ISIZULU

INSTITUTE FOR ECONOMIC JUSTICE
RESEARCH POLICY ADVOCACY

Okthoba 2024

UCHUNGECHUNGE LWEKHASI LAMAQINISO E-UNIVERSAL BASIC INCOME GUARANTEE

IMIBANDELA YOKUFUNA UMSEBENZI YINQUBOMGOMO EMBI

Kungani iholo eliyisisekelo kungafanele libe nemibandela

- Abenzi bezinqubomgomo abathile kanye namaqembu ezepolitiki bake baxoxa ngombono wokuthi abantu abadala abaseminyakeni yokusebenza abathola izibonelelo zikahulumeni eNingizimu Afrika babonise ukuthi bayawufuna umsebenzi, okuyinto eyaziwa ngokuthi "work-seeking conditionality". Benza isiphakamiso sokuthi isibonelelo esinjalo singene endaweni yesibonelelo samanje se-SRD.
- Lezi ziphakamiso zisekelwa nombono othi abantu bazoyeka ukufuna umsebenzi uma bethola uxhaso lukahulumeni. Kodwa ubufakazi basendaweni nobakwamanye amazwe bobunisa ukuthi lokhu akulona iqiniso. Empeleni ukuxhaswa ngezimali ngokuvamile kuyalekelela ekufuneni kwabantu umsebenzi.
- Leli dokhumenti lemininingwane lichaza ukuthi kungani ukwengeza imibandela yokufuna umsebenzi ezibonelelweni zikahulumeni kuzobizela kakhulu, kungazuzisi, futhi kungabi nobulungiswa, ngenxa yalezi zizathu ezilandelayo:
  - » Ukuntuleka kwemisebenzi eNingizimu Afrika kuyinto eqhubekayo—abantu bahlala isikhathi eside bengasebenzi ngoba umnotho awudali amathuba emisebenzi eyanele, ngisho nawezisebenzi eziqeqeshiwe. Ukuphoqa abantu ukuthi babonise ukuthi bafuna umsebenzi ngeke kwenze mehluko ekuntulekeni kwemisebenzi, kuzokwandisa nje izindleko kuhulumeni, amabhizinisi, nakubantu abamukela izibonelelo zikahulumeni ngaphandle kwenzuzo yenqubomgomo.
  - » Imibandela yokufuna umsebenzi ingaholela emiphumeleni eminingi emibi engahlosiwe engase ilimaze kokubili imizamo yokufuna umsebenzi kanye namaholo kuwo wonke umnotho.
  - » Imibandela yokufuna umsebenzi eNingizimu Afrika izokhipha inyumbazane abantu abaningi abadinga usizo abathola njengamanje imali eyisibonelelo sikahulumeni, okuyinto ephula ilungelo labo elisekelwe kumthethosisekelo lokuvikelwa komphakathi.

IZICI EZINE ZE-UBIG

- **WONKE UMUNTUE** – isebenza kubo bonke abantu abadala.
- **OKUYISISEKELO** – isingatha izidingo eziyisisekelo.
- **IMALI ENGENAYO** – inzuzo yemali engena ngokuqhubekayo.
- **ISIQINISEKISO** – ihlinzekwa njengelungelo.

Isethulo

Umbandela wokufuna umsebenzi uyisidingo esixhunywe ohlelweni lokuvikelwa komphakathi, esithi umamukeli kufanele abonise ukuthi uwufuna ngenkuthalo umsebenzi ukuze afaneleke. Abasekeli bale mibandela yokufuna umsebenzi ehambisana nezibonelelo bathi lezi zimfuneko zizoqinisekisa ukuthi abantu abathembeli ezibonelelweni zesikhathi eside.

Imibandlea yokufuna umsebenzi ihlukile kuzinqubomgomo eziklanyelwe ukusiza abamukeli bezibonelelo ukuthi bathole imisebenzi (eyaziwa ngokuthi "izinhlelo zokusiza abantu bathole imisebenzi"), njengokuhlinzeka nge-database yemisebenzi etholakalayo, noma ukwelulekwa ngemisebenzi. Nakuba abahlomulayo bengakhetha ukuthi bazisebenzisa kanjani nangendlela engcono izinhlelo zokuthola umsebenzi, imibandela iyimfuneko. Uma kwenzeka behluleka ukulandela lokhu noma bengakwazi ukufakazela ukuthi bafuna umsebenzi, izinzuzo zabo zingavinjwa noma zihoxiswe.

Imibandela yokufuna umsebenzi iba yizinhlobo ezihlukahlukene emazweni ahlukahlukene.[1] Ngokwesibonelo, e-UK, abahlomulayo kufanele baye emihlanganweni engokoqobo babonane nabeluleki lapho bebuyekeza khona inqubo yabo yokufuna umsebenzi. Imibandela ivame ukuphoqelelwa "ngezinswinyo" eziyisijeziso. E-Portugal, ukwenqaba ukwamukela isithembiso somsebenzi 'esinengqondo' kubangela ukususwa kwezinzuzo zokungasebenzi, kuyilapho eSweden, ukwenqaba okunjalo kuholela ekumisweni kwezinzuzo zenyanga eyodwa.

ENingizimu Afrika kube neziphakamiso okuhlanganisa nezivela eBhange Lomhlaba[2], kuMgcinimafa Kazwelonke[3] kanye namanye amaqembu ezepolitiki[4] ukuthi isibonelelo sikahulumeni esingu-R370 se-Covid-19 Social Relief of Distress (SRD), sithathelwe indawo yisibonelelo sokufuna umsebenzi, esizonikezwa iqembu elincane labantu.

