

The Thogomelo Project

UMHLAHLANDLELA WOKUSIZA ONOMPILO BOMPHAKATHI

Ukubhekana nokuhlukunyezwa, ukunganakwa
kanye nokuxhashazwa kwezingane



isiZulu



social development

Department:
Social Development
REPUBLIC OF SOUTH AFRICA



Ukuvikelwa kwezingane

Kuyini ukuvikelwa kwezingane?

Ukuvikelwa kwezingane kusho:

- Ukuvimbela nokuvikela izingane kunanoma iyiphi inhlobo yokuhlukunyezwa, ukuphathwa kabi, ukunganakekelwa noma ukudicilelwa phansi
- Ukusiza izingane ezihlukunyeziwe noma ezilinyaziwe
- Ukusiza izingane ezidinga ukunakekelwa nokuvikelwa

Kubaluleke ngani ukuvikela izingane zethu?

Ukuvikela izingane kuyaqinisekisa ukuthi izingane zethu ziphephile futhi nezidingo zazo zokukhula ziyaneliseka. Izidingo zokukhula zibandakanya:

- Izidingo zomzimba
- Izidingo zemizwa
- Izidingo zomoya *spiritual needs*
- Izidingo zomnotho
- Izidingo zasekuhlaleni
- Izidingo zengqondo
- Izidingo zamasiko

*Impilonhle yengane iyafezeka uma amathuba
okuthuthuka engane eneliseka ngendlela
enakekelayo futhi enokwesekwa.*

Kwenzekani uma izingane zingavikelwa?

Uma izingane zingavikelwa zingangena engozini yokuhlukunyezwa, ukunganakekelwa nokuxhashazwa.

Kuyini ukuhlukunyezwa kwezingane?

Ukuhlukunyezwa kwezingane kusho noma iyiphi inhlobo yokulimaza noma yokuphatha kabi ingane njengalokhu: Ukushaya, ukuhlukumeza ngokocansi, ukuchukumeza, ukusetshenziswa kwezingane, ukulimaza ingane ngokwemizwa nangokomqondo.

Kuyini ukuhlukunyezwa ngokocansi?

Ukuhlukunyezwa ngokocansi kuthinta ukuphoqa noma ukuheha ingane ukuthi yenze izinto ezihambelana nezenzo zocansi. Kuwukuhlukumeza noma ingane ivumile noma ingavumanga. Lokhu kungenzeka ngokuvezela ingane isitho sangasese, ukulunguza, ukuphuthaza, ukukhombisa izithombe ezimayelana nocansi, ucansi lwasemlonyeni, ukufaka umunwe embotsheni yezinqe, ukudlwengula, ucansi lwasezinqeni noma ukuthengisa ngomzimba.

Kuyini ukuhlukumeza ngokomzimba?

Kuyinoma isiphi isenzo esingalimaza noma sibulale ingane. Lokhu kungaba yimihuzuko nemivimbo, ukusikeka nokukhuhleka, ukuchachamba noma ukwenyela, ukusha, nanoma yikuphi ukulimala okuphindaphindayo okungenayo incazelo eyanelisayo.

Kuyini ukunganakekelwa?

Ukunganakekelwa kwenzeka lapho ingane inganikwa izidingo zayo zomzimba (njengokudla, imfudumalo, indawo yokuhlala noma ukuvikeleka ezingozini). Umphumela walokhu kungaba yindlala engapheli, ukungondleki, ukungcola noma impilo esezingeni eliphansi. Ukunganakekelwa kuphinde kusho:

- ukungatholeli ingane usizo lokwelashwa noma ukungaqhubeki nokunikeza usizo lokwelashwa
- ukwehluleka ukuhlinzela izidingo zemfundo, kodwa imali nezinye izidingo zikhona
- ukushiya izingane zizodwa



Kuyini ukuhlukunyezwa kwemizwa nokwengqondo?

Lokhukuhlukumeza kwenzeka ngendlela ewuchungechunge yokuziphatha enokulimaza noma ikhubaze ukukhula kwengane ngokwemizwa noma ukuzibona ungumuntu obalulekile.

Kungenzeka ngalezizindlela:

- ukugxekwa, ukusongelwa noma ukuchithwa
- ukushaywa indiva, ukuhlaliswa wedwa, ukuxhashazwa, ukufakwa imicabango emibi nokwesatshiswa kwengane
- ukukhombisa uthando enganeni ukudlula enye
- ukunganelisi izidingo zengane zokuthandwa nokunakwa
- ukuthethisa nokuthuka ingane
- ukwesabisa ingane ngodlame noma ukuyethusa
- ukukhohlisa ingane

Kuyini ukuxhashazwa?

Lokhu ukubeka ingane kulezizimo ezilandelayo:

- ukusetshenziswa kwengane
- ukugqilazwa
- ukuxhashazwa ngokocansi
- izithombe zezingane ezenza ucansi
- ukudayiswa kwezingane
- ukuphoqa ukunqunywa kwamalunga omzimba

Ukusetshenziswa kwezingane kusho ukwenzisa ingane leyomsebenzi engaphezulu kobudala bengane futhi okulimaza izidingo zokukhula kwengane.

Siyini isihluku?

Noma yisiphi isenzo esenziwa umuntu, inhlango noma isimo esingavumeli ukuthi umuntu afinyelele emalungelweni akhe.

Lokhu kungaba:

- ngenkulumo
- ngokomzimba
- ngokwengqondo
- izimpi
- ezombusazwe

Yini engingayenza mayelana nokuhlukunyezwa kwezingane?

