECD zidlala indima ephambili ekunqandeni kuselithuba, ekukujongana neengxaki zentlalo kuselithuba. Iinkonzo ze-ECD zikhuthaza ukukhula kwabantwana abancinci kwaye oku kuquka ukuqinisekisa ukhuseleko nokhuselo lwabantwana nokunqandwa kweemeko eziyingozi. [4]

I-ECD ikhuthaza ukunqandwa kuselithuba ngezi ndlela zilandelayo:

1. Ukomeleza ubudlelane beentsapho
2. Ukuphuhlisa izakhono zokukhulisa umntwana nesakhono somnakekeli sokukhusela impilo-ntle nokona kubalulekileyo ebantwaneni babo, ingakumbi abantwana abakhubazekileyo. Iinkqubo ezinjalo kufuneka zikhuthaze ukuziphatha kakuhle
3. Ukukhuthaza ubudlelane obuhle phakathi kosapho
4. Ukunikeza iinkqubo eziphathelele kwingqondo, zokubuyisela kwimeko yesiqhelo nezinyangayo kubantwana. Ezo nkqubo zinika inkxaso abantwana abanokuba baneengxaki zezengqondo nezokuziphatha
5. Ukunqanda ukungakhathalelwa, ukusetyenziswa kakubi nokuxhatshazwa kwabantwana nokunye ukusilela ukuhlangabezana nezidingo zabantwana

6. Ukunqanda iingxaki zeentsapho ukuba zingaqhubeleki phambili ukuze zingahluphi abantwana okanye ziphazamisane nokukhula kwabo
7. Ukuyekisa iingxaki ukuba zingabi mbi kangangokuba kude kufuneke ukuba abantwana basuswe kwiintsapho baze basiwe kwiindawo zokugcina abantwana okanye bayokugcinwa ngabazali abangengobabo
8. Ukugcina abantwana neentsapho kunye[5]

UWISO-MTHETHO

Uwiso-mthetho oluphathelele kumaziko e-ECD nguMthetho waBantwana ka-2005. Kukho uMgaqo-nkqubo weSizwe oHlanganisiweyo wokuKhula koMntwana ukusuka ekuzalweni ukuya kwiminyaka esiBhozo ekufuneka uhlanganiswe nolu xwebhu xa ugqityiwe.

UBHALISO

Ubhaliso lweenkonzo ze-ECD lufuna inkqubo yobhaliso engundlela-mbini:

1. Ubhaliso njengefasilithi yonakekelo lwethutyana (Ifomu 11)
2. Ubhaliso lwenkqubo ye-ECD (Ifomu 16)

Zombini ezi fomu kufuneka zigcwaliswe kwaye zingeniswe kwintloko yephondo yeSebe lezoPhuhliso loLuntu.

IFOMU 11: UBHALISO NJENGEFASILITHI YONAKEKELO LWETHUTYANA

La maxwebhu alandelayo kufuneka angeniswe neFomu 11:

1. Isicwangciso seshishini/iprofayili yequmrhu. Isicwangciso seshishini kufuneka siquke oku kulandelayo:
    a) Iiyure zokusebenza
    b) Ulwakhiwo lwemirhumo
    c) Isicwangciso sokugcinwa kwabantwana abancinci ngexesha laseMini
    d) Ulwakheko lwabasebenzi
    e) Umgaqo-nkqubo wesohlwayo [6]
2. Iziqinisekiso zemfundo/izakhono namava omenzi-sicelo

3. Inkcazelo yomxholo wenkqubo eza kunikezwa ukuquka neenjongo gabalala neenjongo ezingqalileyo
4. Umgaqo-nkqubo wequmrhu
5. Umgaqo-nkqubo kufuneka uquke oku kulandelayo:

a) Igama lefasilithi yonakekelo lwethutyana

b) Udidi okanye iindidi zeenkonzo eziza kunikezwa

c) Ulwakheko, amagunya nemisebenzi yabalawuli

d) Amagunya, izibophelelo nokuqhuba kwabalawuli ukunika onke amagunya ngokuphathelele kunakekelo, ulawulo lokuziphatha nokukhula kwabantwana kwintloko yefasilithi yonakekelo lwethutyana, apho kuyimfuneko

e) Inkqubo yokulungisa umgaqo-nkqubo

f) Ukuzinikela kwabalawuli ukuqinisekisa ukuba kuthotyelwa imithetho-siseko neendlela ezilandelwayo zesizwe zefasilithi zonakekelo lwethutyana

6. Iplani yesakhiwo eyamkelweyo
7. Isicwangciso songxamiseko
8. Iphepha-mvume/isatifiketi sezempilo
9. Isatifiketi sokungabi natyala
10. Imenyu yarhoqo ngeveki
11. Isivumelwano nomnini wesakhiwo/ingqeshiso, ukuba isakhiwo ayisosomntu owenza isicelo

Ukongeza koku kungentla, iFomu 11 kufuneka ihambe nengxelo evela kunontlalontle okanye ingcali eqeqeshiweyo yeenkonzo zoluntu. Abenzi-sicelo bayacetyiswa ukuba baqhagamshelane ne-DSD yabo yengingqi baze bacele uncedo ngale nkqubo [7]

IFomu 16: Ubhaliso Lwenkqubo Ye-ECD

La maxwebhu alandelayo kufuneka angeniswe neFomu 16:

1. Igama nenombolo yesazisi yomenzi-sicelo

2. Idilesi yendawo yokuhlala neyeposi yomenzi-sicelo
3. Iinkcukacha zoqhagamshelwano zomenzi-sicelo
4. Iinkcukacha zenkqubo yokukhula komntwana ukusuka ekuzalweni ukuya kwiminyaka esibhozo ngokuphathelele koko kwenzelwa isicelo
5. Isicwangciso sophumezo senkqubo yokukhula komntwana ukusuka ekuzalweni ukuya kwiminyaka esibhozo ngokuphathelele koko kwenzelwa isicelo
6. Ulwakheko lwabasebenzi abaza kubanoxanduva lokunikeza inkqubo yokukhula komntwana ukusuka ekuzalweni ukuya kwiminyaka esibhozo
7. Iingxelo-mali zefasilithi yonakekelo lwethutyana
8. Isatifiketi sokungabi natyala esikhutshwa nguMlawuli-Jikelele noMlawuli Jikelele wezoBulungisa noPhuhliso loMgaqo-siseko, ngokulandelelanayo ngesizathu sokuba igama lomenzi-sicelo nabasebenzi lingekho kwisiGaba B seRejista yoKhuselo lwaBantwana yeSizwe okanye iRejista yeSizwe yabanaMatyala ngokuphathelele kwezeSondo
9. Isatifiketi sezempilo esikhutshwa ngumasipala wengingqi [8]

Intloko yephondo ye-DSD iza kuba nokukhetha ukukhupha isatifiketi sobhaliso, okanye ubhaliso loxhomekeko okanye ihlaziye ubhaliso olukhoyo.

