

# AZIKHO IZABA ZOKUHLUKUMEZA.

OKUDALA UDLAME LOBULILI NOKUTHI  
SINGALUNQANDA KANJANI.

Ngumbhali odayisa kakhulu u-Craig Wilkinson futhi inesendlalelo esibhalwe  
nguDkt Mamphela Ramphele

# UMYALEZO OVELA

## KUMXHASI

**I-Carling Black Label ingomunye wemikhiqizo yakuleli emikhulu futhi ixhumene ngempela nemibono eyakhayo yobudoda. Inhloso yomkhiqizo wethu ukushintsha ubudoda obungokwesiko ukuze kuhlumeleliswe futhi kusimamiswe isigaba esisha samaqhawe.**

Kubadidiyeli be-Carling Black Label, indawo esobala – nokunzima kakhulu kuyo – ukufinyelela lokhu ukuba nomkhankaso wokunqanda udlame lobulili. Ngokusobala, ngenxa yokuthi iwundabuzekwayo njengodaba olubucayi oluthinta ubudoda kanye nokuhlobana kwalo nokusebenzisa kabi uphuzo. Kunzima, ngazo kanye izizathu ezifanayo.

Lo mkhiqizo njalo ubulokhu ukhuthaza ukuphuza ngokuhluzeka futhi uyaqonda ukuthi iningi labantu baseNingizimu Afrika liphuza utshwala ngenjongo yokuzijabulisa futhi ngokuhluzeka. Njengomkhiqizo owaziwayo nophumelele, sisesimweni esihle sokugqogquzela izingxoxo ezibalulekile mayelana nobudoda obakhayo nokusiza emkhankasweni wokuletha izinguquko zokuziphatha emiphakathini yakithi.

Kulo mkhankaso, siyababula ukubambisana no-Craig Wilkinson ne-Father A Nation ohlelweni olusha lokudala **Ompetha Bezinguquko** kulo lonke elaseNingizimu Afrika. Le ncwadi iyisinyathelo sokuqala sohambo lokuqeda udlame lobulili emiphakathini wakithi. Siyaziqhenya kakhulu ngokunikelela kule nhloso, hhayi nje ekwenzeni uguquko olusheshayo, kodwa ukuqinisekisa ukuthi amadodana namadodakazi ethu akhula ezweni elingcono kunalelo esinalo namuhla.

**GRANT PEREIRA**

**UMQONDISI WOMKHIQIZO: CARLING BLACK LABEL**

AB-InBev

# ISENDLALELO

## NGUDKT MAMPHELA RAMPHELE

**Kunendida enesihluku ngokuba nohlaka oluphambili lomthetho-sisekelo, ezomthetho nezinqubomgomo olukhuthaza ukulingana kobulili obuhlukene nenhlonipho ngamalungelo abantu, kodwa bese kuba nodlame lobulili oluphakeme kakhulu olubikwa emhlabeni wonke.**

**Yini esiyishiyayo?**

U-Craig Wilkinson uyihlaba esikhonkosini into eshodayo kule ncwajana:

***“Inkinga akusiwona amadoda nobudoda, kodwa abesilisa abalimele abanombono osontekile ngokuthi buyini ubudoda.”***

Imibiko evamile yodlame olunyantiso olwenziwa yizinsizwa kophathina bazo abaseduze ibonisa ukuthi kunamanxeba ajulile ngempela ezinsizweni eziningi zomphakathi wakithi. Ukudlwengulwa kwabesifazane amaqulu, ukubulawa nokwepulwa okuningi komthetho okwenzeka ekusithekeni akunakusingathwa ngohlelo lokujezisa ubugebengu kuphela.

Kufanele silungise umlando wokwepulwa okuyinsakavukela kohlaka lomthetho, amacala angokomzimba nangokomzwelo esithunzi sobudoda seningi labantu emphakathini wakithi. Ukunqotshwa, ukuphucwa umhlaba, ukusebenza ngaphansi kokucindezelwa okwaphoqa amadoda ukuthi akhethe phakathi komndeni onobumbano nokuthola izinto zokuziphilisa ngomholo omncane otholwa ngaphansi kwezimo ezilulazayo. Ukungabi khona kobaba kwasho ukuthi azikho izibonelo ezinhle zabelilisa zezizukulwane eningini lezakhamuzi zakithi.

Amadoda amaningi, ikakhulukazi izinsizwa ezazingenathemba lekusasa elingcono ngaphandle kokudla imbuya ngothi, ngokuvamile akhiphela intukuthelo kulabo abasondelene nawo. Lokhu kudala umjikelezo wezizukulwane ngezizukulwane wodlame nabantu abazinyezayo.

Futhi, kufanele silungise amanxeba alawo madoda azuza ohlelweni olwalimaza abanye. Njengabantu sixhumene ngendlela engahlukaniseki; ukulimala kwanoma isiphi isigaba somphakathi kulimaza wonke umuntu. Zombili izinhlangothi zobuhlobo obulimele ziphuma zinamanxeba ajulile kulobu buhlobo. Udlame lobulili alukhethi bala: zonke izigaba zomphakathi wakithi zingene shi.

Asikabhekani nhlobo nomnyombo wodlame emphakathini wakithi, udlame lobulili oluyingxenywe nje yalo. Ukuvala amanxeba ajulile alulaza ikhono lethu lokuphila ngentokozo embusweni wentando yeningi okhuthaza ukulingana, ohlonipha amalungelo abantu, nohlanganisa wonke abantu futhi ochumayo kudinga ukuthi sibe nezingxoxo ezizosisiza sibhekane nomthelela wokwenzeke ngesikhathi esidlule.

Sidinga izigungu zikazwelonke zokulungisa umphakathi lapho amadoda anezinselele ezifanayo engaziswa ephephile khona futhi acobelelane ngezinto azesabayo namathemba azo futhi athole izindlela zokulungisa iqholo lawo elihlukumezekile.

Ukushintsha umqondo kuyinqubo yokuqwashisa abantu evumela abantu namaqembu ukuthi bazibone lokho abayikho, ukuthi yini ebona benze izinto ngendlela abenza ngayo nokuthi bangakwazi kanjani ukuyilawula kangcono imicabango nezenzo zabo. Le nqubo idinga isimo esinokwesekwa esigqunguzela isinyathelo ngasinye esithathwayo kulolu hambo kanye nezifundo ezifundiwe.

Amazwe ase-Scandinavia (Nordic) aziwa kabanzi ngokuba nezimiso zezehlalo nombuso wentando yeningi ezisimeme, ezihlanganisa bonke abantu eziye zawenza aba seqhulwini kuNkomba Yenjabulo Yomhlaba Wonke namuhla. Lokho abaningi bethu abangakwazi ukuthi la mazwe asebenzisa iminyaka engama-70 phakathi kwawo-1880 no-1935 ukuze ashintshe imiqondo yabantu kusuka emakhulwini eminyaka ezimpi kuya emibonweni yezakhamuzi ezihlonipha isithunzi somuntu, ezisebenzela ukuzuzisana nokugqunguzela ukuba usizo esizukulwaneni ngesizukulwane.

Lo msebenzi usaqhubeka emazweni ase-Scandinavia, wokuhlanganisa inhlalakahle engokomoya, engokwengqondo nengokomzimba yomuntu ngamunye ophila impilo ebuswa yizimiso nemithetho ehambisana nezinhloso zomphakathi wakubo. Yileyo imfihlo yempumelelo yawo. Ingabe akufanele sifunde kule mpumelelo futhi siyivumelanise nezimo zethu?

Okuye kwenziwa ngamaqembu amadoda obudala obuhlukene eizndaweni eziningi kulo lonke leli kubonisa amandla okuba nezingxoxo zokulungisa. Ngokuhamba kwesikhathi lezi zingxoxo zisiza abantu bathululele abanye isifuba futhi bazibophezele

ukusebenzisana ukuze balungise okonakele. Izingxoxo zokulungisa ziyadingeka naphakathi kwamadoda nabesifazane ezweni kabanzi. Kufanele sisuke esimweni sengqondo samakoloni, ubandlululo nobushiqela siye esimweni sengqondo esibonisa izimiso zesithunzi somuntu, ubuhle obenzelwa bonke kanye nokuba usizo okudalwa Ubuntu.

Ubuntu buyidwala esigxile kulo njengomphakathi wesintu kuleli zwekazi elihle lase-Afrika. Ukuxhumana okungenakuhlukaniswa phakathi kwezizukulwane nobulili buwumgogodla wobuntu. Kudingeka silungise futhi siqinise lezo zibopho ukuze amadoda abe amalungu aphambili emindeni, emiphakathi nezwe kabanzi. Abesifazane nabo bebeyochuma endaweni ephephile, enabantu abakhathalelayo.

Kuyaphuthuma ukuba sizibophezele kule nqubo yokulungisa kulo lonke izwe. Inzuzo yemizamo enjalo ibiyobonakala ngemindeni ephilile, imiphakathi ephephile nezigungu ezikhizayo emnothweni kabanzi. Futhi besiyoba yizakhamuzi ezineqholo eziphilela izimiso zomthetho-sisekelo wezwe lakithi ohlonishwa kakhulu. Ngamunye wethu angaba neqhaza ekulolongeni ikusasa esifisa ukuba nalo.