Yiziphi izimpawu ezikhombisa ukuthi ingane isengozini noma ayivikelekile?

- Izimpawu ezisemzimbezi njengemihuzuko, ukulimala ekhanda, amathambo ephukile noma ukungondleki.
- Uguquko endleleni yokuziphatha njegokushiya isikole, ukuzikhipha ezintweni, ukuzulelwa yingqondo, ukwesaba, ukuba nexhala, ukufisa ukuzibulala noma ukuziphatha ngendlela enokuzilimaza.
- Ezinye izimpawu kuba wukuthanda izinto ezithile ngokweqile, ukuziphatha ngendlela engafanele kwezocansi, ukuthukuthela kungenasidingo, ukuzichamela nokungakwazi ukulala kahle, noma izinguquko ekudleni.

Yini engingayenza uma ingane ingibikela ngokuhlukunyezwa?

Landela lemhlahlandlela evela kwabakwa *ChildLine* South Africa:

- Ikholwe ingane.
- Yibonge ingane ngokuba nesibindi sokuzokhuluma nawe.
- Tshela ingane ukuthi okwenzekile akulona iphutha layo.
- Chaza ngemfihlo – ukuthi yize ingane ikutshele imfihlo, wena njengomuntu omdala kufanele ubikele abasemthethweni abafanele, njengabezenhlalakahle, ukuze ingane ithole ukusizwa kanye nokwesekwa. Yibonise ingane kulokho edinga ukuboniswa kukho. Mhlawumbe kufanele ubonisane nengane ngalokho okuthiwa “izimfihlo ezinhle nezimfihlo ezimbi”.
- Bhekisisa imizwa yengane futhi ube nozwelo. Lalela lokho ingane ekushoyo, ucabangisise ngemizwa yayo bese uthembisa ukuthi uzoyitholela ukwesekwa.

Yini OKUNGAFANELE ngikwenze?

- Ungaluphenyi udaba lokuhlukunyezwa.
- Ungayisusi ingane lapho ihlala khona ngaphandle kokuthi ingane isengozini embi nesesudane.
- Ungamduduzi umhlukumezi noma abazali.
- Unganqumi ukuthi ingane ikhuluma iqiniso noma qha.
- Ungakhombisi ukumangala kakhulu uma ingane ikubikela ngokuhlukunyezwa – lalelesisa ngomusa nangesizotha.
- Ungazenzi izethembiso ongeke ukwazi ukuzigcina.
- Ungakhulumi kabi ngomhlukumezi.

*Njalo wodlulisela futhi ubike
kusonhlalakahle ukuze ingane
ithole ukusizwa nokuvikelwa.*

Kungani kufanele ngibike ukuhlukunyezwa, ukunganakekelwa noma ukuxhashazwa kwezingane?

Njengonompilo womphakathi:

- **Unesibophezelo somthetho** oshicilelwe kuMthetho Wamacala Egazi (Umthetho Wokuchibiyela Umthetho Wamacala Apathelene Nezocansi Nezindaba Ezihambelana Nawo) sokuthi ubike emaphoyiseni noma kwabezenhlalakahle izehlakalo noma izinsolo zokuhlukunyezwa ngokocansi.
- **Unesibophezelo ngokobuqotho** bakho (ngokulayela koMthetho Wezingane) ukuthi ubike emaphoyiseni noma kosonhlalakahle izehlakalo zokuhlukunyezwa noma nezokunganakekelwa. Kodwa uma ungumsebenzi, njengomnakekeli wezingane nentsha noma isekela likasonhlalakahle, uphinde ube nesibophezelo ngokomthetho.

Ukubika ukuhlukunyezwa

Yimiphi imininingwane engiyidingayo ukuze ngibike ukuhlukunyezwa?

- Igama, isibongo neminyaka yobudala bengane.
- Ikheli lalapho ingane ihlala khona nokuthi ingathinteka kanjani.
- Igama, ikheli nokuthi angathintwa kanjani umzali, umqaphi noma umnakekeli wengane uma ubazi.
- Uhlobo lokuhlukunyezwa osola ukuthi kwenzekile neminye imininingwane ongahle ubenayo (ngaphandle kokuthui uluphenye udaba!).
- Igama nokuthi angathintwa kanjani umuntu ongafakaza ngokuhlukunyezwa.
- igama lakho nokuthi wena ungathintwa kanjani – kuyavunywa ukuthi ubike kodwa ungazisho ukuthi ungubani.

*Uma usola ukuthi
kunokuhlukunyezwa
noma ungenayo yonke
lemininingwane, kufanele
ubike lokho okusolayo
kusonhlalakahle.*



Kwenzekani uma sengibikile emaphoyiseni noma kusonhlalakahle?

- Usonhlalakahle uyoluphenya udaba lokuhlukunyezwa.
- Amaphoyisa ayoluphenya udaba lokuhlukunyezwa.
- Amaphoyisa kanye nosonhlalakahle yibona okufanele bagcine ingane iphephile. Lokhu kusho ukuthi ingane ingasuswa ibekwe endaweni ephephile noma kususwe umhlukumezi.
- Khumbula ukuthi ukuqulwa kwecala kungenzeka kuthathe isikhathi eside (ukuphenya, ukushushisa, ukudingidwa yinkantolo nokwesigwebo). Kungenzeka futhi kungaqulwa cala.

Yini eyenzeka kimi uma ngibika ukuhlukumezwa, ukunganakekelwa noma ukuxhashazwa kwengane?

