

Umhlahlandlela wenkqubo yesibonelelo se-EJF

INjongo yalo Mhlahlandlela weNkqubo yeSibonelelo

INgxowamali yoBulungisa kokusiNgqongileyo (Environmental Justice Fund [EJF]) iyile uMhlahlandlela weNkqubo yeSibonelelo ngezizathu ezibini.

1. Ijolise ekunikeni umkhombandlela kwiKomiti yeZibonelelo xa igqiba ukuba ngowuphi umbutho ofanele ukufumana inkxaso kwi-EJF.
2. Iyafumaneka njengesixhobo sikawonkewonke ngokuyinxalenye yokuzinikela kwe-EJF ekwenzeni izinto ngokuthe paha, kwaye ngenjongo yokwenza lula inkqubo esetyenziswa yi-EJF ukuphumeza izicelo, kuquka nangandlela iKomiti yeZibonelelo ekhetha ngayo abafanele ukufumana isibonelelo.

Ukuzinikela kwe-EJF kuyilo lwesibonelelo olunentabatho nxaxheba

I-EJF ixhaswa ngemali 'ngamatshantliziyo, isenzelwa amatshantliziyo'. Siphila lo mgqaliselo ngokuthi similisele inkqubo yoyilo lwesibonelelo olunentabatho nxaxheba apho izigqibo zokuba ngubani oza kufumana inkxaso zenziwa ngamatshantliziyo aphuma kwicandelo lobulungisa kokusingqongileyo. Oku kungenxa yokuba sikholelwa ukuba i-EJF ifanele ukuhlahlelwa umkhombandlela ngabantu abaphaya etshatshalazeni abayiqongqa ngqo imeko abasebenza ngayo abo bafaka izicelo zezibonelelo, kuquka nemingeni abajongana nayo. Ikwayinxalenye yokuzinikela kwe-EJF ukuqinisekisa ukuba ibeka amandla wokuthabatha izigqibo kwizandla zamatshantliziyo afumaneka kuluntu.

Ukukhethwa nokusebenza kweKomiti yeZibonelelo

I-EJF iyile iKomiti yeZibonelelo enoxanduva lokuphumeza izicelo ze ichonge imibutho efanele ukuxhaswa yi-EJF. IKomiti yokuqala yayikhethwe kweyeKhala ngo2022 yiBhodi ye-EJF eyayilandele inkqubo evulelekileyo yochongo. Kuye kwakho utshintsho oluncinane ekubunjweni kwale Komiti ukusukela ngoko. Ukungafihli zinto kubaluleke kakhulu kwi-EJF, ngoko ke ngalo lonke ixesha kuvuleleka isikhundla kule Komiti, siye sikhuphe umpoposo ze siqhube inkqubo eyiyi yokukhetha. Ngokuhambelana neMimiselo eBekiweyo elawula le Komiti, iKomiti ingenziwa ngabantu abane (4) ukuya kwabasixhenxe (7).

Ezinye zezinto ezingundoqo eziqwalaselwayo xa kwenziwa iKomiti ziquka:

- Imfuneko yokuqinisekisa ukuba onke amalungu eKomiti ngamatshantliziyo anamava okusebenza noluntu kwanakwimiba yobulungisa kwezokusingqongileyo ;
- Ukuzinikela ekuqinisekiseni ukuba uninzi lwamalungu eKomiti ahlala noluntu;
- Ukuzinikela ekubekeni phambili amazwi oomama nolutsha;
- Ubunganga beKomiti enamava kwizintlu ezohlukeneyo zobulungisa kwezokusingqongileyo (umzekelo, ezezimbiwa, amanzi, ukhuseleko lokutya, njalo njalo);
- Ubunganga beKomiti eyenziwe ngabantu abaphuma mbombo zone zoMzantsi Afrika, nabangaphelelanga nje kwiphondo elithile; kwakunye
- Imfuneko yoMlawuli Jikelele we-EJF ukuba ahlale kule Komiti njengetyathanga phakathi kwabasebenzi, iKomiti kwakunye neBhodi.

