

## Uhlaka Loxhaso Lwe-EJF - Agasti 2022

### Inhloso yalolu Hlaka Loxhaso

ISikhwama Sobulungiswa Bezemvelo (EJF) senze lolu Hlaka Loxhaso ngezizathu ezimbili.

1. Kuhloswe ngalo ukuqondisa iKomiti Yoxhaso lapho inquma ukuthi yiziphi izinhlangano i-EJF ezozixhasa.
2. Luyinsiza yomphakathi njengengxenywe yokuzibophezela kwe-EJF ekwenzeni izinto obala, nangenhloso yokucacisa inqubo esetshenziswa yi-EJF lapho icubungula iziphakamiso, kanye nendlela iKomiti Yoxhaso ebakhetha ngayo labo ezobaxhasa.

### Ukuzibophezela kwe-EJF ekwenzeni izinqumo zoxhaso ngenhlanganyelo

I-EJF iyisikhwama 'esenziwe yizishosho, senzelwa izishosho'. Lesi simiso sisilandela ngokuthi kube yizishosho ezivela emkhakheni wobulungiswa bezemvelo ezenza izinqumo zokuthi ubani othola uxhaso. Lokhu kungenxa yokuthi sikholelwa ukuthi i-EJF kufanele iqondiswe yimigundatshana esiqonda kahle isimo abafakizicelo abasebenza ngaphansi kwaso, nezinsalelo ababhekana nazo. Kuphinde kube yingxenywe yokuzibophezela kwe-EJF ekubekeni amandla okwenza izinqumo ezandleni zezishosho ezizinze emphakathini.

### Ukuqokwa kweKomiti Yoxhaso nemisebenzi yayo

I-EJF isungule iKomiti Yoxhaso (GC) enikezwe umsebenzi wokucubungula iziphakamiso nokukhetha izinhlangano i-EJF ezozixhasa. I-GC yaqokwa ngokwenqubo evulekile yokuqasha abantu eyenzeka ngoJuni kuya kuJulayi 2022. Kwakhishwa isikhangiso esivulekile futhi lo msebenzi wokuqasha waphathiswa iKomiti encane yeBhodi Le-EJF. NgokweMibandela elawula i-GC, i-GC ingaba phakathi kwabantu abathathu nabayisikhombisa.

Izinto ezabhekwa lapho kwakhiwa i-GC zibandakanya:<sup>1</sup>

- Isidingo sokuqinisekisa ukuthi wonke amalungu e-GC ayizishosho ezinesipiliyoni sokusebenza ezindabeni zobulungiswa bezemvelo, nasekusebenzeni nemiphakathi;
- Ukuzibophezela ekuqinisekiseni ukuthi iningi lamalungu e-GC azinze emphakathini;
- Ukuzibophezela ekubekeni eqhulwini amazwi abesifazane nentsha;
- Ukubaluleka kwe-GC enesipiliyoni emikhakheni ehlukeneyo wobulungiswa bezemvelo (isb. ezezimayini, ezamanzi, ukutholakala kokudla njll);
- Ukubaluleka kwe-GC eyakhiwe abantu abavela eNingizimu Afrika yonkana, nengagxilile esifundazweni esithile kuphela;
- Ukubaluleka kokuba i-GC ibe nabantu abanolwazi oluthile lokusebenza ngoxhaso oluncane; kanye
- Nesidingo sokuba uMqondisi Omkhulu We-EJF ahlale ku-GC njengomxhumanisi phakathi kwabasebenzi, i-GC kanye neBhodi.

Amalungu e-GC asebenza ihlandla leminyaka emibili, enethuba elinomkhawulo wokunwetselwa lesi sikhathi. Angamavolontiya, okusho ukuthi awakhokhelwa ngomsebenzi wawo ku-GC (nakuba izindleko zawo, njengezindleko zokuya emihlanganweni, zikhokhelwa yi-EJF).

---

<sup>1</sup> Akuzona zodwa le zinto ezabhekwa kodwa sethemba ukuthi ziyasiza ekuboneni indlela eyaqokwa ngayo le komiti.

I-EJF izibophezele ekuphatheni ngokufanelekile futhi iKomiti Yoxhaso isebenza ngaphansi kwegunya eyilikwe yiBhodi Ye-EJF.

