

## Isingeniso

Emiphakathini eminingi, abantu besifazane ibona abajwayele ukuba nesibopho sokunakekela imindeni – ukunakekela abantwana, abadala nabagulayo. iUN Women (2015) ithi emhlabeni, abesifazane bachitha isikhathi esiphindwe kabili nengxenywe kunabesilisa benikeza unakekelo. Lomsebenzi ubalulekile emindenini nasemiphakathini, kodwa akuvamile ukuthi ubonakale njengomsebenzi (Elson, 2000), futhi abesifazane abaholi uma bewenza lo msebenzi, yingakho ubizwa ngokuthi “Umsebenzi wokunakekela ongaholeli” Abantu besifazane abaningi bayasebenza ukuze nabo bahole imali. Kufanele benze kanjalo ngoba uma bengakwenzi lokhu, imindeni yabo iyahlupheka ngoba ingenayo imali eyanele. Futhi, abanye besifazane bayasebenza ngoba bethanda ukusebenza; nanokuthi kubanika amandla, babamba iqhaza ngokuthi banikele kumholo womndeni, futhi bakwazi ukuthi bazimela. Kodwa ukuthi bayasebenza bahola imali akusho ukuthi isibopho sokunakekela umndeni siyehla – kunalokhu kulindelwe ukuthi basebenze futhi banakekele nemindeni yabo, lokhu kudala izinkinga eziningi kakhulu.

Siyakwazi uma singasebenzisa isibonelo, ukuthi isibophezelo sokwenza umsebenzi ongenaholo sidalwa ukuthi, yiningi labantu besifazane kunalabo besilisa elivame ukwenza lemisebenzi yesikhashana futhi ekhokhela kancane. Abantu besifazane yibo abasebenza amatoho noma bayeke ukusebenza ukuze banakekele abantwana ngesikhathi besebancane kakhulu (Cook and Dong, 2011; Razavi, 2011). Lento yokuthi abesifazane bathathwa njengabantu abanakekelayo, kudala ukuthi kube yibo abasebenza imisebenzi yokunakekela eholela kancane, njengokugada abantwana kanye nomsebenzi wasezindlini (Lund, 2010). Lokhu kuhola kancane kudala ukuthi abesifazane bagcine bengenaso isikhathi esanele nemali elingene ukuba babhekane nezindleko zokunakekelwa kwabantwana babo. Lokho kungadala ukuthi baphatheke kabi ngokuthi abakwazi ukunakekela abantwana babo noma amalunga emindenini yabo ngendlela abangathanda ukubanakekela ngayo.

Imisebenzi yesikhashana, amaholo aphansi, nokushintsha kwenani labantu abafuna umsebenzi kudala ukuthi abesifazane izikhathi eziningi bangabi nayo imali engenayo njalo uma uqhathanisa nabesilisa. Lokhu kungabi nemali



*UHakia Latif ungumsebenzi osebenza ukuthwala izimpahla ekhanda. Uthwele izimpahla ekhanda kanti futhi ubelethe ingane emhlane usemakethe yase Accra eGhana. Isithombe ngu: Jonathan Torgovnik/Getty Images Reportage*



*Iqembu labantu besifazane lilalele emhlangenweni kuxoxwa ngokudla okunomsoco obuse BaiSEWA centre eAhmedabad eNdiya. Isithombe ngu: Paula Bronstein/Getty Images Reportage*

engenayo njalo kungaqhubeka impilo yonke ngoba ukulahlekelwa iholo ngokuthi usebenza umsebenzi ungasoleli, kusho ukuthi abesifazane abakwazi ukuthi balondolozwe imali abazoyisebenzisa uma sebethathe umhlalaphansi. Nomake abasebenzi besifazane bonke benayo lenkinga, kodwa labo ebazisebenzayo eningizimu esemzansi emhlabeni yibo abayizwela kakhulu lenkinga ngoba abanako ukuvikeleka ngokomsebenzi kanye nokwezenhlalakahle okungasiza ukuthi abesifazane abazisebenzayo bakwazi ukunakekela abantwana babo futhi baqhubeka basebenze. Ngalendlela lomsebenzi ongenaholo wenza futhi ugqugquzela ukungalingani kwamathuba.