## **MAMPHELA RAMPHELE**

ReimagineSA

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# INGXENYE 1

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# ISIKHATHI SOKUTHATHA ISINYATHELO

**“Ubukhulu besizwe bulinganiswa  
ngendlela esiphatha ngayo  
amalungu aso antekenteke.”**

**MAHATMA GANDI**

# UDLAME LOBULILI (I-GBV) LUYINHLEKELELE KAZWELONKE ENINGIZIMU AFRIKA.

Sinezinga eliphakeme kakhulu lodlame kwabesifazane emhlabeni.

Ezinye izibalo zibonisa ukuthi ukubulawa kwabantu besifazane eNingizimu Afrika kuliphinda kahlanu izinga lomhlaba wonke.



**5X**  **IZINGA LOMHLABA WONKE**

**UKUDLWENGULWA KOMUNTU OYEDWA KUWUKUDLWENGULWA KWABANTU ABANINGI.**

**UKUHLASELWA KOWESIFAZANE OYEDWA KUWUKUHLASELWA KWABESIFAZANE ABANINGI.**

**UKUHLUKUNYEZWA KWEGANE EYODWA UKUHLUKUNYEZWA KWEZINGANE EZININGI**

## KODWA ENINGIZIMU AFRIKA

- owesifazane oyedwa uyadlwengulwa njalo ngemuva kwemizuzu embalwa
- owesifazane uyabulawa njalo emahoreni amane
- kanti ingane eyodwa kwezintathu iyisisulu sodlame lwezocansi noma ukuhlukunyezwa ngokomzimba ngaphambi kokuba ifike eminyakeni eyi-18 ubudala.





# KUFANELE SENZE OKUTHILE NGALOKHU. FUTHI SINGAKWENZA.

**Kodwa kuphela uma siqonda ukuthi kudalwa yini futhi sithathe isinyathelo esiwujuqu sokukuqeda, umuntu ngamunye nangokuhlanganyela.**

I-GBV ithinta ngamunye wethu. Akuyona into eyenzeka emiphakathini ethile kuphela noma ethile abantu abathile kuphela. Izibalo zomhlaba wonke zibonisa ukuthi owesifazane oyedwa kwabathathu wake waba yisisulu sohlobo oluthile lwe-GBV. Lokhu kusho ukuthi sonke sinowesifazane noma abesifazane esibaziyo njengabangane nabathandiweyo bethu oye wabhelana nohlobo oluthile lokuhlukunyezwa umuntu wesilisa.

Umsebenzi omningi esiwubonayo ku-GBV ugxile ekuqwashiseni abantu noma ekusekeleni izisulu ze-GBV. Kokubili kubalulekile kodwa akukho kukho okungayinqanda ukuba ingenzeki. Kufanele siqande i-GBV ingenzeki ukuze kungabi nalutho esiqwashisa umphakathi ngakho futhi kungabi nezisulu ezidinga ukusekelwa. Le ncwadi iphathelele nalokho.

Kuyona sigxila ku-GBV eyenziwa amadoda kwabesifazane. Yize amadoda nawo engaba yizisulu ze-GBV futhi kubalulekile ukuthi singawashalazeleli noma singalushayi indiva lolu daba oluyinkinga, kunesidingo esikhulu futhi kuyaphuthuma ukuba sigxile ekusingatheni i-GBV eyenziwa amadoda.

**Izibalo zomhlaba wonke zibonisa ukuthi owesifazane oyedwa kwabathathu wake waba yisisulu sohlobo oluthile lwe-GBV.**

## NALI IQINISO:

1. Izenzo eziningi ngokweqile ze-GBV zenziwa amadoda kwabesifazane.
2. Ngokuvamile i-GBV eyenziwa amadoda iyabhubhisa.
3. Ngokuvamile abesifazane abanandlela nosizo lokugwema noma lokubalekela izimo ezihlukomezayo.
4. Abesifazane babhekana nemiphumela emikhulu, ebandakanya ukukhulelwa bengafuni, ukulinyazwa emzimbeni, ukulahlekela ngokwezimali nezingcuphe eziphakeme zezifo zocansi.

**KUYIQINISO UKUTHI AKUWONA WONKE**

**AMADODA ANGABHLUKUMEZI,**

**KODWA WONKE AMADODA KUFANELE**

**ASUKUME AMELANE NAKHO.**

Njengamadoda kufanele futhi sizihlole ukuze siqiniseke ukuthi asinasandla ngandlela-thile osikweni nasemikhutsheni evumela ukuthi i-GBV ibhebhetheke.

# INGXENYE 2






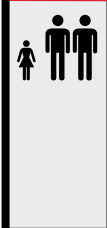
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# UKUQONDA UDLAME LOBULILI

I-GBV yinoma ikuphi **ukulimaza** okwenziwa komunye umuntu **okunomthelela omubi** empilweni yakhe ngokomzimba, ngokomzwelo, ngokwengqondo noma ngokwezimali **ngenxa yobulili bakhe.**

Uma silimisa ngesihloko, kulapho othile elinyazwa nganoma iyiphi indlela ngenxa yobulili bakhe ngothile wobulili obuhlukile.

## IZINHLOBO ZE-GBV

|   |   |
|---|---|
|    | <p>1. <b>UKUHLUKUNYEZWA NGOKOMZIMBA.</b> Noma ikuphi ukuthintwa emzimbeni okuhloselwe ukudala ubuhlungu njengokushaya ngesibhakela, ukusunduzwa, ukushaya ngempama, ukuncweba, ukuluma noma ukukhahlela.</p>  |
|    | <p>2. <b>UKUDLWENGULA.</b> Noma nini uma indoda iya ocansini nowesifazane ngaphandle kwemvume yakhe, kungakhathalekile ukuthi basebudlelwaneni obuthile noma cha.</p>   |
|    | <p>3. <b>UKUHLUKUNYEZWA NGOKOCANSI.</b> Noma ikuphi ukuthintwa okungafuneki, ukuthintana ngomzimba, amazwana ahlongoza ezocansi noma ukucefezela.</p>   |
|   | <p>4. <b>UKUHLUKUNYEZWA NGOKOMZWELO NOMA NGOKWENGQONDO.</b> Lokhu kuza ngezindlela eziningi ezihlukene:</p> <ul style="list-style-type: none"> <li>• <b>Ukusabisa</b> - ukwethusa umuntu ngokusebenzisa indlela ombuka ngayo, izenzo, ukunyakaza komzimba, ukuphahlaza izinto, ukukhipha isikhali, ukumvalela ekhoneneni, ukumvimba endleleni.</li> <li>• <b>Izinsongo</b> - ukusongela ukumlimaza, ukumshiya, ukuzibulala, ukuveza izimfihlo zakhe, ukushicilela izithombe zakhe zangasese.</li> <li>• <b>Ngenkulumo</b> - ukumlulaza, ukumthuka, ukumenza azinyeze, ukumbiza ngamagama aziswana.</li> <li>• Ukumenza acabange ukuthi <b>uyasangana.</b></li> <li>• <b>Ukumlulaza</b> noma ukumhlaza.</li> <li>• <b>Ukumenza azizwe enecala noma</b> engcolile.</li> <li>• Ukumphatha sengathi <b>akalutho uma eqhathaniswa nawe.</b></li> <li>• <b>Ukulawula</b> akwenzayo, ukuthi ubonana nobani, ukuthi uxoxa nobani, ukuthi yini ayibukayo.</li> </ul> |
|  | <p>5. <b>UKUHLUKUMEZA NGOKWEZOMNOTHO.</b> Ukusebenzisa imali njengendlela yokumlawula njengokumvimba angatholi umsebenzi, ukumenza ancenge ukuze athole imali, ukungamvumeli ukuthi athenge izinto azidingayo.</p>  |
|  | <p>6. <b>UKUHLUKUMEZA NGOKWEZIKHUNDLA.</b> Uma ukuphathwa kwabesifazane 'njengabaphansi' kuyingxenye yemikhuba yomphakathi noma yenkampani. Ngokuvamile lokhu kucashile. Isibonelo salokhu yinkampani enabaqondisi abenza izinqumo ezibalulekile bedlala igalofu ngaphandle kokumema abesifazane abayizikhulu zenkampani. Ezinye umcimbi womndeni lapho abesifazane kulindeleke ukuthi benze wonke umsebenzi wokupheka, ukuhlanza ngisho nokutenda abantu yize nabo besebenze usuku lonke emsebenzini.</p>  |

## **Inselele yokusingatha izinhlobo zokuhlukumeza ezingekho emzimbeni noma ezingezona ezocansi ukuthi azikho sobala, ngakho kunzima ukuzikhomba.**

Kulula ukufihla ukulimala kwenhliziyi kunokulimala kobuso. **Kodwa zonke izinhlobo zokuhlukunyezwa ziyalimaza futhi ngokuvamile uhlobo olulodwa lokuhlukumeza luholela kolunye, olulimaza ngisho nakakhulu.** Uma indoda njalo ihlukumeza uphathina wayo ngamagama, akuyona into enzima ukudlulela ekumlimazeni ngokomzimba. Uma amadoda enkampanini evame ukungabanaki abesifazane ngoba isiko lenkampani likwenza kwamukeleke ukwenza kanjalo, kulula ukuthi lokhu kuziphakamisa kube ezinye izinhlobo zokuhlukumeza njengokuhlukumeza ngokocansi.