UBHALISO LOXHOMEKEKO

Oku kuthetha ukuba isicelo se-ECD sihlangabezana neemfuno ezithile, kodwa hayi zonke. Ubhaliso loxhomekeko luvumela iziko le-ECD ukuba liqalise imisebenzi, ngelixa lisebenzela ukujongana neengxaki ezichongiweyo kwinkqubo yobhaliso. Ubhaliso loxhomekeko luza:

1. Kukhankanya udidi lwenkqubo ye-ECD okanye iziko le-ECD enokunikezwa (okanye efunekayo)
2. Kuchaza isigaba sexesha ubhaliso loxhomekeko oluza kube lusesikweni ngaso
3. Kuhluba naziphina iimfuno ezongezelelweyo [9]

I-DSD ilindeleke ukuba incedise kule nkqubo ukuba iceliwe.

UKUHLAZIYA UBHALISO

Ukuhlaziya ubhaliso esele lukhona, kusetyenziswa kwa-iFomu 11 no-16. Amaziko e-ECD kufuneka ahlaziye ubhaliso lwawo rhoqo ngeminyaka emihlanu.

UKUFIKELELA KWINKXASO-MALI

INKXASO-MALI YE-DSD

Amaphondo awohlukeneyo asebenzisa iifom ezahlukeneyo zokwenza isicelo senkxaso-mali ezinokufumaneka kwi-ofisi ye-DSD yengingqi. Ngaphezulu kwe-90% yenkxaso-mali ye-DSD ye-ECD yenziwa ngokwesibonelelo-mali somntwana ngamnye ngemini esihlawulwa kumaziko e-ECD ngabantwana abanabanakekeli babo abafanelekileyo ngokwayamene novavanyo olusekelwe kwingeniso yokuphila. Amaphondo awohlukeneyo asebenzisa iimvavanyo zokuphila ezahlukeneyo kwaye ahlawule izixa-mali zezibonelelo-mali ezahlukeneyo. Ngamaziko e-ECD abhalisileyo kuphela anokwenza isicelo sezibonelelo-mali kwi-DSD. Akukho sibophelelo kwaye kungekho nazimfuneko zokuba i-DSD iza kuxhasa ngemali i-ECD nganye eyenza isicelo sezibonelelo-mali senkxaso-mali. I-DSD ibekela bucala isixa-mali soqingqo-mali unyaka nonyaka. Kubalulekile ukuqonda ukuba inkxaso-mali ye-DSD ithathwa ngokuba sisibonelelo-mali, okuthetha ukuba ayenzelwanga ukuba ifikelele zonke iindleko ezinxulumene nophumezo-nkonzo lwe-ECD. [10]

La maxwebhu alandelayo ayafuneka ukwenza isicelo senkxaso-mali ye-DSD:

1. Ikopi yomgaqo-nkqubo esayiniweyo yaza yafakwa umhla
2. Ingxelo yokugqibela yonyaka odlulileyo
3. Isivumelwano nomnini wesakhiwo/ingqeshiso
4. ISicwangciso seShishini/Isicwangciso seNkonzo
5. Isatifiketi sobhaliso se-NPO [11]

Izicelo zesibonelelo-mali ngokusekelwe kwiimvavanyo zokuphila ziza kufuna ngokuqhelekileyo ezi nkcukacha zilandelayo ukuba zinikezwe ngomntwana ngamnye owenzelwa isicelo sesibonelelo-mali:

1. Ubungqina bengeniso yabazali (umzekelo isiliphu esibonisa iinkcukacha zomvuzo, i-afidavithi, iprintawuthi yase*South African Social Security Agency* (i-SASSA), okanye ileta eqinisekisayo evela kumasipala wengingqi okanye kusibonda)

2. Ikopi zee-ID zabazali

3. Isatifiketi sokuzalwa somntwana [12]

INKXASO-MALI YESEBE LEZEMFUNDO

ISebe lezeMfundo (i-DoE) linikeza inkxaso-mali yemali yoqeqesho nesitayiphendi somntu oqeqeshwayo. Inkxaso-mali yoqeqesho ihlawulwa ngqo kumniki-nkonzo oqeqeshayo. Kumaphondo athile, isitayiphendi sikwahlawulwa ngomniki-nkonzo kodwa kwamanye amaphondo, ihlawulwa ngeziko umntu aqeqeshwa kulo. [13] I-DoE ikwanikeza inkxaso-mali ngokunikezwa kwemathiriyeli neenkqubo zesiGaba R zasekuhlaleni ezibhaliswe kwizikolo ezizimeleyo. [14] Izicelo zenkxaso-mali zenziwa kwii-ofisi zephondo.

INKQUBO EYANDISIWEYO YEMISEBENZI KARHULUMENTE

I-Nkqubo eYandisiweyo yeMisebenzi kaRhulumente (i-EPWP) inezi mpawu zinxulumene ne-ECD zilandelayo:

1. Ukwandisa inani lamaziko e-ECD abhalisiweyo nabantwana abanikwa isibonelelo-mali, nexabiso lesibonelelo-mali

2. Ukuqeqesha abasebenzi abaqeqeshiweyo be-ECD abanikeza inkonzo kwiqela lobudala be-0-4 [15]

Izicelo zenkxaso-mali zenziwa kwii-ofisi zamaphondo.

IINDLEKO EZIQIKELELWAYO ZOKUQHUBA IZIKO LE-ECD

Itheyibhile yoku-1: IiNdleko eziQikelelwayo ngowe-2013 ukuqhuba iZiko le-ECD[16]

IMiba yeNdleko	2013	Uphindaphindo
UMlawuli oyiNtloko/onguNdoqo	R 7 000.00	Rhoqo ngenyanga
Umlawuli /Umgcini-ncwadi zemali	R 6 000.00	Rhoqo ngenyanga
Abasebenzi abaqeqesiweyo be-ECD	R 3 500.00	Rhoqo ngenyanga
Ukutya	R 2 600.00	Rhoqo ngenyanga
Ukuqeqeshwa kwabasebenzi	R850.00	Rhoqo ngenyanga
Ushicilelo & nokokubhala	R500.00	Rhoqo ngenyanga
Umpheki	R 2 000.00	Rhoqo ngenyanga
Abacoci	R 1 500.00	Rhoqo ngenyanga
Umsebenzi-gadini	R 1 500.00	Rhoqo ngenyanga
Indleko yokurentwa komhlaba nezakhiwo zawo neenkonzo oko kukuthi amanzi, umbane, njl.njl.	R 2 000.00	Rhoqo ngenyanga
Imathiriyeli yokuFundisa, yokuFunda neyeNkxaso	R 30 000.00	Rhoqo ngeminyaka emibini

