

INgxelo eya ekhampasini engeNkqubela emalunga nomsebenzi weKomiti yeNtsabelo yeZiko kwiziNdululo zeKomishoni (CIRCoRe)

Gxa bam ababekekileyo

Ndiziva ndikuvuyele ukwazisa uluntu lwale khampasi malunga nenkqubela eyenziwe yiCIRCoRe kwinyanga ezintandathu zokusebenza kwayo okokuqala. I-CIRCoRe ijolise ekuqondeni indlela eli ziko elibonwa ngayo kambe nendlela elifunyaniswa lililo njengelingabandakanyayo ngabasebenzi nabafundi abaninzi. Sizinikele ekudaleni iimbono nezindululo ezitsha ezihambelana nokwafunyaniswa yiKhomishoni kaKhampepe nezindululo zayo ngokunjalo. Iliso lethu silitsolise kwizicwangcisoqhinga ezinyanzelisa amava asekhampasini asekelwe kubulungisa, ubandakanyo nolingano. Ekugqibeleni, sisebenzela ukwakha ikhampasi apho wonke ubani – umsebenzi okanye umfundi - aziva esekhaya kangangokuba abenegalelo elixabisekileyo kweli ziko naseluntwini.

I-CIRCoRe isebenzisa indlela equka konke ukugaya inkxaso nezikhokelo ezenzelwe iinkqubo ezimiselweyo njengendlela yokusabela iNgxelo kaKhampepe. Loo ndlela ibandakanya uphando, iingxoxo, unxibelelwano kwikhampasi ngokubanzi nokufakana imilomo nabasebenzi nabafundi. Sisoloko ngalo lonke ixesha sinxibelelana ngeeseshoni zokwenza ingxelo nangeentlanganiso nabanenxaxheba abafana neBhunga, iSineyithi, iKomiti yeeNguqu kwiZiko, iKomiti yolawulo yeCIRCoRe, iCandelo likaRekhtha, iKomiti yokuLungisa ngokuBonakalayo, iForam yeeDini zeCandelo likaRekhtha, iForam yaBaphathi Jikelele, neBhunga eliMela aBafundi (SRC). **NjengeKomiti kaRekhtha ejongene nokunokuthi kwehle**, iCIRCoRe isebenzisa zonke iingcebiso, iingxelo nezikhokelo ezifunyenwe kwiiseshoni nakwiintlanganiso ukuphucula umsebenzi wethu wamihla le.

Iqhinga leCIRCoRe lokuba nenkqubela ebonakalayo libandakanya ukukhuthaza ukubandakanyeka ngokubanzi nokwamkelwa kwezindululo, okujolise ekuveliseni ubunini obubandakanyayo nemvisiswano ebanzi (nangona zikho neengxokolo). Ngokusekelwe kumava akwezinye iindawo, siyayiqonda eyokuba ukuze kubekho iinguqu kweli ziko kufuna ukunxibelelana ..., nto leyo le nto iyunivesithi iyilungele kakuhle, ndawonye nezenzo zeenguqu ezizizo. Le miba mibini – uthethwano olubandakanyayo nezenzo zeenguqu ezibonakalayo – kufuneka zibambisane; akukwazeki ukuba enye yandulele enye. Kungoku nje ICIRCoRe imisela ikhonco elineziqhamo phakathi kwendlela yethu yothethwano noboniswano nokudalwa kweengcebiso eziphathekayo. Le nkqubo iza kuqhubeka kwiinyanga ezili18 kwaye iza kwandlalela umsebenzi weentsabelo zeziko nokulungiselela ukuhambelana neenjongo zombono waleYunivesithi 2040 nemingeni namathuba avela kuloo maxesha anzima.

lingxoxo zeCIRCoRe nokubonisana

Kwezi nyanga zisanda kudlula kubekho iqela leenkqubo eziququzelelweyo zokufakana imilomo, oko ngokukodwa kwenzeke kumasebe emfundo, iindawo zenkxaso kwizifundo nakuluntu lwabafundi. Apho, bekujoliswe ekuphulaphuleni nasekufundeni kubathathinxaxheba malunga namava abo kunye nokucela iingcebiso zabo ukwenzela inguqu eqhubekayo. Ezi ntlobo zeeseshoni ziya kuqhubeka kwaye ziya kulandelwa ziiseshoni ezimalunga neziphakamiso ezithile kunye neengcebiso zotshintsho.

