

AKUKHO SIZATHU SOKUXHAPHAZA.

KUTHENI UBUNDBLOBONGELA OBUJOLISWE
KWISINI ESITHILE BUSENZEKA KWAYE
SINGABUNQANDA NJANI.

Ibhalwe ngumbhali ophambili ngokuthengisa u**Craig Wilkinson**,
inentshayelelo eyenziwe ngu**Gqirha Mamphela Ramphela**

ILIZWI ELISUKA

KUMXHASI

Carling Black Label yenye yebhrendi ezinkulu zesizwe kwaye yayanyaniswa ngamandla neengcamango ezilungileyo zobudoda. Injongo yale bhrendi yethu kukuguqula isithethe sobudoda, ukuxhobisa nokuxhasa indlela entsha yeentshatsheli.

Kwi-Carling Black Label, eyona ndawo icace kakhulu – neyona inzima – yokufezekisa oku kukwiphulo elichasene nobundlobongela obujoliswe kwisini esithile. Icacile, kuba ingumba obalulekileyo ophambili nongundoqo wobudoda nangenxa yokoyanyaniswa kwayo nokusetyenziswa kakubi kotywala. Inzima, kanye ngenxa yezi zizathu zinye.

Ibhrendi ibisoloko ikhuthaza ukusela ngenkathalo kwaye iyaqonda ukuba uninzi lwabemi boMzantsi Afrika lusela utywala ngendlela yokuzonwabisa nenenkathalo. Njengebhrendi ebonakala kakhulu nenempumelelo, sikwindawo efanelekileyo yokuqhuba iincoko ezibalulekileyo ngobudoda obulungileyo nokuncedisa kumsebenzi wokudala utshintsho kwindlela yokuziphatha kuluntu lwethu.

Kweli linge, saneliseke kakhulu ngokusebenzisana noCraig Wilkinson noTata weSizwe kwinkqubo entsha yokwenza **iintshatsheli zeeNguqu** kuMzantsi Afrika ngokubanzi. Le ncwadi linyathelo lokuqala lendlela yokuncothula nengcambu yobundlongela obujoliswe kwisini esithile kuluntu lwethu. Sineqhayiya kakhulu lokubanegalelo kule njongo, ingekuko nje ukwenza umahluko okhawulezileyo, kodwa ikukuqinisekisa ukuba oonyana neentombi zethu zikhulela kwihlabathi elingcono kuneli besikade sinalo.

NguGRANT PEREIRA

UMLAWULI weBHRENDI: CARLING BLACK LABEL

AB-InBev

INTSHAYELELO

NGUGQIRHA MAMPHELA RAMPHELE

Kukho into engumnqa okhohlakeleyo kukuba nomgaqo-siseko, ezomthetho nenkqubo-mgaqo wokukhuthaza ukulingana ngokwesini nokuhlonipha amalungelo abantu, kodwa sekunjalo sibenawona manani aphezulu obundlobongela obujoliswe kwisini esithile ehlabathi. **Yintoni le siyiphosayo?**

UCraig Wilkinson uyibhaqile wayibonisa into esilelayo kule ncwadana:

“Ingxaki ayingomadoda nobudoda, ngamadoda awonzakeleyo anembono engeyiyo malunga nobudoda.”

lingxelo ezithe gqolo zonoondaba zobundlobongela obuhambisa umzimba obenziwa ngabafana kumaqabane awo zalatha kanye kula manxeba anzulu phakathi kwabafana abaninzi kakhulu eluntwini lwethu. Udlwengulo olwenziwa ngamaqela, ukubethwa, ukubulala nokunye ukunyashwa kwamalungelo abantu okuninzi okwenziwa emfihlakalweni akukwazeki ukuba kungaqutyiswana nako ngenkqubo yezobulungisa elwa ulwaphulo-mthetho kuphela.

Kufuneka silungise ilifa elashiywa lulwaphulo lwamalungelo abantu olucwangcisiweyo lolwakhelo lomzimba, nolomphefumlo kwisidima sobudoda soninzi lwabemi eluntwini lwethu. Ukoyiswa, ukuhluthwa umhlaba, imisebenzi eyayifudusa abasebenzi ngenkani yanyanzelisa amadoda ukuba akhethe phakathi kokuhlala nosapho nezinto zokuphila, kwimivuzo eyayimincinci kakhulu ababeyamkela phantsi kweemeko ezithoba isidima. Ukungabikho kootata kuthetha ukungabikho kwemizekelo yabantu abangamadoda kwizizukulwana ezininzi zabemi bethu.

Amadoda amaninzi, ingakumbi abafana abanethemba elincinci lekamva elingcono ngaphaya kwesigaba soqoqosho lwasekuhlaleni, aye akhokelelwe ekubeni akhuphele umsindo wabo kwabo bakufutshane nawo. Esi ibasisiqalo somjikelezo wenkohlakalo wezizukulwana ezininzi zobundlobongela nentiyo yesiqu.

Kukwafuneka ukuba sithethe ngamanxeba alo madoda axhamla kwinkqubo eyathi yonzakalisa abanye. Njengabantu sinxibelelene ngendlela engenakuqhawulwa; ukonzakala kwayo nayiphina inxalenye yabantu konakalisa nabanye. Amacala omabini obudlelwane bokonzakala aphuma enomothuko onzulu osuka kubudlelwane. Ubundlobongela obujoliswe kwisini esithile abukhethi bani: zonke izintlu zoluntu lwethu ziyachats hazelwa bubo.

Sizeza kuqubisana noyena nobangela wobundlobongela eluntwini lwethu, ubundlobongela obujoliswe kwisini esithile bube buyinxalenye nje kuphela. Ukupholisa amanxeba anzulu ajongela phantsi ukukwazi kwethu ukuphila iphupha lentando yoninzi yokulingana kwabantu, yokuhlonipha amalungelo abantu, equka bonke abantu neqhakazileyo, kufuna iincoko zokusinceda siqubisane nempembelelo yomsebenzi wembali yethu.

Sidinga izangqa zokunyanga isizwe sonke apho amadoda alwa nemingeni efanayo engaziva ekhuseleke ngokwaneleyo ukuba angathetha ngezinto azoyikayo namathemba awo aze afumane iindlela zokupholisa ububona bawo obonzakeleyo.

Ukutshintsha indlela yokucinga yinkqubo yokwandisa ulwazi olunzulu evumela umntu nomtu kunye namaqela azazi ngakumbi ukuba bangobani na, yintoni ebangela ukuba benze ngalendlela benza ngayo nendlela abanokuthi bathathe ngayo ulwalo olukhulu lweengcinga namanyathelo abo. Le nkqubo ifuna imeko enenkxaso egxininisa inyathelo ngalinye elithathiweyo kuhambo nezifundo ezifundiweyo.

Amazwe aseSkandaneviya (Nordic) athandwa ngokubanzi ngeenkolelo zawo zentando yoninzi yezentlalo ezithwalekayo, ezinozinzo, eziquka wonke umntu, ezibangele ukuba babephezulu kwiSalathiso soLonwabo lweHlabathi namhlanje. Into engaziwa luninzi lwethu kukuba la mazwe atyala iminyaka engama-70 phakathi koo-1880 no-1935 ekutshintsheni indlela yokucinga yabantu ukusukela kwiinkulungwane zokubusisa ngomhlaba ukuya kwiindlela zokucinga zabemi abahlonipha isidima somntu, abasebenzela ukulunga jikelele nabakhuthaza ukuphatha kwisizukulwana ngasinye.

Lo msebenzi usaqhuba kumazwe aseSkandaneviya, uqhagamshela umoya, ingqondo nempilo-ntle yomzimba womntu ngamnye onobom obulawulwa yindlela yokuziphatha nemisebenzi exabisekileyo ehambelana nezinto ezixabisekileyo kuluntu lwawo. Le yimfihlelo yempumelelo yawo. Ingaba akufanelanga sifunde kule mpumelelo size siyithathe siyilungiselele iimeko zethu?

Okufunyaniswe kumaqela amadoda aneminyaka eyahlukeneyo kwiindawo ezininzi kwisizwe jikelele kubonisa amandla eencoko eziphilisayo. Ezi ncoko ngokuya kuhamba

kwexesha zineda abantu ukuba bavulele iintliziyo zabo abanye baze bazinikele ekusebenzeni kunye ukungciba okwaphukileyo. Iincoko zokupholisa amanxeba zikwadingeka phakathi kwamadoda nabasetyhini kwilizwe jikelele. Sidinga ukutshintsha kwiingqondo zobukolonisi, zengcinezelo nezokugonyamelwa ngamadoda sitshintshele kwiingqondo ezibonisa iinkolelo zesidima somntu, okulungileyo kumntu wonke nokongamela okusekelezwe kUbuntu.

Ubuntu yimbokodo esibunjwe kuyo njengoluntu kweli zwekazi lihle i-Afrika. Amakhonkco angenakuqhawulwa aphakathi kwemisantsa yezizukulwana neyesini angundoqo kwiinkolelo zenkqubo yoBuntu. Sidinga ukupholisa someleze loo makhonkco ukuze amadoda abengcono kangangoko njengamalungu eentsapho zawo, amalungu okuhlala noluntu ngokubanzi. Abasetyhini nabo baza kuziva bengabo kwiimeko ezikhuselekileyo, ezikhathalayo.