IMITHETHO-SISEKO NEENDLELA EZILANDELWAYO

Imithetho-siseko neendlela ezilandelwayo zokuqhuba iziko le-ECD zigxila kuphela kule mimandla iyi-14 ilandelayo:

Umfanekiso woku-1: Imithetho-siseko neendlela ezilandelwayo

Imithetho-siseko neendlela ezilandelwayo ze-ECD	Imithetho-siseko neendlela ezilandelwayo zokusebenza	Abasebenzi abanezakhono nabaqeqeshiweyo
		Imo ekhuselekileyoironment
		Ukhathalelo olufanelekileyo kubantwana abagulayo
		Isithuba nokungeniswa nokukhutshwa komoya
		Amanzi acocekileyo
		Izindlu zangasese
		Ugcino olukhuselekileyo
		Ukulahlwa kwenkunkuma
		Ucoceko
		Ukwahlula iminyaka
		Ukujongana nongxamiseko
		Ukhathalelo lwempilo
		Ukuphendula kuxhaphazo lwabantwana nokungakhathalelwa
		Ulawulo
	ImiThetho-siseko neeNdlela ezilandelwayo eziProgramathikhi	Ukunikezwa kwamathuma okukhula afanelekileyo
		linkqubo zokunceda ukuba abantwana baqonde izakhono zabo ezigqibeleleyo
		Ukukhathalela abantwana ngendlela eyakhayo nokunikeza inkxaso nokhuseleko
		Ukuqinisekisa uphuhliso lobudlelane obuhle nabanye abantu
		Ukuhlonipha nokukhuliswa kwenkcubeko, umoya, undiliseko, ubuqu, ulwimi nophuhliso
		Ukuhllangabezana nezidingo zophuhliso lovakalelo, ingqiqo, iziva-mvo, ezomoya, imikhwa esesikweni, ezomzimba, intlalo nonxibelelwano

ABASEBENZI ABAQEQESHIWEYO NABANEZAKHONO

Umenzi-sicelo wobhaliso wenkqubo yokukhula komntwana ukusuka ekuzalweni ukuya kwiminyaka esibhozo kufuneka abe nezi ziqinisekiso zemfundo, izakhono noqeqesho zilandelayo:

1. Isatifiketi sokuKhula koMntwana ukusuka ekuZalweni ukuya kwiminyaka esiBhozo seSizwe kwiNkqubo-sikhokelo yeziQinisekiso zeMfundo yeSizwe (i-NQF) iNqanaba loku-1 ukuya kwisi-6 sikaGunyaziwe weziQinisekiso zeMfundo woMzantsi Afrika

2. Isiqinisekiso semfundo esifanelekileyo sokukhula komntwana ukusuka ekuzalweni ukuya kwiminyaka esibhozo okanye ubuncinane bamava eminyaka emithathu okusebenza kummandla wokukhula komntwana ukusuka ekuzalweni ukuya kwiminyaka esibhozo

3. Ulwazi olufanelekileyo malunga nokukhula komntwana ukusuka ekuzalweni ukuya kwiminyaka esibhozo

4. Isakhono sokuchonga, ukurekhoda nokunika ingxelo ngenkqubela phambili nezidingo zokukhula komntwana ukwazisa amathuba nongenelelo lokukhula komntwana ukusuka ekuzalweni ukuya kwiminyaka esibhozo

5. Isakhono sokuyila nokuvelisa imisebenzi yangaphakathi neyangaphandle ekhuthazayo nemisebenzi yesiqhelo ngokuphathelele kwizidingo zokukhula kwabantwana

6. Isakhono sokukhuthaza, ukunabisa nokunyusela ukukhula okugqibeleleyo ngentsebenziswano efanelekileyo yomntu omdala nomntwana, umntu omdala nomntu omdala kunye nomntwana nomntwana ukomeleza ukukhula ngokwemvakalelo, ngokwengqiqo, ngokwasemoyeni, ngokwasemzimbeni nangokwentlalo

7. Isakhono sokudala ukuqondwa, ukukhuthaza nokuqinisekisa ukugqibelela kokhuseleko, ukhuselo, amalungelo nokukhula komntwana ngokuphathelele kwizidingo zakhe ngokwayamene nemithombo yoluntu

8. Isakhono sokunikeza iinkqubo zokukhula komntwana ukusuka ekuzalweni ukuya kwiminyaka nesibhozo ezifanele izidingo zabantwana abanikwa inkonzo, ukuquka abantwana abakhubazekileyo, abanezifo ezinganyangekiyo okanye ezinye izidingo ezizodwa

9. Isakhono sokuphumeza iinkqubo, imigaqo-nkqubo neendlela zokwenza nokulawula imithombo ebonakalayo, eyemali nabasebenzi[17]

IMEKO-BUME EKHUSELEKILEYO YABANTWANA

1. Abantwana mabafumane ukhuseleko kwaye bazive bekhathalelwe ngelixa bekwifasilithi yonakekelo lwethutyana

2. Umhlaba nezakhiwo zawo ngaphakathi nangaphandle kufuneka ukhuseleke, ucoceke kwaye ulondolozwe ngokukuko

3. Izixhobo ezisetyenziswayo kufuneka zikhuseleke, zicoceke kwaye zilondolozwe ngokukuko

4. Kufuneka kubekho umntu omdala obeka iliso ngawo onke amaxesha

5. Isakhiwo kufuneka sikhuseleke kwaye simelane nemozulu

6. Imigangatho kufuneka igqunywe ngemathiriyeli ehlambeka lula efanele ukuba abantwana badlale kwaye balale kuyo, kwaye namadonga kufuneka akhuseleke kwaye ahlambeke lula

7. Zonke izilumkiso ezifanelekileyo kufuneka zithotyelwe ukukhusela abantwana nabasebenzi kumngcipheko womlilo, iingozi okanye okunye

8. Amanyathelo okhuseleko mawathathwe xa kuhanjiswa abantwana ngesithuthi. Loo manyathelo okhuseleko aquka ukuqinisekisa ukuba:

a. Abaqhubi bezithuthi abahambisa abantwana babhalisile, baqeqeshwe ngokufanelekileyo, bahluziwe kwisiGaba B seRejista yoKhuselo lwaBantwana, kwaye babe baneelayisenisi ezifunekayo namaphepha-mvume njengoko kumiselwe yi-*National Land Transport Transition Act* neminye imigaqo-nkqubo nemigaqo efanelekileyo yezothutho yesizwe emiselwe liSebe lezoThutho

b. Imigaqo epapashwa nguMphathiswa wezoThutho rhoqo ngokwayamene ne-*National Land Transport Transition Act*, *2000* iyathotyelwa

c. Isithuthi sifanele iminyaka yabantwana abahanjiswayo kwaye sifikeleleke kwaye sifanele abantwana abakhubazekileyo nezinye izidingo ezizodwa

d. Abanikezi bezithuthi bathobela imiqathango yokhuseleko emiselwe liSebe lezoThutho, ukuquka nokuthobela izantya ezimisiweyo kwaye nokuba bonke abakhweli bahleli ezitulweni nokuba ngaba kusetyenziswe oluphi uhlobo lwesithuthi

e. Iimoto ezisetyenziselwa ukuhambisa abantwana zikhuselekile kwaye zineempawu zokhuseleko ezifunekayo, njengemiyalelo yokuvulwa kweefestile namacango, izixhobo zokhuseleko kunye nezixhobo zesantya ezifanelekileyo

f. Abantwana abahanjiswa ngezithuthi ezivulekileyo

g. Kukho umntu omdala obeke iliso kwimoto ehambisa abantwana abangaphantsi kweminyaka elithoba ubudala

h. Abantwana abagcwalanga qhu ezimotweni [18]