Isibonelelo sikahulumeni se-SRD, esaqala ukuba khona ngesikhathi kuvalwe iminyakazo nge-Covid, singesokuqala futhi siwukuphela kwaso esihloselwe abantu abaseminyakeni ebavumela ukuba basebenze eNingizimu Afrika. Siyimali engenamibandela enikezwa abantu abaneminyaka eyi-18 kuya kwengama-59 abangazitholi ezinye izibonelelo, futhi ihlolwa ukufaneleka ngo-R624 ngenyanga. Ayigcini kulabo abafuna umsebenzi kuphela, kodwa ihloselwe ukuba itholakale yibo bonke abangaphansi kwezinga elibekiwe lemali engenayo, kungakhathaliseki ukuthi bayasebenza noma bafuna umsebenzi, futhi kuhlanganisa nabanakekeli. Iphesenti elikhulu labafake izicelo nabahlomulayo, naphezu kokufuna umsebenzi, abakwazi ukuwuthola, ngenxa yamaqiniso okuntuleka kwemisebenzi okujulile eNingizimu Afrika.

Ngokubhekisela ebufakazini obuningi bakuleli nobamanye amazwe, leli dokhumenti lemininingwane lichaza ukuthi kungani ukunamathiselwa kwemibandela yokufuna umsebenzi ekutholeni isibonelelo sezimali kubabantu abadala eNingizimu Afrika kungaba yiphutha. Lokhu kusekelwe ezimpikiswaneni ezintathu ezibalulekile, ezithi: (1) ukubeka imibandela akuzinaki izimbangela zokuntuleka kwemisebenzi, (2) ukubeka imibandela akusebenzi, futhi (3) ukubeka imibandela akunabulungisa.

Imibandela yokufuna umsebenzi:

1. Ibandlulula izigidi ezidinga ukwesekwa ngezimali
2. Ivimbela ukufezekiswa okuqhubekayo kwelungelo lomthethosisekelo lokuthola usizo lwezenhlalakahle.
3. Idla imali futhi iwumthwalo kuhulumeni
4. Isekelwe ekucabangeni okungamanga (okungukuthi ukuntuleka kwemisebenzi kuphezulu ngoba abantu abayicingi ngokwanele imisebenzi)
5. Idinga ukuba uhulumeni aqaphe ngokungenasidingo abahlomulayo
6. Yehluleka ukucabangela izimo zabantu ngabanye nezizathu ezizwakalayo zokungawufuni umsebenzi, okuhlanganisa nezindleko zokufuna umsebenzi uma ziqhathaniswa nenani lesibonelelo sikahulumeni, kanye nokuntuleka kwamathuba omsebenzi
7. Ikhulisa ukungalingani okukhona
8. Ifaka isandla ekubangeleni isigcwagcwa kulabo abathola izibonelelo

Ukubeka imibandela kuziba izimbangela zokuntuleka kwemisebenzi

Imibandela yokufuna umsebenzi ihlose ukuxazulula ukuntuleka kwemisebenzi ngokuphoqa abantu ukuthi bakhombise ukuthi bafuna imisebenzi. Lokhu akuzinaki izimbangela zangempela zokuntuleka kwemisebenzi, ezibangelwa isimo somnotho wethu, esibhebhethekiswa yizinqubomgomo ezingafanele zikahulumeni. Ibeka ngokungafanle icala lokuntuleka kwemisebenzi ezinyaweni zabantu abathinteka kakhulu, nabangenawo amandla okulawula izinqubomgomo zokubhekana nakho.

Ukwakheka kanye nesimo sokuntuleka kwemisebenzi

INingizimu Afrika 'inencazelo eyandisiwe' yezinga lokuntuleka kwemisebenzi elingu-42.6%, noma abantu abayizigidi ezingu-12.38.[5] Lokhu kuhlanganisa abantu asebeyekile ukufuna umsebenzi ("abantu abafuna umsebenzi abadikibele") kanye nalabo abasawufuna umsebenzi. Phakathi kwalabo abasawufuna ngenkuthalo umsebenzi, iningi alikwazi ukuwuthola. U-76.2% okuleli qembu, noma abantu abayizigidi ezingu-6.4 babhekwa "njengabangasebenzi isikhathi eside", okusho ukuthi sekuphele unyaka bengasebenzi.[6] Ukwenezela kulokho, abantu abayizigidi ezingu-3.2 manje babhekwa njengabantu abafuna umsebenzi abadikibele—laba abantu ababona amathuba abo okuphumelela ephansi kangangokuthi abasiboni izisathu sokufuna umsebenzi ngokuqhubekayo (kuhlanganise nangenxa yezindleko ezihilelekile ekwenzeni kanjalo)——okungenani kuze kube yilapho amathuba okuthola umsebenzi ethuthuka kakhulu.

Kube nokukhula okuqhubekayo kokuntuleka kwemisebenzi kwesikhathi eside kusuka ku-57.0% kwikota yokuqala ka-2008 kwafika ku-76.2% manje (Q2 2024) futhi laqhubeka landa inani elisemthethweni lokuntuleka kwemisebenzi phakathi nenkathi efanayo—likusuka ku-23.2% laya ku-33.5%.[7] Ngakho kunabantu ababalelwa ezigidini ezingu-9.5 ababhekwa njengabadikibele noma abangasebenzi isikhathi eside, okusho ukuthi banethemba elincane lokuthola umsebenzi maduzane noma esikhathi esingekude kakhulu.