Amalungu eKomiti asebenzisa isithuba seminyaka emibini, nalapho ithuba elingephi lokunweniswa kobulungu.

I-EJF izinikele kurhulumento olululo futhi neKomiti yeZibonelelo isebenza phantsi kogunyaziso lweBhodi ye-EJF.

IKomiti ekhoyo ngoku yenziwa ngaba bantu balandelayo:

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Ulwazi oluthe vetshe malunga neengcambu zamalungu ale Komiti luyafumaneka ku <https://ejfunds.org.za/the-team/>.

Indlela efanelekileyo yezibonelelo ze-EJF

Ukuze ubeslungelweni lwenkxaso ye-EJF, abafaka izicelo kufuneka:

1. Ibengumbutho okanye indibanisela¹ eqamele futhi eyinxalenye yoluntu elukhonzayo;
2. Usebenze kubulungisa bokusingqongileyo; kwaye
3. UbeseMzantsi Afrika.

Ixhasa ntoni ngemali i-EJF

Ukuqonda ubulungisa kwezokusingqongileyo

I-EJF ixhasa ubutshantliziyo kubulungisa kwezokusingqongileyo. Sigxila kuhlalutyolunxaxhileyo nolunobulali benkcaza ethi 'ubulungisa kwezokusingqongileyo'. Eli nyathelo liqiqiswe kukuqonda ukunxulumana kokutabalaza okwahlukeneyo, kwaye kuyinxalenye nokuzinikela kwe-EJF ekubandakanyeni wonke umntu. Sigxila kwinyathelo lokubandakanya wonke ubani njengenxalenye yomsebenzi onohlolo ukuze sizivumele ukukhokelwa ziifundo ezidakancwe ngamatshantliziyo afumaneka apho kufele khona ithole.

I-EJF ingaxhasa umsebenzi ophakathi kwezi zinto: Ubulungisa kuguquko lwemozulu kwanoBulungisa kuTshintsho kwimigqaliselo yezemozulu; Ungcoliseko lomoya; Izimbiwa; Ingqiniseko kwezokutya; Amanzi; Ukhuselo lwamaLwandle namaNxweme; Inkunkuma; Ubukhomokazi kwezendalo (iiprojekthi ezimalunga nobudlelwane phakathi kokulingana kwezisini kwakunye nezendalo); Intlalontle kwezendalo (iiprojekthi ezidibanisa izintlu zezendalo kwakunye nemiba yepolitiko eqamale ngohlaza kwezendalo, ubunzululwazi kwezendalo kwakunye nochaso lwemirhiba efuthelwa lunxulumano lwehlabathi); Amalungelo ezemihlaba; Ukuthazo lolwazi lwemveli; Ukuxoza mphini wumbi kwiindlela zokuphila; Impilo ngokwezendalo; Ukufikelela kulwazi lokusingqongileyo; kwakunye nentabatho nxaxheba yoluntu ekuthabatheni izigqibo malunga nezixhobo zezendalo. Aluphelelanga apha olu ludwe, kwaye siza kuqwalasela izicelo nangaphandle kolu luhlu xa zisa hambelana necandelo lezolungisa kokusingqongileyo.

Iintshukumo ezingaxhaswa

Iintshukumo ezingaxhaswa yi-EJF ziquka:

- Umsitho othile (umzekelo uqhankqalazo, indibano okanye imfundiswano);
- Uququzelo, amaphulo kwakunye nomsebenzi wokuxhobisa;
- Uphando olukhokelwa luluntu;
- Amanyathelo ezomthetho enziwa yiMibutho eFumaneka ekuHlaleni;
- Imfundiso ngokusingqongileyo kuluntu; kwakunye

¹ I-EJF ayivamanga kuxhasa ngamali iziqu – kodwa singakwenza oko kwizibonelelo zokusabela ngokusisaqophe.