UNAKEKELO OLUFANELEKILEYO LWABANTWANA ABAGULAYO OKANYE ABANTWANA ABAYE BAGULA

1. Abasebenzi kufuneka babe nesakhono sokuchonga abantwana abagulayo kwaye babe nako ukubadlulisela kwiinkonzo zempilo ezifanelekileyo

2. Imigaqo-nkqubo neendlela zokwenza ezinxulumene nonakekelo lwempilo yabantwana ngelixa bekwifasilithi yonakekekelo lwethutyana kufuneka imiselwe. Loo migaqo-nkqubo neendlela zokwenza kufuneka zifikelele oku kulandelayo:

    a. Izikhokelo zokuchonga abantwana

    b. Ukugcinwa ngokukhuselekileyo onke amayeza kwifasilithi yonakekelo lwethutyana

    c. Iinkqubo zokujongana nabantwana abagulayo kunye

    d. Izikhokelo zokunqanda ukwanda kwezifo kwifasilithi yonakekelo lwethutyana

3. Le ndlela yokwenza ilandelayo ngokuphathelele kubantwana abagulayo kufuneka ithotyelwe:

    a. Emva kokuba kuchongwe abantwana abagulayo, isigulo okanye ingxaki kufuneka ixelwe kum(ba)zali, umnakekeli okanye usapho ngokukhawuleza kangangoko

    b. Umntwana kufuneka asuswe kwabanye abantwana asiwe kwindawo ekhuselekileyo okanye igumbi eliyilelwe ukunakekelwa kwabantwana abagulayo

    c. Nawuphina umntwana ohlolwe wafunyaniswa ukuba unesifo esisulelayo (imasisi, irhashalala enkulu, njl.njl.) kufuneka ngoko nangoko ahlulwe kwabanye abantwana aze adluliselwe kwesona sibhedlele sikufutshane okanye iklinikhi ukuba aphinde ahlolwe kwaye anyangwe

d. Ukuba umntwana sele esebenzisa amayeza amiselweyo, loo mntwana makafumane amayeza njengoko kutshiwo kwaye kucetyisiwe ngabazali kwaye

e. Kwiimeko zongxamiseko, umntwana kufuneka asiwe kwesona sibhedlele sikufutshane okanye iklinikhi ukuba afumane unyango nodluliselo olufanelekileyo

4. Ezi rekhodi zonyango zilandelayo kufuneka zigcinwe:

   a. Iirekhodi zangoku zembali yokugula komntwana ngamnye

   b. Iirekhodi zenkqubo yokugonywa komntwana ngamnye kunye neshedyuli kavithamini A kunye

   c. Iirekhodi zezehlo zempilo neengozi ezenzeka kwifasilithi

5. Ifasilithi yonakekelo lwethutyana nganye kufuneka ibe nezixhobo zoncedo lokuqala

ISITHUBA ESANELEYO NOKUNGENISA NOKUKHUPHA UMOYA

1. Ifasilithi yonakekelo lwethutyana kufuneka ingenise ikhuphe umoya ngokwaneleyo kwaye ibe nokukhanya okwaneleyo

2. Isithuba semisebenzi eyahlukeneyo kufuneka sahlulwe ngokucacileyo

3. Apho kunokwenzeka, izakhiwo ezitsha nohlaziyo lwezakhiwo kufuneka zithobele imithetho-siseko yokwakha njengoko kumiselwe *yiNational Building Regulations and Building Standard Act*

AMANZI OKUSELA AKHUSELEKILEYO

1. Amanzi okusela akhuselekileyo nacocekileyo kufuneka esoloko ekhona

2. Apho amanzi angaphumi kwitephu, kufuneka abulawe iintsholongwane aze enziwe akhuseleke kusetyenziswa izikhokelo zezempilo zesizwe ezamkelweyo zokubulawa kweentsholongwane emanzini ngokugalela itisipuni enye yesihlophisi kwiilitha ezingama-25 zamanzi

3. Zonke iziqulathi zamanzi kufuneka zigqunywe ngawo onke amaxesha

IZINDLU ZANGASESE EZICOCEKILEYO NEZANELEYO

1. Iifasilithi zonakekelo lwethutyana ezilungiselelwe abantwana abasabhadazayo kufuneka zibe neetsheyimba, izindlu zangasese neebheyisini zokuhlambela izandla

2. Izindlu zangasese neebheyisini zokuhlambela izandla kufuneka zikwazi ukuba kufikelelwe kuzo ngabantwana abangaphezulu kweminyaka emithathu ubudala

3. Kubantwana ukuya kutsho kwiminyaka emithathu ubudala—

    a. Kufuneka kubekho izindlu zangasese ezifanelekileyo

    b. Apho kungekho mijelo yogutyulo okanye yohlambululo, makubekho iitsheyimba

    c. Umntwana ngamnye ongaphantsi kweminyaka emithathu ubudala kufuneka abe netsheyimba yakhe

    d. Ukungcola okukwiitsheyimba makulahlwe ngendlela ecocekileyo

    e. Iitsheyimba kufuneka zicocwe emva kokuba zisetyenzisiwe kuze kubulawe iintsholongwane kuzo kwindawo eyahlulwe ngokukuko kwaye

    f. Kufuneka kubekho indawo yokutshintshela iinapukeni eyahlulwe ngokucacileyo enomphezulu ococeka ngokulula: le ndawo kufuneka ibe kude kwindawo ekulungiselelwa kuyo ukutya