Lolushicilelo luwumbiko ofingqiwe wocwaningo olwenziwe yi Women in Informal Employment: Globalizing and Organizing (WIEGO), ngokuhlanganyela kanye nezinhlangano abambisana nazo, zonke eziyizinhlango zamalunga [Member-Based Organizations - MBOs] zabasebenzi abazisebenzayo. Lolucwaningo lufuna ukuqonda kahle ukuthi isibopho somsebenzi wokunakekela ongasoleli, ikakhulukazi ukunakekelwa kwabantwana luyiphazamisa kanjani imizamo yokuthi abasebenzi abazisebenzayo baziphilise. Futhi lufuna ukuqonda ukuthi abesifazane abazisebenzayo baphazamiseka kanjani ekutheni banakekele abantwana kanye nemindeni yabo, nanokuthi bakwenza kanjani ukuthi basebenze futhi banakekele abantwana babo. Lolucwaningo luhlose ukuthi lwethule izincomo ezizolekelela ekwakhiweni izinqubomgomo kanye nezinhlelo ezingakwazi ukusiza abesifazane abazisebenzayo ukuthi bakwazi ukuqhubeka basebenze bahole kahle futhi bakwazi ukuqhubeka banakekele abantwana babo.

AmaMBO's abeyingxenywe yalolucwaningo angama-Altimorjam Cooperative eJoao Monlevade eBrazil (bemele abantu abasebenza ngokucosha badayise udoti); iGhana Association of Markets (GAMA) kanye ne Informal Hawkers and Vendors Association of Ghana (IHVAG) eAccra, Ghana (bemele abantu abadayisa emamakethe noma emgwaqweni); iSelf Employed Women's Association (SEWA) eAhmedabad, eNdiya (bemele abantu abasebenzela emakhaya, abadayisa emgwaqweni, nabasebenza emapulazini); iSouth African Informal Workers Association (SAIWA) eThekwini, eNingizimu Afrika (bemele abantu abadayisa emamakethe noma emgwaqweni, nabantu abasebenza ngokucosha badayise udoti); kanye neHomeNet Thailand (HNT) eBangkok, Thailand (bemele abantu abasebenzela emakhaya, nabantu abadayisa emamakethe noma emgwaqweni). Sikhulume nabesifazane abangu 159, kusukela kuOctober kuya kuDecember 2015. Besisebenzisa ama-Focus Groups kanye nezingxoxo namuntu munye ngesikhathi senza lolucwaningo. Amaphesenti awu-90 abesifazane esaxoxa nabo babenakekela abantwana abangaphansi kweminyaka eyisithupha. Uma ufuna ukwakhekha okugcwele kwesampula, sicela ubheke umbiko ophela.

## **Ubudlelwano phakathi kokunakekelwa kwabantwana kanye nehlo labesifazane abaphila ngokuzisebenza**

Lolucwaningo lwathola ukuthi ziningi izindlela ukunakekelwa kwabantwana okuphazamisa ngakho ukusebenza nokuhola kwabasebenzi besifazane abazisebenzayo. Okunye kwakho yilokhu:

### *i) Ukushintsha inhlobo yomsebenzi ebekade bezikhethela yona*

Kolunye ucwaningo siyathola ukuthi uma abesifazane benabantwana abasebancane ekufanele babanakekele bajwayele ukukhetha uhlobo lomsebenzi okwaziyo ukushintshashitsha, kodwa ke loluhlobo lwemisebenzi akusetshezwa njalo futhi luholela kancane (Cook and Dong, 2011). Ngokufanayo, yilokhu esikutholile nakulolucwaningo. eThailand, abasebenzi abasebenzela emakhaya bathi bayazi ukuthi uma "usebenzela ngaphandle" kwekhaya kungasho ukuthi ungasoleli kangconywana futhi ungasebenza njalo kodwa bakubona kufanele kubona ukuthi basebenzele emakhaya lapho bekwazi ukuthi baqhubeka basebenze kodwa futhi bakwazi ukunakekela abantwana babo futhi benze nemisebenzi yasendlini. Abasebenzi abasebenza ukucosha badayise udoti eNingizimu Afrika basho okufanayo; bathi isizathu sokuthi bathathe lomsebenzi yize noma uholela kancane yingoba ubanikeza ithuba lokuthi bazikhethela izikhathi abangasebenza ngazo lokho kubanikeza isikhathi sokunakekela abantwana babo.



