INCWADI SETHULO EZOXOXWA NE-SOUTH AFRICAN DEMOCRTIC
TEACHERS UNION (SADTU)

NGU-MNTWANA UMANGUSUTHU BUTHELEZI, UNDUNANKULU WAKWAZULU
NONGUMONGAMELI WEQEMBU LENKATHA YENKULULEKO

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ONDINI : JUNE 7, 1993

Ngikugonda kahle ukuthi uSADTU ucele umhlangano noMkhandlu

waKwaZulu oShaya uMthetho namhlanje ukuze kutholakale ukwamukelwa

kwenyonyana yenu yabasebenzi KwaZulu kanye nokukhankasela ukwesekwa nguHulumeni wakwaZulu ukumelwa kothisha baKwaZulu yilenyonyana yabasebenzi. Lolu wudaba olujulile ukulucubungula njengoba wazeka umbono wethu ngezemfundo kanye neqghaza lezinyonyana zabasebenzi ezizimele emkhakheni womphakathi ukuthi

akuhambisani neze.

UHulumeni waKwaZulu uyezwelana nezikhalo zeSADTU ezimayelana nomgomo kaHulumeni waseNingizimu Afrika wokubusa ngokwahlukana kanye nomphumela oyingozi okubenawo emfundweni jikelele. Ukungabaza kwami kuncike ohlotsheni leghaza lothisha njengoba licatshangwe uSADTU. USADTU usekhankasele ukuba othisha babeneghaza elibanzi emaswini okugqugquzela uqugaba emzamweni wakhe wokuhlwitha ukuphathwa kwaloluhlelo lwemfundo olukhona. Kulindeleke ukuba othisha, hhayi abafundi, babe sekhaleni lokubhekana nengcindezi kwezemfundo futhi babambisane nentsha, okungadala ukuba amagceke esikole aphenduke inkundla yempi.

Kuze kube manje othisha. bebewumhlathi onohlonze emzabalazweni othombululekayo wokuphathwa ngentando yeningi kwezikole. Manje, ngaphansi kokugqugquzela kweSADTU, othisha abaningi sebengene

ezinhlelweni zezidlamlilo ezingayisizi neze imfundo futhi

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ngezinye izikhathi mhlawumbe, ezihambisana nokuvukelwa ngempi

kombuso.

Hhayi ukuthi angizwelani nengcindezi ekhona emfundweni kanye nezimo othisha okumele basebenze ngaphansi kwazo. ElaKwaZulu ikakhulukazi lilokhu lihlukunyezwe ngukunikezwa izimali ezincane kakhulu okukhulise kakhulu isimÂ® ebesivele singasathembisi

esifundeni njengoba sinezinga eliphakeme lobuphofu kanye nokungathuthuki ngokwanele. Kwezempilo, ezemigwago kanye nezemfundo zizodwa nje elaKwaZulu naseNatali linikezwa imali engenele ngamaBillion angu 1.18 ngonyaka. UHulumeni wakithi, phezu kwakho konke, unolwazi oluphelele 1lokuthi othisha bebephogelelekile ukuba babekezelele ukufundisa ngaphansi kwezimo ezinganambitheki, kunamakilasi agcwele echichima, ukufundisa

amahora amade kanye namaholo aphansi.

Kodwa thina lapha KwaZulu sikufundile ukuthi ngesikhathi salezinyanga zokungabaza kwezombusazwe kanye nodlame kwezempilo nezomnotho kudingekile kakhulu ukuba sizuze ngokuba munye kwezilokotho zethu kanye nezibopho eziginile zomlando ezibopha ndawonye isifunda sakithi saKwaZulu nesaseNatali. Sisivikela kakhulu isifunda sakithi kanye nezilokotho zethu zangomuso ngoba elaKwaZulu naseNatali, ngaphezu kwanoma yisiphi isifunda eNingizimu Afrika, likhinyabezeke kakhulu ngumbuso kaHulumeni omkhulu.

Othisha ababodwa emzabalazweni wabo wokulingana kanye nezimo ezingcono zokusebenza. Umuntu angaphenduka nje abheke umkhakha wethu wezempilo owabelwa izimali ezincane kakhulu futhi abone izidingo ngala ezingenele kanye nezimo ezimbi ezithwalwa

ngabasebenzi bezokwelapha abasebenza ngokugqilazeka belwa nezifo

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kanye nokuhlupheka. Okufanayo phakathi kothisha, abahlengikazi
kanye nodokotela ngukuthi lemisebenzi ehlonishwayo iyona
engumongo womphakathi wakithi. Ngaphandle kokuzinivikela kanye
nokuzimisela kwanoma yimuphi wothisha bakithi siyobe singotshiwe
empini yethu yokulwa nokuthuthukisa kanye nokusimamisa abantu
abampisholo baseNingizimu Afrika abangenathuba.