Siyaqhubeka ngononophelo namalungiselelo kwiingxoxo eziququzelelweyo zokuqinisekisa utshintshiselwano olubandakanyayo lokuqonda kunye neengcinga zokukhawulezisa inkqubo yeenguqu. Ukwenza umzekelo kunye nokwakha iziko lokuphulaphula nokuxoxa ngundoqo 'kwithiyori yotshintsho' yeCIRCoRe ngaphakathi kweendawo zeYunivesithi kunye nentsebenziswano kunye noluntu lwethu lwengingqi kunye nabachaphazelekayo. Siqhuba ngononophelo ukuseka zonke iibhloko zokwakha eziyimfuneko kwiingxoxo kunye nokubonisana. Siyaqinisekisa ukuba iingxoxo azibakhathazi abaququzeleli nabathathinxaxheba kwiinzame zethu zokubeka amazwi ekhampasi kwiinkqubo zeCIRCoRe, ngokunyamekela ukuxhobisa abaququzeleli beengxoxo ngezakhono eziyimfuneko nenkxaso.

Umsebenzi wamaqela aqhuba umsebenzi

Intlaninge yeenkalo zomsebenzi wamaqela aqhuba umsebenzi zithetha ukuba kukho ithiyori ekhangeleka icacile nesakhulayo yokuguqula le yunivesithi ngokucwangciswe kakuhle. Iinkalo ezibalulekileyo zomsebenzi wamaqela aqhuba umsebenzi lufakanomilomo noboniswano, uphando oluqhutywa ngokobufundiswa, uboniswano neengxoxo nokuqulunqa iziphakamiso njengendlela yokusabela izindululo zeNgxelo kaKhampepe.

I-CIRCoRe ngoku ineprojekthi zophando ezine ezisekelwe kumaqela aqhuba umsebenzi. Ezi projekthi zimalunga, okoku1) namava abafundi beYunivesithi yaseStellenbosch (SU); okwesi2) ukusetyenziswa ngokobufundiswa kobuhlanga neentlelo ekhampasini; okwesi3) iimodeli zekharithulam ezibalulekileyo; nokwesi4) iimeko zokuhlala, zeehambo nokufunda. Ezi projekthi zizo ekusekelwe kuzo ngokuthe ngqo iingxoxo zamaqela aqhuba umsebenzi ndawonye nokuqulunqwa kweziphakamiso.

Iqela eliqhuba umsebenzi ngalinye likhethe ukusebenzisa iindlela ezahlukeneyo zokuqalisa imisebenzi yalo, ndlela ezo zonke zihambisana nezinto umsebenzi ojolise kuzo. Asebenzisa uphando, ukuqokelela idatha, ukucaciswa kweengcamango kunye neengxoxo njengezixhobo eziyinxalenye yoko. Ngokubonakalayo amaqela aqhuba umsebenzi ajolisa ekuveliseni iimbono ezingotshintsho, izindululo kunye nezindululo emaziphunyezwe.

Izindululo ezininzi zexesha elifutshane ziye zavela kumaqela aqhuba umsebenzi kwaye kungoku nje zifumana ingqwalaselo ephambili. Kungoku nje senza umsebenzi wokuhlola nokuqulunqa izindululo njengesandulela sokucebisa ukuba ziphunyezwe. Ezo zindululo zezi:

- iinkqubo zoqeqesho kulwakhiwo lweziko elingacalucaluliyo labasebenzi nabafundi;
- iinkqubo ezibandakanyayo zokuthiya ngokutsha iindawo zokuhlala, amagumbi, iindonga, iiyadi, njl. njl.;
- ukwenza iveki yokwamkela eRooplein ibe yentlobontlobo;

- ukwenza ukuba ukukhutshwa kwamabhaso okugqwesa kule Yunivesithi ibe ngantlobontlobo; kananjalo
- Kubekho ukutya kwabafundi okungabizi kakhulu nokuziintlobo ngeentlobo.