Ukutyala kule nkqubo yokupholisa kwilizwe ngokubanzi kungxamisekile. Imbuyekezo kutyalo olunjalo iyakulinganiswa kwiintsapho ezisempilweni nangakumbi, kuluntu olukhuselekileyo nangakumbi nakumaziko avelisa nangakumbi kuqoqosho olubanzi nangakumbi. Kananjalo singangabemi abaneqhayiya abaziphilayo iinkolelo zomgaqo-siseko wethu oxatyiswe kakhulu. Umntu ngamnye kuthi angatyala ekuyileni ikamva esilifunayo.

NguMAMPHELA RAMPHELE

ReimagineSA

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IS AHLULO 1

IXESHA LOKUTHATHA INYATHELO

“Ukubaluleka kwesizwe kulinganiswa ngendlela esiphatha ngayo awona malungu aso abuthathaka.”

NguMAHATMA GHANDI

UBUNDLOBONGELA OBUJOLISWE KWISINI ESITHILE (I-GBV) YINGXUBAKAXAKA ECHAPHAZELA UMZANTSI AFRIKA WONKE.

Sinamaqondo angawona aphezulu obundlobongela obujoliswe kwabasetyhini ehlabathini.

Ezinye iingqikelelo zithi **ukubulawa kwabasetyhini eMzantsi Afrika** kulingana nomlinganiselo wehlabathi uphindaphindwe kahlanu.



5X



UMLINGANISELO WEHLABATHI

UKUDLWENGULWA NJE KOMNTU OMNYE, **SEKWANELE.**
UKUBETHWA NJE KOWASETYHINI OMNYE, **SEKWANELE.**
UMNTWANA NJE OMNYE OXHATSHAZWAYO, **SEKWANELE.**

KODWA **EMZANTSI AFRIKA**

- kudlwengulwa owasetyhini omnye rhoqo kwimizuzu embalwa
- owasetyhini uyabulawa rhoqo kwiinyure ezine kwaye
- kuqikelelwa ukuba **umntana omnye kwabathathu** ulixhoba lobundlobongela ngokwezesondo okanye lokuphathwa gadalala ngaphambi kokuba afike kwiminyaka eli-18.



KUFUNKA SENZE INTO NGOKU. KWAYE SINAKO.

Kodwa kuphela ukuba siyakuqonda ukuba kubangelwa yintoni kwaye sithathe inyathelo eligqibeleleyo ubuqu naxa sisonke.

I-GBV isichaphazela sonke. Ayonto eyenzeka kuphela kuluntu oluthile okanye echaphazela kuphela abantu abathile. Inggikelelo yehlabathi yeyokuba omnye kwabathathu basetyhini ebelixhoba lohlobo oluthile lwe-GBV. Oku kuthetha ukuba sonke sinowasetyhini okanye abasetyhini phakathi kwabahlobo bethu nabo sibathandayo abathe bafumana ukuxhatshazwa ngokobudoda.

Umsebenzi omninzi esiwubonayo onge-GBV uqwalasela ekudaleni ukwazisa okanye ekunikeni inkxaso kumakhoba e-GBV. Zombini zibaluleke kakhulu kodwa ayikho kuzo ezakunqanda ukuba ingenzeki. Kufuneka siyinqande i-GBV ingenzeki kwaphela ukuze kungabikho nto esazisa ngayo kwaye kungabikho maxhoba okuxhaswa. Ingaloo nto le ncwadi.

Kuyo sinika ingqwalasela kwi-GBV eyenziwa ngamadoda kwabasetyhini. Nangona amadoda nawo enakho ukuba ngamakhoba e-GBV kwaye kubalulekile ukuba singawatyesheli okanye singawahoyi ngenxa yaloo nto, kukho imfuno emandla nenongxamiseko yokugxila kukuqubisana ne-GBV eyenziwa ngamadoda.

Inggikelelo yehlabathi yeyokuba omnye kwabathathu basetyhini ebelixhoba lohlobo oluthile lwe-GBV.

NANTSI INTO EYENZEKAYO:

1. **Uninzi olumandla** lwe-GBV lwenziwa ngamadoda kwabasetyhini.
2. I-GBV eyenziwa ngamadoda iye **itshabalalise ngakumbi**.
3. Abasetyhini ngokubanzi **baneendlela abangakhetha kuzo noovimba abambalwa** bokuphephela okanye bokubalekela iimeko ezinoxhaphazo.
4. Abasetyhini baba **nezivubeko ezibi kakhulu**, kuquka ukumitha okungacwangciswa, ukonzakaliswa, ilahleko yezoqoqosho nemingcipheko ephazulu yee-STD.

ENENENI, AYINGUYE WONKE

UMNTU OYINDODA OXHAPHAZAYO,

KODWA YONKE INDODA KUFUNEKA

ILUCHASE.

Njengamadoda nathi kufuneka sizigocagoce siqinisekise ukuba asinalo igalelo esilenzayo ngendlela ethile kwisithethe neendlela ezamkelekileyo ezivumela ukuba i-GBV igqube.

IS AHLULO 2

UKUQONDA I-GBV

I-GBV bubo nabuphina **ubuhlungu** obuviswa umntu **obunempembelelo embi** kwimpilo ngokwasemzimbeni, ngokwasemphefumleni, ngokwasengqondweni okanye yezoqoqosho **ngenxa yesini sakhe.**

Ukuyibeka ngokucacileyo, kuxa naye nabani na ethe waviswa kabuhlungu ngenxa yesini sakhe ngomnye umntu wesinye isini.

IINTLOBO ZE-GBV	
	<p>1. UKUXHATSHAZWA NGOKUBETHWA. Nakuphina ukuchathwa emzimbeni okujoliswe ekuviseni kabuhlungu njengokubetha ngenqindi, ukutyhalwa, ukuqhwyatywa, ukulunywa okanye ukukhatywa.</p>
	<p>2. UDLWENGULO. Nangaliphina ixesha indoda isabelana ngesondo nowasetyhini ngaphandle kwemvume yakhe, nokuba bayathandana okanye abathandani.</p>
	<p>3. UKUGROGRISWA NGOKWEZESONDO. Nakuphina ukuphathwa okungafunwayo, ukubanjwa emzimbeni, iintetho ezinesincwaso sokwabelana ngesondo okanye ukulandela umntu naphina apho aya khona.</p>
	<p>4. UKUXHATSHAZWA NGOKWASEMPHEFULWENI OKANYE NGOKWASENGQONDWENI. Oku kuza ngeendlela ezininzi:</p> <ul style="list-style-type: none"> • Ukoyikisa - ukumoyikisa ngokusebenzisa ukujonga, izenzo, izijekulo, ukophula izinto, ukubonisa isixhobo, ukumxina endleleni, ukumvalela endleleni yakhe. <ul style="list-style-type: none"> • engazithandi, umbeye amagama. • Umenze acinge ukuba uyabhampana. • Ukusongela - ukumsongela ngokumvisa kabuhlungu, ukumshiya, ukuzibulala, ukudiza amahlebo akhe, ukupapasha iifoto zakhe zasekhusini. <ul style="list-style-type: none"> • Ukumthobela phantsi okanye ukumhlazisa. • Ukumenza azive enetyala okanye emdaka. • Ukumphatha ngokungathi akayonto kuwe. • Ukukhupha into ngomlomo - ukumonyelisa, ukumthuka, umenze azive <ul style="list-style-type: none"> • Ukulawula into ayenzayo, abantu abonana nabo, athetha nabo, nento ayibukelayo.
	<p>5. UKUXHATSHAZWA NGOKWASEZIMALINI. Ukusebenzisa imali ukumlawula njengokumthintela ukuba angafumani msebenzi, ukumenza acenge xa efuna imali, ukungamvumeli ukuba athenge izinto azidingayo.</p>
	<p>6. UKUXHATSHAZWA OKWAKHELWEYO. Xa impatho yabasetyhini njengaba-“ngaphantsi kwabanye” yakhelwe kwizithethe zoluntu okanye zombutho okuye kungabonakali gca kumaxesha amaninzi. Umzekelo omnye woku yinkampani enabalawuli abathatha izigqibo kwibala legalufa ngaphandle kokumema abasetyhini abakwisigqeba solawulo. Omnye yindibano yosapho apho abasetyhini belindeleke ukuba bapheke, bacoce bade baphake nangona besebenze imini yonke.</p>

Umngeni ekuqubisaneni neendlela zokuxhatshazwa ezingenakubetha okanye nokwabelana ngesondo kukuba azicacanga ngoko ke kubanzima ukuzibona.

Kulula ukufihla umtshithi osentliziyweni kunomtshithi osebusweni. **Kodwa zonke iintlobo zokuxhaphaza zibuhlungu yaye amaxesha amaninzi uhlobo oluthile lokuxhaphaza lukhokelela kolunye, olonakalisa ngakumbi.** Ukuba indoda ithe gqolo ixhaphaza iqabane layo ikhupha into ngomlomo, ayilonyathelo likhulu ukunyukela ekumonzakaliseni emzimbeni. Ukuba amadoda aqhele ukugonyamela abasetyhini kuba isithethe sombutho sikuthatha njengento elungileyo ukwenza oko, kulula ukuba olu hlobo logonyamelo lunyukele kwezinye iintlobo zokuxhaphaza njengempatho-mbi ngokwezesondo.