Uma kuziwa ekunqumeni ukuthi ingabe uhlobo oluthile lokuhlukumeza lwenzekile, yimizwa yesisulu sokuhlukunyezwa ebaluleke kakhulu nokufanele inakwe kuqala. Yiso esinqumayo ukuthi sizizwa sihlukunyeziwe noma cha. Kulula endodeni ukuthi ithi, “awuyeke ukuzihlanyisa, akulutho”, noma “akukulimazi lokho”. Kodwa uma owesifazane ezizwa elimele noma ehliswe isithunzi noma elulaziwe ngandlela-thile amazwi noma yizenzo zendoda leyo ndoda kufanele ikuhloniphe lokho futhi ishintshe lokho ekwenzayo. Kunezimo lapho owesifazane emangalela indoda ngamanga ukuthi imhlukumezile nakho okuyinto engalungile ngokuphelele kodwa akuyona into evamile.

**I-GBV YENZEKA UMA  
AMADODA ESEBENZISA  
KABI AMANDLA AWO UKUZE  
AZIJABULISE, AZUZE NOMA  
ALAWULE ABANYE.**

## UBANI OHLUKUMEZAYO?

I-GBV ingabhebezela abantu ongabazi, abantu abathandanayo, amalungu omndeni, ozakwenu emsebenzini nezinkampani. Ngokuvamile isisulu sokuhlukunyezwa siyamazi umhlukumezi. Empeleni, izisulu eziningi zokudlwengulwa ziyabazi abadlwenguli bazo, abesifazane abanengi babulawa abantu abathandana nabo, amacala amaningi okuhlukunyezwa kwezingane athinta othile owaziwa yisisulu. Leli elinye lamaqiniso enza i-GBV ikhungathe – lapho yona le ndoda owesifazane ayithanda ngenhliziyo yakhe yonke kuyiyona emlimazayo.

## UMHLABA WOMUNTU WESIFAZANE

Uma kuziwa ekuzizweni bephephile, abesifazane ngokuvamile baphila emhlabeni ohluke kakhulu kunowamadoda. Izinto zansuku zonke ezingadali ukwesaba emadodeni zingaba yizimo ezisabisayo kwabesifazane. Ukunqamula indawo yokupaka uya emotweni yakho, ukungena kulifti noma ukugibela ithekisi kuyizinto amadoda azenza ngaphandle kokunqikaza, kodwa akunjalo ngabantu besifazane. Ngokuvamile kunosongo olucashile abesifazane ababhekene nalo. Futhi okudumazayo ukuthi umsuka walolu songo njalo kuba umuntu wesilisa. Akuvamile ukuthi abesifazane besabe abanye abesifazane Besaba amadoda. Uma owesifazane ehamba yedwa, futhi ezwa othile emlandela abese ejeqeza abone indoda njalo uzizwa enqikaza futhi esaba. Uyazibuza, *Ingabe ngiphephile?* Amadoda kufanele akuqonde lokhu futhi abonise uzwelo. Kufanele siwuqonde lo mehluko oyisisekelo endleleni abesilisa nabesifazane ababheka ngayo umhlaba. Futhi kufanele sizibophezele ekwenzeni umhlaba ube yindawo ephephile kwabesifazane.

## KONKE KUMAYELANA NAMANDLA

Udlame lobulili njalo luthinta ukungalingani kwamandla nokusetshenziswa kwawo kabi. Amandla anikezwa ngesizathu esisodwa vo – **ukukhonza**. Amandla epolitiki anikezwa ukuze kukhonzwe umphakathi; amandla ezomnotho ukuze kukhonzwe umndeni, abathandekayo nomphakathi; amandla okuphatha ukuze kukhonzwe izisebenzi, amakhasimende nabaninimasheya; amandla omzimba ukuze kukhonzwe umndeni nomphakathi ngokuhlinzeka ukuphepha.

# IZIMO EZISONTEKILE

I-GBV iba yimbi futhi iyanda ngokusetshenziswa kabi kotshwala nezidakamizwa. Yize ukuphuza ngokweqile kungayenzi indoda enokuthula ibe nodlame, kuveza lokho okungaphakathi kuyo futhi kunciphisa ikhono layo nokuzimisela ukuzikhuza. Ukuphuza ngokweqile noma ukusebenzisa izidakamizwa zanoma iluphi uhlobo nakho kungadala ukuqaleka, okungenza indoda ikhungatheke kakhulu ifuna noma yini ukuze ithole isiphuzo noma isidakamizwa esilandelayo. **Ubudoda obunempilo buyazibophezela futhi buyazi uma kumele bume.** Indoda enobudoda obunempilo iyazinakekela yona nabantu abaseduze kwayo futhi ayizifaki yona noma abanye engcupheni ngokuphuza ngokweqile noma ngokudla izidakamizwa.

# AKUKHO ZABA

**Ababhebhezeli abaningi be-GBV basola isisulu.** Basho izinto ezinjengokuthi: “bekumfanele” noma “ubefuna vele” noma “bengimfundisa isifundo” noma “indlela abegqoke ngayo, ebefuna”. Lokhu sikubiza ukusola isisulu futhi akulungile neze futhi akwamukeleki. Abanye ababhebhezeli basebenzisa izinto ezinjengesiko noma inkolo ukuthethelela ukulawula noma ukuphatha abesifazane kabi. Ukuhlanekezela imibhalo yenkolo noma ukusebenzisa imikhuba yamasiko eyisidala kuyizindlela ezimbili amadoda ahlukumezayo azama ukuthethelela ngazo izenzo zawo.

**IQINISO LIWUKUTHI:**

**AZIKHO IZABA ZE-GBV.**

**LUTHO NEZE.**

Asikho isizathu sokuba indoda ihlukumeze owesifazane ngokomzimba. Lutho neze. Kungakhathalekile ukuthi owesifazane wenzani ukuze ayicasule noma uacunula kangakanani. **Azikho izaba zokuba indoda ithinte owesifazane nganoma iyiphi indlela yezocansi ngaphandle kwemvume yakhe. Lutho neze. Kungakhathalekile ukuthi owesifazane ugqokeni noma uheha kangakanani ngokocansi.**

# NOMA IYIPHI INDODA YANGEMPELA INGAZILAWULA IZINKANUKO ZAYO.

**Akulungile njalo ukuba indoda isole owesifazane ngezenzo zayo zokuhlukumeza.**

Wonke amadoda anamandla okulawula izenzo zawo. Ayikho nhlobo indoda enelungelo lokusebenzisa amandla ayo ukuze isabise, ilawule noma ilimaze owesifazane nganoma iyiphi indlela, lutho neze. Kuwuphawu lwendoda yoqobo ukuba isebenzise amandla ayo ngendlela efanele, izikhuze futhi izilawule. Akuyona nje into ebhalwe kumthetho-sisekelo wethu ukuthi bonke abantu banamalungelo alinganayo enkululeko nokuphepha, kodwa kubhalwe kuzo zonke izakhi zofuzo zabantu ukuthi akekho onelungelo lokwephula isithunzi, ukuphepha nobungcwele banoma imuphi omunye umuntu.

Okuwukuphela kwesikhathi lapho kuvunyelwe khona ukusebenzisa amandla komunye umuntu ngaphansi komthetho wezwe lakithi noma umthetho wokuziphatha wabo bonke abantu kulapho kudingeka ukuba uzivikele wena noma nabanye engozini Kodwa ngisho nalapho, amandla avunyelwe kuphela amandla amancane adingekayo ukuvikela.

**Indoda isuke iyindoda ngempela uma yenqaba ukusebenzisa amandla ayo ukuze ilimaze, ngisho noma icunulwa kakhulu.**

## **NANKA AMASU AMATHATHU AVAME UKUSETSHENZISWA AMADODA ASEBUDLELWANENI OBUHLUKUMEZAYO:**

**1. UKUNCIPHISA** - kuthatha ukuhlukumeza kancane nokungakunaki ukukhathazeka kowesifazane.

**2. UKUNQABA** - ukungavumi ukuthi ukuhlukumeza kuyenzeka.

**3. UKUSOLA** - ukusola owesifazane ngokuziphatha okuhlukumezayo, uthi uyena okudalile.

Uma ubona lokhu kuziphatha kothile omaziyo, zibophezele ukuthi uzoqonda kuye ngqo futhi uveze umonakalo awudalayo.



# INGXENYE 3

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# UKUKHULISA AMADODA

Akekho umfana **ozalwa** ewumdlwenguli, noma umhlukumezi, noma ezonda abesimame.

# UBUDODA OBUNEMPILO BUYISIPHO ESIHLE KAKHULU ESINTWINI.

**Indoda enobudoda obunempilo isebenzisa amandla ayo ngendlela efanele.** Lyathanda, ivikele, isekele, ikhuthaze, idlulise ulwazi, futhi ibe ubaba ezinganeni zayo, yondla abathandekayo bayo futhi ilwa nezinto ezingalungile emhlabeni. Ubudoda obunempilo buyakha, abucekeli phansi. Buyadala, abubhubhisi. Ubudoda obungenampilo, obuhlakazekile – **ngokuvamile okuthiwa ubudoda obunoshevu** – obuhlukumeza abanye. Udlame lobulili lungqubuzana nobudoda ngokuthi luphambana nayo yonke into okufanele imelelwe ubudoda.