- Usonhlalakahle ophenyayo uyothintana nawe mayelana nokwedlulisa udaba nokucacisa lokho okungacacile.
- Uma ubika udaba noma izinsolo zokuhlukunyezwa, ukunganakekelwa noma ukuxhashazwa kwengane, ngeke ubekwe icala ngabazali noma abaqaphi bengane uma ukubika kwakho ukwenze ngenkolelo yangempela uhlose ukuvikela ingane.

Ubani okufanele ngibike kuye?

- Usonhlalakahle
- Ucingo 0800 60 10 11
- I-ChildLine 08000 55 555
- Ukuthengiswa kwabantu 0800 555 999
- Inhlangothi Yokuvikela Izangane esendaweni yangakini

Imibono mayelana nemfihlo

- Imfihlo ibaluleke kakhulu odabenei lokuhlukumeza noma lwezinsolo zokuhlukumeza.
- Udaba kufanele lubikwe kusonhlalakahle okunguyena oyoluqhubela phambili.
- Noma yiluphi ulwazi noma imininingwane mayelana nokuhlukunyezwa ungayixoxa kuphela namaphoyisa noma usonhlalakahle. Ungakuxoxa kuphela lokhu uma uthole imvume enganeni futhi yazi kahle ukuthi ivumani. Lokhu kusho ukuthi isimo sonke kufanele sixoxwe nengane ukuze yazi ukuthi yini okufanele iyilindele.
- Uma ingane idalula ukuhlukunyezwa, awukwazi ukuyithembisa ukuthi ngeke utshele muntu ngoba uphoqelekile ngokomthetho noma ngokobuqotho bakho ukuthi ukubike ukuhlukunyezwa. Ngakho kubalulekile ukuthi uyitshale ingane ukuthi ngeke kwenzeke ukuthi uyigcine iyimfihlo ngempela lendaba.

*Uma ingane ilahlekile,
bikela amaphoyisa
khonamanjalo
noma ngokushesha.
Akudingekile ukulinda
amahora angu 24
ngaphambi kokubika
ukulahleka kwengane.*



Yini okufanele ngiyazi ngokwedlulisela?

Yini ukwedlulisela?

Ukwedlulisela wuhlelo lokuhlinzekela zonke izidingo zengane ngokuthi kusizwe ingane noma umndeni ukuthi ukwazi ukuthola izinhlobo ezahlukeni zensizakalo. Ukwedlulisela kumbandakanya ukulandela ukuyozwa ukuthi ingane nalabo abasizayo baqhubeka kanjani.¹

Uhlelo lokwedlulisela wuhlelo oluxhumanisa izinsizakalo emphakathini. Inhlalo yaloluhlelo wukwenza ukunakekelwa kwezingane kube yinto ehlangene.

Kufanele ngani ukuthi sidlulisele?

Onompilo bomphakathi nezihlangano zabo abakwazi ukunikeza zonke izinsizakalo ezidingwa yizingane. Kwesinye isikhathi kuye kudingeke usizo lobuchwepheshe ukubhekana nezidingo ezithile zengane nokuyinika ukunakekelwa kwezinga eliphezulu.

*Zonke izinhlangano ezinikeza
ngezinsizakalo emphakathini kufanele
zisebenzelane ukuze zabelane ngokufanele
kwenziwe ukuze kunakekelwe futhi
kusizakale leyo naleyo ngane.*

¹ Family Health International. January 2005. *Establishing referral networks for comprehensive HIV care in low-resource settings.*

Ubani odinga ukwedluliselwa?

- Izingane ezidinga ukunakekelwa nokuvikelwa.
- Imindeni edinga ukunakekelwa nokwesekwa.
- Izingane ezidinga ukwesekwa futhi ezidinga ukusizakala ngokushesha.
- Onompilo bomphakathi abadinga ukwesekwa ekwakheni isimo esihle sangokomqondo nangokwenhlalo

Landela lezinyathelo ezilula zokwakha uhlelo lokwedlulisela:

- Bhala uhla lwazonke izinhlangano namaphrojekthi angasiza izingane nemindeni edinga ukunakekelwa nokuvikelwa, kanye nonompilo bomphakathi wangakini.
- Yenza uhla lwabantu abanokuthintwa, izinombolo zocingo kanye namakheli alezizinhlangano. Faka futhi nokuthi lezizinhlangano zinikeza luphi uhlobo lwensizakalo kuwe, ezinganeni nasemindenini.
- Thola ukuthi bangobani abantu abanikeza lolo nalolo sizo. Thola ukuthi yiziphi izinyathelo okufanele uzilandele uma udlulisela izingane kubo.
- Qiniseka ukuthi ukudlulisela kwakho izingane ukugcina kuyimfihlo.

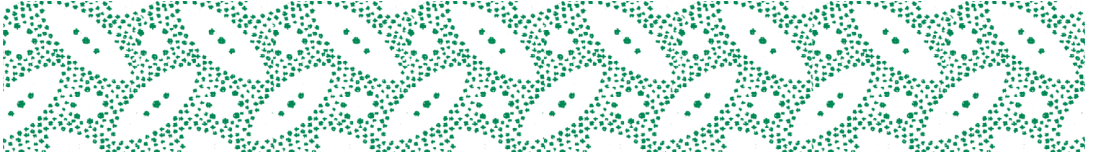


Yini okufanele ngiyazi ngokwedlulisela?

Ngingayidlulisela kanjani ingane?