I-GC yamanje, eyaqokwa ngoJulayi 2022, imi kanje:

1. Bulelwa Klaasen (USihlalo)
2. Taryn Pereira (IPhini LikaSihlalo)
3. Lizeka Ntsikeni
4. Elton Thobejane
5. Samson Mokoena
6. Nolundi Luwaya
7. Lisa Chamberlain

Ulwazi oluthe xaxa ngesizinda samalungu e-GC lungatholakala ku-[www.ejfundsa.org.za](http://www.ejfundsa.org.za).

### Imibandela yokufaneleka

Ukuze abafakizicelo bafanelekele ukuxhaswa yi-EJF, kumele babe:

1. Yinhlango noma umfelandawonye;<sup>2</sup>
2. Bazinze emphakathini abawusebenzelayo futhi babe yingxenyayo;
3. Kube ukuthi basebenza ngobulungiswa bezemvelo; futhi
4. Kube ukuthi baseNingizimu Afrika.

### Lokho i-EJF ekuxhasayo

#### **Ukuqonda ubulungiswa bezemvelo**

I-EJF yeseka imisebenzi yezishosho zobulungiswa bezemvelo. Samukela incazelo ebanzi nelungile yegama elithi 'ubulungiswa bezemvelo'. Le ndlela iqondiswa ukuqaphela ukuxhumana kwemizabalazo eyahlukene, futhi iyingxenyayo yokuzibophezela kwe-EJF ekuxubeni zonke izici. Siphinde samukele indlela exube zonke izici njegeyingxenyayo yohlelo lokuhlola ukuze sivumele ukuholwa yizidingo ezivezwe yizishosho.

Ngenxa yalokho, nazi ezinye zezinto i-EJF engase izixhase, akukho ndlela ethile ezilandelana ngayo:

- Izimayini;
- Amandla kanye noguquko olunobulungiswa;
- Utholakala kokudla<sup>3</sup> kanye nezolimo;
- Ezamanzi;
- Ukuvikelwa kweZilwandle nezinto zasogwini;
- Imfucuzo;
- Ukungcoliswa komoya;
- Ubulungiswa besimo sezulu;
- I-Ecofeminism (amaphrojekthi amayelana nobudlelwano phakathi kokulingana ngokobulili kanye nemvelo);
- I-Eco socialism (amaphrojekthi ahlanganisa izici zenhlanganyelo nepolitiki ezinzile, impilo yezinto eziphilayo nokulwa ne-globalisation);

---

<sup>2</sup> I-EJF ayivamile ukuxhasa abantu ngabanye – kuyahluka lapho sikhapha uxhaso oluphuthumayo (thola okwengeziwe mayelana nalokhu ngezansi).

<sup>3</sup> Ukutholakala kokudla kumayelana nokuba nohlelo lokudla lapho abantu abadla ukudla bedlala indima endleleni okukhiqizwa ngayo, futhi olubeka kuqala ukudla okukhiqizwa ngezindlela eziphusile nezizinzile.

- Ukuguqulwa komhlaba;
- Ukuthuthukiswa kolwazi lwendabuko;
- Ezinye izindlela zokuziphilisa ezizinzile;
- Impilo yemvelo;
- Ukufinyelela olwazini lwezemvelo; kanye
- Nokubamba iqhaza komphakathi ekuthathweni kwezinqumo mayelana nezinsiza zemvelo.

Lolu hlu alupheleli lapha futhi singase sizicubungule izicelo eziphathelene nezindaba ezingaphandle kwalezi ezikulolu hlu uma zisalwela umgomo wobulungiswa bezemvelo.

### **Imisebenzi engase ixhaswe**

Imisebenzi i-EJF engase iyixhase ibandakanya:

- Umcimbi othile (njengombhikisho, umhlangano noma umbuthano wokucobelelana ngolwazi)
- Ukuhlela, imikhankaso kanye nomsebenzi wokulwela okuthile;
- Ucwango oluholwa umphakathi;
- Ukumangalela okwenziwa yizihlangano ezizinze emphakathini;
- Imfundo yomphakathi ngemvelo; kanye
- Nemizamo yokuninisa inhlangano.

### **Uxhaso oluphuthumayo**

Siyaqonda ukuthi ngezinye izikhathi akwenzeki ukubikezela izinto kusengaphambili, ngenxa yalokho singanikeza uxhaso oluphuthumayo ukuze sisize ekusabeleni enkingeni ephuthumayo nengalindelekile. I-EJF inaka kakhulu izingozi izishoshovu ezibhekana nazo ngezinye izikhathi okusho isidingo sesinyathelo esiphuthumayo sokugcina othile epephile. Izicelo zoxhaso oluphuthumayo zinqunywa yikomiti encane yamalungu amathathu e-GC, ehlose ukuphendula izicelo kungakapheli amahora angama-48.