Lezi zibalo zigcizelela iqiniso elibuhlungu: umnotho waseNingizimu Afrika awuwakhiqizi amathuba omsebenzi anele alingana nesidingo semisebenzi, ayisaphathwa eyokuhlangabezana nokuntuleka kwemisebenzi, ngisho nesidingo sezisebenzi ezinamakhono. (Izinga lokuntuleka kwemisebenzi kubantu abanezinga elithile lemfundo ephakeme eNingizimu Afrika lingu-23%.[8])

Lokhu kungenxa yendlela umnotho wethu ohlelwe ngayo. Sibone ukuntuleka kokutshalwa kwezimali kanye nokukhula ("i-deindustrialisation") emikhakheni engaqasha abantu abaningi (njengezokukhiqiza), kanye nokuncipha kokuqashwa komphakathi (njengomkhakha wezemfundo nowezempilo). Ngesikhathi esifanayo, umkhakha wezezimali ukhule kakhulu - lokhu kulethela abanikazi bamasheya inzuzo futhi kufaka isandla ku-GDP, kodwa akuwadali amathuba anele emisebenzi.

Ngaphansi kwalezi zimo, isibonelelo semali singazisa ekufunweni kwemisebenzi, kodwa lokhu kusesha ngokuvamile akuphumeleli. Ucwaningo lukhombisa ukuthi isibonelelo sikahulumeni se-SRD siholela ekwandeni kokufuna

umsebenzi kulabo abahlomulayo, kodwa lokhu kuthatha unyaka kuphela.[9] Kwabaningi, lokhu kwanda kokufuna umsebenzi akusho ukuqashwa kwangempela, okubangela ukuba abaningi bayeke, ngoba imisebenzi ayitholakali. Naphezu kwamazinga aphezulu abhalwe phansi okufuna umsebenzi kwabalo abahlomulayo, u-53% walabo abafake izicelo zesibonelelo se-SRD ngoJulayi 2024 abakaze baqashwe, ngokusho kwezibalo zikahulumeni.[10]

ENingizimu Afrika, ukuntuleka kwemisebenzi akubangelwa ukuthi abantu abazikhandli ekufuneni imisebenzi. Kubangelwa ukwakheka komnotho wethu onamathuba ambalwa emisebenzi. Ukubeka imibandela yokufuna umsebenzi kulo mongo akunangqondo, njengoba kuphoqa abantu ukuthi bafune imisebenzi engekho. Lokhu akugcini nje ngokuvimba impumelelo yabantu kodwa kuphinde kubaphoqe ukuthi basebenzise izibonelelo zabo ezivele ziyingcosana ukufuna imisebenzi, esikhundleni sokuthenga izidingongqangi ezifana nokudla. Ngokuhamba kwesikhathi, lokhu kuzoholela ekutheni abaningi bayeke ukufuna umsebenzi ngokuphelele, okuholela ekulahlekeni kwezibonelelo zabo (uma izimo kubekwa imibandela) ngaleyo ndlela kwandise nakakhulu ubumpofu.

Ukubeka imibandela akusebenzi

Inhloso yemibandela yokufuna umsebenzi ukukhuthaza abahlomulayo ukuthi bathole imisebenzi, futhi ngaleyo ndlela kuncishiswe inani labahlomulayo ngokuhamba kwesikhathi.

Nokho, ubufakazi bokuphumelela kwemibandela yokufuna umsebenzi ekuthuthukiseni ukuqashwa kwabantu buncane kakhulu, futhi iningi lobufakizi libonisa imiphumela exubile.[11] Ngaphezu kwalokho, ucwaningo luphakamisa ukuthi, ezimweni eziningi, imibandela yokufuna umsebenzi ingaveza imiphumela ehlanekezelwe (engahlosiwe) futhi ibangele izindleko enkulu kuhulumeni nakulabo abathola izibonelelo okuyinto engazuzisi muntu leyo.[12] Ukwenezela kulokho, imibandela yokufuna umsebenzi yezibonelelo zikahulumeni ingaba nomthelela ongemuhle kuzo zonke izisebenzi. Ikakhulukazi uma imibandela idinga ukuthi abahlomulayo bamukele noma yimuphi umsebenzi abawunikezwayo, lokhu kungabulala amandla ezingxoxo zokuqashwa, futhi kuholele ekwehlisweni kwamaholo kuwo wonke umnotho.

Mancane amathuba okuthi ukubeka imibandela kungandisa amathuba omsebenzi

Ubufakazi obuningi bakwamanye amazwe bukhomba izinguquko ezimbalwa ekuqashweni kwabantu lapho kusetshenziswa imibandela yokufuna umsebenzi ukuze kuvikelwe umphakathi—ngisho nasezimweni ezingakhandlwa ukuntuleka kwemisebenzi njengaseNingizimu Afrika. Ucwaningo oluningi lukhombisa ukuthi yize imibandela yokufuna umsebenzi ingasiza abantu abambalwa ukuthi bathole umsebenzi, kungenzeka ingasebenzi kahle kulabo abancishwe amathuba emisebenzi, njengabesifazane nentsha13—umphumela walokho ukuthi amaqembu asevele abhekene kakade nezingqinamba ezinkulu zokuqashwa angase alahlekelwe ukufinyelela kwawo ekuvikelweni komphakathi, akhishwe inyumbazane nakakhulu.

Kunobufakazi obuncane bokuthi imibandela yokufuna umsebenzi ibe nomthelela omuhle ekuqashweni kwabantu ezimweni ezithile. Ngokwesibonelo, ukuhlaziywa kwemetha yosizo lokucinga imisebenzi kanye nezinhlelo zokuqapha eNyakatho Melika naseYurophu zathola ukuthi ukungenelela okunjalo kwehlise ubude besikhathi sokuntuleka kwemisebenzi futhi kwasebenza kahle kakhulu kunezinye izinqubomgomo zokuqashwa kwezisebenzi, njengezinhlelo zokuqeqesha umsebenzi.[14] Nokho, kufanele kuphwe kakhulu lapho kusetshenziswa le miphumela eNingizimu Afrika, njengoba amazwe athintekayo enamazinga aphansi okuntuleka kwemisebenzi futhi eqasha abantu abaningi kakhulu kuneNingizimu Afrika.