Xa kufikelelwa ekujongeni ukuba uhlobo oluthile lokuxhatshazwa lwenzekile na, lixhoba loxhatshazo elineemvakalelo ezibaluleke kakhulu nekufuneka liqwalaselwe kuqala. Nguye othatha isigqibo sokuba uziva exhatshaziwe na okanye hayi. Kulula kwindoda ukuba ithi, “sukugeza, ayonto leyo”, okanye “oko akubuhlungwanga”. Kodwa ukuba owasetyhini uva kabuhlungu okanye ethotywe okanye enziwe azive emncinane ngamazwi endoda okanye zizenzo zayo kufuneka indoda ikuhloniphe oko ize ikutshintshe oko ikwenzayo. Kukho iimeko apho owasetyhini etyhola ngobuxoki ukuba indoda iyamxhaphaza okanye iyamgrogrisa nayo leyo ayilunganga kakubi kodwa ayiyonto iqhele ukwenzeka.

**I-GBV YENZEKA XA
AMADODA ESEBENZISA
GWENXA AMAGUNYA
AWO UKUZIVISA MNANDI,
AZUZE OKANYE ALAWULE.**

NGUBANI OXHAPHAZAYO?

I-GBV ingenziwa ngabantu basemzini, amaqabane othandana nawo, amalungu osapho, oogxa bakho nemibutho. Yinto eqhelekileyo ukuba ixhoba loxhaphazo limazi umxhaphazi. Enyanisweni, amaxhoba amaninzi odlwengulo ayamazi umdlwenguli wawo, abasetyhini abaninzi babulawa ngamaqabane athandana nabo, iimeko ezininzi zokuxhatshazwa kwabantwana zibandakanya umntu owaziwa lixhoba. Le yenye yeenyaniso eyenza i-GBV yonakalise umphefumlo kakhulu – xa le ndoda ithenjwe ngowasetyhini ngentliziyo yakhe ikwayiyo emvisa kabuhlungu.

ILIZWE LOWASETYHINI

Xa kuthethwa ngokuziva ukhuselekile, abasetyhini baliqonda ilizwe ngokwahluke kakhulu kunamadoda. Imisebenzi yemihla ngemihla engoyikwayo ngamadoda ingazizinto ezoyikwayo ngabasetyhini. Ukuhamba kwindawo ekupakwa kuyo iimoto usiya kweyakho, ukungena eliftini okanye ukukhwela iteksi zizinto ezenziwa ngamadoda engacinganga, kodwa akunjalo kwabasetyhini. Kusoloko kukho isoyikiso esiphambili kwabasetyhini. Kwaye into ebuhlungu kukuba umthombo wesi soyikiso soloko iyindoda. Kunqabe kakhulu ukuba abasetyhini boyike abanye basetyhini. Boyika amadoda. Xa owasetyhini ehamba yedwa, ave ukuba kukho umntu omlandelayo ze athi xa ebheka abone indoda kusoloko kukho ukuthandabuza nokoyika. Uza kuzibuza, *Ingaba ndikhuselekile?* Amadoda kufuneka akuqonde oku kwaye abenovelwano. Kufuneka siwubambe lo mahluko ubalulekileyo ngendlela abasetyhini namadoda alibona ngalo ihlabathi. Kwaye kufuneka sithathe uxanduva lokwenza ihlabathi libeyindawo ekhuselekileyo kwabasetyhini.

YONKE LE NTO IMALUNGA NOKUNGONYAMELA

Ubundlobongela obujoliswe kwisini esithile busoloko bubandakanya ukungalingani kwamagunya nokusetyenziswa gwenxa kwamagunya. Amagunya anikelwa isizathu esinye kwaye isizathu esinye kuphela - **ukukhonza**. Igunya lezopolitiko linikelwa ukukhonza inqila, igunya lezezimali ukukhonza usapho, obathandayo noluntu; igunya lokulawula lenzelwe ukukhonza abasebenzi, abaxumi nabanini-zabelo; igunya lamandla omzimba lenzelwe ukukhonza usapho noluntu ngokubonelela ngokhuseleko. I-GBV yenzeka xa amadoda esebenzisa gwenxa amagunya awo ukuzivisa mnandi, azuze okanye alawule.

IZIMO EZITSHINTSHIWEYO

I-GBV ibambi kwaye iyandiswa kukusebenzisa gwenxa utywala neziyobisi.

Nangona ukusela ngokugqithisileyo kungenzi indoda enoxolo ibendlongondlongo, kukhupha lento sele ingaphakathi kuyo kwaye kunciphisa ukukwazi kwayo ukuzilawula nento eyikhuthazayo ukuba izilawule. Ukusela ngokugqithisileyo okanye ukusebenzisa gwenxa izinto ezinxilisayo nokuba zezoluphina uhlobo kungakhokelela ekubeni ubeyingedle, nto leyo engenza ukuba indoda inqanqatheke ngokwaneleyo ukuba yenze nantoni na ukuba ifumane isiselo sayo esilandelayo okanye into ezakuyilungisa.

Ubudoda obunempilo buthatha ngengqiqo kwaye buyazi ukuba mabuyeke nini.

Indoda enobudoda obunempilo iyazihoya yona kunye nabo bayingqongileyo kwaye ayizibeki okanye ibeke abanye emngciphekweni ngokusela kakhulu okanye ithathe iziyobisi.

AYISOZE IBESISIZATHU

Abenzi be-GBV abaninzi babeka ityala kwixhoba. Bathetha izinto ezinje ngezi: “ibimfanele” okanye “ebeyifuna” okanye “bendifuna ukumfundisa isifundo” okanye “le ndlela ebenxibe ngayo, ebeyifuna”. Oku sikubiza ukubeka ityala ixhoba kwaye akulunganga kwaphela kwaye akwamkelekanga. Abanye abenzi boku basebenzisa izinto ezifana nenkcubeko okanye inkolo njengesizathu sokulawula okanye sokuphatha abasetyhini kakubi. Ukutolika izibhalo ezingcwele ngenye indlela okanye ukusebenzisa amasiko angasenziwayo ziindlela ezimbini ezisetyenziswa ngamadoda axhaphazayo ukuzama ukuzithethelela kwizenzo zawo.

EYONA NTO YILE:

ASISOZE SIBEKHO ISIZATHU SE-GBV.

NANINI NA.

Asikho isizathu esibangela indoda ibethe owasetyhini. Nanini na. Nokuba wenza ntoni na ukucaphukisa okanye nokuba uthuka kangakanani na. **Asikho isizathu esibangela ukuba indoda ibenalo naluphi na uhlobo lokwabelana ngesondo nowasetyhini engafuni. Nanini na. Nokuba unxibe ntoni na okanye umbawisa kangakanani na. Nayiphi na indoda yokwenyani ingazilawula iinkanuko zayo.**

NAYIPHI NA INDODA YOKWENYANI INGAZILAWULA IINKANUKO ZAYO.

Kuya kuhlala kungalunganga ukuba indoda ibeke ityala owasetyhini ngezenzo zayo ezixhaphazayo. Indoda nganye inamandla okulawula izenzo zayo. Ayikho indoda enelungelo lokusebenzisa amandla ayo ukoyikisa, ukulawula okanye ukuvisa kabuhlungu owasetyhini nangayiphi na indlela, nanini na. Luphawu lwendoda yokwenyani ukuba isebenzise Amandla ayo ngokufanelekileyo, ngendlela eqeqeshekileyo nenokukwazi **ukuzibamba**. Akubhalwanga nje kuphela kumgaqo-siseko wethu ukuba wonke umntu unamalungelo alinganayo kwinkululeko nakukhuseleko, ibhalwe kwi-DNA yomntu ngamnye ukuba akukho mntu unelungelo lokunyhasha isidima, ukhuseleko nobungcwele bakhe nawuphina umntu.

Ixesha ekukuphela kwalo apho ukusetyenziswa kwamandla komnye umntu nesizathu soko kunesizathu esamkelekileyo ngokomthetho welizwe lethu okanye umthetho wokulunga jikelele kuxa kuyimfuneko ukuzikhusela okanye ukukhusela abanye ekonzakaleni. Nangoko, amandla ekukuphela kwawo ekukho isizathu sokuwasebenzisa ngamandla angephi ayimfuneko ukuze uzikhusele.

Indoda ayijiki ingabiyondoda xa isala ukusebenzisa amandla ayo ukuvisa kabuhlungu, nokuba icaphukiswe kangakanani na.

IZICWANGCISO-QHINGA EZINTATHU EZIQHELE UKUSETYENZISWA NGAMADODA AXHAPHAZA ABO ATHANDANA NABO:

1. **UKUNCIPHISA** - ukwenza ukuxhaphaza into encinci engenamsebenzi nokungathatheli ntweni iinkxalabo zowasetyhini.
2. **UKUPHIKA** - ukuphika ukuba kukho ukuxhaphaza okwenzekayo.
3. **UKUBEKA ITYALA** - ukususa kuye uxanduva lwendlela yokuziphatha exhaphazayo, athi kubangelwe libhinqa.

Ukuba uphawula nokuba yeyiphi kwezi ndlela zokuziphatha kuwe, lixesha lokutshintsha. Ukuba uyaziphawula ezi ndlela zokuziphatha kumntu omaziyo, zinikele ekuthetheni naye uze umbonise ubuhlungu abenzayo.

IS AHLULO 3

UKUKHULISA AMADODA

Akukho nkwenkwe **izelwe** isisidlwengu, okanye ingumxhaphazi, okanye umntu othiye abasetyhini.

UBUDODA OBUNEMPILO SISIPHO ESIMANGALISAYO EBANTWINI.

Indoda enobudoda obunempilo isebenzisa amandla ayo ngokufanelekileyo.