**Amadoda ahlukomezayo akwenza ngoba kukhona okungahambanga kahle ohambweni lwawo kusuka ebufaneni ukuya ebudodeni kanye nasendleleni aqonda ngayo ubudoda.**

Ukuze siqonde ukuthi konakala kuphi futhi kanjani kufanele siqonde ukuthi yini edingekayo ukuze ukhulise umfana abe yindoda enobudoda obunempilo.

**Kunabantu abathathu ababalulekile ekukhuliseni indoda ezinzile ngokomzwelo futhi enempilo.**

## 1. INDIMA KABABA

Umfana uthola **ubudoda bakhe, ukuzethemba kwakhe njengendoda, ukuqiniseka kwakhe njengendoda** nokuqonda ukuthi **kusho ukuthini ukuba yindoda kuyise** namanye amadoda akhulile asemqoka.

Umbuzo ojulile noyisisekelo enhliziyweni yabo bonke abafana obuhlobene nobudoda babo ukuthi, *Ingabe nginakho okudingekayo?* Umbuzo ojulile noyisisekelo enhliziyweni yabo bonke abafana obuhlobene nobudoda babo ukuthi, *Ingabe nginakho okudingekayo?* Noma uma sikubeka ngendlela ehlukele: *Ingabe nganele? Ingabe nginamandla?* Ingabe ngiqine ngokwanele, ngikahle, ngihlakaniphile, nginamandla ngokwanele ukuze ngibe yindoda umhlaba oyidingayo nolindele ukuthi ngibe yiyo?

Futhi wonke umfana uletha lo mbuzo kuyise. Ukuthi lo mbuzo uphendulwa kahle kangakanani nguyise womfana kuyisici esibalulekile esinquma impilo yobudoda bakhe. Kuhle uma kunguyise womfana omzalayo ophendula lo mbuzo, kodwa ungaphendulwa enye indoda noma amadoda akhulile abalulekile, njengoyise wesibili, izihlobo ezingamadoda, umqeqeshi, othisha noma abangane bomndeni abaseduze. Ukuphendula lo mbuzo kahle kuqinisekisa ubudoda bomfana.

### **Ukuphendula umbuzo womfana wobudoda kahle kunezinto eziningi uyise noma enye indoda noma amadoda akhulile asemqoka okufanele azenze kulo lonke uhambo lwakhe lokuya ebudodeni:**

- **YIBA KHONA** futhi uxhumane naye ngokomzwelo.
- **AMQINISEKISE FUTHI UMBONISE UTHANDO.** Amagama okuncoma nokukhuthaza avela kubaba afaka ugqozi ebudodeni bomfana. Wonke umfana udinga ukutshelwa nguyise ukuthi unalokho okudingekayo.
- **YENZA IZINTO NAYE.** Isikhathi esichithwa ndawonye enza izinto noyise siyigugu kumfana. Akukhathalekile ngempela ukuthi yini; kungaba ukudoba, ukuqombola izintaba, imisebenzi ye-DIY (yezandla) noma ngisho nokusebenza.
- **MKHUZE.** Umfana udinga ukuthi uyise abeke imingcele nezimiso, kube nemiphumela uma eqa umthetho, kodwa hhayi neze ngendlela emlilizayo.
- **THUTHUKISA UBUNTU BAKHE.** Umfana uthuthukisa ubuntu bakhe uma enganethezekile, ngokusebenza nangokubekelwa izinselele, futhi uyise kudingeka avule amathuba okuba lokhu kwenzeka.
- **MFUNDISE AMAKHONO OKUPHILA.** Kunamakhono amaningi okuphila abalulekile umfana okufanele awafunde kuyise njengalawa: ukuzikhuza, indlela yokuphatha owesifazane, imikhuba emihle nokunye okuningi.
- **MBONISE UKUTHI UBUDODA BUNJANI.** Ubudoda obunempilo kufanele bufundiswe, buboniswe futhi budluliselwe kumfana ngamadoda amadala. Uma umfana ekhula noyise othanda, ohlonipha futhi odumisa abesifazane aphila nabo, cisha uyokhula abe yindoda eyenza okufanayo. Uma uyise ehlukumeza unina nganoma iyiphi indlela uzobheka lokho njengento efanele futhi kunamathuba okuthi naye uzokwenza okufanayo.

**Amadoda anoyise awuphendule kahle umbuzo wawo wobudoda akhula eqinile futhi evikelekile ebudodeni bawo.** Ayazazi ukuthi angobani, ayazethemba futhi akudingeki

ukuthi azibonakalise ngezindlela ezingafanele. Ayakwazi ukusekela owesifazane futhi amthande ngenhlonipho nangobuqotho. Ayakwazi ukuphila impilo enokuqiniseka nenjongo, ngaphandle kokudinga ukufuna isithombe, ukunethezeka nokuziqhayisa kokuzibonisa wona nabanye ukuthi analokho okudingekayo. Uma uyise womfana noma enye indoda ekhulile esemqoka ihluleka ukuphendula imibuzo ejulile ngobudoda bakhe uyokhula engaqiniseki njengendoda futhi angene ebudodeni enomuzwa wokuzinyeza.

**Uma engekho amadoda angadlulisela futhi abonise ubudoda obuyisibonelo kubafana sigcina sinomphakathi ogcwele amadoda angaphelele, angenamgogdla; abafana ababukeka njengamadoda abangazi ukuthi kufanele baphile kanjani njengamadoda.**

## 2. INDIMA KAMAMA

Omama banikeza ubumnene nokuphepha ngokomzwelo okuyisakhi esibalulekile ekukhuleni kwendoda.

**Njengowesifazane othandwa kakhulu nobalulekile empilweni yendodana yakhe, naku umama okufanele akwenze ukuze indodana yakhe ithuthuke njengendoda:**

- **UKUQINISEKISA UBUDODA BENDODANA YAKHE.** Into amadoda ayifisa kakhulu kwabesifazane yinhlonipho. Njengoba umfana eqala ukukhula futhi sikhula nesidingo sakhe sokuzizwa enamandla futhi enekhono, kudingeka azi ukuthi unina uyamhlonipha njengomuntu wesilisa futhi ukholwa emandleni akhe. Umfana uzoya kuyise nakwamanye amadoda amadala ukuze athole umuzwa wakhe wamandla njengendoda, kodwa uzoya kunina ukuze athole isiqinisekiso sokuthi lokhu kuyiqiniso.
- **MNIKE IMVUME YOKUBA YINDODA.** Ngokuvamile kunzima ukuthi umama aqonde izinto ezizwubuhlanya abafana abathanda ukuzenza. Umuzwa wemvelo kamama ukunakekela nokuvikela izingane zakhe, okuyisipho esihle. Kodwa ngezinye izikhathi, ngokuba umvikeli umama angalimaza ubudoda bendodana yakhe obusakhula engahlosile. Uma umfana eya kunina athi, “Ma, ngifuna ukugibela lesiya sihlahla”, ngokwemvelo umama uyosabela ngokuthi, “Cha mfan’ wami, kuyingozi lokho”.

Empeleni umfana usuke ebuza umbuzo othi, “Ngingakwazi yini ukukwenza lokho?” futhi ngoba emvikela, unina uphendula ngokuthi, “Cha, uzohluleka”. Uma umfana engenaye umuntu wesilisa ekuphileni kwakhe ozomnika imvume yokugibela isihlahla angakhula engabaza ukuthi unakho yini okudingekayo. Ngezinye izikhathi unina kufanele amnike imvume yokwenza izinto zobuhlanya.

- **QINISEKA UKUTHI UNAMADODA AQOTHO EMPILWENI YAKHE.** Uma engekho owesilisa oyisibonelo umfana uzobheka kunina njengesibonelo sakhe esiyinhloko. Ngokwemvelo uzomfundisa ukuthi angahluzeka kanjani, azwele, angathandi izingxabano futhi angabi yingozi. Konke lokhu kuhle kodwa kuwuhlangothi olulodwa kuphela lalokho umfana okudingeka akwazi. Olunye uhlangothi ukuba uhlanya nokuba namandla nokuba yingozi ngendlela efanele.
- **MBONISE UKUTHI ANGABAZISA KANJANI ABESIFAZANE.** Lokhu umama ukwenza ngendlela aphantsi ngayo ubudlelwane bakhe namadoda asempilweni yakhe. Lokho akwamukelayo noma angakwamukeli kwabesilisa kuzombonisa ngokucacile ukuthi yini eyamukelekayo nengamukeleki endleleni aphantsi ngayo owesifazane.
- **MBONISE UKUTHI UYABAZISA UBUDODA.** Wonke umfana uyindoda esakhula futhi ngenxa yokuthi unina ungowesifazane obaluleke kakhulu empilweni yakhe, indlela umama abuka ngayo abesilisa inomthelela omkhulu endleleni umfana azibheka ngayo njengendoda. Uma unina efukamela intukuthelo kubantu besilisa ngenxa yendlela abamphathe ngayo, engaqondile angadlulisela umyalezo endodaneni yakhe wokuthi amadoda mabi.

**UBUDODA OBUNEMPILO  
BUYAKHA, ABUCEKELI  
PHANSI. BUYADALA,  
ABUBHUBHISI.**

### 3. INDIMA YOMPHAKATHI



#### Umphakathi umfana akhulela kuwo uyayifeza indima ebalulekile ekuthuthukiseni ukuqonda kwakhe kokuthi kusho ukuthini ukuba yindoda.