Lo umntwana onezinyanga eziyisithupha uzalwa umsebenzi othunga izingubo, uyalala ngesikhathi umama wakhe esebenza efemini elikhqiza izingubo eBangkok eThailand. Isithombe ngu: Paula Bronstein/Getty Images Reportage

“ **Phambilini, lapho ngangangiyayo ingane encane, ngangisebenza kuze kushaye u 16:00 noma u 17:00. Kuvamile ukuthi amathilagi alethe izimpahla ezinhle ngezikhathi zantambama lapho mina ngisuke sengingasekho, ngizizwa ngilahlekelwa kakhulu, ngoba ngilahlekelwa yithuba lokuba khona ekudayiseni kwasemakhethe ngalesisikhathi. ”**

kusho umdayisi wasemakhethe eNingizimu Afrika.

besifazane abanabantwana abasebancane abakwazi ukuthi basebenze ngezikhathi ezibalulekile kakhulu zokusebenza osukwini. Ukushintsha izikhathi zokusebenza kungaba nomthelela futhi ukuthengeni nasekudayiseni impahla. eNingizimu Afrika, umdayisi wakhala ngokuthi kwafanele ehlise amahora akhe okusebenza ukuze akwazi ukuyolanda umntwana wakhe enkulisa, lokho okwenza ukuthi alahlekelwe ithuba lokuthi athenge izimpahla ezinhle ezifika emakhethe sekuyophela usuku.

ii) *Ukushintsha amahora nesikhathi sokusebenza*  
Ukunakekela abantwana kunomthelela ekutheni abesifazane bashintshe izikhathi zabo zokusebenza, lokho okwenza ukuthi bahole kancane. eAccra, izikhathi ezinhle zokudayisa emgwaqweni isekuseni ngovivi ngesikhathi lapho abasebenzi beya emsebenzini kanye namtambama lapho abasebenzi sebuyela emakhaya. Kodwa ke “lezizikhathi yilapho abantwana bedinga kakhulu ukunakekelwa” – badinga ukudla kwasekuseni futhi bayiswe ezikoleni - kusho umdayisi wase Ghana. Lokho kuchaza ukuthi abadayisi

iii) *Ukungasebenzi kahle ekhaya nangaphandle kwekhaya*  
Uma abesifazane bengcina abantwana babo kubo ngesikhathi besebenza, lokhu kwehlisa izinga labo lokusebenza, ukunomthelela ekutheni iholo labo libelincane. Kulolucwaningo, abesifazane abaningi babehlala nabantwana babo ngesikhathi besebenza besemakhaya. Babekhala ngokuthi uma besebenza futhi benakekela abantwana ngesikhathi esifanayo kuyabakhathaza lokhu emzimbeni futhi bayaphazamiseka ukwenzeni umkhqizo wosuku. Bathi abantwana bangalimaza izimpahla zabo abazakhayo, lokho kuchaza ukuthi kumele futhi bachithe esinye isikhathi bezikhanda. “Umzukululu wami uvele abambe adonse amanethi okudoba engiwakhaya...lokho okwenza abenezimbobo kudingeke ukuthi ngiwalungise,” kusho umsebenzi osebenzela esekhaya wase Thailand owakha amanethi okudoba.

“ **Uma zingekho izingane, siyakwazi ukusebenza ngokushesha... [ingane yami] iyangibambazela emsebenzini. Ngenza o-roti ngibadayise. Ngihlale ngikhathazekile ukuthi uzothinta ipani elishisayo, izishise ezandleni. Ngezinye izikhathi uyagijima, aphume endlini, bese kufuneka ngigijime nami, ngiyomlanda. ”**

IKusho umsebenzi osebenzela esekhaya wase Ndiya.



*uKasha Solanki, uyafundisa enkulisa yase BaiSEWA eAhmedabad, eNdiya, lapha uhlezi nomntwana wakhe oneminyaka emithathu. Isithombe ngu: Paula Bronstein/Getty Images Reportage*

lingelihle ngoba akanawo umpheme wokukhoselisa ingane yakhe uma izulu linetha.

Lolucwaningo luthole ukuthi ubudlelwano phakathi komsebenzi wabesifazane wokunakekelwa kwabantwana kanye nehlo labo kundlela zimbili. Ukunakekelwa kwabantwana kuthinta inani lemali abesifazane abangalihola ngoba isikhathi abangasebenza ngaso siyancipha lokho okwenza ukuthi singabi siningi isikhathi abangasebenza ngaso. Ngokufanayo, uma besebenzela imali lokho kuphazamisa isikhathi engabe banakekela ngaso abantwana babo. Abesifazane abaningi baba nokuziqhenya uma bekhuluma ngokuthi bayasebenza bakwazi ukondla imindeni yabo. Kodwa ke, bakhathazekile ngokuthi

ukusebenza kuphazamisa impilo nobudlelwano babo nomdeni. eNdiya owesifazane wakhala ngokuthi njengomdeni abasakwazi ukuthi badle ndawonye ngenxa yezikhathi ezihlukahlukene zokusebenza. Abanye besifazane bathi bazizwa sengathi bayazilahla izingane zabo uma beya emsebenzini, bakhathazwa ukuthi izingane kungenzeka zingafundi kahle, zingenwe izifo futhi zingakhuli ngendlela efanele. Bathi lokhu kudala ukuthi bacabange kakhulu okwenza kubenzima ukusebenza kahle.