- Ichazele ingane kanye nomqaphi wayo ukuthi kungani ubadlulisela nokuthi yiluphi usizo nokwesekwa abangakuthola.
- Nikeza ingane nomqaphi wayo:
 - imininingwane yomuntu neyehlangano
 - ukuthi batholakala kuphi
 - ukuthi bangakuthola kanjani ukusizakala
 - uma kwenzeka, banike ikhadi noma incwadi yokubadlulisela equkethe imininingwane (ufake nemininingwane yokuthi kungani ubadlulisela)
- Nikeza lencwadi yokudlulisela lomuntu odlulisela kuye ingane. Kufanele ichaze isizathu sokudlulisela nokuthi yiluphi usizo oludingekayo. Faka imininingwane yengane. Gcina ikhophi yayoyonke imibhalo.
- Landelisa ngokuthi ubheke ukuthi ingane iyile ngempela yini ukuyothola usizo. Buza ingane ukuthi kukhona yini olunye usizo eludingayo.
- Cela lomuntu odlulisele kuye ingane ukuthi akwazise ukuthi ingane iqhuba kanjani ukuze uqiniseke ukuthi izidingo zengane ziyaneliseka. Bheka masonto onke uze ube nesiqiniseko sokuthi uphenyo seluqaliwe nokuthi ingane iphephile.
- Bhala isikhumbuzo salokhu okulandelayo:
 - igama nezinombolo angathintwa kuzo lowo okhulume naye
 - usuku nesikhathi
 - ukuthi ukwenze kanjani ukudlulisela, isibonelo, ubuso nobuso, ngokushaya ucingo

Iyini imisebenzi yezinhlelo zokwedlulisela?



1. Umnyango Wezokuthuthukisa Ezenhlalakahle nezinhlango zokuvikela izingane.

Umsebenzi kasonhlalakahle:

- Ukuhlola ukuthi ingozi ingakanani ngokuxoxisana. Ukwenza uhlelo lwezinyathelo okufanele zithathwe mayelana nezidingo nesimo sengane nomndeni wayo.
- Ukuyisusa ingane uma impilonhle yayo isengozini. Ukwenza izinhlelo zokunakekelwa kwezingane ezidinga ukuvikelwa kanye nokufuna, nokuqoka, nokuqeqesha abaqapha izingane esikhungweni sokuphepha, nokutholela ingane abazali abasha.
- Ukulungiselela ingane nomndeni ukuthi bayonakekelwa ngokwahlukile. Ukusungula nokwenza izinhlelo zesikhathi eside zokusiza izingane ezikulezizimo.
- Ukunikeza noma ukwenza ukuthi kunikezwe ukwelulekwa enganeni, kubazali nakumhlukumezi.
- Ukusungula nokusebenzisa izinhlelo zokuvimbela nezokuthuthukisa ukuze kuvimbeke ukuhlukunyezwa kwezingane.
- Ukuthatha isinqumo sokuthi ingane iyakudinga yini ukunakekelwa nokwesekwa. Ukunikeza ukwesekwa okudingwa yingane nomndeni wayo.
- Ukunikeza usizo lokuvivinya nolokuguqula isimilo ezinganeni ezishayisene nomthetho nasemindenini yazo.
- Ukuthungatha, ukuqoka, ukuqeqesha, ukweseka nokugcina onompilo bomphakathi.
- Ukuphatha izihlelo zezinsizakalo nokuxhumanisa bonke abathintekayo nezidingo nezinhlelo zokwesekwa ngokuphatha izindaba ngendlela efanele.



Izinombolo zokuthintana

- Umnyango Wezenhlalakahle (*National Department of Social Development*) 0800 60 10 11
- I-ChildLine 08000 55 555
- I-Child Welfare South Africa 011 492 2888

2. Amaphoyisa

Umsebenzi wawo:

- Ukuphenya umbiko wokhlukumeza.
- Ukuvula “idokodo” lezehlakalo ezibikiwe.
- Ukuqinisekisa ukuthi ingane iphephile futhi ayitholi ukukhulunyweza kwesibili.
- Iphoyisa liyoxoxa nengane ukuze lithathe isitatimende sayo. Liyobhekisisa ubudala bengane kanye nobunye ubufakazi ngesikhathi lixoxa nengane. Liyohambisa ingane iyohlolwa ngudokotela uma kunesidingo.²
- Umshushisi nephoyisa eliphenya udaba yibona okufanele benqabe ukuthi umhlukumezi akhishwe ngebheyili noma ukucela ukuthi ibheyili ibe nemibandela ethile uma kuvunywa nayo. Xoxisana namaphoyisa ngalokho okungenzeka, ucele futhi ikhophi yemibandela yebheyili.
- Ukuthola ukuthi kukhona yini icala legazi elenziwe. Ukuqoqa ubufakazi bokushushisa nokuqhubeka nokubeka icala kumsolwa.
- Ukwazisa uMnyango Wezenhlalakahle nenhlangothi eqondene yokuvikelwa kwezingane ngazonke izehlakalo ezibikiwe zokhlukumeza noma zezenzo zamacala ezibhekiswe ezinganeni.
- Ukudlulisela udaba kuNational Prosecution Agency (NPA) ukuze kuthathwe isinqumo sokuthi kushushiswe noma qha. Mazise njalo ohlukunyeziwe ukuthi kuqhubekani ngecala.³

2 http://www.saps.gov.za/org_profiles/core_function_components/fcs/establish.htm

3 CHILDREN <http://www.case.org.za>

- Noma yimuphi umuntu omdala angayivulela ingane icala ngisho ingane ingekho lapho.
- Amaphoyisa anawo amandla okutshela umhlukumezi ukuthi asuke lapho kuhlala khona ingane uma lokho kuzokwenza ingane iphephe.
- Sebenzisana namaqembu axubile okuvikela izingane, kumbandakanya ukuphenya ngokuhlanganyela nosonhlalakahle abathile.