- Neenkquleqhu zokuqinisa imibutho.

Izibonelelo ezisabela ngokusisaqophe

Siyaqonda ukuba ngamanye amaxesha akukwazeki ukuqikelela izinto ngendlela ezizakwenzeka ngayo yaye singanikeza ngezibonelelo zokusabela ngesaqophe ukuxhasa ingxubakaxaka eyenzeke ngesaqophe nebingalindelekanga. I-EJF iyayiqonda imingcipheko egagana namatshantliziyo eye ngamanye amaxesha ithethe ukuba kufuneka inyathelo elikhawulezileyo ukugcina ubani ekhuselekile. Izicelo zezibonelelo zokusabela ngokusisaqophe zigqitywa ngabasebenzi be-EJF, abajolise ekusabeleni kwisicelo kwisithuba seeyure ezingama-48. Izibonelelo zokusabela ngokusisaqophe zilawulwa nguMhlahlandlela weNkqubo yeSibonelelo esiSabela ngokusisaqophe.

Ububanzi nobude bezibonelelo

I-EJF iyila izibonelelo zonyaka omnye weR50 000 ukuya kwiR100 000. Le mali yenkxaso ngokwezibonelelo ivame ukukhutshwa ngokwezavenge. Izibonelelo zokusabela ngokusisaqophe zibakwisithuba seenyanga ezintathu (3) ukuya kwezintandathu (6) kwaye zisukela kwiR5000 ukuya kwisixa esimalunga neR25 000.

Inkqubo yokufaka isicelo senkxaso kwi-EJF

Inkqubo yokufaka isicelo imalunga nezi zigaba zilandelayo:

ISIGABA SOKUQALA: I-EJF IKHUPHA ISIMEMEZELO SEZICELO

I-EJF ikhupha isimemezelo ezivulelekileyo ukuze kufakwe izicelo. Izimemezelo zezicelo zithiwa ndi kwaye ziyafumaneka kwiwebhusayithi ye-EJF kwakunye namaqonga onxibelelwano.

ISIGABA SESIBINI: ABAFAKA IZICELO BALUNGISA ZE BATHUMELE IZICELO ZABO

Xa abo bafaka izicelo sele besifundile isimemezelo zezicelo yaye bonelisekile kwelokuba baselungelweni lokufaka isicelo, bangaqala ukusebenza kwizicelo zabo. Ukuba ubani unemibuzo kwesi sigaba, okanye ufuna uncedo lwalo naluphi na uhlobo malunga nenkqubo yesicelo, abaNxulumanisi beNkxaso yamaTshantliziyo be-EJF bakhona ukuncedisa (qhakamshelana ku info@ejfunds.org.za ngemibuzo malunga nenkqubo). Izicelo zingagcwaliswa kwiqonga lomnatha kwiwebhusayithi yethu, okanye zigcwaliswe bucala ze zithunyelwe kuthi nge-imeyili/ okanye uWhatsApp.

ISIGABA SESITHATHU: ABASEBENZI BE-EJF BENZA INKQUBO YOHLLOLO

Xa usuku lokuvalwa kokuthunyelwa kwezicelo sele luthe lwafika, abasebenzi be-EJF bahlola zonke izicelo. Bajonga ukuba wonke ubani ofake isicelo uselungelweni lwenkxaso (besebenzisa inkqubo efanelekileyo yenkxaso edakancwe apha ngentla). Bakwaqinisekisa ngeenkukacha malunga nombutho ngokuthi bajonge kwiqonga lomnatha, bajonga amaqonga ezonxibelelwano, batsalele abantu abakuluhlu lwereferensi kwakunye nabanye abantu umbutho othe wasebenza nabo ngaphambili. Abasebenzi be-EJF baye balungiselele ingxelo ngokweziphumo zenkqubo yohlolo ze badlulisele izicelo kwiKomiti yeZibonelelo ukuze ixovule.