**“ Ingane yami ngihamba nayo ngiye emsebenzini kodwa uma izulu lilibi njengokuba uma linetha, kunomoya noma lishisha kakhulu, ngoba awukho umpheme la engisebenzela khona ngibe ngingasakwazi ukuhamba nayo ngaleyondlela ngihlala ekhaya ngingabe ngisaya emsebenzini. ”**

Kusho umdayisi wase Ningizimu Afrika.

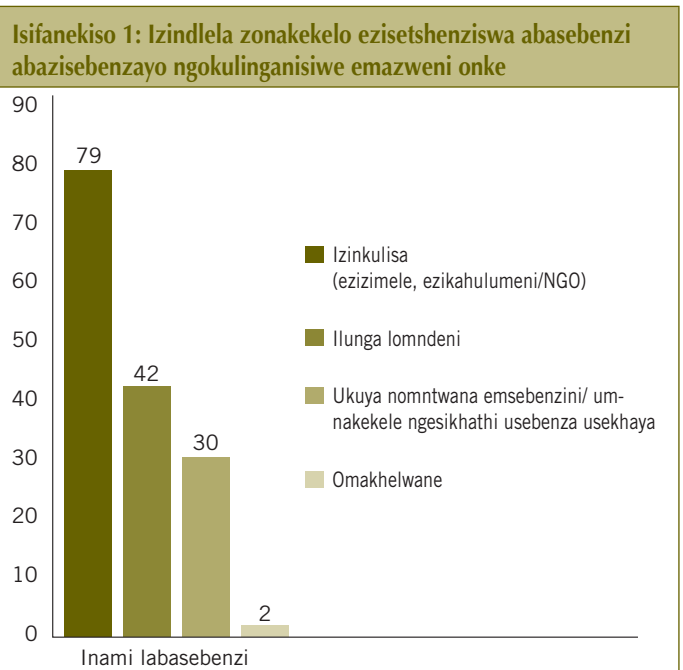
Ezingxoxweni ezibe khona kuvele ukuthi kunomuzwa wokuthi ukunakekelwa kwabantwana kufanele wenziwe umphakathi wonke ngoba abesifazane bebodwa angeke bakwazi ukuthi basebenze futhi babe ne sikhathi esanele ukunakekela abantwana babo. eBrazil, labo abebeyingxenywe yalolucwaningo bathi babona ukuthi uhulumeni kufanele alekelele abesefazane abazisebenzayo ngokuthi akhe inqubomgomo efana nokuthi kube nezinkulisa kanye nezinhlelo zezempilo kanye nezemfumdo ezizolekelela labo abangakwazi ukuthi babe nesikhathi nabantwana babo ngenxa yomsebenzi.

**“ Ngezinye izikhathi ucabanga kakhulu ngabantwana bakho uma bengekho eduzane kwakho; ubona indlela abanye abantwana abanakekelwa ngayo ebese uyazibona ukuthi wena awenzi konke okufanele ukuthi unakekele abakho. Lokho kwenza ukuthi ingqondo isabalale ungabe usakwazi nokudayisa kahle emakethe. ”**

Kusho umdayisi wase Ghana.

## Ezinye izindlela abesifazane abazisebenzayo abazama ngazo ukunakekela abantwana

Isifanekiso sokuqala [Isifanekiso 1] sinikeza izindlela ezihlukene abasebenzi abazisebenzayo abazisebenzisayo ukunakekela abantwana ekuxoxwe nabo kulolucwaningo. Iningi labo [amaphesenti awu-52], basebenzisa izinkulisa njengendlela yokunakekela abantwana uma besemsebenzini. Enye futhi indlela yokunakekela abantwana esetshenziswayo [engu 27 wamaphesenti] unakekelo ulwenziwa amalunga omndeni, ikakhulu ogogo, o-anti kanye namantombazanyana amadala ekhaya, ebese kulandela ukuthi abantwana bahambe nabo baye





*Umsebenzi osebenza esekhaya uyathunga izingubo ngesikhathi abazukulu bakhe bedlala ekhaya labo eBangkok, Thailand. Isithombe ngu: Paula Bronstein/Getty Images Reportage*

emsebenzini noma babanakekele ngesikhathi besebenza besekhaya [amaphesenti awu 20].