Izinombolo zokuthintana

- *SAPS Emergency Services* 10111
- *Crime Stop* 08600 10111
- Abodlame Lwemindeni, Ukuvikelwa kwezingane nabamacala ezocansi – *Family Violence, Child Protection and Sexual Offences (FCS) Unit* 012 393 2359 or childprotect@saps.org.za

Yini engingayenza uma lowo osolwa ngokuhlukumeza engesabisa?

- Uma usatshiswa umuntu wasekhaya, ungafaka isicelo emaphoyiseni noma enkantolo sokuthi uvikelwe njengokulandela uMthetho Ophathelene Nodlame Lwasekhaya (Umthetho 116 ka 1998). Lokho kuyokwazisa ukuthi kufanele wenze njani uma umuntu ekwesabisa.
- Uma lowo osolwa ngokuhlukumeza engahlali ndawonye nawe, ungenza okunye kwalokhu okulandelayo:
 - uma lowomuntu esebekiwe icala, khuluma nomphenyi wecala wasemaphoyiseni noma umshushisi enkantolo ucele ukuthi kubekwe imibandela yebheyili yokukuvikela.
 - uma engakabekwa icala, ungacela ummeli ukuthi akufakele isicelo sokuvikelwa enkantolo. Lokhu kuyokubiza imali.

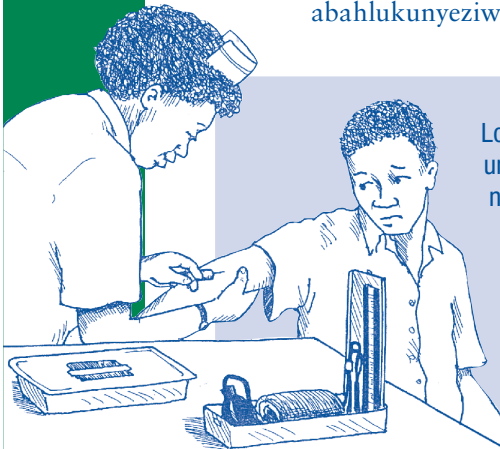


Iyini imisebenzi yezinhlelo zokwedlulisela?

3. Ihhovisi Lomshushisi Omkhulu nenkantolo yamacala ezocansi ngaphansi oMnyango Wezobulungiswa Nokuthuthukiswa KoMthethosisekelo

Imisebenzi yalaba:

- Ukwenza izinhlelo ezinkantolo lapho izingane (ikakhulukazi emacaleni okuhlukunyezwa) zingakwazi ukwethula ubufakazi zisendaweni ephephile kungekho ukwesatshiswa. Lokhu kuvimba futhi kunciphise ukuthi izingane zihlukunyezwe okwesibili. Lokhu kungambandakanya ukuthi eduze nenkantolo kube namagumbi ofakazi abayizingane anamafasitela abonisa ngasohlangothini olulodwa kuphela noma anethelevision esetshenziselwa ukufakaza, noma kusetshenziswe umkhulumeli. (Uma ingane ifakaza enkantolo, amalunga omphakathi anganqatshelwa ukungena enkantolo. Lokhu kuyasiza ukuthi ingane ikhulume ngokukhululeka).
- Ukwenza ngcono izinga lokushushiswa nokugwetshwa ngokuqeqesha izingane ezihlukunyeziwe, onompilo nabanye ofakazi mayelana nenqubo kanye nezimfanelo zokuthethwa kwecala enkantolo.
- Ukunikezela ngamakhono okuthi laba abafaka amacala nabanye bakwazi ukubhekana nencindezi yabo. Ukukhuthaza abahlukunyeziwe nofakazi ukuthi bethule ubufakazi.



Lowo ohlukunyezwe ngokocansi angacela ukuthi umhlukumezi ahlolelwe igciwane lesandulela-ngculazi nokuthi aziswe ngemiphumela yalokho kuhlolwa.⁴ Umzali noma unompilo angayifakela ingane lesisicelo. Noma ngabe imiphumela iyasilandula isandulela-ngculazi, izingane KUFANELE ziqhubeke nokuthatha imithi yokuvikela njengokulayela kukadokotela.

4 National Policy Framework and strategic plan for the prevention and management of child abuse, neglect and exploitation. Department of Social Development.

4. Amahhovisi esifunda nawasekhaya oMnyango Wezempilo

Imisebenzi yawo yile:

- Ukuhlola ngokwezempilo ingane ehlukenyeziwe. Uma kuhlolwa ohlukunyeziwe kufanele kusetshenziwe indlela eyisipesheli yokuhlola.
- Ukuqoqa ubufakazi bempilo obudingeka enkantolo ukuze ukushushisa kube yimpumelelo.
- Ukudluisela izingane kodokotela bengqondo nochwepheshe bezenqondo kanye nosonhlalakahle.
- Ukubambisana nezinye izinhlelo ezithintana nokuvikelwa kwezingane.

5. Umnyango Wokulungiswa Kwezimilo

Umsebenzi wabo yilo:

- Ukunikeza usizo lokulungisa izimilo kubahlukumezi (kumbandakanya abahlukumezi abayizingane).
- Ukuvimba ukuhlukumezwa okuzayo nokuvikela izingane ezingaphansi kwesandla sabo.

6. Abahloli bezemisebenzi, ikakhulukazi mayelana nokusetshenziswa kwezingane

Umsebenzi wabo yilo:

- Ukubika kusonhlalakahle uma bethola izehlakalo zokusetshenziswa kwezingane.
- Ukuvimbela ukuqhubeka kokuhlukenyezwa ngokuthi kushushiswe abahlukumezi.
- Ukuqeqesha mayelana nokuvinjwa kokusetshenziswa kwezingane.