ISIGABA SESINE: IKOMITI YEZIBONELELO IHLOLA IZICELO ZE IKHETHE ABAZAKUFUMANA IZIBONELELO

IKomiti yeZibonelelo iye ijonge zonke izicelo ze ikhethe ukuba yeyiphi imibutho eza kufumana inkxaso kwi-EJF.

ISIGABA SESIHLANU: ABASEBENZI BE-EJF BENZA UNXULUMANO MALUNGA NEZIPHUMO KUBO BONKE ABEBEFAKE IZICELO

Iziphumo kuye kunxityelelwano nazo nabo bonke abebefake izicelo, kusenziwa oku ngabasebenzi be-EJF. Xa kukwazeka, iziphumo zezicelo singanxibelelanga nazo kwabo bangangaphumelelanga kwizicelo zabo, kodwa ke akuzusoloko kukwazeka ukwenzeka (kuza kuxhomekeka ukuba zingaphi izicelo ezifunyenweyo).

ISIGABA SESITHANDATHU: ABASEBENZI BE-EJF KWAKUNYE NABO BAFUMENE ISIBONELELO BAXOVULA IIMFUNO ZENKXASO ZE BATYIKITYE ISIVUMELWANO

Abasebenzi be-EJF baye bahlale phantsi nemibutho ekhethiweyo ukuxovula eyona ndlela egqwesileyo i-EJF engabaxhasa ngayo kumsebenzi wabo, nendlela apho isibonelelo siza kusebenza ngayo, kuquka nokulindelekileyo. Isivumelwano siyayilwa ze sityikitywe yi-EJF kwakunye nofumene isibonelelo. Ofumene isibonelelo angaqhuba nobutshantliziyo bakhe, exhaswa yi-EJF.

Inkqubo yothatyatho zigqibo

Izicelo zihlolwa ngenxa yobuqili bazo yaye nangokuzalana kwazo. Oku kungenxa yokuba i-EJF ineenjongo ezithile eyayamene nothungelwano lwabo bafumana izibonelelo.

Isicelo ngasinye sihlolwa ngokusetyenziswa kwale nkqubo ilandelayo (nceda uqaphele ukuba izicelo ezingahlangabezaniyo nesinye okanye ezininzi kwezi nkqubo aziheshwa kuqwalaselo kuba sijonga inkqubo evulelekileyo):

1. Iintshukumo ezicetywayo ngumbutho zibuqhubezela njani na ubulungisa kwezokusingqongileyo yaye futhe lini eliza kwenziwa zezi ntshukumo kuluntu?
2. Ingaba le projekthi / eli phulo / lo msitho ucetywayo uzikisiswe kangakanani na? Ingaba zikhona iinkcukacha ezithe vetshe kwesi sicelo ezibonakalisa okucetywayo? Ingaba licace gca kusini na, ikhonkco phakathi kweentshukumo ezicetywayo, iinjongo ezijolise ukuphunyezwa, kwakunye nohlulahlulo lwemali ecetywa ukusetyenziswa?
3. Ingaba ingxam yesicelo iyawudakanca umbandela otshisa ibunzi wobulungisa kwezokusingqongileyo, okanye ingaba umbutho uceba ukuthabatha inyathelo elitsha nelinobugcisa kule ngxaki indala?
4. Ingaba ngumbutho onjani lo yaye ivuleleke kangakanani inkqubo yokuzibhenca eluntwini kulo mbutho? (Wakhiwe njani lo mbutho, uzithabatha kanjani izigqibo, ubika njani ngeengxelo eluntwini?)
5. Ingaba amakhosikazi azibambile izikhundla zesikhokelo? Ingaba le projekthi/ umsitho / iphulo licetywayo lijolise ekuxhamlisi amakhosikazi ncakasana? Ukuba kunjalo, njani?
6. Ingaba abantu abatsha (abangaphantsi kweminyaka engama-35) bazibambile izikhundla zesikhokelo kulo mbutho? Ingaba le projekthi/umsitho/iphulo elicetywayo lijolise ekuxhamlisi abantu abatsha ncakasana? Ukuba kunjalo, njani?
7. Lo mbutho unxibelelanga njani neminye imingxili yecandelo lobulungisa kwezokusingqongileyo (ukuba kuyenzeka oko)? Bathini oobhululu balo mbutho okanye abaxhasi bgangaphambili bezimali malunga nalo mbutho?