Ukuze sibhekane nezinselelo ezibhekene neNingizimu Afrika entsha

lezigwegwe ezikhona kwezemfundo kumele 2zigondiswe. Impi

yemfundo ingeke yaliwa ngeziteleka =zothisha kanye nokuduba

kwabafundi. Izinhlangano ezisekhaleni lomzabalazo ezikhankasela
â\200\230imfundo yabantuâ\200\231 kanye â\200\230nenkululeko manje, imfundo kamuvaâ\200\231
zidale kuphela inhlakanhlaka emiphakathini yethu. Izikole

zabampisholo zibe ngumongo womzabalazo, zaba yinkundla ephambili

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yokubuthela umbutho wangasithe wezempi kanye nempi yoqugaba.

Ngenxa yokwesatshiswa okughubekayo kothisha kanye nabafundi, besatshiswa yimibutho yezidlamlilo sekube khona ukukhinyabezeka okukhulu komoya wokusebenza kanzima kanye nokufunda. Uhlelo lokufunda lughubekile nokuthikamezeka eminyakeni eminingi ezindaweni ezikhungethwe wudlame kanye nezinxushunxushu, umoya

wokungabuseki ongazange nakanye ukulungise.

Izinselelo ezibhekene nabafundisi banamuhla zinzima kakhulu. UHulumeni waKwaZulu uyonikeza lonke usizo angaba nalo kothisha abasesifundeni sethu. Kodwa siyabanxusa othisha bakithi ukuba bangakhinyabezi ingomuso lezingane zethu ngokusebenzisa izikole njengezinkundla zempi zokulwela izimfuno zabo zamaholo aphakeme kanye nezimo zokusebenza ezingcono. Okunokuba balandele izinjongo zokuzizuzela bona, othisha kumele basebenzise =zonke

izindlela ezisemandleni abo ukugqugquzela izingane ukuba zibuyele

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ngabasebenzi bezokwelapha abasebenza ngokugqgilazeka belwa nezifo

esikoleni. Khona manjalo singasebenzela ukudala isakhiwo semfundo esingcono kanye nesimo esifanelekile ezidingweni zabantu â\200\224 othisha kanye nababafundi. Ngenxa yezingane zethu asighakambise

inkolelo ethi â\200\230uhhafu wesinkwa ungcono kunokungabi naso nhloboâ\200\231.

Izingane ezimpisholo ezingenathuba akusamele =zisetshenziswe njengamagende enkundleni yezombusazwe, =zisetshenziswe futhi zixhashazelwe izinhloso ezingenamsebenzi futhi ezivamise ukuba nomphumela omubi. Ngokunjalo othisha - okuyibona mugogodla wemfundo emphakathini wethu- akumele basetshenziswe njengamathuluzi emzabalazweni wamandla ezombusazwe obhekiswe kuloHulumeni okhona. Othisha, ngokusekelwa okuphelele ngumphakathi kanye nabazali, kumele babhekise wonke amandla abo ekugedeni ukungazi kanye nasekuthuthukiseni isizukulwane

sangomuso sezwe lakithi. Ngaphandle kokukhululwa ngokweginiso

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kwemigqondo esemincane singeke sacabanga nakancane ngentando

yeningi yeqiniso eNingizimu Afrika.

Inguquko kwezemfundo idinga ukubekwa phezulu ohlelweni lwalokho okusemqgoka. Izinyathelo ezibalulekile kumele zithathwe ukuze kulethwe uhlelo lwezemfundo oluyilo noselubunjwe kabusha. Lokhu

kuzodinga ukuzinikela kukawonke uwonke ngohlelo lwemfundo olusebenza emkhakheni obanzi ongakhona, lusebenzela imikhakha ehleliwe nengahleleliwe yezemfundo emphakathini wonkana. Sidinga ukukhomba lezozidingo zezemfundo esifundeni sakithi, futhi ngosizo olubalulekile lothisha bethu abakhona, sidinga ukuhlela

izimpendulo ezifanelekile zalezizidingo.

izizukulwane zangomuso. Uma amathuba emisebenzi ezohlinzekwa

ukuze akhulise intshisekelo yezingane =zethu ezifundayo futhi ukuze kusungulwe indawo efanelekile yokuphila ngomuso kumele

imizamo yenzelwe labo abangenakho lokhu.