Iyabathanda, iyabakhusela, iyabaxhasa, iyabakhuthaza, yabelana ngobulumko, ibangutata kubantwana bayo, yondle abo ibathandayo ize ilwe oko kungalunganga ehlabathini. Ubudoda obunempilo buyakhula, abusoze bunciphe. Buyadala, abusoze butshabalalise. Bubudoda obungenampilo, obophukileyo – **esiqhele ukububiza njengobudoda obuyityhefu** – obuxhaphazayo. Ubondlobongela obujoliswe kwisini esithile buchasene nobudoda kuba buchasa yonke into ekufanele bubeyiyo ubudoda.

Amadoda axhaphazayo akwenza oko kuba kuyekwakho into engahambanga kakuhle endleleni yawo ukusukela ebukhwenkweni ukuya ebudodeni nakwindlela abuqonda ngayo ubudoda.

Ukuze kuqondwe apho izinto zingahamba kakuhle khona nendlela ezingahambanga kakuhle ngayo kufuneka siqonde ukuba kunjani na ukukhulisa inkwenkwe ibyindoda enobudoda obusempilweni

Bathathu abadlali ababalulekileyo ekukhuliseni indoda epheleleyo ngokwemvakalelo nangokusempilweni.

1. UTATA WAYO

Inkwenkwe ifumana **ukuzazi ebudodeni, ukuzikholelwa kwayo njengendoda**, ukuziva **kokulunga kwayo njengendoda** nendlela eqonda ngayo ukuba **kuthetha ntoni ukuba yindoda kutata wayo** namanye amadoda amadala.

Owona mbuzo unzulu nowona ubalulekileyo kwintliziyo yenkwenkwe nganye onento yokwenza nobudoda bayo ngumbuzo othi, *Ingaba ndinako?* Okanye siyibeke ngenye indlela: *Ingaba mna ndiphelele? Ingaba ndinamandla?* Ingaba ndomelele ngokwaneleyo, ndiyathandeka ngokwaneleyo, ndikrelekrele ngokwaneleyo, ndondleke ngokwaneleyo ukuba ndingayindoda efunwa lihlabathi nelilindele ukuba ndibe yiyo? Yaye inkwenkwe

nganye iza nalo mbuzo kutata wayo. Indlela ophendulwa kakuhle ngayo lo mbuzo ngutata wenkwenkwe yinto enkulu ebangela ukuba ithathe isigqibo ngempilo yobudoda bayo. Ngokwenene utata ozala inkwenkwe bekufanele ukuba nguye ophendula lo mbuzo, kodwa usengaphendulwa nayenye indoda okanye amadoda abalulekileyo amadala, njengotata ngokomtshato, amadoda azizizalwane, umqeqeshi, ootitshala okanye izihlobo zosapho ezisondeleyo. Ukuphendula lo mbuzo ngokufanelekileyo kungqinisisa ubudoda benkwenkwe.

Ukuphendula umbuzo wenkwenkwe wobudoda ngokufanelekileyo kukho izinto ezininzi utata wayo okanye omnye umntu obalulekileyo omdala oyindoda okanye amadoda ekufuneka ezenzile kule hambo iphela iya ebudodeni:

- **ABEKHONA** kwaye azibandakanye ngokwasemphefumleni.
- **AMKHUTHAZE AZE AMBONISE UTHANDO.** Amazwi okumncoma nokumkhuthaza avela kutata aphefumlela ubom bobudoda benkwenkwe.
- **YENZA IZINTO NAYE.** Ixesha elichitha isenza izinto notata wayo libalulekile kwinkwenkwe. Akukhathaliseki kangako ukuba yintoni, ingakukuloba, uhambo olude lokusela umoya (ukuhayikha), iiprojekthi ze-DIY (zikazenzele) okanye nokusebenza oku.
- **YIQEQESHE.** Inkwenkwe idinga utata wayo ukuze acacise imida nemigomo yakhe neziphumo ukuba itsiba umda, kodwa ungaze uyiqeqeshe ngendlela eyonzakalisayo.
- **PHUHLISA INDELELA EYIYO.** Inkwenkwe iphuhla indlela eyiyo xa ingaphandle kwendawo eyithandayo emnandi, ngomsebenzi nangomngeni, kwaye utata wayo kufuneka adale amathuba ukuze oku kwenzeke.
- **YIFUNDISE IZAKHONO ZOBOM.** Zininzi izakhono zobom ezibalulekileyo ekufuneka zifundwe yinkwenkwe kutata wayo ezifana: nokuziqeqesha, indlela yokuphatha inenekazi, indlela yokuziphatha elungileyo nezinye ezininzi.
- **YIBA NGUMZEKELO WOBUDODA KUYE.** Ubudoda obusempilweni kufuneka bufundiswe, bube ngumzekelo buze bugqithiselwe kwinkwenkwe ngamadoda amadala. Ukuba inkwenkwe ikhula notata othanda, ohlonipha nonika imbeko abasetyhini abasebomini bakhe, amathuba ngawokuba iyakukhula ibeyindoda eyenza le nto nayo. Ukuba utata wayo uxhaphaza umama wayo nangayiphina indlela iyakuthatha oko njengendlela yokwenza izinto kwaye amathuba ngawokuba nayo iyakwenza le nto.

Amadoda ootata bawo abawuphendule umbuzo wawo wobudoda ngokufanelekileyo akhula omelele kwaye ezinzile kubudoda bawo. Ayazazi ukuba angoobani na, akholelwa

kwiziqu zawo kwaye akanaso isidingo sokuba azibonakalise ngeendlela ezingafanelekanga. Ayakwazi ukubonelela ngokomelela kwawo kowasetyhini amthande ngentlonipho nangentebeko. Ayakwazi ukuphila ubomi bokuzinikela nobunentsingiselo, ngaphandle kwemfuno yokuba semva kwenkangeleko, ubumnandi kwaye abe nobukrothi bokuzibonakalisa nakwabanye ukuba anganako. Ukuba utata wenkwenkwe okanye enye indoda ebalulekileyo endala ayikwazi kuphendula imibuzo enzulu yentliziyo yayo yobudoda bayo iyakukhula ingakhuthazwanga njengendoda ibenombono wokungapheleli kobudoda bayo.

Xa amadoda engekho ukuze adlulise nokuba ngumzekelo wobudoda kumakhwenkwe, siphela nehlabathi eligcwele ngamadoda angagqibelelanga, amadoda angangeniswanga ebudodeni; amakhwenkwe asemizimbeni yamadoda angayaziyo indlela yokuphila njengamadoda.

2. UMAMA WAYO

Oomama babonelela ngendawo enenkathalo nokhuseleko lomphfumlo, izinto ezibalulekileyo ekwakhelwa kuzo ekuphuhliseni indoda.

Njengowasetyhini othandwa kakhulu nobalulekileyo ebomini bukanyana wakhe, nazi izinto ekufuneka azenze ukwenzela uphuhliso lobudoda bonyana wakhe:

- **AKHUTHAZE UBUDODA BUKANYANA WAKHE.** Akhuthaze ubudoda bukanyana wakhe. Eyona nto ifunwa kakhulu ngamadoda kwabasetyhini yintlonipho. Njengoko inkwenkwe iqalisa ukukhula nesidingo sayo sokuziva yomelele nokuba nakho siyakhula, ifuna ukwazi ukuba umama wayo uyayihlonipha njengendoda kwaye uyakholelwa kumandla ayo. Inkwenkwe iya kuya kutata wayo nakumadoda amadala ukuze adlulisele kuyo imbono yamandla obudoda bayo, kodwa iya kuya kumama wayo ukuze ifumane isiqinisekiso sokuba oko kuyinyani.
- **YINIKE IMVUME YOKUBA YINDODA.** Kuqhele ukuba nzima kumama ukuba makaqonde izinto ezindlongondlongo ezenziwa ngamakhwenkwe. Indalo kamama kukukhulisa nokukhusela abantwana bakhe, nto leyo esisipho esihle. Kodwa ngamanye amaxesha, ukuba ngumama okhuselayo kungalimaza ngaphandle kwenjongo ukuphuhla kobudoda bukanyana wakhe. Xa inkwenkwe isiya kumama wayo ize ithi “Hee mama,

ndifuna ukukwela emthini”, impendulo yakhe engacinganga iyakuthi, “Hayi mfana wam, kuyingozi oko”. Enyanisweni ibuza umbuzo othi, “Ndinganako?” kwaye ngokukhusela kwakhe uphendula athi, “Hayi awunako”. Ukuba inkwenkwe ayinayo indoda ebomini bayo ukuyinika imvume yokukhwela emthini ingakhula ithandabuza ukuba inako. Kufuneka ayinike imvume yokuba ibe ndlongondlongo ngelinye ixesha.

- **QINISEKISA UKUBA UNAMADODA ALUNGILEYO EBOMINI BAYO.** Xa kungekho nawuphina umzekelo wendoda, inkwenkwe iyakukhangela kumama wayo njengomzekelo obalulekileyo. Ngendalo uyakuba ngumzekelo kuyo uyifundise indlela yokuba nonxulumano, uvelwano, ingabuzi kakhulu kwaye ingabinabungozi kakhulu. Konke oku kubalasele kodwa licala elinye kuphela inkwenkwe ekudingeka ukuba ilazi. Elinye icala lellokufunda indlela yokubandlongondlongo namandla nokuba nobungozi ngendlela elungileyo.
- **YIBONISE INDELELA YOKUXABISA ABASETYHINI.** Ukwenza oku ngendlela asingatha ngayo ubudlelwane bakhe namadoda asebomini bakhe. Oko akwamkelayo okanye angakwamkeliyo kuya kufundiseka ngokucacileyo kuyo nokwamkelekileyo nokungamkelekanga kwindlela yokuphatha owasetyhini.
- **YIBONISE UKUBA UBUXABISILE UBUDODA.** Inkwenkwe nganye iyindoda ekhuliswayo kwaye kuba umama wayo engoyena wasetyhini ubalulekileyo ebomini bayo, indlela awathatha ngayo amadoda inefuthe elikhulu kwindlela ezithatha ngayo yona njengendoda. Ukuba umama wayo uyawacaphukela amadoda ngenxa yendlela amphatha ngayo, angagqithisa umyalezo engaqondanga kunyana wakhe ukuba amadoda awalunganga.