Umsebenzi wokulungiselela ezi zindululo kungoku nje wenziwa ngabathathinxaxheba abafanelekileyo bale Yunivesithi abathathela ingqalelo ukusebenza kwabo kunye nokuvelisa kwabo izinto emakukhethwe kuzo ziphunyezwe. Isiqalo sezi zinto kukudibanisa lonke ulwazi, izixhobo zolawulo kunye nezenzo ezinxulumeneyo ezihambelana 'nenqanaba lomsebenzi' lwesindululo ngasinye kwezi zindululo ukuze kusetyenziswe oko njengesiseko sokuvelisa indlela emanyeneyo emayiphunyezwe.

Esinye isindululo esiphambili kwiCandelo loLawulo "ngoKulula nokuLungelelanisa iZakhiwo zeYunivesithi, imigaqonkqubo neMigaqo neeNguqu" **ngumgaqonkqubo ohlangeneyo wocalucalulo olungenabulungisa, ubundlobongela obusekelwe kwisini (gender-based violence) (GBV) kunye neHIV/Aids**. Isindululo kwiCandelo loLawulo silungiswe yiYunithi yoLingano kwaye sibandakanya ulungiselelo lomgaqonkqubo wokuphucula ukusebenza kweYunivesithi kunye nolawulo lwenkqubo yawo onke amatyala abandakanya ucalucalulo olungafanelekanga. Njengentsabelo ethe ngqo kwiziphumo zeKomishoni kaKhampepe zokuba iinkqubo zeYunivesithi zintsonkothile, zinolawulo olugqithisileyo kwaye azisebenzi kakuhle, umgaqonkqubo ocetyiswayo uza kujolisa ekuqinisekiseni indlela echubekileyo nelungileyo yokujongana nezikhalazo ezinxulumene nocalucalulo. Le ndlela idityanelweyo yokujongana nocalucalulo olungafanelekanga, umzekelo, yenye yeentsabelo kwizibongozo ezenziwa ngabanxungupheleyo zokwenza ukuba le khampasi ibe nenkathalo kwaye ikhuseleke ngakumbi, zibongozo ezo zaviwa kwiiseshoni zethu zofakanomilomo. Lo mgaqonkqubo uya kuthiwa thaca phambi kweCandelo likaRekhtha ukuze uqwalaselwe kwaye uphunyezwe ngokukhawuleza ekupheleni kukaNovemba 2023.

UMnu Phila Msimang utyunjwe njengentloko entsha yeCIRCoRe engo "Buhlanga, ukuHlelwa kwaBantu neNzululwazi" (Race, Human Categorisation and Science - iRHCS). UMSimang, ophuma kwiSebe leNzululwazi, ungene ezihlangwini zikaNjingalwazi uDion Forster, othathe isikhundla semfundo ephakamileyo eNetherlands ukususela ngomhla woku1 kuNovemba. UMSimang uzisa ubuchwephesha bokufunda ngohlelo kwesi sikhundla. Kutshanje wenze iprezenteyishini encomekayo malunga nokusetyenziswa kohlelo lwabantu kwinzululwazi, uphando nakwimigaqonkqubo yeCandelo likaRekhtha.

Phantsi kolawulo lukaMsimang, iqela eliqhuba umsebenzi liza kuzama ukuphakamisa umgangatho wothethathethwano olusebenzayo nentlaninge yabo banenxaxheba ekhampasini. Ucebise ngelithi makuveliswe isixhobo seinfografiki esidijithali esinokusetyenziswa ngabahlohli nabaphandi abanokusisebenzisela ukuba sibakhokele ekwenzeni izigqibo ezimalunga nobuhlanga yedijithali abahlohli kunye nabaphandi banokufaka isicelo sokubakhokela ekwenzeni izigqibo malunga nokusebenzisa ubuhlanga kunye neentlelo zabantu kuphando lwabo, ekufundiseni kwabo nasekubeni negalelo kumsebenzi woluntu. neendidi zabantu kuphando lwabo, ukufundisa kunye nomsebenzi woluntu wempembelelo yoluntu. Esi sixhobo sidijithali siza kuphuhlisa ngokubonisana kunye novavanyo ekhampasini kwiinyanga ezintandathu ezizayo.