Ukubeka imibandela kungasibuyisela emuva

Kuhlanganise ukuhluleka ukwandisa inani labantu abaqashwayo, ubufakazi bubonisa ukuthi imibandela yokufuna umsebenzi empeleni ingalimaza imizamo yokulwa nokuntuleka kwemisebenzi, futhi ibangele imiphumela eminingi emibi. Ziningi izinto ezibangela ukuthi imibandela yokufuna umsebenzi ingasizi ekufinyeleleni imigomo yenqubomgomo:

1. **Idinga ukuqondiswa eqenjini elincane—Kule ndaba "ukuntuleka kwemisebenzi", okuyinto engamile ndawonye eNingizimu Afrika nokungelula ukuqoqa ibe yiqembu elidalulekayo.** Cishe akunakwenzeka ukuthi uhulumeni aqinisekise ukuthi izibonelelo ziye kuphela "kwabangasebenzi," ngoba ziningi izincazelo ezingaba khona zegama elithi "abangasebenzi", futhi ngisho noma incazelo ibingaba yodwa, awekho amathuluzi nezindlela zokuqondisa usizo lomphakathi—oluya kuphela—emalungwini aleli qembu ngesikhathi esithile. ENingizimu Afrika abantu bangena bephuma emsebenzini njalo (okwaziwa ngokuthi yi-labour market churn). Sinezisebenzi eziningi ezingaqashwanga ngendlela ehlelekile; ama-database kahulumeni aphelelwe yisikhathi angakwazi ukudalula ngokunembile izibalo zezisebenzi ngesikhathi esithile kanye nezinga eliphezulu lemisebenzi yesikhashana. Ngenxa yalobu bunzima, ukuqondiswa eqenjini elincane labantula umsebenzi cishe kuzoba nengozi enkudlwana yamaphutha okubandlulula—lapho abantu okufanele bathole izibonelelo ngokuvumelana nezimfuneko zokufaneleka bengakwazi ukuzithola.
2. **Idinga amazinga aphakeme okuqapha okuqhubekayo.** Iziphathimandla kufanele ziqaphe njalo ukuthi abahlomulayo bayayithobela yini imibandela, okungase kube umthwalo omkhulu futhi kubize kakhulu. Ngokwesibonelo, cabanga ngobunzima bokuqinisekisa ukuthi izigidi zabantu abathola izibonelelo bazifakile ngempela yini izicelo zemisebenzi eziyinani elithile ngenyanga edlule. Lokhu akudli imali eningi nje kuphela kodwa kudala nengozi yokuphula amalungelo obumfihlo abantu abathola izibonelelo. Amathuba okusetshenziswa kwamasistimu azenzakalelayo kanye nokudluliselwa kwedatha yomuntu ezinkampanini zangaphandle kudala izinkinga eziphawulekayo zobumfihlo, ukugadwa kwabantu kanye nokubandlululwa.[15]
3. **Ayikho indlela enhle yokuchaza/yokulinganisa izenzo zokufuna umsebenzi—futhi imibandela ingaziba ukufunwa kwangempela kwemisebenzi ngokudinga ukuba izenzo ezinjalo zivumelane nezindlela ezithile kuphela okuyinto engahambisani nezimo zangempela zabantu.** Ubufakazi busitshela ukuthi ngokuvamile abantu basebenzisa inhlanganisela yezindlela ezihlelekile zokufuna umsebenzi (njengokuthumela izicelo zomsebenzi) nezingahlelekile (njengokukhuluma nabangane/umndeni).[16] Ukubeka imibandela kwezinye izimo kuye kwabonakala kubangela ukuyekwa kwezindlela ezingahlelekile zokufuna umsebenzi kwasetshenziswa izindlela ezihlelekile kodwa akuzange kube khona ukuthuthuka kwemvamisa, umfutho, nemiphumela yokufuna umsebenzi.[17]
4. **Ingase ithene amandla osomabhizinisi noma ukusebenza emkhakheni ongahlelekile, okuyimisebenzi okungavamile ukuba iqashelwe kodwa esemqoka ekuphileni kwabantu abaningi baseNingizimu Afrika.** Ngokwesibonelo, kulinganiselwa ukuthi cishe u-19% wabantu abathola isibonelelo se-SRD bayasebenza emnothweni ongahlelekile.[18] Kunobufakazi obuningi obubonisa ukuthi isibonelelo se-SRD sandisa amathuba okuthi abantu baqale amabhizinisi abo.[19] Ukugxila ebufakazini obuhlelekile kungavimbela abantu ukuba basebenze emabhizinisini amancane noma bahwebe, okuyindawo okunzima kuyo ukunikeza ubufakazi bokuqashwa. Lokhu akugcini nje ngokubekela imingcele izinqumo zabantu zemisebenzi abafuna ukuyenza kodwa kuphinde kubulale ukukhula komnotho wasemiphakathini, njengoba le misebenzi yokuhwebelana idlala indima ebalulekile emnothweni.
5. **Ingase ibangele izindleko ezinkulu zokuthobela umthetho kulabo abathola isibonelelo,okuyinto ecekela phansi noma ishaye indiva umsebenzi wesibonelelo, futhi lokho kungabhebhethekisa ubumpofu.** Ukuthobela imibandela kungase kudale izindleko zezimali, ngokwesibonelo izindleko zokuhamba neze-inthanethi, ukuthumela ubufakazi bokufuna umsebenzi noma ukuya ezinhlelweni zokuqeqeshwa, ukuya