Ukongeza, iKomiti yeZibonelelo iza kuthabathela ingqalelo le mibandela ilandelayo ekuthatheni kwayo izigqibo xa ijonga izicelo ngokuthe gabalala:

8. I-EJF ijolise ekuxhaseni indibanisela yemibutho eqamele ngoluntu (CBOs) esele isekiwe nemitsha. Oku kungenxa yokuba sikholelwa ukuba ukwakha umrhiba wobulungisa kwezokusingqongileyo kubandakanya ukuqiniswa kwalo nto sele ikho, kwanokuxhasa imibutho emitsha ukuze ingene kweli candelo lobutshantliziyo. Sijolise ekuchitheni ibathu lesabelomali sethu kwimibutho esele ineziseko kwakunye nesele inomzila. Isizathu soku kukuba lo mbutho inethuba elithe gqathu lokumilisela ngokuyimpumelelo imibono yayo ze futhi yenze igxathu kubulungisa bokusingqongileyo. Eli nyathelo likwavumela i-EJF ukuba isebenzise inkqubo enomzila ngokuphendla abathabathi nxaxheba kwicandelo lobulungisa

kwezokusingqongileyo ukuba baqinisekise ukulungela kwalowo ufumene isibonelelo. Ngaxeshanye, i-EJF ihlaba ikhangele uthungelwano osele lukho ingangelo linobunganga futhi mhlawumbi elisebenza ngokukhuphela ngaphandle igalelo elibalulekileyo lemitho emitsha, okanye imibutho esele ikhona kodwa esele uthungelwano. Kungoko ke sijolise ekuchitheni inxalenye yesabelomali sethu sesibonelelo kwimibutho emitsha okanye engamakheswa. Le yindlela i-EJF exhasa ngayo ukunweniswa komrhiba wobulungisa kokusingqongileyo.

9. I-EJF ingathanda ukuxhasa imibutho esebenza kwimiba eyohlukeneyo yezobulungisa kokusingqongileyo, endaweni yokugxila kwindawo nje enye, umzekelo izimbiwa.
10. Sizama ukuqinisekisa ukuba izibonelelo zethu azigxilanga kwindawo enye eMzantsi Afrika. Oku kungenxa yokuba sizinikele ukuqinisekisa ukuba sixhasa ukunaba kwemibutho kwilizwe liphela, kuquka nakwiindawo ezisemagqagaleni ezitsitywayo kuncedo. Ngamanye amaxesha singakhokelwa yinto yokokuba iingxaki zokusingqongileyo zimbi kakhulu kwezinye iindawo zelizwe, kodwa siyazama kakhulu ukuqinisekisa ukuba abo bafumene izibonelelo bangumfuziselo wonxaxho lwabantu baseMzantsi Afrika. Oku kungathetha ukuba sigatye isicelo esihle ukuba kukho izicelo ezininzi eziphuma kwiphondo elifanayo ukuze sinike ithuba umbutho welinye iphondo, ukuqinisekisa unxaxho ngokwamaphondo.
11. Singakwazi ukuphumeza inani elithile lezibonelelo. Oku kungenxa yokuba imingxili yethu yezezimali ayivulelekanga. Kwakhona, ngenxa yokuba sikholelwa ekunikezeni inkxaso eyongezelelweyo ukongeza emalini, futhi indlela yethu yokunikeza ngesibonelelo njenge-EJF ngokombutho kukugxila kwizixhobo. Xa sizinikela ekuxhaseni umbutho, sifuna ukuqinisekisa ukuba siyakwazi ukukuzalisekisa ngokukuko okokuzinikela. Oku kuthetha ukuba asinakusebenzisa ngendlela engenasiqabu iqela lethu elincinane labasebenzi, yaye kufuneka siliqonde inani elipheleleyo lezibonelelo esiphumezayo.