Umcwaningo lwamazwe awu-31 asathuthuka, luveza ukuthi amaphesenti awu-4 kuphela abesifazane abakwazi ukuyisa izingane ezinkulisa (UN Women, 2015). Nakulolucwaningo abesifazane abaningi, bebewazi ukuyisa izingane zabo ezinkulisa. Lokhu kudalwa izimo ezithize kulamazwe esenze kuwona lolucwaningo njengokuthi abesifazane esibe nezingxoxo nabo bangamalunga ezinhlango ezezizamile ukufundisa ngodala lokunakekelwa kwabantwana, ikakhulukazi inhlango iSEWA seyize yakha izinkulisa yakhela abalunga awo. Ngaphandle kwezinkulisa zakwa SEWA, abasefazane base eNdiya bayaluthola futhi uxhaso ngezikhungo zokunakekelwa kwabantwana okuthiwa iIntegrated Child Development Scheme [ICDS]. eBrazil, uhulumeni uxhasa ngokunakekela abantwana mahala kusukela ngonyaka wo 1960s (Ogando and Brito, 2016), futhi eGhana abasesifazane babika ukuthi bayakwazi ukuthi bayise abantwana babo ezinkulisa kusukela kunyaka uwondwa-vo ubudala.

Izinkulisa ezisetshenziswa abesifazane abakulolucwaningo azifani. loluhla olungezansi luwumbiko ofingqiwe wezinhlango zezinkulisa abazisebenzisayo:

- Izinkulisa zomphakathi ezakhiwe uhulumeni (eBrazil; abanye abesifazane base basebenzisa ama ICDS; nase Thailand lapho iBangkok Municipality, inikeza ukunakekelwa kwabantwana kwamahhala).
- Izinkulisa ezakhiwe ezinhlango zamalunga [MBOs] kanye nalezo ezizimele [NGOs] ngokulawulwa wumthetho kahulumeni (njengalezi ezakhiwe ngu SEWA eNdiya).

- Izinkulisa ezakhiwe amalunga omphakathi ezingekho ngaphansi komthetho kahulumeni (lezi zisetshenziswa kakhulu ngabesifazane eNingizimu Afrika)
- Izinkulisa ezingaphansi kohlelo lwezemfundo ezikoleni ezifundisa izingane zisencane (Ghana)

Abanye besifazane abakulolucwaningo abathandi ukuhambisa abantwana babo ezinkulisa – idlanzana labasebenzi abasebenza besemakhaya eThailand lathi “ukunakekela nokukhulisa abantwana bakho kuyinjabulo,” yize kukhathaza umzimba ukusebenza ubuye futhi unakekele abantwana, kanti nehlo liyehla. Kodwa ke, abesifazane abaningi bathi bafisa sengathi ngabe abahlali nabantwana babo uma besebenza hayi ngoba kuwukuthi bayabaphazamisa emsebenzini kuphela, kuwuthi futhi indawo abasebenzela kuyo ingaba yingozi kumntwana. Lokhu kuyikho ikakhulukazi kulabo ebasebenza ezindaweni zomphakathi ezinjengama makethe, abadayisa emgwaqweni kanye nalaba abacosha badayise udoti abathi bayakhathazeka ngabantwana ngoba bayalahleka noma bayagijima bagcwale emgwaqweni yedolobha enesiphithiphithi. Abasebenzi abasebenza besemakhaya basitshela izindaba zokuthi kuyenzeka abantwana bagwinye izinto eziyingozi ezisetshenziswayo uma kusetshenzwa, kanti ke baba nenkinga yokuphelimula ngoba behogela izintuli kanye nentuthu futhi bayalahleka endaweni ngesikhathi bona besabhekane nomsebenzi.



*uRattana Chalermchai usebenzela ekhaya, uthunga izingubo ngesikhathi egade umzukulule wakhe wentombazane eBangkok, Thailand. Isithombe ngu: Paula Bronstein/Getty Images Reportage*

Abanye besifazane bathanda ukuthi kube ilunga lomndeni abalithembayo ukuthi libheke abantwana babo. Kodwa ke nezinkinga ngalokhu ziyabalulwa. eNingizimu Afrika, abesifazane bakhulazi ngokuthi amalunga emindeni kanye nomakhelwane bafuna ukuthi bakhokhelwe ngokuthi bagada abantwana babo – kwakungeyona nje into yamahala, futhi eGhana abesifazane bathi banokungawethembi amalunga omndeni ukuthi azobagadela kahle abantwana babo. eNdiya emantombazanyana amadala kuba yiwona agada odadewabo nabafowaba abancane kunabo, lokho okwenza ukuthi angabe esakwazi ukuthi aye esikoleni (ASK, 2011). eThailand iningi labesifazane ekwaxoxwa nalo kulolucwaningo babe ngo gogo abanakekela abazukulule babo khona abantwana babo bezokwazi ukuthi baye emsebenzini. Izikhathi eziningi, izingane zabo zazingaholi kakhulu lokho okwakuphoqa ogogo ukuthi beqale amabhizinisi khona bezokwazi ukuthi banakeke abazukulule babo.