ezingxoxweni noma emihlanganweni yenhlolokhono, okwandisa izindleko eziphakeme kakade zokufuna umsebenzi. Izindleko zanyanga zonke zokufuna umsebenzi kubantu abasha zibalelwa ku-R1469.[20] Ngokwesibonelo, kungaba yinhlekisa ukucela abantu ukuthi bangene kulezi zindleko ukuze nje bathole u-R370. Ngokufanayo, umsebenzi ngokwawo ngezinye izikhathi wandisa izindleko ezingaphezu kweholo elizotholwa. Umphumela womthetho wobandlululo wokuhlalisa abantu kude namadolobha ubangele ukuthi imiphakathi entulayo ihlale kude nezindawo okutholakala kuzo imisebenzi. Lokhu kuba kubi nakakhulu ngenxa yokubiza kakhulu kwezinto zokuthutha eNingizimu Afrika ikakhulukazi kulabo abathola iholo elincane.[21] Ucwaningo olunzulu lubonise ukuthi emiphakathini yasemaphandleni neyasemalokishini, izindleko zokuya emsebenzini edolobheni ngokuvamile zingaphezu kweholo umuntu alithola kulowo msebenzi.[22] Lokhu kungaholela ogibeni lokuhlala umpofu, lapho khona abantu abathola isibonelelo bempofu ngokwanele ukuba bathole isibonelelo kodwa futhi behluleke ukukhokhela izindleko zokuthobela imibandela yesibonelelo ngenxa yokuba mpofu kakhulu—ngaleyo ndlela balahlekelwe ithuluzi ebelingaba usizo ekubalekeleni ubumpofu.

6. **Imibandela iyawuziba umthelela okhuthazayo wokusetshenziswa kwemali yokuvikela umphakathi.** Uma umnotho ungadali amathuba emisebenzi, lokho kuphoqa abantu ukuthi basebenzise imali yabo yesibonelelo befuna imisebenzi engekho, okuwukusephaza imali. Esimeni sezibonelelo ezingenamibandela, imali yesibonelelo sikahulumeni isetshenziselwa ukuthenga izinto eminothweni yasendaweni.[23] Lokhu kubangela ukukhula komnotho wasendaweni futhi kuwuqinise wonke umnotho. Izibonelelo zikahulumeni ezingenamibandela ziwukutshalwa kwezimali ukuze kukhuliswe umnotho, kanti ngakolunye uhlangothi imibandela yona iphoqa abantu ukuba basebenzise imali yesibonelelo sikahulumeni ngendlela engazuzisi, okuqeda imali yomphakathi ngaphandle kwezinzuzo.
7. **Imibandela ingaphoqa abanye abantu ukuba bafune imisebenzi ngaphambi kwesikhathi.** Imibandela yokufuna umsebenzi ingaphoqa abantu ukuba bayeke isikole nokuqeqeshwa bahambe bayosebenza ngaphambi kwesikhathi, okungaba nomthelela wesikhathi eside emakhonweni adingeka emisebenzini yakuleli. Isibonelelo esingenamibandela sinikeza inkululeko edingekayo yokuphishekela amathuba emfundo nokuqeqeshwa ngaphandle kwengcindezi esheshayo yokufuna umsebenzi. Nakuba ukuqeqeshwa kukodwa kungeke kudale imisebenzi lapho ingekho khona, kungathuthukisa amathuba okuba laba bantu bathole imisebenzi emikhakheni/ezimbonini ezisadala amathuba emisebenzi.
8. **Imibandela ayiwanaki amaqiniso abanakekeli.** Abantu abaningi (ikakhulukazi abesifazane) baphoqelekile ukuba bachithe isikhathi sabo esiningi benakekela izingane, izihlobo namalungu omphakathi, ikakhulukazi lapho zingekho izinsizakalo zikahulumeni ezifanele zokunakekelwa kwezingane. Abanakekeli abangakhokhelwa bakha u-14.4% wabantu 'abangafaki isandla emnothweni'.[24] Umsebenzi owenziwa abanakekeli uyadingeka ukuze umphakathi wethu nomnotho usebenze. Nokho, umsebenzi wokunakekela awuqashelwa umnotho wethu, futhi abanakekeli basengozini enkulu yobumpofu. Kodwa ukuphoqa abanakekeli ukuba benze imisebenzi ekhokhelwayo kude namakhaya abo akuyona impendulo. Kunzima kakhulu futhi akufiseleki kangako kubo ukufuna noma ukwamukela umsebenzi ngoba ungqubuzana neminye imithwalo yabo futhi ushiya abantu ababanakekelayo bengenamuntu. Ukuphoqa abanakekeli ukuba bafune umsebenzi ngemibandela yokufuna umsebenzi ukuze bathole isibonelelo kuzolimaza

ukunakekelwa kwabantu emiphakathini yethu, okuyinto entekenteke kakade, ikakhulukazi izingane ezingenabani, futhi kwandise ukungalingani kobulili osekuvele kukhona. Esikhundleni salokho, kudingeka abanakekeli basekelwe nakakhulu emakhaya abo (ngokwesibonelo ngokusekelwa ngesibonelelo semali esingenamibandela), kanye nezinsiza zomphakathi ezengeziwe zokunakekelwa kabantu, ukuze abesifazane bakwazi kangcono ukufuna umsebenzi lapho bethanda, bengaphoqiwe.