7. Umnyango Wezangaphakathi

Umsebenzi wabo yilo:

- Ukukhuthaza nokwenza kubelula ukubhalisa zonke izingane ngokushesha laphe zisanda kuzalwa.
- Ukweseka izingane zababaleki nokuzihlanganisa neminden i yazo, laphe kufanele.
- Ukubhekela ukusetshenziswa koMthetho Ophathelene Nezamafilemu Nokushicilelwe okuwumthetho ovimbela ukwenziwa, ukusetshenziswa nokusatshalaliswa kwezithombe zocansi olwenziwa yizingane.

8. Othisha

Umsebenzi wabo yilo:

- Ukusiza ekuvimbeleni, ekutholakaleni, nasekubhekaneni nokuhlukunyezwa kanye nokudlulisela izehlakalo zokuhlukunyezwa kwezingane nezingane ezidinga ukunakekelwa nokwesekwa.
- Ukweseka izingane esezike zabhekana nokuhlukunyezwa (njengokuchukuluzwa) egunjini lokufundela noma emagcekeni esikole.

9. i-South African Social Service Association (SASSA)

Umsebenzi wabo yilo:

- Ukvamukela nokucubungula izicelo zezimpesheni zomphakathi.
- Ukuthuthukisa indlela okunikezelwa ngayo izimpesheni zomphakathi.
- Ukubhekana nokukhwabanisa nenkohlakalo mayelana nezimpesheni zomphakathi.

Yini engingayenza uma ngingasezwa lutho ngokuqhubekayo mayelana nokwedlulisela kwami?

Kwesinye isikhathi kuba nokunqamuka ezinhlelweni zokwedlulisela. Kubalulekile ukuthatha izinyathelo zokuvimba lokhukunqamuka.

- Hlela ukubonana nalabo abaletha usizo, noma ubashayeke ucingo.
- Cela bakucacisele ngenqubo yokudlulisela izingane.
- bachazele ukuthi kungani ufuna ukulandela udaba lwengane owayidlulisela.

Yini engingayenza ukuqinisa uhlelo lokwedlulisela?

- Mema izinhlangano okudluliselwa kuzo emhlanganweni ukuze kuvunyelwane ngohlelo futhi kwabelwane ngemisebenzi okufanele yenziwe yilowo nalowo okubanjisenwe naye ohlelweni lokwedlulisela.
- Dweba ibalazwe elikhombisa ukuthi izinsizakalo zixhumana kanjani.
- Xoxisanani ngemigomo okufanele ihlonishwe uma kudluliselwana noma kubikelwana ngokuqhubeka kodaba.
- Khuthaza bonke abasebenzelana nokwedlulisela ukuthi bathuthukise ukuxhumana nabanye abasohlelweni lokwedlulisela.
- Khuthaza umphakathi ukuthi usebenzise futhi weseke uhlelo lokwedlulisela ngokuthi uwuqwashise futhi wenze kube nesidingo salolusizo. Khuthaza uhlelo lokuxhumana komphakathi ukuthi luzimbandakanye.



Izingane ezinokukhubazeka

Kungani izingane ezinokukhubazeka zisesimweni esibucayi?

Izingane ezinokukhubazeka:

- Zidinga usizo oluthe xaxa futhi zidinga isikhathi namandla amaningi kunezinye izingane.
- Zidinga imali ethe xaxa ukwanelisa impilonhle yazo emzimbeni nasekufinyeleleni ezindaweni ezithile.
- Zinezidingo eziqondene nazo kuphela. Lokhu kwenzeka kakhulu emakhaya lapho umphakathi ungahle ungaziqondi zonke izidingo futhi ungakhipha inyumbazana lowomndeni.
- Ezinye izingane ezinokukhubazeka kobuhlakani noma komqondo azikwazi ukwehlukanisa okuhle nokubi. Abahlukumezi bavamise ukukwazi lokhu.
- Ezinye izingane ezinokukhubazeka emzimbeni azikwazi ukuzivikela.
- Kwesinye isikhathi kuba nokucwaswa , ukubandlululwa, ukwesatshwa nokungazi mayelana nokukhubazeka. Abazali kuyenzeka bangazi ukuthi bangazinakekela kanjani lezingane. Lokhu kungadala ukuhlukunyezwa nokunganakekelwa.

Ngingayeseka kanjani impilonhle yezingane ezinokukhubazeka?

- Qiniseka ukuthi zonke izingane ezinokukhubazeka ziphephile futhi zisesimweni sokunakekelwa esizwelanayo nempilonhle yalowomntwana.
- Yenza isiqiniseko sokuthi izingane ezinokukhubazeka ziyakuthola ukuhlanzeka ukuze imizimba yazo iphile kahle.