**UBUDODA OBUNEMPILO
BUYAKHULA, ABUSOZE
BUNCIPHE. BUYADALA,
ABUSOZE BUTSHABALALISE.**

3. KULUNTU




Uluntu ekhulela kulo inkwenkwe ludlala indima ebalulekileyo ekuphuhliseni nasekuqondeni ukuba kuthetha ntoni ukuba yindoda.

Imiyalezo eyifumanayo konoondaba, esikolweni, kurhulumente, kwiinkokeli zokuhlala naseluntwini ngokubanzi zineda ekubumbeni imbono yayo yobudoda nayo njengendoda. Uluntu lwamadoda nabasetyhini abazinikeleyo lukhulisa amakhwenkwe namantombazana asempilweni, nokuba ngasizathu sithile okanye ngezinye abazali abazala umntwana abekho. Umngeni namhlanje esinawo ngowokuba uluntu lusoloko lungabonakali okanye lungasebenzi. Isiphumo sesokuba amakhwenkwe amaninzi akhula ngaphandle kwegalelo alidingayo emadodeni nakwabasetyhini abadala eluntwini.

Okudingwa yinkwenkwe nganye 'eluntwini':

- **IMIYALEZO EMNANDI NGOBUDODA.** Amakhwenkwe adinga ukuwuba lo myalezo kuluntu ngokubanzi kwakunye nasebazalini bawo nakwabanye abantu ababalulekileyo abanamagunya ukuba ubudoda yinto elungileyo. Ukuba akawufumani lo myalezo, angakhula ebucaphukela ubudoda bawo ade azicaphukele nawo.
- **IMIZEKELO ELUNGILEYO YAMADODA UKUVUSELELA NOKUYIKHUTHAZA.** Nokuba ngosopolitiki, iinkokheli kwezoshishino, abalinganisi kwiifilim neemvumi, abadlali bezemidlalo okanye iinkokheli zoluntu, amakhwenkwe adinga amadoda alungileyo anokufunda kuwo abonisa uhlobo lobudoda obunempilo.
- **AMATHUBA OKUBONELELA ABO AWATHANDAYO.** Amadoda anemfuno enzulu yokuziva ingathi angakwazi ukukhathalela nokubonelela abo abathandayo. Xa uluntu lungaboneleli ngamathuba anjalo angaziva enodano, enomsindo kwaye ephelelwe lithemba.
- **IMVUME YOKUBA BUTHATHAKA.** Uluntu lunika amadoda umyalezo wokuba kufuneka omelele, ngalo lonke ixesha azibambe kwaye angaze akhale okanye abonise ubuthathaka. Ngoko ke, amadoda akhula nomthwalo wokufuneka abonakale omelele kwaye eselulawulweni ngalo lonke ixesha. Xa engenjalo, ayayifihla loo nto ayivalele ngaphakathi ekhusini acinge ukuba akangomadoda kuba akanguwo umfanekiso ekufanele ukuba indoda inguwo.

Into edingwa yinkwenkwe nganye **kuhambo lwayo lobudoda:**

EKUDINGAYO	IKUDINGA KUBANI
<ul style="list-style-type: none"> • Ukukhuthazwa kubudoda bayo • Umyalelo wendlela yokuba yindoda • Ingqeqesho nokuphuhlisa indlela eyiyo • Ubudoda ibufundiswe 	<p>Kutata wayo nenye indoda ebalulekileyo endala</p> 
<ul style="list-style-type: none"> • Ukukhuthazwa kwamandla ayo obudoda • Ukhuseleko lwasemphefumleni nokhuselelo • Ukuvunyelwa ukuba ibe yindoda • Ubudoda buxatyiswe kwaye buhlonitshwe 	<p>Kumama wayo</p> 
<ul style="list-style-type: none"> • Ixatyiswe kwaye ihlonitshwe • Imiyalezo emnandi ngobudoda • Ithuba lokubonelela abo ibathandayo • Imizekelo elungileyo 	<p>Kuluntu</p> 

Xa inkwenkwe ifumana oko ikudingayo emphefumleni kubazali bayo naseluntwini iyakukhula ibeyindoda enembono enamandla nephilileyo ngobudoda bayo. Xa ingakufumani, kukho ithuba lokuba iyakukhula inendlela yokuqonda ubudoda engekho sempilweni kwaye oku kuya kukhokelela kwindlela yokuziphatha eyonakalisayo kuyo nakwabanye.

Ubudoda obusempilweni kufuneka bufundiswe, bube ngumzekelo buze bugqithiselwe kwinkwenkwe ngamadoda amadala.

UBUDODA OBUNEMPILO NOBUNGENAMPILO

Nazi ezinye iiyantlukwano phakathi kobudoda obunempilo nobungenampilo:

AMADODA ANOBUDODA OBUNEMPILO	AMADODA ANOBUDODA OBUNGENAMPILO
Asebenzisa amandla awo ngokufanelekileyo	Asebenzisa gwenxa okanye angakwazi ukusebenzisa amandla awo
Ayayimela into	Awela nantoni na
Akunyanzelekanga ukuba azibonakalise	Asoloko efuna ukuzibonakalisa
Avuyela ukukhonza abanye	Afuna ukukhonzwa ngabanye
Athanda abanye	Athatha kwabanye
Axhalabile ngabanye	Axhalabe ngawo kuphela
Athatha uxanduva	Awakwazi kuthatha xanduva
Ava kamnandi ngeziqo zawo njengamadoda	Aziva engaphelelanga njengamadoda
Alixabisile igalelo lawo ngaphezu kwetayitile yawo	Axabise itayitile zawo ngezinto ezixabisekileyo azenzayo
Ayazilawula	Ayasokola ukuzilawula
Akhathala kakhulu ngabantu kunezinto anazo	Akhathala kakhulu ngezinto anazo kunabantu
Ayavuma xa engalunganga	Awasoze avume xa engalunganga
Awanasidingo sokugonyamela	Adinga ukugonyamela
Ayaphakama athethe xa kuyimfuneko	Asoloko engakwazi ukuphakama xa kufuneka enze njalo
Afumana ixabiso lawo kwiziqu zawo	Afumana ixabiso lawo kwizinto anazo
Ayaliqonda kwaye ayalihlonipha igama elinguHAYI	Awalihloniphi igama elinguHAYI
Axabisa abasetyhini njengabalinganayo	Acinga ukuba abasetyhini 'bancinci'
Ngawokwenene	Enza ingathi
Axabisa abantu ngaphezu kwembonakalo yawo	Axabisa imbonakalo ngaphezu kwento yonke
Anentlonipho	Awanantlonipho yeziqo zawo nabanye abantu
Ayafundiseka	Awafundiseki

IS AHLULO 4

KUTHENI AMADODA EXHAPHAZA

Ukuze sibenalo naliphina ithuba lokoyisa
i-GBV kufuneka kuqala **siqonde ukuba
kutheni isenzeka nje.**

KUTHENI AMADODA ESEBENZISA ISIPHO SAMANDLA OBUDODA UKUXHAPHAZA KWA ABA BASETYHINI ATHI AYABATHANDA?

Kutheni amadoda esiva imfuno yokongamela, yokulawula okanye yokuvisa kabuhlungu amalungu esinye isini?

Nangona i-GBV ingumba onzima kakhulu obandakanya iimeko ezinegalelo, kungakwazeka ukuba siyahlule ibe zizizathu ezingundoqo ezine ezibangela ukuba amadoda axhaphaze.

ISIZATHU SOKUQALA: UBUDODA OBULIMELEYO

Unobangela wokuqala we-GBV bubudoda obulimeleyo.

Ambalwa kakhulu amadoda akhula efumana into ayidingayo ngokwasemphefumleni nasengqondweni ukuze abenembono yobudoda obunempilo. Ngenxa yoku, amadoda amaninzi afika ebudaleni enomlinganiselo othile wokulimala kumphefumlo wawo wobudoda. Oku kulimala kuchaphazela imbono yendoda yokuxabiseka. Indoda elimeleyo iziva ingathi ayonelanga, ngokungathi ayiphelelanga, ayinamandla kwaye ayinazo zonke izinto ezizakuyenza ibeyindoda.

Kuba inkwenkwe iza nombuzo obalulekileyo wobudoda bayo kutata wayo, elona nxeba layo linzulu liqhele ukusuka kutata wayo kodwa, njengokuba besibonile ngaphambili, lingasuka kumama wayo nakuluntu.

Amadoda alimeleyo aba ngamadoda abangela ukulimala. Asabela kweli nxeba ngokungakwazi ukusebenzisa amandla awo (ukungenzi nto) okanye ngokusebenzisa gwenxa amandla awo (umsindo). Zombini ziyatshabalalisa kuwo nakwabo bakufutshane kuwo.