Imibandela ingaphoqa abantu futhi iholele ekuxhashazweni kwezisebenzi

Umbandela ovamile ohambisana nezibonelelo zomphakathi uthi abantu abathola isibonelelo abakwazi ukwenqaba umsebenzi abawunikezwayo. Isigatshana esihambisana nale migqa sifakiwe emithethweninqubo yesibonelelo se-SRD, okusho ukuthi abafake izicelo ngeke bafaneleke ukuthola isibonelelo sikahulumeni uma benqaba ukwamukela imisebenzi efanelekayo.[25] Le mfuneko iyampoqa umuntu, kodwa okuphawulekayo ukuthi ayizange isetshenziswe. Uma ibingasetshenziswa, ibizonciphisa ilungelo lokukhetha lalabo abafuna umsebenzi futhi ibavimbele ekuxoxisaneni nalabo abangaba abaqashi, noma bangakwazi ukwenqaba imisebenzi enezindleko ezinkulu (ngokwesibonelo, ezokuthutha) noma abawubheka njengoxhaphaza izisebenzi. Lokhu kubangela ukuba abantu abafuna umsebenzi behlise kakhulu amazinga abo (kungakhathaliseki ukuthi abantu abathola isibonelelo noma cha) baphoqeleke ukuthi basebenzele iholo elincane ngaphansi kwezimo ezimbi, ngenxa yokuthi baqhudelana nabanye abangakwazi ukwenqaba lezo zimo.

Lokhu kungavinjwa ukubekwa kwenani elincane leholo elamukelekile, kanye nezinga lokuphoqelelwa kwalo. Uma iholo elincane elihloniphekile libekiwe futhi lisetshenziswa kabanzi, lokhu kubeka isisekelo esibangela ukuba abantu bangakhokhelwa iholo elingaphansi kwalelo. Nokho lokhu akuvimbeli ukuba amaholo ehle ahlale enanini elincane elamukelekile. Ngaphezu kwalokho, amaholo amancane ngokuvamile awahambisani nezindleko zokuphila, okusho ukuthi angaqhubeka evalele izisebenzi ebumpofini.

Kunobufakazi basemazweni ahlukahlukene obubonisa ukuthi imibandela yokufuna umsebenzi iholela emazingeni aphansi amaholo. Ucwaningo olwenziwa eSwitzerland lwathola ukuthi umbandela othi abantu abathola isibonelelo abakwazi ukwenqaba umsebenzi abawunikezwayo waholela ekwehleni kakhulu kwamaholo kubantu abakulolo hlobo uma beqhathaniswa nalabo abangekho ohlelweni.[26] Ngaphezu kwalokho, abaningi bagcina sebesebenza kanzima ngaphansi kwezimo zokusebenza ezimbi kakhulu. Ucwaningo luphetha ngokuthi imithelela emibi yale misebenzi esezingeni eliphansi ekukhiqizeni komnotho esikhathini eside izidlula kude le izinzuzo zesikhathi esifushane zokuncishiswa kwesikhathi esichithwa ezinzuzweni zokungasebenzi.

Ukuphoqa abantu ukuba benze imisebenzi esezingeni eliphansi, nexhaphazayo kungaba yinkinga ikakhulukazi eNingizimu Afrika uma kubhekwa izinga eliphezulu lobumpofu elibangelwa ukungasebenzi.

Ucwaningo[27] lubonisa ukuthi cishe ingxenye yesine yazo zonke izisebenzi ezweni iwela ingaphansi kwe-UBPL, nokuthi cishe u-40% wemizi ehola phakathi kuka-R2000 no-R5000 ngenyanga—okuseduze nenani eliphansi lomholo likazwelonke—ibhekana noma isengcupheni yokubhekana okuntula ukudla.[28] Umsebenzi osezingeni eliphansi ukusho ukuntuleka kwamakhono angadluliselwa ezisebenzisni okuyinto emqoka emqashweni okusimeme. Lokhu kunciphisa kakhulu ithuba lokuncishiswa kokuntuleka kwemisebenzi esikhathini eside kanye nokuqeda ubumpofu.

Ukubeka imibandela akunabulungiswa, kuyacwasa futhi kwephula amalungelo omthethosisekelo