Omnye umzekelo wophando kunye nomsebenzi wophuhliso lwezindululo ngumsebenzi oqhubekayo owenziwa liqela eliqhuba umsebenzi lekharithyulamu egxile kwisiphakamiso seNgxelo kaKhampepe sokuqulunqa imodyuli enyanzelekileyo yabo bonke abafundi. Eli qela liqhuba umsebenzi lifuna ukubonelela ngesiseko esiphilileyo ngokwemfundo, esibandakanya ukuqingqwa kwengcinga, ukuyila nokuphunyezwa okuguququkayo, ukukhokela umsebenzi wethu wekharithyulam. Ukudityaniselwa kobulungisa obubalulekileyo nobumi kuzo zonke iinkqubo ezinikezelwa yile Yunivesithi, ikharithyulamu yayo esesikweni, kunye nekharithyulamu ezidibeneyo zisetafileni. Iqela eliqhuba umsebenzi ligxile ekuyileni iinkqubo zoqeqesho lwabasebenzi ukuze kuphunyezwe ikharithyulamu esekelwe eluntwini.

Umsebenzi weCIRCoRe ochaphazela konke wokuxhasa iYunivesithi ebandakanyayo neyamkelayo

I-CIRCoRe ibiququzelela imisebenzi ebonakalayo ebandakanya imisebenzi eyenziwa ngamaqela ngamaqela aqhuba umsebenzi. Le misebenzi isabela ngqo imiba engundoqo evezwe kwiNgxelo kaKhampepe kwaye isebenza ngokulandela indlela edibeneyo. Ibandakanya ukujongana nemilinganiselo yokusebenza engundoqo eya kwenza ukubasekhampasini kwabasebenzi nabafundi kube mnandi kwaye kungakhethi bani.

Owokuqala kule misebenzi ibambekayo liQela eliSebenzayo leThutyana eliVunywe liCandelo (Rectorate-approved Interim Working Group - iiWG) elijongene nentsabelo yale Yunivesithi kwizehlo zocalucalulo olufunyanwa ngabafundi nabasebenzi, kubandakanywa izehlo zobuhlanga, iGBV kunye neHIV/Aids. I-CIRCoRe icebise ngelokuba makubekho inqakwana lokuziqhelanisa elisekelwe ekubeni kusetyenzwe kakuhle kakhulu, kubekho ubulungisa nokungabikho kungahambelani kwezinto xa kusatyelwa iziganeko ezinjalo. I-IWG iquka abantu abasixhenxe abaphezulu, kubandakanywa intloko yeYunithi yokuLingana, iSekela leSekela Tshansela (Deputy Vice Chancellor - iDVC): UkuChaphazeleka kweNtlalo, uTshintsho kunye naBasebenzi, iNtloko yeCIRCoRe, uMlawuli wezoBudlelwane baBasebenzi, abalawuli abakhulu beeNguqu neMicimbi yaBafundi, kunye noMlawuli woNxibelelwano loShishino. I-IWG ilandela inkqubo elungelelanisiweyo nelula ekusabeleni iziganeko zocalucalulo. Ukuza kuthi ga ngoku iye yasabela iziganeko ezingephi kwaye inikezele ngentsabelo esebenza kakuhle bandakanyayo.