Nazi ezinye zeendlela amadoda alimeleyo aziphatha ngazo.




1. **ENZA NGATHI.** Akakholelwa ukuba angamadoda, ngoko adlala ukuba yindoda. Achitha ubomi bawo ezama ukuthelekisa umfanekiso wawo ongeyonyani kulowo wendoda yokwenene. Azama ukuba makhulu, ukomelela, ukukhawuleza, ukuthandeka kunento ayiyo; ekholelwa ukuba le nto ayiyo ayondoda ngokwaneleyo. Azimela ngawo nawuphina umfanekiso anokwazi ukuba nguwo acinga ukuba uwenza amadoda.
2. **AYAPHUNCUKA.** Soloko erhoxa eluntwini engena kuzo zonke iintlobo zobungedle ukuze azive engcono. Okunye koku kuphuncuka kwamkelekile eluntwini, njengezemidlalo, iqonga loqhagamshelwano lwezentlalo okanye imidlalo yekhompyutha; ezinye zivisa ubuhlungu kakhulu, njengokusela ngokugqithisileyo, ukusela gwenxa utywala, amanyala okanye amaqabane amaninzi abelana nawo ngesondo.
3. **AKAKWAZI UKUTHATHA UXANDUVA.** Kuba engakholelwa ukuba anako ukuba ngamadoda, ayakuphepha ukuthatha uxanduva okanye ukwenza nantoni na enokuwaweza. La ngamadoda anabantwana nanganikezeli ngenkxaso ngokwasemphefumleni okanye ngokwasezimalini, enza izibophelelo angazifezi, achitha ixesha elingaphezulu ethaveni kunakunye neentsapho zawo. La ngamadoda alahlayo.
4. **AFUMANA INKUTHAZO KOMNYE UMNTU.** La madoda afumana inkuthazo yobudoda ngokuzoyamanisa namaqela ezemidlalo, oonqayintloko okanye iqela. Xa iqela lawo liphumelela ava kamnandi, xa lingaphumeleli aziva eyinto engento. Yiyo loo nto ubundlobongela basekhaya busanda emva kwemisitho emikhulu nemininzi yezemidlalo.
5. **ASEBENZISA GWENXA AMANDLA AWO.** Kuba phaya nzulu ngaphakathi kuwo aziva engaphelelanga kwaye engenamandla, adinga ukongamela abanye ukuze azive enamandla. La ngamadoda angasoze enze into engalunganga, angasoze athi ndicela uxolo, ngalo lonke ixesha yonke into afuna ibe ngendlela yawo, azakuthatha kwabanye ukuze azive ngcono, azakusebenzisa nawaphina amagunya, imali namandla anawo ukulawula nokugonyamela aze afumane oko akufunayo. La ngamadoda axhaphazayo.
6. **ASAFUNA UKUQINISEKISWA NGOWASETYHINI.** Indoda elimeleyo iyakusoloko ifuna ukuqinisekiswa kowasetyhini. Kodwa kuba indoda kufuneka ubudoda bayo buqinisekiswe ngamadoda, akasoze akwazi ukupholisa inxeba lobudoda. Nokuba uyithanda kangakanani soze liphole. Uyakusoloko efuna ukuqinisekiswa komnye umntu wasetyhini, nolandelayo. Indoda ethatha umbuzo wayo iwuse kowasetyhini imnika amandla okugqiba ngexabiso layo. Kwaye ukuba uyayidanisa okanye uyayithuka nangayiphina indlela, ukonzakala komphefumlo wobudoda bayo bungajika bubengumsindo kwaye inganoburhalarhume kwaye ibeyingozi. Oku ayilotyala lowasetyhini. Sisiphumo sendoda engaqinisekiswa ngathathe umbuzo ongaphendulwanga wobudoda bayo iwuse kwindawo engeyiyo.

Indoda esempilweni ayiyi kowasetyhini ifune amandla kuye, iya kuye imbonelele ngamandla ayo.

Indoda eqinisekisiweyo ayidingi owasetyhini ukuze ayixelele ukuba ilungile. Ukuba iyamncekelela kuyakuba ngezizathu ezilungileyo; kwaye ayimniki amandla okugqiba ngobudoda bayo, iza kukwazi ukwamkela uhayi njengempendulo. Ixabiso layo selikhona kwaye iyakwazi ukuthatha owasetyhini njengoko enjalo, ayimthandeli akudingayo. Into ebuhlungu yile, kuba abasetyhini ngokwendalo ingabantu abahlangulayo ngokwasemphefumleni, amaxesha amaninzi bahlala kuthando olunokuxhaphaza kuba befuna ukulungisa indoda ebaxhaphazayo. Kodwa abasoze bakwazi.

Amadoda onzakeleyo aqhutywa yimfuno yokuqinisekiswa, yokuhlonitshwa nokuba namandla. Kwaye oku kuyingozi kuba kungakhokelela ngokulula kuhlobo oluthile lobundlobongela obujoliswe kwisini esithile.

Isishwankathelo sendlela intliziyo yobudoda eyonzakala ngayo:

NGUBANI	NJANI
<p>Ngutata</p> 	<ul style="list-style-type: none"> • Ngokuba angabikho • Ngokuxhaphaza • Ngokungenzi nto okanye ngokwasemphefumleni angenzi nto • Ngokungakwazi ukuba ngumzekelo wobudoda obusempilweni
<p>Ngumama</p> 	<ul style="list-style-type: none"> • Ngokubanokhuseleko • Ngokungayiniki imvume yokuba ibenobundlongondlongo • Ngokungaxabisi ubudoda • Ngokuthiya amadoda ngokubanzi
<p>Luluntu</p> 	<ul style="list-style-type: none"> • Ngokungayixabisi njengendoda • Ngokulindela kuye ukuba asoloko 'emela into yakhe' • Ngokungayivumeli ukuba ibebuthathaka • Ngokwenza umfanekiso ongenguwo wobudoda

ISIZATHU SESIBINI: **IINKOLELO EZINGENANYANI NGOBUDODA**

Isizathu sesibini esibangela amadoda axhaphaze kungenxa yeenkolelo ezingezizo ngokuba kuthetha ntoni ukubayindoda. Xa utata engekho nyene indoda endala ebalulekileyo ingekho, inkwenkwe ijonga eluntwini, koonondaba nakwiintanga zayo ifunde ukuba kukuthini ukuba yindoda. Nomfanekiso wobudoda ewufumana kubo amaxesha amaninzi ayinguwo. Umfanekiso ongeyonyani wobudoda amakhwenkwe amaninzi awufunda eluntwini unemixholo engundoqo emine:

“Ukwabelana ngesondo, amandla, imali nokuba amakhwenkwe amadala awakhali.”

Indlela le mixholo ethi idlalwe ngayo inento yokwenza nenkcubeko nkcasana, kodwa ngokubanzi imbono kukuba okukona unamandla, imali nabasetyhini, kukona ubayindoda. Yaye njengendoda awusoze ubonakalise ububhetyebhetye okanye ubuthathaka. Okubuhlungu, indlela aziphatha ngayo amadoda awaziwayo akwizikhundla eziphezulu (nabasetyhini ngelinye ixesha!) isoloko ingxininisa lo mfanekiso wobudoda ungenguwo.

Xa indoda ikholelwa ukuba ixabiso layo njengendoda likwinani labasetyhini elala nabo iyakubaphatha abasetyhini njengezinto hayi njengabantu abalinganayo abaxabisekileyo abangabo. Oku kwenza abasetyhini bangabingabantu kwaye oku kungakhokelela ngokulula kubundlobongela nakuxhatshazo lwabo. Amadoda anezimbono zingeyonyani acinga ukuba anelungelo lokuphatha abasetyhini njengezinto zeminqweno yawo. Akholelwa ekubeni ukwabelana ngesondo lilungelo kwaye ayilogunya elinyulu ekufanele ukuba liphathwa njalo. Xa owasetyhini esithi hayi kwimizamo yayo, inganomsindo ize isebenzise amandla inyanzelise ukufumana into eyifunayo. Xa owasetyhini enxiba ngendlela engathathwa ukuba iyaloba, icingela ukuba umema inzame zayo. Ukuba owasetyhini uyayivumela ukuba imncamise aze angayivumeli ukuba iqhubele phambili, iyacaphuka ize ifune ukuba ayivumele kuyo yonke into.

Xa indoda ikholelwa ukuba ixabiso layo njengendoda libonwa ngobungakanani bamandla enawo, iyakusoloko ifuna ukuba ibeyiyo elawulayo kubudlelwane.

Iyakusebenzisa gwenxa amandla ayo ukuze yongamele kwaye ilawule nokuba kungayiphina indlela. Oku kusoloko kukhokelela kuhlobo oluthile lokuxhaphaza. Yonke le ngcinga nempatho etshabalalisayo isekwe ekuqondeni into engeyiyo eyintsingiselo

yendoda. Inyaniso yile, ixabiso lendoda alilinganiswa ngesakhono sayo sokwabelana ngesondo, imali enayo ebhankini okanye ubungakanani bezigalo zayo koko lilinganiswa ngoko ikwenzayo ngamandla ayo nothando nentlonipho ephatha ngayo abanye.