### Ubukhulu nobude boxhaso

Uxhaso lwe-EJF lwesikhathi esifushane luba yizinyanga ezintathu, kuthi uxhaso lwesikhathi eside lube yiminyaka efika kwemibili. Isicelo ngasinye sihlolwa ngokwezimo saso, kubhekwa, phakathi kwezinye izinto, uhlobo lomuntu oxhaswayo nohlobo loxhaso. Uxhaso oluphuthumayo luthatha izinyanga ezintathu kuya kweziyisithupha.

Uxhaso lwe-EJF luvame ukuba phakathi kuka-R15 000 no-R120 000. Ubukhulu boxhaso buhambisana nobude balo, nokuthi lowo oxhaswayo ufuna ukuyisebenzisela ini imali. Izimali zoxhaso zivame ukukhishwa ngokwezigamu – ukuthi lokhu kuyokwenziwa kanjani kuyoxoxwa ngakho noxhaswayo lapho luqala.

### Inqubo yokufaka isicelo zoxhaso lwe-EJF

Inqubo yokufaka isicelo imi kanje:

### **ISINYATHELO SOKUQALA: I-EJF IKHIPHA ISICELO SOKUFAKA IZIPHAKAMISO**

Ngokuvamile i-EJF izokhipha isicelo esivulekile sokuba kufakwe iziphakamiso. Lokhu kungenzeka kanye noma kabili ngonyaka. Izicelo zeziphakamiso zisakazwa kabanzi futhi zizotholakala okungenani kuwebhusayithi ye-EJF nasezinkundleni zayo zokuxhumana.

### **ISINYATHELO SESIBILI: ABFAKIZICELO BALUNGISA FUTHI BATHUMELE IZIPHAKAMISO**

Lapho abafakizicelo sebesifundile isicelo seziphakamiso futhi banelisekile ukuthi bayakufanelekela ukufaka isicelo, bangaqala ukusebenza ngeziphakamiso zabo. Uma kukhona onemibuzo kuleli qophelo, noma edinga usizo lwanoma yiluphi uhlobo mayelana nenqubo yokufaka isicelo, uMxhumanisi We-EJF Kwezokwesekwa Kwezishosovu (UVuyoethu Mntonintshi) angasiza. Iziphakamiso zingagcwaliswa kuwebhusayithi yethu, noma ngaphandle kwayo bese zithunyelwa kithi nge-imeyili noma nge-Whatsapp.

### **ISINYATHELO SESITHATHU: UKUHLOLA OKWENZIWA NGABASEBENZI BE-EJF**

Uma usudlulile umnqamulajuqu wokulethwa kweziphakamiso, abasebenzi be-EJF bahlola zonke iziphakamiso. Bahlola ukuthi wonke umuntu ofake isicelo uyakufanelekela yini ukuxhaswa (besebenzisa imibandela yokufaneleka ebekwe ngenhla). Baphinde baqinisekise ukuthi inhlangotho iyilokho ethi iyikho. Lokhu kungase kubandakanye ukukhuluma nabantu inhlangotho esebenze nabo esikhathini esidlule kanye/noma ukuyivakashela mathupha inhlangotho. Uma isiphakamiso sisikhulu, inqubo yokuhlola iba neminingwane eminingi. Abasebenzi be-EJF babe sebedlulisela iziphakamiso ku-GC, kanye nokutholwe ngesikhathi kuhlolwa.

### **ISINYATHELO SESINE: IKOMITI YOXHASO IHLOLA IZIPHAKAMISO BESE IKHETHA ABAXHASWA**

I-GC ibe isicubungula zonke iziphakamiso bese ikhetha izinhlangano ezixhaswa yi-EJF.

### **ISINYATHELO SESIHLANU: ABASEBENZI BE-EJF BAZISA BONKE ABFAKIZICELO NGEMIPHUMELA**

Abasebenzi be-EJF bazisa bonke abafakizicelo ngemiphumela. Lapho kungenzeka khona sizobazisa abafakizicelo abangaphumelelanga, kodwa lokhu kungase kungenzeki ngaso sonke isikhathi (kuye ngokuthi zingaki iziphakamiso ezitholiwe).