Imiyalezo ayithola emithonjeni yolwazi, esikoleni, kuhulumeni, kubaholi bomphakathi nasemphakathini uwonke isiza ekulolongeni ukuqonda kwakhe ubudoda nalokho ayikho njengendoda. Isisho sesiNtu esithi, *ingane ikhuliswa umphakathi*, sisho yonke into. Umphakathi wamadoda nabesifazane abazimisele ukhulisa abafana namantombazane anempilo, ngisho noma ngasizathu simbe ingane eyodwa noma ngaphezulu zingenabo abazali abazizalayo. Inselele namuhla ukuthi imiphakathi enjalo ayikho noma idungekile. Umphumela uba ukuthi abafana bakhula bengenagalelo abalidingayo lamadoda amadala nabesifazane emphakathini.

#### Lokho okudingwa yibo bonke abafana ‘emphakathini’:

- **IMIYALEZO EYAKHAYO MAYELANA NOBUUDODA.** Abafana badinga ukuzwa emphakathini uwonke kanye nakubazali nabanye abantu abanegunya ababalulekile ukuthi ubudoda buyinto enhle.
- **AMADODA AYIZIBONELO EZINHLE AZOBAFAKA UGQOZI FUTHI ABAGQUQUZELE.** Kungakhathaleki ukuthi osopolitiki, abaholi bamabhizinisi, osaziwayo bamafilimu nabomculo, abadlali bezemidlalo noma abaholi bomphakathi, abafana badinga amadoda aqotho ayizibonelo abonisa ubudoda obunempilo.
- **AMATHUBA OKUKWAZI UKONDLA ABATHANDEKAYO.** Amadoda anesidingo esijulile sokuba nomuzwa wokuthi angakwazi ukunakekela nokondla abathandekayo bawo. Uma umphakathi ungawanikezi lawo mathuba angazizwa ekhungathekile, ethukuthele futhi ephelwala yithemba.
- **IMVUME YOKUBA BUTHAKA.** Umphakathi unikeza amadoda umyalezo wokuthi kufanele aqine, angaphaphalazi futhi angakhali noma abonise ubuthaka. Ngakho, amadoda akhula enomthwalo wokuthi njalo kufanele abonakale enamandla futhi elawula. Uma kungenjalo, ayakufihla lokho ngaphakathi futhi ngasese acabange ukuthi awawona amadoda ngoba engakwazi ukuba yilokho indoda okufanele ibe yikho. Yingakho kunamadoda amaningi azibulalayo kunabesifazane.

## Lokho okudingwa yibo bonke abafana ohambweni lokuya ebudodeni:

| LOKHO AKUDINGAYO   | UKUDINGA KUBANI  |
|--|--|
| <ul style="list-style-type: none"> <li>• Ukuqinisekiswa kobudoda bakhe</li> <li>• Ukwelulekwa kokuthi uba yindoda kanjani</li> <li>• Ukuzikhuza nokuthuthukisa ubuntu</li> <li>• Ukubekelwa isibonelo sobudoda</li> </ul>          | <p><b>Uyise namadoda akhulile asemqoka</b></p>  |
| <ul style="list-style-type: none"> <li>• Ukuqinisekiswa kwamandla akhe njengendoda</li> <li>• Ukuvikeleka nokuphepha ngokomzwelo</li> <li>• Imvume yokuba yindoda</li> <li>• Ubudoda kufanele baziswe futhi buhlonishwe</li> </ul> | <p><b>Unina</b></p>                             |
| <ul style="list-style-type: none"> <li>• Kufanele aziswe futhi ahlonishwe</li> <li>• Imiyalezo eyakhayo mayelana nobudoda</li> <li>• Amathuba okukwazi ukondla abathandekayo</li> <li>• Amadoda ayizibonelo ezinhle</li> </ul>     | <p><b>Umphakathi</b></p>                        |

Uma umfana ethola lokho akudingayo ngokomzwelo kubazali bakhe nasemphekathini uzokhula abe yindoda enomuzwa oqinile nonempilo ngobudoda bayo. Uma kungenjalo, kunamathuba okuthi uzokhula enokuqonda okungenampilo ngobudoda futhi lokhu kungaholela ekuziphatheni okumlimazayo yena nabanye.

**Ubudoda obunempilo kufanele bufundiswe, buboniswe futhi budluliselwe kumfana ngamadoda amadala.**

# UBUDODA OBUNEMPILO BUQHATHANISWA NOBUDODA OBUNGENAMPILO

Nanku umehluko othile phakathi kobudoda obunempilo nobudoda obungenampilo:

| AMADODA ANOBUDODA OBUNEMPILO                      | AMADODA ANOBUDODA OBUNGENAMPILO                          |
|---|--|
| Asebenzisa amandla awo kahle                      | Asebenzisa kabi amandla awo noma ahluleke ukuwasebenzisa |
| Amela okuthile                                    | Athithiziswa yinoma yini                                 |
| Akudingeki ukuthi aziveze ubuwona                 | Njalo kudingeka ukuthi aziveze ubuwona                   |
| Ayakujabulela ukukhonza abanye                    | Afuna ukukhonzwa abanye                                  |
| Athanda abanye                                    | Ayathatha kuphela kwabanye                               |
| Akhathalela abanye                                | Azikhathalela wona kuphela                               |
| Ayazibophezela                                    | Ayehluleka ukuzibophezela                                |
| Enza konke ukuze ondle abanye                     | Azinakekela wona kuqala                                  |
| Azizwa ezithemba njengamadoda                     | Azizwa engaphelele njengamadoda                          |
| Ayalazisa iqhaza lawo ngaphezu kwesikhundla anaso | Azisa izikhundla mayelana neqhaza alibambayo             |
| Ayazikhuza  | Ayehluleka ukuzikhuza                                    |
| Akhathalela abantu kakhulu kunezipahla            | Akhathalela izimpahla kakhulu kunabantu                  |
| Ayavuma uma enze iphutha                          | Awavumi neze uma enze iphutha                            |
| Awasisboni isidingo sokucindezela abanye          | Adinga ukucindezela abanye                               |
| Ayasukuma aveze uvo uma kudingeka                 | Avame ukwehluleka ukuma aqine uma kudingeka              |
| Ayazithemba ngokwawo                              | Ayazithemba ngokubheka izinto anazo                      |
| Ayaliqonda futhi ayalihlonipha igama elithi CHA   | Awalihloniphi igama elithi CHA                           |
| Abheka abesifazane njengabalingana nawo           | Acabanga ukuthi abesifazane 'baphansi'                   |
| Aqotho  | Ayazenzisa   |
| Azisa abantu kakhulu kunomfanekiso wawo           | Azisa umfanekiso wawo ngaphezu kwakho konke              |
| Anenhlonipho                                      | Awazihloniphi wona nabanye                               |
| Ayafundiseka                                      | Awafundiseki   |



# INGXENYE 4

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# OKWENZA AMADODA AHLUKUMEZE

Ukuze sibe sethubeni lokunqoba  
i-GBV kufanele siqale siqonde  
**ukuthi kungani yenzeka.**

# KUNGANI AMADODA ESEBENZISA ISIPHO SAMANDLA OBUDODA UKUZE AHLUKUMEZE ABESIFAZANE ATHI AYABATHANDA?

**Kungani amadoda ezwa isidingo sokucindezela, ukulawula noma ukulimaza amalungu obulili obuhlukile?**

Yize i-GBV iyinkinga eyisixakaxaka enemithelela eminingi, ingahlukaniseka ibe yizizathu ezine ezinyhloko ezenza amadoda ahlukumeze.

## ISIZATHU SOKUQALA: **UBUDODA OBULIMELE**

**Imbangela yokuqala ye-GBV ubudoda obulimele.**

Ambalwa amadoda akhula ethola lokho akudingayo ngokomzwelo nangokwengqondo ukuze abe nomuzwa onempilo wobudoda. Ngenxa yalokhu, amadoda amaningi afinyelela ebudaleni enezinga elithile lokulimala ebudodeni bawo. Lokhu kulimala kuthinta umuzwa wendoda wokuzethemba. Indoda elimele izwa sengathi ayanele, njengokungathi ayiphelele, ayinawo amandla futhi ayinakho okudingekayo ukuze ibe yindoda.

Ngenxa yokuthi umfana uletha umbuzo oyisisekelo wobudoda bakhe kuyise, inxeba elijule kakhulu ngokuvamile livela kuyise kodwa, njengoba sibonile ngaphambilini, lingavela nakunina nasemphakathini.

**Amadoda alimele aba amadoda alimazayo.** Asingatha ukulimala kwawo ngokwehluleka ukusebenzisa amandla awo (ukuzithela ngabandayo) noma ngokusebenzisa kabi amandla awo (ulaka). Kokubili kuyawalimaza wona nabantu abaseduze kwawo.