ISIZATHU SESITHATHU:

IINKOLELO EZINGENANYANI NGABASETYHINI

Omnye wemiyalezo eyingozi engeyonyani amakhwenkwe akhula nayo amaxesha amaninzi ngowokuba abasetyhini bangaphantsi kunamadoda. Amadoda akholelwa koku acinga ukuba abasetyhini benzelwe ukukhonza wona kwaye anelungelo lokufuna izinto inkani kwabasetyhini naxa ezi zinto zifunwa inkani zingahambelani noko kufunwayo ngamabhinqa. Oku akulunganga kwaphela. Amadoda nabasetyhini bayalingana. Ngokwexabiso, intlonipho, ukuxabiseka namalungelo, amadoda nabasetyhini bayalingana kwaye bafanelwe yimpatho elinganayo. Singabantu phambi kokuba sibengamadoda nabasetyhini ngoko ke onke amalungelo abantu asebenza ngokulinganayo kuthi sonke. Ukulingana akuthethi ukufana. Amadoda nabasetyhini bakwahlukile. Kwaye umahluko mhle. Ihlabathi lisebenza kakuhle xa umdaniso ophakathi kobudoda nabasetyhini ulingana. Imisebenzi emiselweyo itshintshile emadodeni nakwabasetyhini ngokuhamba kwexesha kwaye oko kulungile. Kulungile ukuba owasetyhini abeyi-CEO, umqhubi wenqwelo-moya okanye umqhubi wekhreyini – imisebenzi ebikade isenziwa ngamadoda. Kulungile ukuba indoda ibengumongi okanye

**AMADODA ONZAKELEYO
AQHUTYWA YIMFUNO
YOKUQINISEKISWA,
YOKUHLONITSHWA NOKUBA
NAMANDLA.**

umabhalana kwaye itshintshe amanapkeni, ityise umntwana – imisebenzi ebikade isenziwa ngabasetyhini. Ukuba phantsi kowasetyhini akwenzi indoda ingabiyondoda. **Ayngomsebenzi esiwenzayo ochaza ukuba singoobani na; luthando namadla omntu esibanguye kwindlela esiphila ngayo ubomi bethu.** Iinkolelo zobuxoki ngexabiso lowasetyhini zinegalelo kakhulu kwizenzo ze-GBV kwaye kufuneka siyiphelise le nto ingalunganga.

ISIZATHU SESINE: **IMEKO EZENZA BHETYE BHETYE**

Ngaphandle kokuba indoda inembono yobuqu ephilileyo nokuqonda kakuhle ukuba kuthetha ntoni ukuba yindoda, zininzi iimeko ebomini ezingayenza izive ngokungathi ayiphelelanga ‘incinci kunamanye’.

Omnye wemizekelo eqhelekileyo bubunzima bezoqoqosho (ukungabinamali). Kwimeko yezoqoqosho lwanamhlanje maninzi amadoda angasebenziyo. Kukwakho amadoda amaninzi ekungajongwanga kuwo ukuze kubekwe ukutya etafileni. Ukuba indoda idibanisa ukuxabiseka kwayo kumvuzo ewamkelayo, oku kungayitshabalalisa. Kuba amadoda amaninzi adibanisa ixabiso leziqo zawo kwixabiso lemivuzo yawo, xa engakwazi ukwenza imali ukuzithemba kwabo kuyabethakala kakhulu. Qaphela indlela eyahlukileyo amadoda asabela ngayo ekungasebenzini. Ayakusoloko encamela ekuseleni ngokugqithisileyo okanye kobunye ubungedle, abaleke intlungu okanye adandatheke emphefumleni, abenomsindo okanye ingcwangu. Zonke ezindlela zokuziphatha yindlela asabela ngayo kwiimvakalelo ezinzulu zokungabiyondoda yokwenene. Omnye umzekelo kuxa indoda ifumana iintlungu ngokwasengqondweni njengokuphoxakala, ukwenziwa intlekisa okanye ukungafunwa. Nayiphina kwezi zinto inganamandla okuqhubela indoda engaphelelanga nengekhosempilweni kubudoda bayo ibeneemvakalelo zokuziva ingeyonto nokuphelelwa lithemba. **Kwaye indoda eziva ingeyonto iyakusoloko iziphatha ngendlela etshabalalisayo – nokuba ikwenza oku kuyo okanye kwabo basondele kuyo.**

IMEKO EJIKA YENZE IZINTO ZIBEMBI

Nayiphina kwezi meko zine zixoxwe ngentla zingakhokelela ukuba indoda yenze uhlobo oluthile lwe- GBV. Kodwa xa ezimbini zazo okanye ngaphezulu zikhona, amathuba oku azakwanda kakhulu. **Kumadoda amaninzi aseMzantsi Afrika zonke ezi meko ziyasebenza:** ubudoda obonzakeleyo, iimbono ezingezizo zokuba iyintoni indoda, inkolelo yokuba abasetyhini bangaphantsi kuwo neemeko eziwenza azive engaphelelanga. **Yiyo le nto sinamadoda amaninzi aziphatha kakubi.**



Izizathu ayingonobangela! Isizathu asenzi into ilunge; siyasanceda nje siqonde ukuba kutheni kusenzeka into kwaye sisinika ufifi ngendlela yokuyilungisa.

Siziphicothile ezi zizathu zine zingundoqo zibangela amadoda axhaphaze abasetyhini ukuze sazi ukuba leliphi inyathelo emalithathwe ukunqanda. Ekugqibeleni, yonke indoda inoxanduva lokukhetha izinto ezilungileyo ngendlela ezakuphila ngayo ubomi bayo. Eyona nto inamandla ekuthatheni isigqibo kwindlela umntu aguqula ngayo ubomi bakhe kukukwazi kwakhe (noxanduva) ukukhetha indlela azibona ngayo izinto namanyathelo akhe.

Kuba i-GBV kuqala iphenjelelwa ngamadoda, umlo wokuyichasa mawuqhutywe ngamadoda. Kodwa njengamaqabane ethu alingana nathi ekudibaneni ukudala ihlabathi elihle ekuphilwa kulo, abasetyhini nabo banendima ebalulekileyo emabayidale. Okulandelayo luhlu lwamanyathelo amahlanu angathathwa yindoda nganye ukuphelisa i-GBV noluhlu lwezinto ezintlanu ezingenziwa ngabasetyhini ukongeza amandla abo kweli linge.

IS AHLULO 5

UKOYISA I-GBV

“Into eyimfuneko nekukuphela kwayo
ukuze umtyholi aphumelele kukuba
amadoda alungileyo angenzi nto.”

nguEDMUND BURKE

OMAKWENZIWE NGAMADODA

1. JONGA ESIPILINI

Yonke le nto iqala ngawe. Zibuze lo mbuzo: Ndiwasebenzisa njani amandla am njengendoda? Ingaba andikwazi kuphakama ndilwe amadabi ndithathe noxanduva ekufuneka ndiluthwele? Ingaba ndirhoxa ndingene kuzo zonke iintlobo zokuqhvesha? Ingaba ndiwasebenzisa gwenxa amandla am kuba ndifuna ukulawula, okanye ingaba ndisebenzisa amandla am kakuhle ukuze ndithande, ndikhonze kwaye ndikhusele? Ingaba ndizimela ngezinto endinazo nembonakalo yam, okanye ndiba luqobo lwam nangokwenene? Ndizisa bani ebomini, emtshatweni, emsebenzini, kubudlelwane – inkwenkwe eyonzakeleyo okanye indoda evuthiweyo? Baziva njani abantu xa bekunye nam? Bethandwa, bexhaswa, bekhuselekile? Unoxanduva ngokupheleleyo ngendlela ophila ngayo ubomi bakho. Uphila njani? Zinikele ekuqubisaneni nokuphina ukonzakala kobudoda oinganako ukuze ubenako ukukhula ubeyindoda epheleleyo ngokwasemphefumleni.

2. HLOLA IINKOLELO ZAKHO

ZOKUBA KUYINTONI UKUBAYINDODA

Qonda ukuba buyintoni ubudoda bokwenene, obusempilweni uze uzinikele ekubuphileni. Hlobo luni lobudoda okholelwa kubo nobuphilayo? Ubudoda bokwenene buthatha uxanduva, bumela okulungileyo, bulwa okungalunganga, boboqobo kwaye bunobubele. Busebenzisa amandla abo ukuthanda, ukukhonza, ukukhusela nokubonelela. Ubudoda bokwenene yindawo yokhuseleko, ayondawo yokoyika okanye yengozi. Ubudoda bokwenene akunyanzelekanga ukuba benze ingathi, buzifihle okanye buzigwagwise. Le nto ayikho ngemali engakanani onayo, amandla okanye ukubanomsalane kwezesondo; ingamandla bomntu onguye, ukuzilawula nexabiso olongezayo ehlabathini. Abuzange, abusoze buthathe okungekokwabo. **Yiba yile ndoda.**

3. YIBA NGUMZEKELO OMKHULU, UTATA NOMFUNDISI

Zinikele ukuba ubeyindoda elungileyo ongathanda ukuba intombi yakho iyitshate nonyana wakho abe yiyo. Ukuba ungutata zinikele ekubeni ubengutata olungileyo. Qalisa ukufundisa abafana. Njengamadoda kufuneka sithathe uxanduva lokukhulisa isizukulwana esizayo

AMADODA ADALELWE UKUBA NOBUNGOZI.

Ungaze, nanini ubusebenzise kwabasetyhini okanye ebantwaneni, kodwa yibanobungozi kuyo nantoni na eboyikisayo.

samadoda sibe ngamadoda alungileyo. Kufuneka sikuphelise ukungabikho kootata nokuba ngutata ongalunganga. Kufuneka sibe ngamadoda alungileyo akhulisa isizukulwana esizayo samadoda alungileyo. Khulisa unyana wakho abe yindoda ephatha abasetyhini ngothando, ngentlonipho, ngesidima nangokulingana. Khulisa intombi yakho ingalindeli nto yimbi ngaphandle kwempatho ehloniphekileyo emadodeni. Phatha inkosikazi yakho ngendlela ofuna umyeni oyakutshatwa yintombi yakho iyiphathe ngayo.