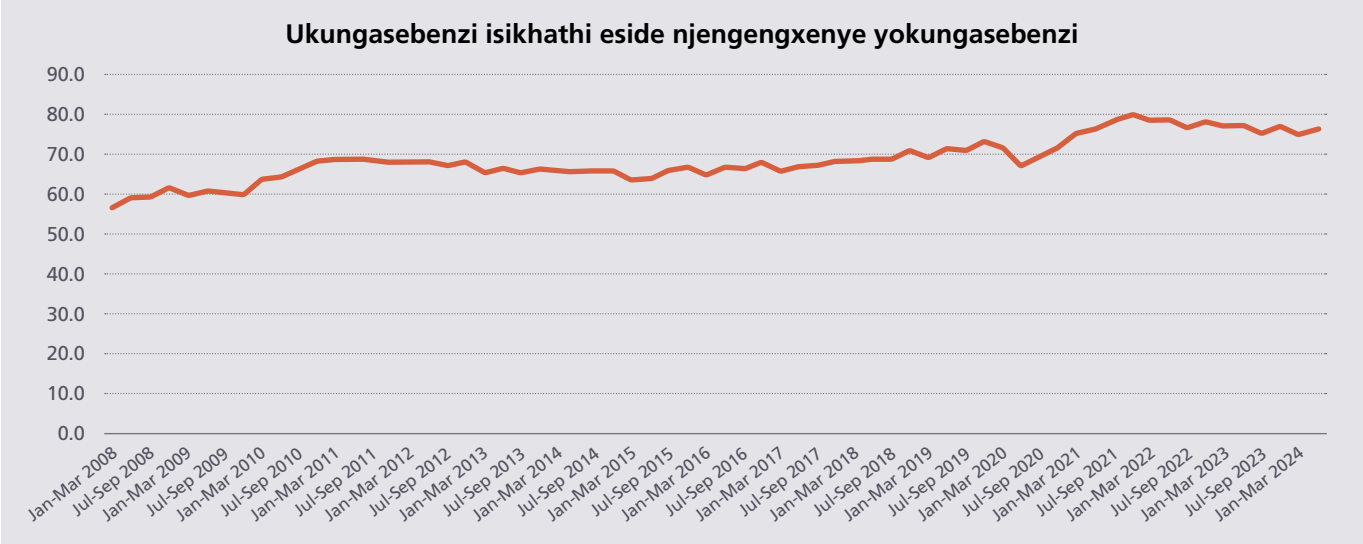
Kunezimpikiswano eziningi ezinengqondo kanye nezomnotho zokuthi kungani imibandela yokufuna umsebenzi ukuze umuntu athole isibonelelo ingaba yiphutha eNingizimu Afrika. Nokho, kufanele futhi sigxeke imibandela yokufuna umsebenzi ngokombono womuntu, wokuziphatha kanye nomthethosisekelo, njengento engenabulungisa kulabo abaswele emphakathini, futhi imelene nenkolelo yethu ethi wonke umuntu kumelwe abe nesithunzi.

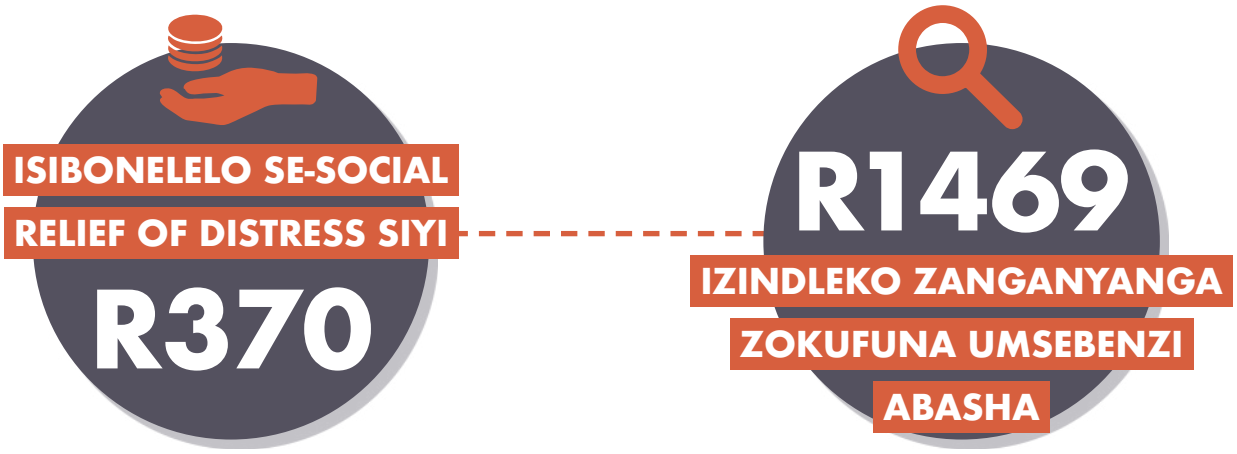
ENingizimu Afrika, isibonelelo sikahulumeni asiyona nje inqubomgomo ekhethwayo—yilungelo eliqinisekiswa uMthethosisekelo. ISigaba 27(1) sithi wonke umuntu unelungelo lokuthola isibonelelo sikahulumeni uma ehluleka ukuzinakekela noma ukunakekela abantu abancike kuye. Ukufaka imibandela yokufuna umsebenzi ezinzuzweni ezifana nesibonelelo se-SRD kwenza usizo lomphakathi lubukeke njengento etholwa abathile esikhundleni sokuba yilungelo eliyisisekelo. Abantu abaningi banezizathu ezihlukahlukene nezizwakalayo zokungakwazi/zokungafuni ukufuna umsebenzi—njengemithwalo yokunakekela umuntu, ukugula, noma ukuntuleka kwemisebenzi. Ukufinyelela kwabo isivikelo somphakathi akufanele kuncike ekuboniseni ukuziphatha okubhekwa njengemfuneko yobuhle noma yokukhiqiza yilabo ababhala izinqubomgomo. Ngempela, uma lokhu kunjalo, imibandela yokufuna umsebenzi ingandisa kakhulu ukungalingani phakathi kwalabo abayithola 'kalula' imisebenzi, nalabo abayithola kanzima. Ngokwesibonelo ukuphoqa imibandela yokufuna umsebenzi kubanakekeli kungandisa ukungalingani ngokobulili ikakhulukazi kubesifazane abahola kancane.