- Yiba nesineke enganeni enokukhubazeka – kungenzeka lengane kuyithathe isikhathi eside ukuchaza ukuthi kwenzekani kuyo ngenxa yokukhubazeka.
- Yenza isiqiniseko sokuthi imali yosizo isetshenziselwa ukusiza ingane enokukhubazeka – lemali yosizo kufanele isetshenziselwe kuphela ukubhekana nezidingo eziqondene nengane enokukhubazeka.
- Dala amaqembu okuxhasana abazali bezingane ezinokukhubazeka ukuze basizakale ukubhekana nezinselelo nokudikibala kwansukuzonke. Lamaqembu angasiza futhi ukuthi abe yisizinda sokuvimbela ukuhlukunyezwa, ukunganakwa nokuxhashazwa emiphakathini.
- Uma usola ukuthi ingane enokukhubazeka emphakathini isengozini noma isike yahlukumezeka, yanganakekelwa noma yaxhashazwa, siza uqwashise umndeni noma umsebenzi wasesikhungweni sokuphepha okugcinwe kuso ingane ukuthi bahlangabezane nezidingo eziqondene naleyongane. Zama futhi ukuba nesiqiniseko sokuthi ingane iyakwazi ukufinyelela nokusebenzisa izinsiza kanye nokuhlala ngokuphepha kulendawo. Isibonelo, ingane ehamba ngesihlalo kufanele ikwazi ukusebenzisa indlu yangasese.

Ngingayidlulisela kuphi ingane enokukhubazeka noma umndeni odinga usizo?

i-National Council for Persons with Physical Disabilities in South Africa (NCPDSA)

Inombolo yasehlovisi: +27 11 726 8040 Umakhalekhukhwini:

+27 079 516 2467

Baphinde bafundise umphakathi ngokuba nozwelo.

Qiniseka ukuthi zonke izingane ezinokukhubazeka zisesimweni esiphephile futhi esihambelanayo nempilonhle yazo.



Ukuvikela izingane ezisebucayini

Ama *Child Care Forums (CCFs)* ayasiza ukuvikela izingane

- Ama CCF ayizinhlangano zasendaweni ezisebenzisanayo ukweseka izintandane nezingane ezisebucayini emiphakathini yazo. Inhloso yazo ukuhlangabezana nezidingo zomphakathi kanye nokukhuthaza impilo yendabuko yomphakathi.
- Lezizinhlangano zenziwa abantu abazinikelayo abavela emiphakathini kanye nonompilo abaqashwe nguhulumeni nezinhlangano okungezona ezikahulumeni ama NGO.⁵
- Umsebenzi welunga le CCF yilona:
 - ukugqugquzela umphakathi ukuthi ukwazi ukushesha uzibone izintandane nezingane ezisebucayini emiphakathini
 - ukuthola ukuthi ngobani abanakekeli balezizingane ezitholiwe
 - ukuhlola izidingo zaleyo naleyo ngane zomzimba, zemizwa kanye nezokuhlalisana nabantu
 - ukusiza izingane ukuthi zithole izitifiketi zokuzalwa, imali yomxhaso, ukwelashwa nokunakekelwa⁶
 - ukutholela izingane abazali abasha
 - ukuhlelela ukunakekelwa kwezingane emuva kwesikole nangenkathi izikole zivaliwe

Zikhona ezinye izinhloko ongathintana nazo emiphakathini yase Ningizimu Afrika. Lezi kungaba ama CCF, noma amakomiti okuvikela izingane esifunda, noma zingabizwa ngamanye amagama. Thola ukuthi yiziphi izinhloko ezikhona emiphakathini nasesifundeni sakho.

Yini engingayenza esebenzini wami wansukuzonke wokunakekela uphakathi ukuze ngivikele izingane?

- Xoxisa futhi ulalele izingane. Kwamukele ngenhlonipho lokho ezikushoyo. Zikhuthaze ukuthi zikhulume ngemicabango nangemizwa yazo.
- Zikhuthaze ukuthi zizimbandakanye ezintweni ezenziwa umphakathi njengezemidlalo, izinhlangano zentsha, umculo, imidlalo yeshashalazi, ezenkolo nokuthuthukisa izingadi.
- Zikhuthaze ukuthi ziye esikoleni futhi zenze umsebenzi wasekhaya.
- Tshela izingane ukuthi zingaxoxisani nabantu ezingabazi. Nalabo ezibaziyo zibaqaphele.
- Zifundise ukuthi zingayi ezindaweni ezingajwayelekile nanoma ubani.
- Zifundise ukuthi zingazigcini izimfihlo ezizenza zizizwe zinganethezekile.
- Zitshele ukuthi zingavumeli muntu azithinte ezithweni zangasese zomzimba.
- Zikhuthaze ukuthi zikhulume nomuntu othile ima zizizwa zinganethezekile, zisengozini noma zilinyaziwe – njengodokotela, uthisha unompilo womphakathi noma umuntu ezimethembayo.



*Onompilo bomphakathi
banomsebenzi obalulekile
ekuvikelweni kwezingane!*

5 Save the Children. What do we do in Africa? savethechildren.org.uk.

6 Department of Social Development (Child Care Forums)

Yini Engingayenza ukwenza izingane ziphephe kangcono?

- Zifundise ukuthi ubani ezinokumthinta uma zidinga usizo:
 - Amaphoyisa kunombolo yocingo 10111
 - I *ChildLine* kunombolo yocingo 08000 55 555
- Zisize ukuthi ziqonde ukuthi ubani ezingacela kuye usizo, njengelunga lomndeni elithembekile noma umngani othembekile.

Ngingayisiza kanjani imindeni ukuthi ibe namandla okuvikela izingane?