4. Kubantwana abaphakathi kweminyaka emithathu nemithandathu ubudala—

    a. Apho kukho imijelo yogutyulo lwelindle, kufuneka kubekho indlu yangasese enye nebheyisini enye yokuhlambela izandla kubantwana abanga-20

    b. Apho kungekho mijelo yogutyulo lwelindle, makubekho indlu yangasese efanelekileyo kwifasilithi yonakekelo lwethutyana okanye kufuphi nefasilithi yonakekelo lwethutyana

    c. Apho kungekho mibhobho yamanzi, kufuneka kubekho ubuncinane beelitha ezingama-25 zamanzi aselwayo aziswayo imihla ngemihla

    d. Apho kungekho zibheyisini zokuhlambela izandla, makubekho isiqulathi esinye esifanelekileyo kubantwana abangama-20, ngaphandle kokuba isiqulathi eso siyacocwa kwaye sitshintshwe rhoqo size sivalwe kwaye

    e. Zonke izindlu zangasese mazikhuseleke kwaye zicoceke

5. Kubantwana abaneminyaka emithandathu nangaphezulu, kufuneka kubekho—

    a. Izindlu zangasese ezicocekileyo nezikhuselekileyo kunye

b. Indlu yangasese enye nebheyisini yokuhlambela izandla enye kubantwana abangama-20

6. Kufuneka kubekho umntu omdala obeka iliso ngawo onke amaxesha xa abantwana besebenzisa indlu yangasese

7. Apho kunokwenzeka, imigaqo kagunyaziwe wengingqi nemithetho kamasipala ngokuphathelele kwiimpawu ezibonakalayo zesakhiwo neemfuneko zezempilo kufuneka ithotyelwe

UKUGCINWA NGOKUKHUSELEKILEYO KWAYO NAYIPHINA INTO ENOKUBA YINGOZI EBANTWANENI

1. Amayeza, izicoci kunye naziphina izinto ezinobungozi kufuneka zibekwe kude apho abantwana bangenakufikelela khona

2. Amayeza nezinto ezinobungozi mazibekwe kwiikhabhathi ezizodwa ezitshixwayo okanye ezikhuselekileyo ebantwaneni

3. Izixhobo ezinobungozi, iimathiriyeli, izixhobo ezibukhali neezixhobo zasekhitshini kufuneka zibekwe kude apho abantwana bangenakufikelela khona

4. Izinto ezinobungozi mazingasetyenziswa apho kukho abantwana khona

5. Iiplagi zombane kufuneka zigqunywe

6. Iparafini, igesi kunye nezinye izixhobo zombane kufuneka zibekwe kude apho abantwana bangenakufikelela khona

7. Izicoci mazifakwe kwiziqulathi eziphawulwe ngokucacileyo kwaye zibekwe kude apho abantwana bangenakufikelela khona

UFIKELELO KWIINKONZO ZOKULAHLWA KWENKUNKUMA OKANYE EZINYE IINDLELA EZIFANELEKILEYO ZOKULAHLWA KWENKUNKUMA EZENZIWA KWIFASILITHI YONAKEKELO LWETHUTYANA

1. Apho kunokwenzeka, inkunkuma mayilahlwe ngokwemigaqo yakwamasipala

2. Iindlela zokulahla inkunkuma kufuneka zikhuseleke kwaye zigqunywe

3. Inkunkuma mayilahlwe apho abantwana bangenakufikelela khona

4. Iindawo zokulahla inkunkuma kufuneka kubulawe iintsholongwane kuzo rhoqo

INDAWO ECOCEKILEYO EKULUNGISELELWA ABANTWANA UKUTYA KUYO

1. Kufuneka kubekho indawo eyodwa, ecocekileyo nekhuselekileyo yokulungiselela ukutya, kwakunye neyokucocela emva kokulungiselelwa kokutya
2. Kufuneka kubekho indawo eyodwa ecocekileyo nekhuselekileyo yokuphakela abantwana ukutya
3. Kufuneka kubekho iifasilithi zokubandisa zokugcina ukutya okonakala msinya
4. Indawo yokulungiselela ukutya kufuneka iphawulwe ngokubonakalayo kwaye ibe lapho bangenakufikelela khona abantwana
5. Kufuneka kubekho amanzi acocekileyo ngokwaneleyo, kwakunye nezicoci
6. Kufuneka kubekho iziqulathi ezitywiniweyo ukugcina konke ukutya okulungisiweyo phambi kokuba oko kutya kuphakwe

AMANYATHELO OKWAHLULA ABANTWANA NGOKWAMAQELA AWAHLUKENE NGOKOBUDALA

1. Apho kunokwenzeka, abantwana kufuneka bahlulwe ngokwezi ndlela zobudala zilandelayo kumagumbi awodwa okanye iindawo ukuqinisekisa ukukhula kwabo:
    a. Abantwana abangaphantsi kweenyanga ezili-18 ubudala
    b. Abantwana abaphakathi kweenyanga ezili-18 nezingama-36 ubudala
    c. Abantwana abaphakathi kweminyaka emithathu nemine ubudala kunye
    d. Abantwana abaphakathi kweminyaka emine nemithandathu ubudala
2. Apho ifasilithi yonakekelo lwethutyana inika iifasilithi zonakekelo lwasemva kwemini kubantwana abasele behamba isikolo, aba bantwana kufuneka bahlulwe kubantwana abakhankanywe kula maqela obudala alapha ngentla ngenjongo yokuqinisekisa ukuba bayakwazi ukuphumla baze bagqibe umsebenzi wesikolo wasemakhaya wabo xa bebuyela esikolweni
3. Apho kubhaliswe abantwana abangaphezulu kwama-50 imini epheleleyo kwifasilithi yonakekelo lwethutyana, kufuneka kubekho igumbi elilodwa okanye indawo emayisetyenziswe njenge-ofisi nanjengegumbi labagulayo

UKUYILA IZICWANGCISO ZOKUSEBENZA ZONGXAMISEKO

1. Izilumkiso ezifanelekileyo ukukhusela abantwana kumngcipheko womlilo, iingozi nezizezinye kufuneka zilandelwe
2. Imigaqo-nkqubo neenkqubo zokujongana nongxamiseko lwesakhiwo nolwemeko-bume bendawo neentlekele kufuneka isekwe
3. Iinkqubo zongxamiseko neenkcukacha zoqhagamshelwano ezifanelekileyo mazibekwe ngokubonakalayo
4. Izicwangciso zongxamiseko kufuneka ziquke iinkqubo zokufuduswa
5. Izicwangciso zongxamiseko kufuneka zibe zezala maxesha, zivavanywe rhoqo kwaye zijongwe kwakhona
6. Abasebenzi kufuneka baqeqeshelwe ukujongana nongxamiseko
7. Abantwana kufuneka baqondiswe ngeenkqubo zongxamiseko