Yize noma abanye besifazane bebenokukhononda ngokusebenzisa izinkulisa, lukhona usizo olukhulu olulethwa ukuthi bayakwazi ukuthi bayise izingane zabo ezinkulisa. Abasebenzi abasebenza besemakhaya bakhuluma ngokuthi lokhu kuyabasiza ukuze bengalokhu bekhathazekile ngabantwana babo futhi lokho kubanika ithuba lokuthi babhekane nomsebenzi banyuse izinga lehola labo. eBrazil, umsebenzi osebenza ukucosha adayise udoti osanda kuhlala edolobheni lapho engenawo emndeni angathembela kuwo uthu, ukuyisa umntwana enkulisa kubalulekile kakhulu ukuze akwazi ukuqhubeka asebenze, ikakhulukazi njengoba isimo sendawo asebenzela kuyona inobungozi futhi ayifanele ukuthi ihlale

abantwana. “Ngaphandle kwe nkulisa, angeke ngikwazi ukusebenza. Uma ingekho inkulisa, angisebenzi,” kusho umsebenzi ocosha adayise udoti. eNdiya, izinkulisa zakwa SEWA ziyakhombisa ukuthi zisiza abasefazane bandise izinsuku zokusebenza kanye namaholo kusukela kuRs.500-1,000 (US\$ 8-16) ngenyanga (ASK, 2011). Lezinkulisa zayanconywa ngeqhaza lazo lokuthi zinikeza abantwana ithuba elihle lokuqala impilo futhi bathole ithuba lemfundo okuyinto omama babo abengeke bakwazi ukuthi babanikeze. “Ngithatha untwana wami ngimyise esikoleni ukuze athole ikusasa eliqhakazile – angithandi ukuthi afane nami”, kusho umdayisi wase Ghana.

Uma sibheka lokhu okungamaqiniso okuveziweyo langenhla, lolucwaningo lwazama ukuthola imbangela yokuthi yingani amaphesenti awu 48 abantu besifazane okwaxoxwa nabo bengazisebenzisi izikhungo zezinkulisa zabantwana. Izizathu okuyizona ezibalulekile kakhulu yilezi ezilandelayo:

**Ukubiza:** Lokhu kuyavimbela elikhulu kubantu besifazane abasebenzayo ikakhulukazi labo abampofu. Kulolucwaningo izindleko zokuyisa umntwana enkulisa kwakuyinkinga enkulu ikakhulukazi kwabesifazane base Ningizimu Afrika lapho kungekho ukubhekelekwa komphakathi ngezidingo zabantwana abangaphansi kweminyaka emithathu. Izindleko zokunakekela abantwana azigcini nje ngemali yokukhokha kodwa ngisho nezikhathi ekuvulwa ngazo izinkulisa ziyinkinga kanti futhi ziqhelile nalapho behlala khona, lokho okwenza bakhokhe kakhulu.

**Amahora okuvula:** Amahora izinkulisa ezivulwa ngawo izikhathi eziningi awahambisani namahora abesifazane abazisebenzayo abasebenza ngawo – zivula emuva kwesikhathi umsebenzi usuqalile futhi kuvalwa ngaphambi kokuphela komsebenzi ntambama. Ngalendlela kuyaphoqa ukuthi labasebenzi bathole ezinye izindlela zokugada abantwana, njengokuthi bacele abomndeni noma omakhelwane bababhekele ngalezizikhathi (lokhu kudala ukuthi izindleko zokunakekela umntwana zinyuke kakhulu), okunye ke kuwukuthi banciphise amahora abo okusebenza.

**Ibanga:** Uma inkulisa ikude kakhulu nalapho besebenza

“**Ngake ngayisa ingane yami enkulisa, bekubiza kakhulu; njalo ngaphambi kokuthi ngiye emsebenzini, bekufanele ngikhokhele omunye umuntu ukuthi agade ingane yami lapho ilinde imoto ezoyiyisa enkulisa. Kufanele lomuntu agade ingane nalapho seyibuya enkulisa ntambama...okusho ukuthi bekufanele ngikhokhele lomuntu, nemoto, nenkulisa.**”

Umdayisi wase Ningizimu Afrika.