## **Nazi ezinye izindlela amadoda alimele aziphatha ngayo.**




- 1. AYAZENZISA.** Awakholwa ukuthi angamadoda, ngakho azishayisa okwamadoda. Achitha ukuphila kwawo konke ezama ukufana nomfanekiso wawo ongamanga alokho indoda okufanele ibe yikho. Azama ukuba makhulu, ukuba namandla, ukushesha, nokungatatazeli ngaphezu kwalokho ayikho ngempela; akholwa ukuthi lokho ayikho akwanele njengamadoda. Azifihla ngemuva komfanekiso awukhiphayo owenza acabange ukuthi uwenza abonakale engamadoda.
- 2. AYABALEKA.** Ngokuvamile aba yimilutha yazo zonke izinhlobo zezinto ukuze azizwe engcono. Ezinye zalezi zindlela zokubaleka zamukelekile emphakathini, njengezemidlalo, imithombo yokuxhumana nabanye noma imidlalo yamakhompuyutha; ezinye ziyingozi, njengokuphuza ngokweqile, ukudla izidakamizwa, izithombe zocansi ezingcolile noma ukulala nabantu abaningi.
- 3. AYEHLULEKA UKUZIBOPHEZELA.** Ngenxa yokuthi awakholwa ukuthi analokho okudingekayo ukuze abe amadoda, agwema ukuzibophezela noma ukwenza noma yini engase iwaveze obala. Lawa amadoda anezingane kodwa angazisekeli ngokomzwelo noma angazondli, enza izithembiso kodwa angazigcini, achitha isikhathi esiningi ethaveni kunanemindeni yawo. Lawa amadoda ashiya abanye dengwane.
- 4. ATHOLA UKUQINISEKISWA KUBANTU BANGAPHANDLE.** La madoda athola ukuqinisekiswa kobudoda ngokuzihlanganisa neqembu elithile lezemidlalo, izigilamkhuba noma iqembu elithile. Uma iqembu lawo liwina ajabula afe, uma lidliwa awazizwa kanjalo. Yingakho udlame lwasemakhaya lukhula ngemuva kwemidlalo eminingi emikhulu.
- 5. ASEBENZISA KABI AMANDLA AWO.** Ngenxa yokuthi ngaphakathi azizwa enganele futhi engenamandla, azizwa edinga ukucindezela abanye ukuze azizwe enamandla. Lawa amadoda angalenzi nhlobo iphutha, angaxolisi, okufanele njalo kwenzeke izinto ngendlela yawo, azophuca abanye ukuze azizwe engcono, asebenzisa noma iliphi igunya, imali namandla anawo ukuze alawule futhi acindezele abanye futhi athole lokho akufunayo. Lawa amadoda ahlukomezayo.
- 6. AFUNA UKUQINISEKISWA UMUNTU WESIFAZANE.** Indoda elimele ngokuvamile ifuna ukuqinisekiswa umuntu wesifazane. Kodwa ngenxa yokuthi indoda kudingeka ubudoda bayo buqinisekise amadoda, owesifazane neke akwazi ukwelapha inxeba lobudoda bayo. Kungakhathalekile ukuthi uyithanda kangakanani, neke kwanelelyohlala njalo ifuna ukuqinisekiswa owesifazane olandelayo, nolandelayo kanjalo. Indoda eya kowesifazane nombuzo wayo imnika amandla okunquma ukubaluleka kwayo. Futhi uma eyichitha noma eyithuka ngandlela-thile, ukulimala kobudoda bayo buphenduka intukuthelo futhi ingaba nolaka futhi ibe yingozi. Leli akulona iphutha labesifazane. Kuwumphumela wendoda engaqinisekisiwe ethatha umbuzo ongaphenduliwe ngobudoda bayo iwuyise endaweni engafanele.

## Indoda enempilo ayiyi kowesifazane iyofuna amandla kuye, iya kuye iyonikeza amandla.

Indoda eqinisekisiwe ayimdingi owesifazane ukuthi ayitshale ukuthi ikahle. Uma imlandela kuyobe kungenxa yezizathu ezifanele; futhi ngenxa yokuthi ayimniki amandla okunquma ubudoda bayo, iyokwazi ukukwamukela uma ethi cha. Ukubaluleka kwayo sekuqinisekisiwe kakade futhi iyakwazi ukuthanda owesifazane njengoba enjalo, hhayi ngoba idinga okuthile. Into edabukisayo ukuthi ngenxa yokuthi ngokwemvelo abesifazane bayatakula ngokomzwelo, ngokuvamile bayahlala ebudlelwaneni obuhlukumezayo ngoba befuna ukulungisa indoda ebahlukumezayo. Kodwa ngeke nanini bakwazi.

**Amadoda alimele agqugquzelwa yisidingo sokufuna ukuqinisekiswa, ukuhlonishwa namandla. Futhi lokhu kuyingozi ngoba kalula kungaholela ohlotsheni oluthile lodlame lobulili.**

## Nakhu ukufingqwa kokuthi inhliziyo yendoda ilimala kanjani:

| UBANI  | KANJANI   |
|--|---|
| <p><b>Ubaba</b></p>        | <ul style="list-style-type: none"> <li>• Ngenxa yokuthi akekho</li> <li>• Ngenxa yokuhlukumeza</li> <li>• Ngenxa yokunganaki noma ukuqhela ngokomzwelo</li> <li>• Ngokwehluleka ukuba yisibonelo sobudoda obunempilo</li> </ul>         |
| <p><b>Umama</b></p>       | <ul style="list-style-type: none"> <li>• Ngokuvikela ngokweqile</li> <li>• Ngokungamnikezi imvume yokwenza izinto zobuhlanya</li> <li>• Ngokungabazisi ubudoda</li> <li>• Ngokuba nenzondo kwabesilisa bebonke</li> </ul>               |
| <p><b>Umphakathi</b></p>  | <ul style="list-style-type: none"> <li>• Ngokumlulaza njengendoda</li> <li>• Ngokulindela ukuthi njalo 'aqine njengendoda'</li> <li>• Ngokungamvumeli ukuthi abe buthaka</li> <li>• Ngokudala umfanekiso oyiphutha ngobudoda</li> </ul> |

## ISIZATHU SESIBILI: **UMBONO OYIPHUTHA NGOBUDODA**

Isizathu sesibili esenza amadoda ahlukumeze kungenxa yezinkolelo ezisontekile mayelana nokuthi kusho ukuthiniukuba yindoda. Uma uyise namadoda amadala asemqoka engekho, umfana ubheka emphakathini, imithombo yolwazi nontanga ukuze afunde ukuthi kusho ukuthini ukuba yindoda. Futhi isithombe sobudoda asithola kubo ngokuvamile sisontekile. Isithombe esiyiphutha sobudoda abafana abaningi abasifunda emphakathini sinezinto ezine eziyinhloko: ucansi, amandla, imali nokuthi abafana abakhali.

**“Ucansi, amandla, imali nokuthi abafana abakhali.”**

Indlela lezi zinto ezivela ngayo ngokuvamile zihlobene namasiko, kodwa ngokuvamile umbono uwukuthi uma unamandla, imali nezintombi eziningi, yilapho-ke uba uyindoda khona. Futhi njengendoda awukwazi ukuveza ubuthaka noma ukubantekenteke. Ngeshwa, ukuziphatha kwamadoda anesikhundla (nabesifazane ngezinye izikhathi!) ngokuvamile kugcizelela lesi sithombe sobudoda esiyiphutha.

**Uma indoda ikholwa ukuthi inani labantu eya nabo ocansini linquma ukubaluleka kwayo izophatha abesifazane njengempahla nje hhayi njengabantu ababaluleke njengayo.**

Lokhu kululaza abesifazane futhi kungaholela kalula odlameni nasekuhlukunyezweni kwabo. Amadoda anale mibono esontekile acabanga ukuthi anelungelo lokuphatha abesifazane njengezinto zokwanelisa inkanuko. Anomuzwa wokuthi ukuya ocansini kuyilungelo hhayi into engcwele njengoba kuhlosiwe. Uma owesifazane eyiphebeza uma ishela, ingase ithukuthele futhi isebenzise amandla ukuze ithole lokho ekufunayo. Uma owesifazane egqoke ngendlela ebhekwa njengekhangayo, le ndoda ithatha ngokuthi ufuna ukweshelwa. Uma owesifazane evuma ukuthi ayiqabule kodwa engafuni ukudlulela ngale kwalokho, iyacasuka futhi ifune ukuthi enze konke ekufunayo.

**Uma indoda ikholwa ukuthi ukubaluleka kwayo kunqunywa ukuthi inamandla kangakanani, iyohlale ifuna ukuthi kube yiyo elawulayo ebudlelwaneni.**

Izosebenzisa amandla ayo kabi ukuze icindezele futhi ilawule kunoma yini engayilawula. Ngokuvamile lokhu nakho kuholela ohlotsheni oluthile lokuhlukumeza. Konke lokhu kucabanga nokuziphatha okucekela phansi kusekelwe ekuqondeni okusonteke ngokuphelele kwalokho okuchaza ukuthi kusho ukuthini ukuba yindoda. Iqiniso liwukuthi

ukubaluleka kwendoda akulinganiswa ngenani labantu elala nabo, ibhalansi yasebhange noma izikhwepha zayo kodwa ngalokho ekwenzayo ngamandla ayo kanye nothando nenhlonipho ephatha ngayo abanye.