UKUYILWA KWEMIGAQO-NKQUBO NEENKQUBO NGOKUPHATHELELE KUNAKEKELO LWEMPILO KWIFASILITHI YONAKEKELO LWETHUTYANA

Imigaqo-nkqubo kufuneka—

1. Iquke iinkqubo zokujongana nezifo ezisulelayo kwifasilithi yonakekelo lwethutyana
2. Iquke iinkqubo zokujongana nezidingo zonyango lwabantwana abagulayo nezabantwana abanezifo ezinganyangekiyo
3. Iqinisekise ukuba kukho imigangatho enxulumene nococeko nempilo kwifasilithi yonakekelo lwethutyana
4. Iqinisekise ukuba kukho isitokhwe esaneleyo sezicoci neetawuli kwifasilithi yonakekelo lwethutyana
5. Inikeze uqeqesho abasebenzi ngoncedo lokuqala
6. Iquke ukugcinwa kweerekhodi neerejista ngokuphathelele kugcino nokusetyenziswa kwamayeza kwifasilithi yonakekelo lwethutyana
7. Ikhuthaze ubumfihlo xa ijongene nolwazi olunxulumene nempilo
8. Ikhuthaze abasebenzi ukuba bakhathalele impilo yabo, rhoqo baxilongelwe ukugula

9. Iquke iinkqubo zokujongana nezifo ezisulelayo ezifunyenwe ngabasebenzi ngenjongo yokunqanda ukudluliselwa kwazo kubantwana kwaye

10. Ikhuthaze uqeqesho nophuhliso oluqhubekayo lwabasebenzi ngokugcina imeko-bume enempilo, kuchongwa izigulo, kunqandwa ukwanda kwezifo nezifo ezisulelayo, kwanokukhuthaza isilumkiso sempilo sehlabathi [19]

UKUSABELA KUXHAPHAZO LWABANTWANA NOKUNGAKHATHALELWA KWABO

Abasebenzi be-ECD balindeleke ngokomthetho ukuba baxele nakuphina ukungakhathalelwa kwabantwana okanye uxhaphazo lwabo ngokwasemzimbeni nangokwesondo xa bephantsi konakekelo lwabo, nokuba ngaba uxhaphazo olukrokrelwayo lwalwenzeke phina. Imigaqo ye*Children's Act* ichaza izikhombisi zokungakhathalelwa nokuxhatshazwa kwabantwana ngokucacileyo phantsi kweCandelo 35. [20] Kukho ifomu ethile esetyenziswayo xa kusenziwa ezi ngxelo (iFomu 22).

ULAWULO

IRejista ye-ECD

Abalawuli be-ECD kufuneka balondoloze irejista apho kugcinwa khona ezi nkcukacha zilandelayo:

1. Igama eliphele leyo, isini, umhla wokuzalwa nenombolo yesazisi somntwana ngamnye

2. Amagama, iidilesi neenkcukacha zoqhagamshelwano zomzali womntwana, umnikezi wonakekelo lokuqala okanye amalungu osapho

3. Umhla wokungeniswa komntwana kwifasilithi yonakekelo lwethutyana kunye nomhla wokukhutshwa kunakekelo lwethutyana

4. Naluphina ukhubazeko, ukugula okunganyangekiyo okanye imfuno yokutya okuthile, kunye naluphina ulwazi olubalulekileyo lonakekelo nokukhula komntwana

5. Nasiphina isigaba sexesha sokungabikho komntwana kwifasilithi yonakekelo lwexeshana [21]

IiFayili zaBantwana

Umntwana ngamnye kufuneka abe nefayili yakhe yedwa apho kugcinwa khona olu lwazi lulandelayo:

1. Onke amaxwebhu anxulumene nomntwana afunyenwe ngexesha lokungeniswa

2. Naluphina uxwebhu okanye imbalelwano enxulumene nomntwana

3. Iingxelo namanqakwana ngumnikezi-nkqubo kwifasilithi yonakekelo lwethutyana nakuliphina ulibaziso lokukhula okanye ukhubazeko lomntwana ngokubhekiselele ngokukodwa kuko nakuphina ukunxaxha ekukhuleni kwesiqhelo komntwana ngokuphathelele kwiminyaka yakhe

4. Iingxelo namanqakwana ngumnikezi-nkqubo kwifasilithi yonakekelo lwethutyana ngaso nasiphina isiqhelo somkhwa ongafanelekanga womntwana

5. Iingxelo namanqakwana ngawo nawuphina umenzakalo okanye umgruzuko oqwalaselweyo ngelixa lonakekelo lwemihla ngemihla lomntwana, ukuquka naziphina iingqwalasela ezinokunxulumana nokuba nokuxhatshazwa komntwana

6. Nawuphina umkhwa ongafanelekanga okanye onxaxhileyo womntwana kwifasilithi yonakekelo lwethutyana kufuneka waziswe kumzali okanye kumnakekeli womntwana

7. Umnakekeli womntwana ngamnye kufuneka afumane ingxelo yenkqubela phambili yekota ngokukhula komntwana nendlela yokuziphatha

8. Zonke iifayili mazigcinwe ubuncinane beminyaka emithathu emva kokuba umntwana emkile kwiziko le-ECD [22]

IRejista yezoHlwayo yoMntwana

Irejista yezohlwayo kufuneka ibe khona apho kuyo ekufuneka kurekhodwe igama lomntwana, imo yokuziphatha ngokuphathelele kwisohlwayo awasinikwayo nemo yenyathelo lesohlwayo. [23]

Ungqinelo ngamaxwebhu kwabasebenzi

1. Makugcinwe ifayili yomsebenzi ngamnye oqeshwe kwifasilithi yonakekelo lwethutyana, ukuquka nasiphina isigaba sexesha sokungabikho kwifasilithi yonakekelo lwethutyana

2. Bonke abasebenzi abangabalawuli okanye abangababeki-liso abaqeshwe kwiziko le-ECD kufuneka babe noku:

    a. Isakhono sokuphumeza inkqubo yokukhula komntwana ukusuka ekuzalweni ukuya kwiminyaka esibhozo, apho kunokwenzeka, kwinqanaba eliphathelele nalapho ifasilithi yonakekelo lwethutyana ibhaliswe khona

    b. Isakhono sokubhala iingxelo namanqakwana

    c. Isakhono sokuchonga umkhwa ongafanelekanga nonxaxhileyo emntwaneni

    d. Izakhono zobuchule bokubala ezingundoqo

e. Ulwazi olungundoqo malunga nokukhula komntwana

f. Isakhono sokuhlola izigaba zokukhula ezinxulumene nobudala

g. Babe nako ukunxibelelana nomntwana ngolwimi, ukuquka nolwimi lwezandla, aluqondayo umntwana [24]

Bonke abasebenzi kufuneka banike iziko le-ECD la maxwebhu alandelayo:

1. Ikopi yencwadi ye-ID eqinisekisiweyo okanye iphepha-mvume lokusebenza
2. Ubungqina bezakhono
3. Ukosulwa kobungqina obubhaliweyo bolwaphulo-mthetho ukubonisa abasebenzi nabalawuli abangabhalisanga kwiRejista yoKhuselo lwaBantwana yeSizwe okanye iRejista yabanaMatyala ngokuphathelele kwezeSondo: kulityala, kunikwa isohlwayo seminyaka ukuya kutsho kweli-10 entolongweni, okanye isohlwayo, okanye zombini, ukuvumela umntu ukuba afikelele ebantwaneni ukuba umntu lowo ubhengezwe njengongafanelekanga ukusebenza ngabantwana