Ulawulo longqubano lwemidla

Kusemqoka ukuba i-EJF isebenze ngendlela enonyaniseko. Sizinikele ekuzikhwebuleni kulo naluphi na unqubano lwemidla kangangoko sinako, yaye sisebenza nzima ukuthibaza kwanasekulawuleni ngokukuko unqubano olungavela ingakumbi xa linokunqandeka. Ezinye zezinto apho unqubano lwemidla elingavuka khona kuxa umbutho uthumela isicelo kwi-EJF, ube unobudlelwane obusondeleyo kwilungu leKomiti yeZibonelelo okanye kwilungu elingumsebenzi we-EJF.

Phambi kokuba isekwe iKomiti yeZibonelelo, saxoxa kwelokuba ingaba kusini na kuza kufuneka sithintele nawo nawuphi na mbutho apho ilungu leKomiti yeZibonelelo linamatyathanga khona ekuthumeleni isicelo. Kodwa, sayiqwalasela eyokuba oku ingalithyeneba elikhulu, kuba angambalwa kakhulu amatshantliziyo aqamele ngoluntu angahlala kwiKomiti yeZibonelelo ukuba oko bekungafikelela kwelonqanaba ngokumayelana noluntu okanye imibutho yalo. Besingafuni ukuswaza amatshantliziyo ekubeni abekho kumandla othabatho zigqibo kwi-EJF. Ukubakho kombutho oqhutywa bubutshantliziyo kusezikithini bendlela esiyiyo, yaye ngoyena nobangela wokuhamba ngale ndlela yenkqubo yokuyilwa kwesibonelelo enentabatho nxaxheba.

Ngenxa yesi sizathu, wonke umbutho uvumelekile ukuba afake isicelo sesibonelelo, nokuba amanye wamalungu wawo athabatha inxaxheba kwiKomiti yeZibonelelo. Noxa kunjalo, ilungu leKomiti yeZibonelelo kufuneka lizikhwebule kuzo zonke iingxoxo ezingqamene neso sicelo. Siyakuqaphela okokuba eli nyathelo eliwubulali ngokokupheleleyo umbandela wongqzulwano lwemidla, nanjengoko lowo ufake isicelo angathi abenolwazi lwangaphakathi lwenkqubo yothabatho zigqibo yeKomiti yeZibonelelo, nto leyo ethetha ukuba nedolo kubanye abafake izicelo. Ukugwengula oku, sizinikele ekuqhubeni inkqubo efikelekayo nevulelekileyo yokufaka isicelo. Oku kuyinxalenye yesizathu sokuvuleleka malunga nenkqubo yothabatho zigqibo esetyenziswa yiKomiti yeZibonelelo, kuquka nokuba kutheni lo Mhlahlandlela weNkqubo yeSibonelelo ufumaneka nakuwonkewonke.

Imeko esizama ukuyiphepha kuxa ubani onamandla wokwenza ifuthe kwinkqubo yothabatho zigqibo (njengalungu lweKomiti yeZibonelelo okanye umsebenzi) esebenzisa loo mandla ngendlela egwenxa ukuzama ukufaka ifuthe kwisigqibo mhlawumbi ngokunika ingalo, okanye ukuchasana, nomfaki sicelo othile, ngenxa yobudlelwane bangaphambili abebenabo nalo mntu okanye loo mbutho, nto leyo engenakwenzanto nesibonelelo esithunyelwe kwi-EJF. Futhi oku akuphelelanga nje kwiimeko ezifana nale okuthi NGOKWENENE kwenzeka, nesizama ukukuphepha. Sikwafuna ukuphepha naye nawuphi na ofake isicelo onenkxalabo yokuba oku kungathi kanti KUYENZEKA. Kubaluleke kakhulu kuthi kwi-EJF ukuba inkqubo yethu ingabinafeya nje kuphela, koko ibonakale njengenefeya.