Impumelelo yohlelo lwemfundo oluvulekile noluyintando yeningi kunoma yimuphi umphakathi lliyodinga ukubuyekezwa kabusha okujulile kwezinhlelo ezikhona nezindlela okughutshwa ngazo ukuze kwenzeke izinguquko ezingala ezikhomba ngokweginiso uhlobo lokwehlukana ngokwesiko kwesikole noma ikolishi, futhi luhlangabezane nezidingo zemfundo yezingane. Lokhu futhi kuzodinga ukuguquka komgondo - hhayi kuphela kothisha kanye nabazali, kodwa nakubafundi gobo lwabo. Kuyoba yilapho ubumgoka bemfundo sekubonakele lapho siyosibona isidingo sokukhulisa

lomsebenzi emphakathini wethu.

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Ngakho-ke ngiyawuchitha umgondo wokuba kube yiA.N.C. kanye noHulumeni waseNingizimu Afrika bodwa abanquma ngengomuso lemfundo ezweni lakithi. Noma yimiphi imizamo yalezizinhlangano zombili yokuhlela kabusha wuhlelo 1lwemfundo zodwana futhi zisebenzise uhlelo lwezombusazwe esikhathini ezizinqumele sona ihlatshwa kakhulu nguHulumeni waKwaZulu. Sifuna ukuba umgudu

wokwenza umgomo ube ngobandakanya uwonkewonke.

Kumele sisebenzele intuthuko yohlelo 1lwezemfundo lwangomuso olwemukeleka kuwonkewonke; lolo olungabandlululi futhi oluhlomisela abantu iNingizimu Afrika eguqukayo. Imigomo yezemfundo kumele yesekelwe yindawo yokufunda ethuthukisa ukuhloniphana, ukubambisana kanye nokugondana phakathi kwamagembu

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UHulumeni waKwaZulu wukholwa ngukuthi umsebenzi wobuthisha uyingxenye ebaluleke kakhulu yomsebenzi emphakathini. Okumele iSADTU ikugonde ngukuthi ilungelo 1lokuteleka kumele 1lithiywe emikhakheni ethile yomphakathi wethu. Ngaphandle kwabafundisi bethu ingomuso lezingane zethu lisebumpisholweni. Kodwa yize kunjalo siyakwamukela ngokuphelele, njengoHulumeni ophusile futhi ozwayo, ukuthi njengoba isisebenzi somsebenzi obalulekile

kumele siqgaphele ubumgoka kanye nesidingo sokuya emsebenzini, ngokunjalo nomgashi â\200\224 noma ngabe uMbuso, isabelo esizibusayo noma

inhlangano ezimele - kumele abenozwelo ngezidingo zezisebenzi

zakhe. Ngazo-zonke izikhathi umgashi emsebenzini obalulekile

kumele akugweme ukungqubuzana emsebenzini kwanoma iluphi uhlobo.

Njengoba intando yeningi kwezoMbusazwe ingeke yazuzwa ngosuku olulodwa, ngokunjalo nasendaweni yomsebenzi ingeke yazuzwa ngosuku olulodwa. Abasebenzi eNingizimu Afrika bahlupheka

amashumi ngamashumi eminyaka ngokukhishwa inyumbazane ekuthathweni kwezinqumo emsebenzini kanye nokuba namandla. Ukuguqulwa kwalesisimo kanye nokuhlelwa kabusha kwendawo yomsebenzi kumele kwenziwe ngendlela ehlelekile futhi ephusile.

Abasebenzi, noma ngabe abasefekthri, omabhalane, othisha noma abahlengikazi kumele babe nesibindi sokukwazi ukunikela ekuthathweni kwezinqumo, nomgudu wentando yeningi endaweni yemisebenzi uhambe ngendlela ehlelekile neyiyo. Ngakho-ke

intando yeningi endaweni yokusebenza iwumgudu oghubekayo, hhayi

isinyathelo esisodwa, okumele ughubeke kancane kancane ngokuxoxisana kanye nokufundisana ukuze kudaleke umoya wokwethembana phakathi komgashi kanye nomsebenzi.

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UHulumeni waKwaZulu ukholwa ngokuphelele ukuthi inyonyana yabasebenzi ingagala ukuzuza intando yeningi esebenzayo ngezingxoxo ezishubile nezinokuthula ezimayelana nokwenziwa ngcono kwezimo zokusebenza ukuhlelwa kwemisebenzi, ukwakhiwa kwamakhono kanye nenguquko enentando yeningi ebudlelwaneni kwezomsebenzi. Ngifisa ukuphetha ngomyalezo othi ukuze iNingizimu Afrika iqghubekele esimweni sokukhula kwezomnotho kanye nokuthuthuka kanye nokuba namandla kwabantu konke kuyoncika ekuzinikeleni okunesiginiseko kanye nokuziphatha ngokukwephusa kwawo wonke amalungu omphakathi wakithi.