*uMayuri Suepwong ungumama ozimele usebenza esekhaya uthunga izingubo eBangkok, Thailand. Indodakazi yakhe iyamsiza uma isibuya esikoleni. Isithombe ngu: Paula Bronstein/Getty Images Reportage*

khona noma behlala khona, abakuthandi ukusebenzisa leyonkulisa ngoba kunzima futhi kuyabiza ukuhambela ibanga elide.

**Izinga lokunakekela:** Lesi kwaba yisikhalo esibalulekile kakhulu kubo bonke abasebenzi besifazane. Usizo olulethwa izinkulisa alubonakali uma abesifazane bengathembi ukuthi abantwana babo bayanakekelwa ngendlela okuyiyo. Unkungathembi izinga lonakekelo kusho ukuthi laba besifazane babheka ezinye izindlela abangasizakala ngazo zokunakekela abantwana.

## **Izinqubomgomo ezizolekelela abasebenzi besifazane abazisebenzayo ukuthi bakwazi ukunakekela abantwana futhi bakwazi ukuqhubeka basebenze**

Isimo sokuzisebenza, amaholo aphantsi, izikhathi ezinde zokusebenza, kanye nokungabikho kwemithetho yalomsebenzi nokunakekelwa kwezenhlalakahle yomphakathi, kwenza ukuthi kubenzima kwabesifazane kanye nabesilisa ukuthi banakekele abantwana babo ngendlela abangathanda ukuthi babanakekele ngayo. Ukuthuthukisa isimo sokusebenza kulomkhakha wokuzisebenza kubalulekile kakhulu futhi kudinga ukuthi izinqubomgomo zezomnotho kanye nezenhlalakahle yomphakathi zishintshe (Chen, Jhabvala and Lund, 2011). Futhi ke, lolucwaningo luyakuveza ukuthi kunesidingo sokuthi kubekhona izinqubomgomo zezenzhlalakahle yomphakathi ezizonakekela abesifazane ukuthi bakwazi ukuthi bakwenze kahle ukunakekelwa kwabantwana kanye nokubhekana nezidingo zomsebenzi, lokho ekuzokwenza

bahole kangcono, bangacabangi futhi bangakhathazeki kakhulu, ebese kwehla umthwalo phezu kwahlombe amalunga omndeni, ikakhulukazi ogogo kanye namantombazanyana okuyibona abangcina bethwele lomsebenzi uma abazali bengakwazi ukuwumela.

Ukwakhiwa kwezikhungo zezinkulisa zabantwana ezisezingeni elihle, futhi ezishibhile, enye yezindlela uhulumeni angaxhasa ngayo abasebenzi besifazane abazisebenzayo. uSEWA usekukhombisile ukuthi ukuba khona kwezinkulisa kwenza ukuthi iholo labesifazane abazisebenzayo likhuphuke futhi zinikeza abantwana balaba sebenzi isisekelo esihle sempilo (ASK, 2011). Abe UN Women (2015) bayavumelana nalokhu. Bathi ke kumbiko wabo wango 2015 kwiProgress of the World's Women, ngaphezu kokusiza abesifazane abazisebenzayo kanye nabantwana babo, izikhungo zezinkulisa zabantwana zomphakathi zingadala amathuba emisebenzi kulabo abesifazane abangawenza lomsebenzi wokunakekela kwabantwana. Imbuza ke uthi, uma kuyiyo indlela le, kungabe izikhungo zezinkulisa zabantwana zingaba njani ukuze zilekelele abasebenzi besifazane abazisebenzayo? Njengoba lolucwaningo selukhombisile ukuthi akuzona zonke izinkulisa ezibonakala ziwusizo,

**“ Ngesikhathi kufaneke nginakekele ingane yami isawusana, bengingakwazi kwenza lutho, ngalahlekelwa ithuba lokuthi ngisebenze ngihole. Uma kufanele ngenze into ethile, ngingathanda ukuthi kube khona umuntu angangigadela umntwana wami khona ngizokwazi ukubhekana nomsebenzi. ”**

kusho emsebenzi osebenza esekhaya wase Thailand.