Ngoko ke iEJF ibeke imigqaliselo engqingqo esimeni ukulawula ukungqubana kwemidla. Oku kuquka:

1. Unyaniseko yenye yezinto ezinikwa ingqwalasela **ekurhwebeshweni** kwamalungu eKomiti yeZibonelelo kwakunye nabasebenzi.
2. IKomiti yeZibonelelo isebenzela **thungeni linye**, ukuthetha ukuba izigqibo zithatyathwa liqela yaye ifuthe alinakuba semntwini omnye okanye ababini. Ngokunjalo, inkqubo yohlolo yenziwa liqela labasebenzi be-EJF, endaweni nje yomntu omnye.
3. Indlela yokuziphatha kweKomiti yeZibonelelo ilawulwa yiMimiselo eBekiweyo kwanoMhlahlandlela weNkqubo yeSibonelelo, yaye iKomiti yeZibonelelo **iphendula** kwiBhodi. Indlela yokuziphatha kwabasebenzi ilawulwa zizivumelwano zabo zengqesho kwakunye nomhlahlandlela womgaqonkqubo othe gabalala we-EJF.
4. **Sinyanisekile** malunga nenyathelo lethu kumbandela wongquzulwano lwemidla – ngokufanayo nokudakancwe kumaxwebhu kawonkewonke afana nolu.
5. Kukho **inkqubo yokudiza ungquzulwano ngokwemidla** intlantlontathu:
 - 5.1 Zonke izingcingane kufuneka zidize ukuba kungakho kusini na ukungqubana kwemidla kwakunye namalungu eKomiti yeZibonelelo okanye abasebenzi kwizicelo zabo.
 - 5.2 Onke amalungu eKomiti yeZibonelelo okanye abasebenzi kufuneka badize nalo phi na ungquzulwano lwemidla kwakunye nabo bafaka izingcingane, ngokubhaliweyo phambi kwenkqubo yohlolo nokuxovulwa lwezicelo.
 - 5.3 Ukongeza, xa umbutho uphinda ekufakeni isicelo, abasebenzi be-EJF bayajonga ukuba yayidiziwe kusini na imidla engangquzulwana kunyaka odlulileyo ze oko kongeze kuxwebhu lokudizwa kwemidla olusetyenziswa yiKomiti yeZibonelelo xa lixovula imibandela yongquzulwano lwemidla.
6. Xa ungquzulwano ngokwemidla luthi lwadizwa ngumsebenzi, uMlawuli Jikelele wenza uphononongo lokuba ubume bobu budlelwane ebangela ukudizwa kwalo mdlu bungaba linyathelo elinobuzaza kangangokuba kungafuneka ukuba umsebenzi lowo azikhwebule kwinxalenye yenkqubo yohlolo lwesicelo.
7. Xa ungquzulwano ngokwemidla luthi lwadizwa, ngokumayelana neKomiti yeZibonelelo, iKomiti yeZibonelelo (ngaphandle kwelungu elingabandakanyeka kule midla) ixovula isehlo ngasinye songquzulwano lwemidla ze yenze isigqibo esinxahileyo ngokwesehlo ngasinye kwelokuba ingaba ilungu leKomiti yeZibonelelo kufuneka lizikhwebule kusini na. Onke amalungu eKomiti yeZibonelelo azibona ekrwitsheka ngenxa yongquzulwano lwemidla kwakunye namanye amalungu eKomiti yeZibonelelo kufuneka azikhwebule ekuxovuleni izingcingane apho achaphazeleka kuzo.
8. Ukuzikhwebula kwenzeka ngoko nangoko xa ilungu leKomiti yeZibonelelo ingumsebenzi, ilungu, okanye ilungu lebhodi lombutho ofake isicelo, into ethetha ukuba akukho ndlela yimbi kwezi zehlo kwaye akukho mfuneko yokuba iKomiti yeZibonelelo ukuba yenze uphononongo lokuba ingaba kusini na kufuneka ilungu leKomiti yeZibonelelo lizikhwebule – kuba ungquzulwano lwemidla lucacile yaye kufuneka beziguzule ngoko nangoko.