- Khuthaza imindeni ukuthi ihlelele ikusasa lezingane zayo (ezamafa).
- Vakashela amakhaya ukhuthaze amalunga emindeni ukuthi bakhulumisane, banakisise izidingo zengane, bachithe isikhathi bendawonye benze kube nokwesekana lapho behlala khona.
- Khumbuza futhi welekelele umndeni ukuthi ubhalise izingane, nokuthi batholele izingane izitifiketi zokuzalwa nomazisi.
- Dlulisela umndeni lapho bengathola khona imali yempesheni noma imali yokuxhasa abanokukhubazeka, uma kufanele.
- Qwashisa umphakathi ngokuthi wonke umuntu unesibopho sokuvikela izingane.
- Yabelana nenzingane ngolwazi mayelana “nezimfihlo ezinhle” kanye “nezimfihlo ezimbi” – ezinhle zenza ingane ijabule kanti ezimbi zenza ingane izizwe idabukile, ithukuthele noma inobuhlungu.
- Khuthaza imindeni nezinhlangothi ukuthi babe nezinhlalo nezingane uma beya emicimbini yomphakathi, yokuzithokozisa noma yezemidlalo, zokuthi kuyokwenziwa njani uma ingane ilahleka. Ungahlela ukuthi nihlangane endaweni ethile ngesikhathi esithile noma ubhale inombolo kamakhalekhukhwini ephepheni ulinike ingane iligcine.

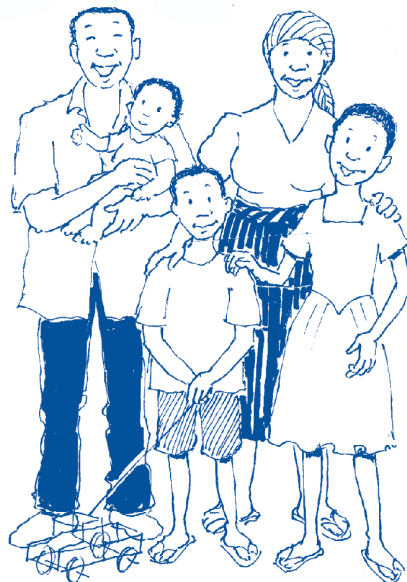
Imiphakathi ingasiza kanjani ukuvikela izingane?

- Yenza ukuthi zonke izingane nemindeni zizizwe zisekhaya;
 - ngokuzifaka ezintweni ezenziwa wumphakathi
 - ngokwenza ukuthi zithole ukusebenzisa izindawo zokudlala nezokungcebeleka
 - ngokukhuthaza izinto ezithuthukisa intsha
- Sabalalisa ulwazi ukuze uqwashise mayelana nokubaluleka kokuvikelwa kwezingane.
- Nikeza izingane ezihlukunyeziwe nemindeni edingayo usizo olusheshayo nolufinyelelekayo.
- Bika izehlakalo zokunganakwa, zokuhlukunyezwa nezokuxhashazwa kwezingane kosonhlalakahle nasemaphoyiseni.
- Nika wonke amalunga omphakathi induduzo nokuzizwa benethemba.
- Yenza kube nokwesekana nezikole zezingane ezisebucayini.
- Zimbandakanye kumaphrojekthi ezikole ezinakekelayo nawokuphepha ezikoleni.


Ingane ingaluthola kuphi usizo?

- Emaphoyiseni kunombolo yocingo 10111

- Ku ChildLine kunombolo yocingo 08000 55 555



Nonompilo bomphakathi nabo bayadinga ukuzinakekela



Ngingazinakekela
kanjani ukuze
ngikwazi
ukuhlangabezana
nezingane ezidinga
usizo nokuvikelwa?

*Ukunakekela umphakathi
kuke kube wumsebenzi
onengcindezi futhi
onzima, ikakhulukazi uma
uhlangabenzan nezingane
nemindeneni edinga usizo.*

*Ukunakekela umphakathi
kungaba nomthelela
esimweni esikahle
sangokwempilo
yangokwengqondo
nangokwenhlalo.*

Izindlela ongazinakekela ngazo

- Thuthukisa amakhono akho okuba ngunompilo.
- Sebenzisa isikhathi sakho ngendlela yokuthi uthole isikhathi sokuphumula.
- Yidla ukudla okunempilo futhi ulale ngendlela efanele.
- Yenza izinto ezinyakazisa umzimba, njengokudansa noma ukhamba ngezinyawo nezinye izenzo zokungcebeleka.
- Yabelana ngemizwa yakho nabanye onompilo bomphakathi.
- Yazi ukuthi amandla akho agcinaphi futhi uqaphele isidingo sakho sokuphumula nesokubhekana nengcindezi.
- Cela ukwesekwa nosizo.
- Zizungeze ngabantu abakwesekayo.
- Zakhele uhlelo lokuzinakekela.

Khumbula, uma unengcindezi, usongelwa noma wesatshiswa, funa usizo nokwesekwa.



Ithuthukiswe ngokubambisana phakathi kwe *United States Agency for International Development*, UMnyango Wezenhlalakahle, i-*Programme for Appropriate Technology in Health (PATH)*, *International HIV/AIDS Alliance*, kanye ne *Health and Development Africa*, ukuze isetshenziswe ngabohlelo lwe*Thogomelo Psychosocial Support and Child Protection Skills Development Programme*.

iTask Order: GHH-I-01-07-00061-00-PATH

Umsebenzi we *Thogomelo Project* (okusho “ukunakekela” ngolimi lwesiVenda) uxhaswe abantu base Melika ngenhlangano okuthiwa yi *United States Agency for International Development (USAID)*. Le Phrojekthi iphethwe abe PATH, HDA kanye ne *International HIV/AIDS Alliance* ngaphansi kwemibandela yesivumelwano esingu Nombolo GHH-I-00-07-00061-00 phakathi kweUSAID ne PATH. Okubhalwe kuleli bhukwana kuwumcimbi obhekene ne *Thogomelo Project* futhi akusho ukuthi lonke liqukethe imibono yabakwa USAID noma uhulumeni wase United States.

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