## ISIZATHU SESITHATHU:

### IZINKOLELO EZIYIPHUTHA NGABESIFAZANE

**Omunye wemiyalezo esonteki ngokuphelele abafana abavame ukukhula nayo ukuthi abesifazane bangaphansi kwamadoda ngandlela-thile.** Amadoda akholwa yilokhu acabanga ukuthi abesifazane badalelwe ukukhonza wona nokuthi anelungelo lokufuna izinto kwabesifazane ngisho noma lokho okufunwayo kungqubuzana nalokho owesifazane akufunayo. Lokhu kuyiphutha ngokuphelele. Amadoda nabesifazane bayalingana. Uma kuziwa ekubeni mqoka, inhlonipho, ukubaluleka namalungelo, amadoda nabesifazane bayalingana futhi bafanelwe ukuphathwa ngendlela elinganayo. Singabantu ngaphambi kokuthi sibe amadoda noma abesifazane, ngakho-ke, wonke amalungelo obuntu asebenza ngendlela efanayo kithi sonke. Amadoda nabesifazane futhi bahlukile. Futhi lowo mehluko muhle. Umhlaba usebenza kahle uma ukusebenzelana kwamadoda nabesifazane kulinganiselwe kahle. Izindima zesiko zamadoda nabesifazane zishintshile ngokuhamba kwesikhathi futhi lokho kulungile. Kulungile uma owesifazane eyi-CEO (umphathi omkhulu wenkampani), engumshayeli wendiza yezempi noma umshayeli we-crane (umshini

**AMADODA ALIMELE  
AGQUGQUZELWA  
YISIDINGO SOKUFUNA  
UKUQINISEKISWA,  
UKUHLONISHWA NAMANDLA.**

wokufukula izimpahla) – izindima ezazifezwa amadoda ngokwesiko. Kulungile ukuthi indoda ibe umhlengikazi noma umabhalane futhi ishintshe amanabukeni, ifunze umntwana – izindima ebezifezwa abesifazane ngokwesiko. Ukuphathwa umuntu wesifazane akuyenzi indoda ingabi yindoda. **Akuyona indima esiyifezayo enquma lokho esiyikho; uthando namandla obuntu esibubonisayo ngendlela esiphila ngayo izimpilo zethu.** Izinkokhelo eziyiphutha mayelana nokubaluleka kwabesifazane zinomthelela omkhulu ezenzweni ze-GBV futhi kufanele sisuse lokhu kucabanga okuyiphutha.

## ISIZATHU SESINE: IZIMO EZIPHUCA AMADODA UBUDODA

**Ngaphandle uma indoda inomuzwa onempilo ngayo ngokwayo futhi ikuqonda kahle ukuthi kusho ukuthini ukuba yindoda, kunezimo eziningi empilweni ezingayenza izizwe ingenele futhi 'ingaphansi'.**

Esinye sezibonelo ezivame kakhulu ubunzima bezomnotho. Esimweni sanamuhla sezomnotho kunamadoda amaningi angasebenzi. Futhi kunamadoda amaningi angebona abondli abayinhloko emakhaya. Uma indoda ifanisa ukubaluleka kwayo nomholo wayo, lokhu kungayiphula umoya. Ngenxa yokuthi amadoda amaningi ahlobanisa ukubaluleka kwawo nomholo wawo, uma engakwazi ukuthola umholo ukuzethemba kwawo kuyahlukumezeka kakhulu. Qaphela indlela amadoda akusingatha ngayo ngokungafani ukuswela umsebenzi. Ngokuvamile aphendukela ekuphuzeni ngokweqile noma kwezinye izinto eziluthayo ukuze abalekele ubuhlungu noma aba nengcindezi, athukuthele noma abe nolaka. Konke lokhu kuziphatha kudalwa yimizwa ejulile yokuzinyeza njengendoda. Esinye isibonelo yilapho indoda ibhekana nobuhlungu obungokwengqondo njengokuhlazeka, ukugconwa noma ukwenqatshwa. Noma iyiphi kulezi zinto ingenza indoda engaphelele futhi engenambono onempilo ngobudoda bayo ibe nomuzwa wokuba yize nokuphelelwa yithemba. **Indoda ezizwa ingelutho ngokuvamile iziphatha ngendlela ecekela phansi – kuyo uqobo noma kulabo abasondelene nayo.**

## ISIVUNGUVUNGU ESIFANELE

Noma isiphi kulezi zici ezine ezidingidwe ngenhla zingenza indoda yenze isenzo esithile se-GBV. Kodwa uma kukhona izici ezimbili noma ngaphezulu, amathuba ayanda kakhulu. **Emadodeni amaningi aseNingizimu Afrika zozine lezi zici zikhona:** ubudoda obulimele, imibono eyiphutha ngalokho okuchaza ukuthi kusho ukuthini ukuba yindoda, inkolelo yokuthi abesifazane bangaphansi kwabo kanye nezimo eziwenza azizwe enganele. **Yingakho sinobhadane lwamadoda angaziphathi ngendlela efanele.**



**Izizathu akuzona izaba!** Isizathu asiyezi into ibe elungile; simane sisisiza ukuthi siqonde ukuthi kungani kwenzeka into ethile futhi sisinika umbono wokuthi singayilungisa kanjani.

Sihlale izizathu ezine eziyinhloko ezenza amadoda ahlukumeze abesifazane ukuze sazi ukuthi yisiphi isinyathelo okufanele sisithathe ukuze sikuqande. Kodwa-ke, wonke amadoda anomthwalo wokukhetha ngendlela efanele ukuthi azoyiphila kanjani impilo yawo. Isici esinamandla kakhulu ekunqumeni ukuthi impilo yomuntu izoba njani yikhono (nokuzibophezela) lakhe lokukhetha imibono nezenzo zakhe.

**Ngenxa yokuthi i-GBV ibhebhezela amadoda ngokuyinhloko, ukulwa nayo kufanele kugququzelwe amadoda.** Kodwa njengozakwethu ekudaleni umhlaba omuhle esiphila kuwo, abesifazane nabo banendima esemqoka okufanele bayifeze. Okulandelayo uhlu lwezinyathelo ezinhlanu indoda ngayinye engazithatha ukuze inqande i-GBV kanye nohlu lwezinto ezinhlanu abesifazane abangazenza ukuze babe neqhaza kulo mkhankaso.



# INGXENYE 5

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# UKUNQOBA UDLAME LOBULILI

“Into nje edingekayo ukuze  
**ububi bunqobe** ukuthi amadoda  
alungile angenzi lutho.”

**EDMUND BURKE**

# IZINYATHELO OKUFANELE ZITHATHWE AMADODA

## 1. BUKA ESIBUKWENI

**Konke kuqala ngawe.** Zibuze umbuzo: Ngiwasebenzisa kanjani amandla ami njengendoda? Ingabe ngiyehluleka ukuma ngisinathe izimpi nemithwalo okufanele ngiyithwale? Ingabe ngiyahoxa ngibaleke ngazo zonke izindlela? Ingabe ngisebenzisa kabi amandla ami ukuze ngikwazi ukulawula, noma ingabe ngisebenzisa amandla ami kahle ukuze ngithande, ngikhone futhi ngivikele? Ingabe ngizifihle ngezimpahla nesithombe, noma ingabe ngiqotho futhi ngiyathembeka? Ngilethani empilweni, emshadweni, emsebenzini, nasebuhlotsheni – umfana noma indoda evuthiwe? Uzizwa kanjani uma unami? Uthandwa, usekelwa, uphephile? Unesibopho ngokuphelele ngendlela ophila ngayo impilo yakho. Uyiphila kanjani? Zimisele ukusingatha noma ikuphi ukulimala kobudoda onakho ukuze ukwazi ukukhula ube yindoda ephelele ngokomzwelo.

## 2. HLOLA IZINKOLELO ZAKHO NGOBUDODA

**Qonda ukuthi ubudoda bangempela, obunempilo buyini futhi uzibophezele ukubuphilela.** Nhlboni yobudoda oyikholelwayo noyiphilelayo? Ubudoda bangempela bunomthwalo, bumela okulungile, bulwa nokungalungile, buqotho futhi bunesandla esivulekile. Busebenzisa amandla ukuze buthande, bukhonze, buvikele futhi bondle. Ubudoda beqiniso buyindawo yokuphepha, hhayi yokwesaba noma yengozi. Ubudoda beqiniso akudingeki ukuthi buzenzise, bubukise noma buzenze ingqwele. Abuphathelene nokuthi unamalini, unamandla noma ukhanga kangakanani; buphathelene namandla obuntu, ukuzikhuza kanye nosizo oyilo emhlabeni. Abulokothi neze buthathe lokho okungekhona okwakho. **Yiba yile ndoda.**

## 3. YIBA YISIBONELO ESIHLE, UBABA OMUHLE NOMQEQESHI

**Zimisele ukuba uhlobo lwendoda ongathanda ukuthi indodakazi yakho ishade nalo nendodana yakho ibe yilo.** Uma ungubaba zimisele ukuba ubaba ophambili. Qala ukuqeqesha izinsizwa ezisakhula. Njengamadoda kufanele sizibophezele ekukhuliseni isizukulwane

## AMADODA ADALELWE UKUBA YINGOZI.

# Hhayi nhlobo kwabesifazane noma izingane, kodwa ukuba yingozi kunoma yini ebasabisayo.

esilandelayo samadoda sibe amadoda akahle. Kufanele siwunqamule umjikelezo wezintandane nobaba ababi. Kufanele sibe amadoda akahle akhulisa isizukulwane esilandelayo samadoda akahle. Khulisa indodana yakho ibe yindoda ephatha abesifazane ngothando, inhlonipho, isithunzi nangokulingana. Khulisa indodakazi yakho ukuthi ingalindeli okunye ngaphandle kokuphathwa ngenhlonipho ezandleni zendoda. Phatha umkakho ngendlela ofuna ukuthi umyeni wendodakazi yakho wesikhathi esizayo ayiphathe ngayo.