UHLOLO

1. Onke amaziko e-ECD axhomekeke kuhlolo ngumntu ochongwe yi-DSD
2. Ingxelo iza kungeniswa kwi-DSD emva kohlolo ngokuphathelele ekuthobeleni kweziko le-ECD imithetho-siseko neendlela ezilandelwayo
3. Uhlolo kufuneka lwenziwe rhoqo kwiminyaka emihlanu, okanye ngaphantsi ukuba iziko le-ECD linikwe ubhaliso loxhomekeko
4. Ubhaliso lweziko le-ECD lungayekiswa ngenxa yokungathobeli okuqatshelweyo kuhlolo [25]

UVAVANYO

1. Zonke iinkqubo zokukhula komntwana ukususka ekuzalweni ukuya kwiminyaka esibhozo kufuneka zivavanywe kwaye zibekwe iliso ukumisela ukuthotyelwa kwemithetho-siseko neendlela ezilandelwayo zesizwe zokukhula komntwana ukususka ekuzalweni ukuya kwiminyaka esibhozo
2. Uvavanyo luza kuqhutywa ngumntu ochongwe yintloko yephondo yezophuhliso loluntu
3. Zonke izihlandlo zotyelelo zovavanyo nobeko-liso kufuneka zilandelwe yingxelo epheleleyo nesicwangciso sophuhliso
4. Uvavanyo nobeko-liso lweenkqubo zokukhula komntwana ukususka ekuzalweni ukuya kwiminyaka esibhozo kufuneka lwenzeke rhoqo kwiminyaka emibini [26]

IMITHETHO-SISEKO NEENDLELA EZILANDELWAYO ZE-ECD

Ngeenjongo zecandelo 94(2) loMthetho, le ilandelayo **yimithetho-siseko neendlela ezilandelwayo** zeenkqubo zokukhula komntwana ukususka ekuzalweni ukuya kwiminyaka esibhozo:

Ulungiselelo lwamathuba okukhula afanelekileyo

1. Iinkqubo kufuneka—

    a. Zinikezwe ngabasebenzi abanolwazi noqeqesho lokunikeza iinkqubo ezimayela nokukhula

    b. Zifanele amanqanaba okukhula abantwana

    c. Zihloniphe kwaye zikhulise inkcubeko, umoya, undiliseko, ubuqu, ulwimi nokukhula komntwana ngamnye

    d. Zinikeze amathuba okuba abantwana baphonononge ubomi babo kwaye

    e. Zilungiselelwe ngendlela yokuba usuku ngalunye lunikeze imisebenzi enobuchule eyahlukahlukeneyo

Iinkqubo ezijonge ukunceda abantwana ukuba baqonde izakhono zabo ezigqibeleleyo

1. Abantwana kufuneka bafumane unakekelo, inkxaso nokhuseleko
2. Iinkqubo kufuneka zikhuthaze amalungelo abantwana okuphumla, ixesha lokuphola nelokudlala ngokunikezwa kweemo ezikhuthazayo
3. Iinkqubo mazikhuthaze ukuba nokuziqonda
4. Iinkqubo kufuneka zihlolwe kwaye zibekwe iliso
5. Iinkqubo kufuneka zikhuthaze kwaye zixhase ukuphuhla kwezakhono zokuhambelana kwentshukumo yezihlunwana, unxibelelwano neziva-mvo ebantwaneni
6. Iinkqubo kufuneka zikhuthaze ukuba nokuzibamba, ukuzimela kunye uxanduva olufanelekileyo ngokwasekukhuleni
7. Imisebenzi kufuneka ikhuthaze unxibelelwano olukhululekileyo nentsebenziswano phakathi kwabantwana
8. Iinkqubo kufuneka zihloniphe kwaye zikhulise inkcubeko, umoya, undiliseko, ubuqu, ulwimi nokukhula komntwana ngamnye

Ukunakekela abantwana ngendlela eyakhayo nokunikeza inkxaso nokhuseleko

1. Ukudlala okunobuchule namathuba okufunda ngokophononongo kufuneka zinikezwe abantwana

2. Iinkqubo kufuneka zithobele le miqathango ilandelayo:

    a. Izindlu zangasese kufuneka zikhuseleke kwaye zicoceke kubantwana

    b. Apho kungekho mijelo yemibhobho yelindle, iitsheyimba ezivalwayo kufuneka zibe khona

    c. Wonke umntwana ongaphantsi kweminyaka emithathu kufuneka abe netsheyimba yakhe

    d. Kwiminyaka emithathu ukuya kwemithandathu, kufuneka kubekho indlu yangasese enye nebheyisini yokuhlambela izandla enye kubantwana abangamashumi amabini

    e. Kufuneka kubekho indawo yokuhlambela abantwana

    f. Isohlwayo kufuneka senziwe ngendlela enobuntu kwaye sikhuthaze undiliseko ngokuthathela ingqalelo inqanaba lokukhula komntwana nezakhono ezisaphuhlayo: abantwana mabangohlwaywa emzimbeni ngokubabetha, ukubaqhwaba ngempama, ukubakhaba okanye ukubatsweba

3. Iinkqubo kufuneka zithobele imigaqo-nkqubo, iindlela zokwenza nezikhokelo ezinxulumene nempilo, ukhuseleko nezithethe zesondlo. Ezi kufuneka zinxulumane —

    a. Nezithethe ezijonge ukunqanda ukwanda kwezifo ezisulelayo

    b. Ubuncinane besidlo esinye ngemini kufuneka sinikezwe

    c. Zonke izidlo namashwamshwam kufuneka zihlangabezane neemfuno zezondlo zabantwana kwaye

    d. Apho abantwana bencanca iibhotile, ifasilithi efanelekileyo yokucoca iibhotile kufuneka ibekhona kwaye

    e. Abantwana kufuneka babekwe iliso ngumntu omdala ngawo onke amaxesha

4. Iinkqubo kufuneka zihlangabezane nezi mfuno zilandelayo ngokunxulumene nabasebenzi:

5. Abasebenzi kufuneka baqeqeshelwe ukuphumeza iinkqubo zokukhula komntwana ukusuka ekuzalweni ukuya kwiminyaka esibhozo

6. Abasebenzi kufuneka baxhotyiswe ngolwazi olusisiseko, ulwazi nezakhono ukuqonda izigulo ezibalaseleyo zabantwana nendlela yokujongana nazo