### **ISINYATHELO SESITHUPHA: ABASEBENZI BE-EJF NABAXHASWAYO BAXOXA NGEZIDINGO BESE BESAYINA ISIVUMELWANO**

Abasebenzi be-EJF babe sebehlela phansi nezinhlangano ezikhethiwe ukuze baxoxe ngokuthi i-EJF ingawuxhasa kanjani umsebenzi wazo, ukuthi uxhaso luzosebenza kanjani nokuthi yini elindelekile. Kubhalwa isivumelwano bese sisayinwa yi-EJF noxhaswayo. Oxhaswayo angabe eseqhubeka nomsebenzi wakhe, esekwa yi-EJF.

#### Imibandela yokuthatha izinqumo

Isiphakamiso ngasinye sihlolwa ngokwezimo zaso sodwa nangendlela esihlobene ngayo nezinye. Lokhu kungenxa yokuthi i-EJF inezinjongo ezithile ezihlobene nabo bonke esibaxhasayo. Qaphela ukuthi iziphakamiso ezingahlangabezani neminye yale mibandela azilahlwa njengoba sibheka zonke izici.

Isiphakamiso ngasinye sihlolwa kusetshenziswa le mibandela elandelayo:

1. Ukuthi imisebenzi ehlongozwa yinhlangano yakho izobuthuthukisa kanjani ubulungiswa bezemvelo nendlela ezowuzuzisa ngayo umphakathi wakini.
2. Ukuthi isiphakamiso siyakubonisa yini ukuqamba izinto ezintsha noma ubuhlakani.
3. Likuphi izinga lokuhleleka nelokuzibophezela enhlanganweni (Ihlelewe kanjani inhlangotho, izithatha kanjani izinqumo, iwubikela kanjani umphakathi ngenqubekela phambili?)
4. Ingabe abesifazane banazo izikhundla eziqavile?
5. Ingabe iphrojekthi/umcimbi/umkhankaso ohlongozwayo uhlokelwe ukuzuzisa abesifazane ngokukhethekile? Uma kunjalo, kanjani?

6. Ingabe abantu abasebasha<sup>4</sup> banazo izikhundla eziqavile enhlanganweni?
7. Ingabe iphrojekthi/umcimbi/umkhankaso ohlongozwayo uhloiselwe ukuzuzisa abantu abasebasha ngokukhethekile? Uma kunjalo, kanjani?
8. Inhlangano ixhumene kanjani nezinye izingxenyane zomkhakha wezobulungiswa bezemvelo (uma kunjalo)? Zithini izinhlangano obambisene nazo noma abaxhasi bangaphambili ngenhlangano?

Ngaphezu kwalokhu, i-GC izobheka lokhu okulandelayo ekuthatheni izinqumo lapho ibheka iziphakamiso:

9. I-EJF ifuna ukweseka inhlanganisela yezinhlangano ezindala nezintsha zama-CBO. Sihlose ukusebenzisa ingxenyane enkulu yesabelomali sethu soxhaso ezinhlanganweni esezivele zinokuhleleka/uhlaka oluthle futhi esezinomlando othile. Isizathu salokhu ukuthi izinhlangano ezinjalo zinehuba elihle kakhulu lokuphumelelisa imibono yazo futhi ngaleyo ndlela zithuthukise ubulungiswa bezemvelo. Le ndlela iphinde yenze i-EJF ikwazi ukucela abanye ababambiqhaza emkhakheni wobulungiswa bezemvelo ukuba baqinisekise ukwethembeka kwalowo ongase axhaswe. Ngesikhathi esifanayo, i-EJF iyazi ukuthi imifelandawonye ekhona ingase ivelele futhi ngezinye izikhathi ingase ishalazele amagalelo awusizo ezinhlangano ezisezintsha, noma ezinhlangano ezikhona ezingaziwa kabanzi. Ngenxa yalokho, sihlose ukusebenzisa ingxenyane yesabelomali sethu soxhaso ezinhlanganweni ezintsha kanye/noma ezingaziwa kabanzi. Lokhu kwenza i-EJF ikwazi ukudala amathuba okuba labo 'abashiywe emuva' bakwazi nabo 'ukungena' emkhakheni wobulungiswa bezemvelo.
10. I-EJF ingathanda ukuxhasa izinhlangano ezisebenza ezinhlotsheni ezihlukene zezindaba zobulungiswa bezemvelo, kunokugxila esicini esisodwa nje, isib. izimayini.
11. Sizama ukuqinisekisa ukuthi uxhaso lwethu alugxili endaweni eyodwa kuphela eNingizimu Afrika.
12. Uxhaso lwe-EJF nganoma yisiphi isikhathi luzohluka ngobude. Lokhu kungenxa yokuthi sicubungula izicelo zanoma yini kusukela emicimbini (edinga uxhaso olufushane) kuya emikhankasweni nasekuqiniseni inhlangano (okudinga uxhaso olude), nangenxa yokuthi sizama ukweseka ngendlela ezuzisa kangangokunokwenzeka ngesabelomali esilinganiselwe.
13. Ngenxa yokuthi sikholelwa ekusizeni ngale kokusiza ngezimali, indlela yethu yokuxhasa idinga izinsizakusebenza ze-EJF njengenhlangano. Uma sizibophezela ekwesekeni inhlangano, sifuna ukwenza isiqiniseko sokuthi siyakhwazi ukufeza lokho kuzibophezela ngendlela efanele. Lokhu kusho ukuthi asikwazi ukuthwalisa ithimba lethu elincane labasebenzi umthwalo omkhulu kakhulu, ngenxa yalokho sidinga ukuqaphela inani eliphelele lalabo esibaxhasayo.