4. HLOLA INDLELA OBABONA NGAYO ABASETYHINI

Ukholelwa ntoni ngabasetyhini? Ingaba ukholelwa ukuba abazozinto nangayiphina indlela? Ingaba ukholelwa ukuba abasetyhini kufuneka bathobele amadoda, okanye bamkele imivuzo engaphantsi okanye abakwazi kukhokela? Ukuba impendulo yakho ngu-ewe kuwo nawuphina kule mibuzo kufuneka uphinde uhlole iinkolelo zakho. Abasetyhini namadoda bangohluka, kodwa banexabiso nokubaluleka okulinganayo. Qonda ukuba abasetyhini ihlabathi balifumanisa ngendlela eyahlukileyo kunamadoda. Kuba kukho imbali embi yokuxhatshazwa kwabasetyhini ngamadoda, amaxesha amaninzi abasetyhini baziva besoyikiswa ngamadoda. Bamamele. Lumkela ifuthe lezimvo, leziqhulo nezinto ezijongisayo kwisidima, kwixabiso nakukhuseleko lwabo. Baxabise kwaye ubahloniphe abasetyhini njengamaqabane alinganayo ekuhlanganeleni ukwakha ihlabathi elihle.

5. YIBA NOBUNGOZI

Amadoda adalelwe ukuba nobungozi. Ungaze, nanini ubusebenzise kubasetyhini okanye ebantwaneni, kodwa yibanobungozi kuyo nantoni na eboyikisayo.

Uxhaphazo, ukuqa!ugwebe, urhwaphilizo zonke kufanele ziboyike ubudoda bokwenene. Isichasi sobudoda ayibobukhomokazi, kukungezi nto. Konke okufunekayo ukuze kwenzeke ububi kukuba amadoda alungileyo angenzi nto. Zibophelele, uphakame, ulwe intswela-bulungisa, ubungqwangaza nalo naluphina uhlobo lokuxhaphaza. Thetha phandle ngokuchasa i-GBV nayo nantoni na enokukhokelela kuyo. Yiba yindawo yokhuseleko kwabasetyhini nengozi kuyo nantoni na okanye nabani na oboyikisayo. Musa ukunyamezela naluphi na uhlobo lwe-GBV kuwe okanye kwabanye.

OMAKWENZIWE NGABASETYHINI

1. MUSA UKWAMKELA UBUDODA BOBUXOKI

Amadoda azakuphatha ngale ndlela uwavumela ukuba akuphathe ngayo.

Ungaze wamkele nayiphina impatho evela kwindoda ekwenza uzive uthobekile okanye ‘umncinci’ nangayiphina indlela. Xa isenzeka, kwangoko yenze yaziwe ukuba ayamkelekanga. Phelisa ubudoda obungebubo ufumane amadoda nabasetyhini bame kunye nawe ekubuchaseni. Xa ubona indoda ikuphatha okanye omnye wasetyhini ngendlela engamkelekanga, yixelele. Xelela abantu abaninzi kangangoko ufuna de ube nomkhosi owufunayo ukuze uyingqande.

2. KUXABISE UKUBA NGOWASETYHINI

Phelela. Yazi ukuba wanele, unamandla kwaye uzisa ubuhle ehlabathini.

Awudingi ndoda ukuze ikuxelele oko. Xa uxabisa ukuba ngowasetyhini kwakho, awusoze wamkele nayiphina impatho ngakuwe engakuxabisiyo. Xa uzihlonipha, uyakufumanisa ukuba amadoda nawo aqalisa ukukuhlonipha. Indlela ozixabise ngayo iya kuba yile abanye abantu bakuxabisa ngayo. Khumbula amazwi kaSteve Biko, “Esona sixhobo sikhulu somcinezeli yingqondo yocinezelweyo”.

**Yazi ukuba wanele, unamandla kwaye
uzisa ubuhle ehlabathini.**

AWUDINGI NDODA UKUZE IKUXELELE OKO.

3. BUQONDE KWAYE BUXABISE UBUDODA BOKWENENE

Njengowasetyhini ozihloniphayo, ozithandayo, buvume kwaye ubuxabise ubudoda bokwenene njengesipho obusiso kwihlabathi kwaye uwaxabise amadoda aphila nobudoda obunempilo. Yiqonde into eqhuba amadoda. Buqinisekise kwaye ubukhuthaze ubudoda bokwenene xa ububona. Njengokuba amadoda kufuneka ebathandle, abeneqhayiya ngabo, abahloniphe abasetyhini xa bebonke, amadoda nawo adinga uthando nentlonipho yakho. Kodwa hayi xa bengayifanelanga, kulapho badinga ukunyaniseka kwakho bazi ukuba awuzokunyamezela indlela abaziphethe ngayo.

4. YIBA NGUMZEKELO OMKHULU, UMFUNDISI NOMAMA

Yiba ngumfuziselo wokuba ngowasetyhini. Yiba ngowasetyhini ofuna ukuba intombi yakho nesizukulwana esizayo sabasetyhini sibenguye. Yiba ngowasetyhini ofuna atshatwe ngunyana wakho. Fundisa intombi yakho indlela yokuba ngowasetyhini olungileyo – owomeleleyo, onobubele, onothando nonamandla. Bukhuthaze ubudoda bonyana wakho, mnike imvume yokuba yindoda. Fundisa abasetyhini abaselula abangenamama okanye owasetyhini obalulekileyo omdala ebomini babo. Unamandla okugqithisa amandla nobuhle bobasetyhini buphela kwabasetyhini abaselula. Sebenzisa la mandla.

5. HLUKANA NEKRATSHI NOMSINDO

Hlukana nalo naliphina ikratshi nokungakwazi ukuxolela. Nokuba zimbi kanjani izinto ozifumene endodeni okanye emadodeni ngaphambili, buyisela amandla akho. Musa ukuvumela umsindo ukulawule. Kwaye musa ukwambathisa onke amadoda ngengubo enye ngenxa yoko kwenzeke kuwe. Ikratshi yityhefu engakufanelanga. Zikhulule ufundise unyana wakho nentombi yakho ukuba amadoda awamabanga onke, ukuba ubudoda bokwenene yinto elungileyo. Awufuni intombi yakho ikhule icaphukela amadoda nonyana wakho ezicaphukela.

Ukuba onke amadoda nabasetyhini bazinikele kula manyathelo, **siyakuyiphumelela imfazwe ekulweni i-GBV.**

Singadala uluntu apho amadoda axhaphaza ngendlela ethile angaziva eneentloni, apho amadoda avuselelwa nafundiswa ukuba asebenzise amandla awo ngokufanelekileyo, apho ootata abakhoyo nabazinikeleyo beyinto eqhelekileyo nalapho abasetyhini bakhululekileyo ukuba babenamandla kwaye bangoyiki.

ISAHLULO 6

ISIBHA MBATHISO SENTSHA TSHALI

NJENGENTSHATSHELI:

NDIYAWUBONA UMONAKALO OWENZIWE
BUBUNDOBONGELA OBUJOLISWE KWISINI ESITHILE
**ELUNTWINI LAM KWAYE NDIKHOLELWA UKUBA ASIKHO
ISIZATHU SABO.**

NGOKO KE NAMHLANJE NDIYABHAMBATHISA UKUBA
NDINGABINGUMBUKELI KWAYE NDIINGATHULI.

NDIYABHAMBATHISA UKUBA NDITHATHE INYATHELO
NGALO LONKE IXESHA LOKULWA UKUXHATSHAZWA
KWABASETYHINI.

ITYIKITYWE: _____

UMHLA: _____

INGQINWE: _____

UBUNDLONGELA OBUJOLISWE KWISINI ESITHILE YINGXAKI KAZWELONKE.

Buchaphazela wonke ummi woMzantsi Afrika. Butshabalalisa imiphefumlo, bubhuqa iintsapho ze busongele ukhuseleko lwabo sibathandayo.

SINGAKUTSHINTSHA OKU.

Kodwa kuphela ukuba siyabuqonda ukuba bubangelwa yintoni kwaye sithathe inyathelo eligqibeleleyo ukubunqanda.

Le ncwadana ichaza nzulu ukuba kutheni ubundlobongela obujoliswe kwisini esithile (i-GBV) busenzeka kumaqondo awothusa kangaka kwaye **ibonelela ngamanyathelo athathwa** yindoda nowasetyhini ngamnye ukuboyisa.

ICHAPHAZELA:

- **Iindlela ezininzi** eyenzeka ngayo i-Gender-based violence - iGBV
- Indlela amadoda nabasetyhini **abalingana ngayo kodwa behlukile**
- **Izizathu ezingundoqo ezine** ezibangela ukuba i-GBV yenzeke
- **Amanyathelo amahlanu** angathathwa yindoda nganye ukunqanda i-GBV
- Izinto ezintlanu ezinokwenziwa ngowasetyhini ngamnye **ukongeza igunya lakhe** kweli linge

Fumanisa indlela esinokuthi sidibanise **amandla obudoda** nendlela amadoda nabasetyhini abangasebenza ngayo kunye ukwakha **ikamva elikhuselekileyo neliqaqambileyo.**

#NO EXCUSE

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