9. Amalungu eKomiti yeZibonelelo akwanikwa ithuba lokuziguzula ngokunokwabo – nto leyo emiliselwa inyathelo 'lokuba kwicala elikhuselekileyo' yaye bagwengule imfuneko yokuba iKomiti yeZibonelelo iphela ukuba yenze isigqibo sokuba ubani kufuneka eziguzulile kusini na.
10. Iinkcukacha zazo zonke izehlo zokudizwa kongquzulwano lwemidla ziyagcinwa kwaye ukufikelelwa kwesigqibo sokuba ukuzikhwebula kwakufuneka kusini na (zinganikezwa xa ziceliwe).

Siyayibulela ukuba kwimingxili yobutshantliziyo, imibutho eyahlukeneyo iyasebenzisana kumabakala ohlukeneyo ngamaxesha onke. Asiyongxaki le. Endaweni yoko, olu hlobo loqhogelwano oluvamileyo kwakunye nokusengela thungeni linye kufanele ukukhuthazwa kwaye kubhiyozelwe! Esikufunayo kukuqinisekisa ukuba iinkqubo zokuthabatha izigqibo zinefeya. Ngoko ke sifuna amalungu eKomiti yeZibonelelo adize okungabangela ukungquzulana kwemidla ngokwezi meko zilandelayo:

- Basebenzela okanye bangamalungu ombutho ofake isicelo;
- Bahlala kwibhodi yombutho ofake isicelo;
- Babandakanyeka kumbutho okumrhiba omnye okanye kubuhlakani bombutho ofake isicelo, ingakumbi xa bebopha kunye imbumba okanye behlanganyela imisitho kwakunye neemfundiswano; okanye
- Banobudlelwano obusondeleleneyo okanye obasemsebenzini kwakunye nombutho ofake isicelo.

Ukwazi nje umbutho, okanye ukudibana kwakunye nabantu bawo, okanye ukusingatha ngokokunye umsitho nje omnye nabo akuthethi ukuba kukho ungquzulwano lwemidla apho.

Kukwabalulekile ukuqaphela ukuba ukubakho nje kobudlelwano akuthethi ukuba ukuba kukho ungquzulwano ngokwemidla. Ngamanye amagama, ukudizwa kwemidla engangquzulana kufuneka kuphela xa obobudlelwane phakathi kofake isicelo kwakunye nelungu leKomiti yeZibonelelo luqamangene kangokuba ilungu leKomiti yeZibonelelo lingenokukwazi ukusebenza ngokuzimeleyo, okanye apho kungakho amanakani ababembakayo wexanasi.

Uphengululo loMhlahlandlela weNkqubo yeSibonelelo se-EJF

I-EJF izinikele ekuzibhenceni ngamaxesha onke kwiintshukumo zethu kwakunye neendlela zokusebenza. Lo Mhlahlandlela weNkqubo yeSibonelelo luxwebhu olusesimeni eluza kuphengululwa ngamaxesha onke yiBhodi, ubuncinane rhoqo ngeminyaka emibini, yaye ngokuhambelana neSicwangciso soBuchule, uHlobo, uVavanyo kwakunye neSicwangciso seMfundiswano se-EJF.

Igqityelwe ukuhlaziywa kweyoKwindla ngo2025.