Ukuze kusizakale abesifazane abazisebenzayo izinkulisa kufanele zibe nalokhu:

- **Zingabizi kakhulu:** Kufanele ukunakekelwa kwabantwana kube mahhala noma uhulumeni akuxhase ngemali.
- **Zivulwe ngezikhathi ezihambisana nezikhathi abesifazane abazisebenzayo abasebenza ngazo:** E Brazil, abasebenzi abasebenza ngokucosha badayise udoti bakulwela ukuthi izinkulisa zivulwe kusukela ngo 7:00 kuze kuyoba u 10:00 ukuze zifane nezikhathi zokusebenza kwabo. Ukuze kugwenywe ukuthi abasebenzi bezinkulisa basebenze amashifti amade ngosuku, lwahlukaniswa usuku laba namashifti amane (Ogando & Brito, 2016)
- **Zinike izinga eliphezulu lokunakekela:** Kufanele izakhiwo zibe khona, kufanele kube nezisebenzi eziqeqeshiwe ngokunikeza unakekelo, kufanele kube nokudla okunomsoco futhi kufaneke kube khona nohlelo lwezemfundo kanye nezempilo.
- **Kufanele zilethe amathuba emisebenzi kulabo besifazane abasebenza umsebenzi wokunakekela:** Kufanele abasebenzi bakulezizikhungo zezinkulisa zabantwana basebenze ngaphansi komthetho ozolawula iholo labo, kanye namahora abo okusebenza futhi babe namathuba okuthi bathuthukise izinga labo lezemfundo.
- **Umphakathi ubambe iqhaza ngokusebenzisana nazo:** Kufanele abasebenzi abazisebenzayo kube yibo ababamba iqhaza ngokuthi baphathe lezizikhungo zezinkulisa zabantwana, futhi kufaneke kube nokuxhumana phakathi kwabazali babantwana kanye nabasebenzi bakulezizinkulisa. uSEWA uyakuveza ukuthi uma kuqashwa izisebenzi kubantu basempakathini lapho izikhungo zakhiwe khona kubalula ukuxoxisana kanye nokuxhumana.
- **Kufanele zakhiwe ezindaweni eziseduze:** Kufanele indawo ibe eduzane namakhaya noma izindawo okusetshenzelwa kuzo zabantu abazisebenzayo, ukuze izindleko zokuthutha abantwana zingabe sezenza izindleko zokunakekele zinyuke kakhulu.

kodwa ke ziningi ezakhiwe ngendlela yokuthi abasebenzi abazisebenzayo bangakwazi ukuthi bafinyelele kuzo. Ibhokisi lokuqala [Box 1] linombiko ofingqiwe mayelana nakho konke lokhu inkulisa abathe abesifazane abazisebenzayo abakulolucwaningo kumele ibe nakho ukuze ibe usizo olukhulu kubo.

## Isiphetho

Ubunzima obubheke nemindeni ekunakekelweni kwabantwana babo budalwa indlela isimo sezomnotho umhlaba jikelele owakhiwe ngaso. Kulabo abesefazane abazisebenzayo isimo sabo sinzima kakhulu – bayasebenza kodwa bahola imali encane futhi kunzima ukuthi baziphilise, ngaso lesi sikhathi kufanele banakekele imindeni yabo. Ngenxa yalokhu ke, ukulethwa konakekelo lwabantwana ulunekhwalithi enhle futhi ngendlela eshibhileyo into ebalulekile kakhulu engakwazi ukuphucula izinga lokusebenza kwabasenzi abazisebenzayo ukuze bakwazi ukunyusa izinga labo lezomnotho, lezenhlalakahle kanye nezopolitiki. Ukuthi bakwazi ukuthola unakekelo lwabantwana, kufaneke kubonakale njengelungelo labo bonke abesifazane abazisebenzayo, noma ngabe basebenza baqashiwe, bayazisebenza, basebenza besemakhaya noma ngaphandle kwasemakhaya.

## Amareferensi

Association for Stimulating Know How (ASK). 2011. "SEWA: Child Care Impact Assessment Report." Haryana: ASK.

Chen, M, R. Jhabvala and F. Lund. 2011. "Supporting Workers in the Informal Economy: A Policy Framework." Paper prepared for the ILO Task Force on the Informal Economy. Geneva: WIEGO & ILO.

Cook, S. and X. Dong. 2011. "Harsh Choices: Chinese Women's Paid Work and Unpaid Care Responsibilities under Economic Reform." *Development and Change*, 42 (4): 947-965.

Elson, D. 2000. "Progress of the World's Women 2000." New York: UNIFEM.

Lund, F. 2010. "Hierarchies of care work in South Africa: Nurses, social workers and home-based care workers." *International Labour Review* 149 (4): 495-509

Ogando, A.C and M. Brito. 2016. "WIEGO Child Care Initiative: Latin America Policy Scoping." Cambridge, MA, USA: WIEGO.

Razavi, S. 2011. "Rethinking Care in a Development Context: An Introduction." *Development and Change*, 42 (4): 873-903.

UN Women. 2015. "Progress of the World's Women 2015-2016: Transforming Economies, Realizing Rights." New York: UN Women.