#### Ukulawula ukungqubuzana kwezintshisekelo

Kubalulekile ukuba i-EJF isebenze ngobuqotho futhi ithathwe njengenhlangano eqotho. Sizibophezele ekugwemeni noma yikuphi ukungqubuzana kwezintshisekelo lapho singakwazi khona, nokusebenza kanzima ukuze sinciphise futhi silawule ngokuzibophezela noma yikuphi ukungqubuzana okungaba khona lapho kungenakugwenywa khona. Esinye sezimo lapho ukungqubuzana kwezintshisekelo kungase kuphakame khona kulapho inhlangano enelungu ku-GC, ifaka isiphakamiso e-EJF.

Ngaphambi kusungula i-GC, saxoxisana ngokuthi ingabe sizodinga yini ukuvimbela inhlangano enelungu ku-GC ukuba ifake isiphakamiso. Kodwa-ke, savuma ukuthi lokhu kungaba yisiphazamiso esikhulu, kangangokuthi zimbalwa kakhulu izishoshovu ezizinze emphakathini ezingafuna ukuhlala ku-GC uma lokho kuzolahlekisela umphakathi noma inhlangano yazo. Asifunanga ukudela ukuba nezishoshovu ezikhundleni zamandla okuthatha izinqumo ze-EJF. Ukuba yinhlangano eqhutshwa yizishoshovu kungumnyombo walokho esiyikho, yingakho sithathe le ndlela ehlanganyelwayo yokwenza izinqumo mayelana noxhaso.

---

<sup>4</sup> Okuchaswa ngokuthi ongaphansi kweminyaka engu-35 ubudala.

Ngenxa yalesi sizathu, noma iyiphi inhlangothi ikhululekile ukufaka isicelo soxhaso, naphezu kokuba inelungu ku-GC. Kodwa-ke, lelo lungu le-GC kufanele lihoxe kuzo zonke izingxoxo ze-GC ngaleso sicelo.

Siyaqaphela ukuthi le ndlela yokusebenza ayikuqedi ngokuphelele ukungqubuzana kwezintshisekelo okungaba khona, njengoba inhlangothi ethintekayo efaka isicelo isengaba neminingwane ekuthathweni kwesinqumo se-GC, futhi ngaleyo ndlela izuze kakhudlwana kunabanye abafakizicelo. Ukuze silwe nalokhu, siye sazibophezela ekusebenziseni inqubo yokufaka isicelo efinyelelekayo nesobala. Lokhu kuyingxenywe yesizathu sethu sokuyibeka obala imibandela yenqubo esetshenziswa yi-GC ekuthatheni izinqumo, nokuthi kungani lolu Hlaka Loxhaso lutholakala emphakathini.

#### Ukubuyekezwa Kohlaka Loxhaso

I-EJF izibophezele ekucabangeni njalo ngemisebenzi yethu nezindlela zethu zokusebenza. Lolu Hlaka Loxhaso luwumqulu ozobuyekezwa njalo yiBhodi, okungenani njalo ngemva kweminyaka emibili, kanye-kanye neSu Le-EJF, kanye Nohlelo Lokuqapha Nokuhlola.