7. Abasebenzi kufuneka baqeqeshelwe uncedo lokuqala

8. Ireshiyo yabasebenzi ebantwaneni kufuneka —

    a. Kubantwana abaphakathi kwenyanga enye neenyanga ezili-18 ubudala kufuneka ibe ngu-1:6

    b. Kubantwana abaphakathi kweenyanga ezili-18 neminyaka emithathu kufuneka ibe ngu-1:12

    c. Kubantwana abaphakathi kweminyaka emithathu nemine kufuneka ibe ngu-1:20 kwaye

    d. Kubantwana abaphakathi kweminyaka emihlanu nemithandathu ubudala kufuneka ibe ngu-1:30 kwaye

    e. Kumsebenzi ngamnye okhankanywe apha ngentla, kufuneka kubekho umncedisi

Ukuqinisekisa uphuhliso lomkhwa wobudlelane obuhle nabanye abantu

1. Iinkqubo mazikhuthaze ukuqonda nentlonipho yeyantlukwano ngokwesini, ulwimi, inkolo nenkcubeko

2. Imisebenzi kufuneka iquke abazali nabanakekeli ekuphuhlisweni komkhwa wobudlelane obuhle nabanye abantu ebantwaneni

3. Iinkqubo mazikhuthaze ukuphuhliswa kwemikhwa esesikweni yobudlelane obuhle nabanye abantu

4. Iinkqubo kufuneka ziqhutywe ngendlela engecalucaluliyo

5. Abasebenzi kufuneka babonakalise indlela yokuziphatha ekhuthaza indlela yokuziphatha elungileyo ngokubumba izimo-ngqondo neentsebenziswano nabantwana

Ukuhlonipha nokukhulisa inkcubeko, umoya, undiliseko, ubuqu, ulwimi nokuphuhlisa umntwana ngamnye

1. Iinkqubo kufuneka zikhuthaze ukuxatyiswa nokuqondwa kwenkcubeko yabantwana nolwimi

2. Ootitshala kufuneka basebenzise ulwimi lokufundisa olunye eklasini
3. Abantwana kufuneka bavunyelwe ukunxibelelana ngolwimi abalukhethayo ngaphandle kweklasi
4. Iyantlukwano ngokwenkcubeko kufuneka ikhuthazwe kwaye ihlonitshwe ngootitshala nabantwana ngokunjalo
5. Iinkqubo zinokuthi, apho kufanelekileyo, zibhexeshe ubhaliso lokuzalwa lwamva
6. Iinkqubo kufuneka zibe negalelo ekuphuhlisweni kwengqondo yokuzazi ebantwaneni

Ukuhlangabezana nezidingo zokukhula zabantwana zemvakalelo, zengqiqo, zezivo, zomoya, zemikhwa esesikweni, zomzimba, zentlalo nezonxibelelwano

1. Iinkqubo kufuneka zifanele izigaba zokukhula nezakhono eziphuhlayo zabantwana
2. Iinkqubo kufuneka ziqinisekise ukuba abazali nabanakekeli bayabandakanyeka ekukhuleni kwabantwana
3. Iinkqubo kufuneka zinikeze imfundo nenkxaso kubazali, abanakekeli neentsapho ukuba bazalisekise uxanduva lwabo ekukhuliseni abantwana kunye nokukhula okugqibeleleyo kwabantwana babo
4. Iinkqubo kufuneka zifikeleleke ngokukodwa kubantwana abasemngciphekweni kumakhaya abo
5. Kubantwana ukuya kutsho kwiminyaka emithathu ubudala, iinkqubo kufuneka, kangangoko kunokwenzeka, ziquke izihlandlo zotyelelo lwamakhaya zofikelelo olwandileyo kubantwana
6. Iinkqubo kufuneka zikhuthaze uphuhliso lwengqiqo kubantwana
7. Iinkqubo kufuneka zikhuthaze uphuhliso lwezakhono zeziva-mvo nezokuhambelana kwentshukumo yezihlunwana kubantwana
8. Imisebenzi kufuneka ikhuthaze ubudlelane obuhle phakathi kweziko, iintsapho noluntu
9. Iinkqubo kufuneka zifundise umkhwa wokuzibamba nowokuzimela olulungelelene nobudala
10. Imithombo yasekuhlaleni ekhoyo namandla ngokunjalo kufuneka zisetyenziselwe ukukhuthaza ukuphuhliswa kwabantwana

11. Izidingo zovakalelo lwabantwana kufuneka kujongwane nazo kwaye abantwana kufuneka bakhuthazwe ukuba babonakalise iimvakalelo zabo kwimeko-bume ekhuselekileyo, enenkxaso nekhuselayo

12. Abazali, abanakekeli neentsapho zabantwana abasemngciphekweni, abantwana abakhubazekileyo namakhaya akhokelwa ngabantwana kufuneka banikezwe ulwazi nezakhono ukukhuthaza ukukhula kwabantwana babo

13. Abantwana kufuneka benziwe ukuba baphuhlise indlela yokuzazi eyiyo nokuzixabisa

14. Iinkqubo kufuneka zisekelwe kwindlela ehlanganisiweyo

15. Abantwana kufuneka bazive bexabisekile kwaye behlonitshiwe xa bethabatha inxaxheba kwimisebenzi [27]

IINKCUKACHA ZOQHAGAMSHELWANO ZESEBE LOPHUHLISO LOLUNTU

Umzobo wesi-2: IiNkcukacha zoQhagamshelwano ze-DSD yamaPhondo [28]

Iphondo	Idilesi	Umnxeba	Ifeksi
IGauteng	Thusanong Building, 11th Floor, 69 Commissioner Street, Johannesburg	(011) 355 7687/7977/ 7878	(011) 355 7694/7753
ILimpopo	Department of Health and Social Development Building, 18 College Street, Polokwane	(015) 293 6004/6054/ 6011/6053	(015) 293 6150/6060/ 6170/6211/6060
UMntla Ntshona	Provident Building, 4th Floor, University Drive, Mmabatho	(018) 387 3434/0255/ 3497/0281	(018) 384 5521/6219/5967
IMpumalanga	7 Government Boulevard, Building 3, Riverside Park, Extension 2, Nelspruit	(013) 766 3098/3253/ 3031	(013) 766 3475/3464/3463
IFreyistata	Old Mutual Building, 4th Floor, Maitland Street, Bloemfontein	(051) 400 0302 / 0304/0307	(051) 400 0224/8156
IMpuma Koloni	Corner of Hockley and Hargreaves Street, Beacon Hill, King Williams Town	(043) 605 5000	
IKwaZulu-Natala	Main City Building, 5th Floor, 210 Langalibalele Street, Pietermaritzburg	(033) 264 5400	(033) 264 5435
INtshona Koloni	Union House, 7th Floor, 14 Queen Victoria Street, Cape Town	(021) 483 3858/3765/ 3158/5445	(021) 483 3887
UMntla Koloni	Mimosa Complex, Barkly Road, Homestead, Kimberley	(053) 807 5600	(053) 807 5603 / (053) 871 1062

(Department of Social Development, 2015)

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