## 4. HLOLA UMBONO ONAWO NGABESIFAZANE

**Yini oyikholwayo ngabesifazane? Ingabe ukholwa ukuthi baphansi ngandlela-thile?**

Ingabe ukholwa ukuthi abesifazane kufanele babe yizinceku zamadoda, noma kufanele bathole umholo ophansi noma akufanele bahole? Uma impendulo yakho inguyebo kunoma imuphi wale mibuzo kufanele uhlole lokho okukholelwayo futhi. Abesifazane namadoda kungenzeka abafani, kodwa bayalingana ngokubaluleka. Futhi, qonda ukuthi abesifazane babhekana nezimo ezihlukile ezweni kunamadoda. Ngenxa yokuthi kunomlando odabukisayo wamadoda ahlukumeza abesifazane, abesifazane ngokuvamile bazizwa besongelwa amadoda. Balalele. Qaphela umthelela amazwi, amahlaya nokugqolozela okungaba nakho emuzweni wakho wokuba nesithunzi, ukubaluleka nokuphepha. Yazisa futhi uhloniphe abesifazane njengozakwenu abalinganayo ekwakheni izwe elihle.

## 5. YIBA YINGOZI

**Amadoda adalelwe ukuba yingozi. Hhayi nhlobo kwabesifazane noma izingane, kodwa ukuba yingozi kunoma yini ebasabisayo.** Ukuhlukumeza, ukucwasa, inkohlakalo konke kufanele kwesabe ubudoda bangempela. Okuphambene nobudoda akukhona ukuba yisifazane, kodwa ukuzithela ngabandayo. Okudingekayo ukuze ububi bubhehtheke ukuthi amadoda alungile angenzi lutho. Zibophezele ukuphikisa ukungabi nabulungiswa, ukuqinelwa kwabanye nanoma iluphi uhlobo lokuhlukumeza. Khuluma ulwe ne-GBV nakho konke okungaholela kuyo. Yiba yindawo yesiphephelo kwabesifazane futhi ube yingozi kunoma yini nanoma ubani obasongelayo. Ungabekezeleli noma iluphi uhlobo lwe-GBV kuwe noma kwabanye.

# IZINYATHELO OKUFANELE ZITHATHWE ABESIFAZANE

## 1. UNGABAMUKELI UBUDODA OBUYIPHUTHA

**Unganqikazi ukuveza ukuthi yini elungile nengalungile.** Amadoda azokuphatha ngendlela owavumela ukuthi akuphathe ngayo. Ungalokothi wamukele noma ikuphi ukuziphatha kwendoda okukwenza uzizwe ululazekile noma ‘ungaphansi’ nganoma iyiphi indlela. Ngokushesha uma kwenzeka yisho ukuthi akwamukeleki. Veza ubudoda bamanga futhi uthole amadoda nabesifazane abazoma nawe ekulweni nabo. Uma nje ubona indoda ikuphatha wena noma omunye wesifazane ngendlela engamukeleki, yitshele. Tshela abantu abanengi ngangokunokwenzeka kuze kube yilapho usunebutho olidingayo ukuze ukunqande.

## 2. ZAZISE NJENGOMUNTU WESIFAZANE

**Yiba umuntu ophelele.** Yazi ukuthi wanele, ukuthi unamandla nokuthi uletha ubuhle emhlabeni. Awuyidingi indoda ukuthi ikutshela lokho. Uma uzazisa njengomuntu wesifazane, ngeke wamukele noma ikuphi ukuziphatha okukwenza ululazeke. Uma uzihlonipha, uzothola ukuthi amadoda nawo aqala ukukuhlonipha. Indlela ozazisa ngayo yindlela nabanye abantu abazokwazisa ngayo. Khumbula amazwi ka-Steve Biko, “Isikhathi esikhulu somcindezeli yingqondo yocindezelwe”.

**Yazi ukuthi wanele, ukuthi unamandla  
nokuthi uletha ubuhle emhlabeni.**

**AWUYIDINGI INDODA UKUTHI IKUTSHELE LOKHO.**

### 3. QONDA FUTHI WAZISE **UBUDODA BANGEMPELA**

**Njengomuntu wesifazane ozihloniphayo, ozithandayo, qaphela futhi wazise ubudoda bengempela njengesipho emhlabeni futhi wazise amadoda aphila nobudoda obunempilo.** Qonda ukuthi amadoda agqugquzelwa yini. Qinisekisa futhi uvume ubudoda bangempela uma ububona. Njengoba nje amadoda kudingeka athande, azise futhi ahloniphe abesifazane nokuba abesifazane, amadoda nawo adinga uthando nenhlonipho yakho. Ungakwenzi uma kungabafanele, ngoba yilapho bedinga khona ukuthembeka kwakho futhi bazi ukuthi ngeke ukubekezelele ukuziphatha kwabo.

### 4. YIBA **YISIBONELO ESIHLE, UMQEQESI NOMAMA OMUHLE**

**Yiba yisibonelo sobufazane.** Yiba ngowesifazane ofuna ukuthi indodakazi yakho nesizukulwane esizayo sibe nguye. Yiba ngowesifazane ofuna ukuthi indodana yakho ishade naye. Fundisa indodakazi yakho ukuba owesifazane okahle – oqinile, onesihe, onozwela nonamandla. Qinisekisa ubudoda bendodana yakho, yinike imvume yokuba yindoda. Qeqesha abesifazane abasebasha abangenamama noma umuntu omdala obalulekile empilweni yabo. Unamandla okudlulisela amandla nobuhle besifazane kwabesifazane abasebasha. Wasebenzise la mandla.

### 5. LAHLA **INZONDO NENTUKUTHELO**

**Khipha noma iyiphi inzondo nokungathetheleli.** Kungakhathalekile ukuthi ubhekane nezinto ezimbi kangakanani endodeni noma emadodeni esikhathini esidlule, thatha amandla akho. Ungavumeli ukulawulwa yintukuthelo. Futhi ungathathi wonke amadoda uwabophe ngabhande linye. Inzondo iwushevu ongawudingi. Zikhulule futhi ubonise indodana nendodakazi yakho ukuthi amadoda awamabi ngempela, ukuthi ubudoda bangempela buyinto enhle kakhulu. Awufuni ukuthi indodakazi yakho ikhule izonda amadoda nendodana yakho izizonda.

Uma wonke amadoda nabo bonke abesifazane bengazibophezela kulezi zinyathelo, **besingayinqoba impilo yokulwa ne-GBV.**

**Besiyokwakha umphakathi lapho amadoda ahlukumezayo ezizwa khona enamahloni ngokuphelele, lapho amadoda egqugquzelwe futhi afundiswa ukuthi asebenzise amandla awo kahle, lapho obaba abakhona nabazibophezele beyinsakavukela khona nalapho abantu besifazane bekhululekile ukuba namandla futhi bangesabi.**

**INGXENYE 6**

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**ISIFUNGO  
SIKAMPETHA**

# NJENGOMPETHA:

NGIYAWUQAPHELA UMONAKALO ODALWE UDLAME  
LOBULILI EMPHAKATHINI WAKITHI FUTHI NGIKHOLWA  
**UKUTHI AZIKHO IZABA ZALO.**

NGAKHO NGIYAFUNGA UKUTHI NGEKE NGITHULE NGIBUKE  
**NGINGASHO LUTHO.**

NGIYAFUNGA UKUTHI NJALO NGIZOTHATHA ISINYATHELO  
**SOKULWA NOKUHLUKUNYEZWA KWABESIFAZANE.**

ISIGINESHA: \_\_\_\_\_

USUKU: \_\_\_\_\_

UFAKAZI: \_\_\_\_\_

# UDLAME LOBULILI LUYINHLEKELELE KAZWELONKE.

Luthinta bonke abantu baseNingizimu Afrika. Lucekela phansi izimpilo, lukhungatha imindeni futhi lubeka engcupheni ukuphepha kwabantu esibathandayo.

## SINGAKUSHINTSHA LOKHU.

Kodwa kuphela uma siqonda ukuthi kudalwa yini futhi sithathe isinyathelo esiphusile sokukuvimba.

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Le ncwajana ichaza ukuthi kungani udlame lobulili (i-GBV) lwenzeka ngezinga elishaqisa kangaka futhi **ihlinzeka ngezenzo ezifanele** ezingathathwa yiwo wonke amadoda nabesifazane ukuze **balunqobe**.

### IHLANGANISA:

- **Izinhlobo eziningi** i-GBV eziveza ngayo
- Indlela amadoda nabesifazane **abalingana ngayo ekubeni behlukile**
- **Izizathu ezine eziyinhloko** i-GBV eyenzeka ngazo
- **Izinyathelo ezinhlanu** wonke amadoda angazithatha ukuze anqande i-GBV
- Izinto ezinhlanu wonke umuntu wesifazane angazenza ukuze **abe neqhaza** kulo mkhankaso

Thola ukuthi singawasebenzisa kanjani **amandla obudoda** nokuthi amadoda nabesifazane bangasebenza kanjani ndawonye ukuze bakhe **ikusasa eliphephile neliqhakazile**.

**#NO EXCUSE**

[www.noexcusesa.com](http://www.noexcusesa.com)

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