Owesibini kukuphunyezwa okuthembisayo kwendlela enemveliso nevunyiweyo ekwenziweni komgaqonkqubo phakathi kweCIRCoRe neenkqubo ezahlukeneyo zophuhliso lomgaqonkqubo kule Yunivesithi. I-CIRCoRe inxibelelana neenkqubo zomgaqonkqubo, umzekelo, iinguqu, ulawulo lwedatha, iindlela zokwahluka kolwazi lwekharithyulam, kunye nomsebenzi owenziwe yiKomiti yokuLungisa ngokuBonakalayo. Igalelo lomgaqonkqubo weCIRCoRe lijolise ekunikeneni isikhokelo sokulungelelanisa imigaqonkqubo yekhampasi ephuhliswayo ngoku nokukhuthaza ukungacalulani nokwakha ikhampasi emnandi nekhatlalayo. Umgqonkqubo ongundoqo weCIRCoRe kukukhuthaza ukungaguququkuki ekusebenziseni iinkcazelo, iindlela kunye neembono kuyo yonke imigaqonkqubo eyahlukeneyo yale Yunivesithi.

Owesithathu ugxile kumsebenzi weCIRCoRe wokukhuthaza ubulungisa kwezengqesho (EE) eSU njengento ephambili ekwenzeni iSU ibe yindawo equkayo yokusebenza. Ukuzinikela kweYunivesithi ekukhawuleziseni iEE kunye nokukhusela abasebenzi abahlukeneyo kwiYunivesithi esebenza ngokufanelekileyo kungundoqo kulo msebenzi. I-CIRCoRe iququzelele ingxoxo yohlobo olwaziwa njenge-*round table* ngoNovemba ukuze kuqwalaselwe iindlela zokuphuhlisa iinkqubo ezihlangeneyo nezijolise ngakumbi kwiEE. I-CIRCoRe isebenzisana neCandelo leMicimbi yaBasebenzi yeYunivesithi kunye neOfisi yeeNguqu ukuqwalasela iindlela zokujongana nokukhawulezisa iEE. URekhtha wayizimasa ingxoxo ye-*round table*, ngxoxo leyo yayiququzelelwe liqela langaphandle.

Inkqubo yolo suku yayiquka iingxoxo malunga nemekobume yolawulo elawula izenzo zeEE ngaphakathi kwicandelo lemfundo ephakamileyo, ingxoxo esekelwe kwidatha emalunga nemeko yeEE eSU, ukumiselwa kweethagethi, kunye namava ngeEE kwiindawo ezithile zale Yunivesithi. Ingxoxo ichonge imiqobo enokuthi ithintele le Yunivesithi ekuqhubeleni phambili ngokugqibeleleyo ngeEE. Lo msitho ubugxile kwiindlela zokukhuthaza nokukhawulezisa iEE kule Yunivesithi ngeendlela ezizizo nezizinzileyo. Iingxoxo zazijolise ekuchongeni amanyathelo akhawulezileyo exeshana elifutshane ukwenzela ukuba izindululo ezinokubhekiswa kwiCandelo ziphunyezwe. Ezo ngxoxo zazimalunga neenkqubo zexesha eliphakathi nelide kunye nolungelelwaniso lokuziqhelanisa ukuze sifikelele iinjongo zethu. Zazikwachonge iindawo zophando olongezelelweyo, ulwazi nokuxoxa, ezinye zazo eziya kubandakanywa ngokwahlukeneyo kumaqela weCIRCoRe aqhuba umsebenzi.

Umba wesine ochaphazela konke ujongene nolwakhiwo, inkcubeko kunye nemilinganiselo yokusebenza yeendawo zokuhlala ukukhuthaza iimeko zokuhlala ezinesidima nezingacaluliyo. Ukuphucula amava okuhlala ngomnye wemiba engundoqo echongelwe ukulungiswa yiNgxelo kaKhampepe. Azakufumana ingqwalasela edityanelweyo kwisiqingatha sokuqala sika2024. Bonke abathathinxaxheba bayabandakanyeka, kubandakanywa uLawulo lwamaZiko, iZimali, iMicimbi yaBafundi, iOfisi kaRejistra kunye neminye imisebenzi efanelekileyo. Ibonisana neCandelo leMicimbi yaBafundi, iCIRCoRe ngoku ijonga iindlela zokusombulula lo mngeni unzima kangakanana. Sihlanganisa bonke abadlalindima abafanelekileyo ngendlela edityanelweyo, esekelwe kwiinkqubo zokujongana namava abafundi angobomi bokuhlala.

Inyathelo lesihlanu nelokugqibela lidibanisa isiseko sokufunda somsebenzi weCIRCoRe kunye nongenelelo olusebenzayo kunye nenkqubo. I-CIRCoRe iqalile ukucwangcisa iinkomfa ezimbini ezibalulekileyo malunga nobuhlanga, ukuhlelwa kwabantu kunye nenzululwazi. Ezi nkomfa ziya kubanjwa ngokubambisana neqela eliqhuba umsebenzi leRHCS, iDVC: Uphando, uYilo Kutsha kunye neziFundo eZandulelwa siSidanga soKuqala, amacandelo oPhando kunye noYilo Kutsha neeNguqu neOfisi kaRekhtha. Elokuqala elihlelelwe uMeyi 2024, liya kuba yinkomfa yeSU, ize elesibini ibe yinkomfa yamazwe ngamazwe ekuqaleni kuka2025. Onke amacandelo eeYunivesithi achaphazelekayo aya kubandakanyeka ekusingatheni iinkomfa. La macandelo kuyathethwana nawo ukuze ahlolisise iindlela zawo zophando lwezifundo, indlela yophando, impembelelo kwintlalontle, ikharithulam kunye neendlela zokufundisa ukuchonga ukusetyenziswa okuyingxaki kobuhlanga okanye ezinye iindidi zocalucalulo emsebenzini wabo, njengoko ezo zinto zidibana nemisebenzi yamaqela aqhuba umsebenzi. Oko kufundiweyo kuya kuziswa kwinkomfa, apho ingxoxo iya kugxila ekusetyenzisweni ngendlela eyiyo kweendidi neempembelelo zazo ezibonakalayo kumsebenzi wezemfundo nakwinkxaso kwizifundo. Inkomfa yokuqala ke ngoko iya kugxininisa ekuqondeni nasekugocagoceni izenzo ezisekelwe kwiSU kunye nokuseka iajenda ebambekayo yokuphuhlisa iinkqubo zokufunda ezihambelana

nokungacalucaluli. Inkomfa yesibini ijolise ekuqhubeleni phambili izifundo zezemfundo zasekhaya nezehlabathi kusetyenziso olungacaluliyo lweendidi zenzululwazi kunye nokumisela ngakumbi iYunivesithi njengenjini yenzululwazi eluncedo eluntwini.

Ukuqokumbela

Umsebenzi weCIRCoRe ukuza kuthi ga ngoku ubunika umdla, unzima kwaye uneziqhamo. Siyayonwabela inkxaso ephelileyo yeCandelo likaRekhtha, namahlakani ethu awohlukeneyo ale Yunivesithi kunye noluntu. Iphulo lethu lonxibelelwano, uthotho lweesemina kunye neengxoxo zoluntu ziye zavela kwaye zenze ukuba sibengabasemthethweni. Umsebenzi wethu wokuvelisa itshatha yeenguqu uqalile kwaye uza kukhuthazwa nangakumbi kwixesha elizayo. Kuphehlelelo lwencwadi enomxholo othi, *The Educational Pathways and Experiences of Black Students at Stellenbosch University* (Fataar, A. (Ed). 2023. Africa Sun Media), olwaluzinyaswe ngabafundi abali150 nabasebenzi, indima yeSU ekuboneleleni ngenkqubo ephuculiweyo nebandakanyayo kubafundi abamnyama nabo bonke abanye abafundi yaxoxwa kakhulu. Utshintsho lweYunivesithi yaseStellenbosch luhamba kakuhle kungoku nje. I-CIRCoRe iqhubela phambili. Kulindeleke lukhulu, ukanti aban enxaxheba bayaqala ukuyixabisa imo yotshintsho olumacala maninzi noluthe chu nolubandakanyeka ekulungelelaniseni nasekuguguleni iyunivesithi ebunzima bunjengobu beSU. Ukufezekiswa kwezo zinto zilindelekileyo ngokubonakalayo kwiinyanga ezili-18 ezizayo kuya kuba yenye yeembombo zomsebenzi wethu.

Ngemibuliso emihle Njngl uAslam Fataar Intloko ye-CIRCoRe

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