Imibandela yokufuna umsebenzi isekelwe, futhi isebenzisa, ukucwasa okuyingozi kanye nokuqagela mayelana nabantu abathola izibonelelo, okubaveza njengabafuna ukondliwa noma abavilaphayo, okuqinisa imibono yomphakathi engemihle. Lokhu kucwaswa kwabantu abathola isibonelelo kungaqenda ukubumbana komphakathi[29], futhi kwezinye izimo kuye kwalimaza imithelela emihle yesibonelelo sikahulumeni kulabo abamukelayo, ngokunciphisa ukufinyelela kwabo izimpahla nezinsizakalo zasendaweni nangokulimaza inhlalakahle yabo engokwengqondo. Ukubeka imibandela kusekelwe enkolelweni ethi ukuntuleka kwemisebenzi nobumpofu kuyizinkinga zomuntu ngamunye—ukuthi abantu abasebenzi ngoba abayifuni ngokwanele imisebenzi. Kuphinde kube nenkolelo ejwayelekile ethi izibonelelo zikahulumeni kudingeka zihambisane nokuziphatha okuthile ngoba uma kungenjalo, imali isetshenziswa kabi. Kodwa abukho ubufaki obusekela yonke le mibono. Ucwaningo lubonisa ukuthi izibonelelo zisetshenziswa kakhulu ezintweni eziyizidingo ezifana nokudla nokuthenga ugesi.[30]

Ukusebenzisa imibandela yokufuna umsebenzi ukuze umuntu athole isibonelelo sikahulumeni eNingizimu Afrika kungaba yisinqubo esibi senqubomgomo. Imibandela yokufuna umsebenzi ayiwenzi umqondo—ukuntuleka kwemisebenzi eNingizimu Afrika akubangelwa ukuntuleka komzamo wokufuna umsebenzi kodwa ukuhleleka komnotho wethu, ongadali amathuba emisebenzi eyanele. Le mibandela yokufuna umsebenzi ayisebenzi—ingalimaza imizamo yokubhekana nokuntuleka kwemisebenzi futhi ihlukumeze abantu abamukela izibonelelo ngokubachaya emisebenzini exhaphazayo. Ngaphezu kwalokho, ayinabulungisa. Usizo lomphakathi luyilungelo, akuyona into etholwa abathile kuphela, futhi ukufaka imibandela kuvimba lesi siqinisekiso somthethosisekelo, kuphinde kucwaswe labo abadinga usizo.

Njengoba izindlela ezisekelwe emalungelweni abantu, kanye nalezo ezisekelwe ebufakazini zimelene kakhulu nokusetshenziswa kwemibandela yokufuna umsebenzi, umbuzo ophakamayo uthi kungani abenzi bezinqubomgomo, ikakhulukazi uMgcinimafa Kazwelonke, bephikelela ekuqhubekiseleni phambili lesi siphakamiso. Lokhu bakwenze kakhulu lapho bephendula





mayelana nokuzibophezela kukahulumeni ukushintsha isibonelelo se-SRD sibe uhlelo olubanzi lwemali kahulumeni eyisibonelelo lwemali engenayo, ngenhloso esobala yokuvala izindlela eziholela emalini yesibonelelo eyisisekelo. Iziphakamiso zemibandela yokufuna umsebenzi, kanye nokunqanyulwa kwesibonelelo sikahulumeni se-SRD nakho kubonakala kugqugquzelwa isifiso sokunciphisa kakhulu inani labantu abathola isibonelelo sikahulumeni[31]—ngaleyo ndlela kuncishiswe izindleko zemali yokuvikela umphakathi.

Nokho, lokhu kungabhebhethekisa ukuntuleka kwemisebenzi kanye nokukhishwa inyumbazane kwezomnotho, futhi kubulale imizamo yokuguqula umnotho ngendlela esimeme. Ukuze sibhekane nobumpofu, ukuntuleka kwemisebenzi kanye nokungalingani ngendlela ephumelelayo, kufanele sihlanganise izinsiza ezikhona ukuze sifinyelele ezingeni eliphezulu lokwesekwa kwemiphakathi ekhishwe inyumbazane—sibheke ebufakazini bokusebenzisa isibonelelo sikahulumeni esingenayo imibandelo esikwazi ukunikeza abantu baseNingizimu Afrika ababencishwe amathuba isithunzi, ukuzimela nokuzikhethela.

Izimpendulo zeziphakamiso eziqondile

Iziphakamiso:

- IBhange Lomhlaba: Esikhundleni sesibonelelo se-SRD sebenzisa isibonelelo sabafuna umsebenzi esiyinani elifanayo. Ukuze bathole lesi sibonelelo, abantu kudingeka banikeze ubufakazi bokuthi bafuna umsebenzi ngenkuthalo. Inani elilindelekile labahlomulayo liyizigidi ezingu-3.9 (ngaphansi kwengxenye yenani elithola isibonelelo se-SRD).[32]
- UMgcinimafa Kazwelonke: Hlukanisa abantu abamukela isibonelelo se-SRD njengamanje babe amaqembu amathathu ngokusekelwe kulokho okubhekwa njengokulungela umsebenzi. Abantu "abampofu kakhulu" kanye "nabampofu" kuphela abangathola u-R370 noma isibonelelo sikahulumeni sasekhaya, akukho ukwesekwa kulabo "abangekho mpofu kakhulu" abachazwa njengabaneziqu ezingaphezu kukamatikuletsheni.[33]
- I-Democratic Alliance (DA) ne-Rise Mzansi: Esikhundleni sesibonelelo se-SRD sebenzisa isibonelelo sabafuna umsebenzi, esinemibandela yokufakazela isenzo sokufuna umsebenzi. I-Rise Mzansi iphinde ibeke umkhawulo wemali yesibonelelo oyizinyanga ezintathu futhi iphakamisa ukuqeqeshelwa komsebenzi okuyimpoqo.[34]

Impendulo ye-IEJ:

- Zonke iziphakamiso azicacile, ikakhulukazi mayelana nokuthi ukufuna umsebenzi kuzochazwa futhi kuqinisekiswe kanjani.
- Isibonelelo se-SRD asanele ukusekela ukufunwa komsebenzi ngokuphumelelayo, ngoba izindleko zokufuna umsebenzi (ezilinganiselwa ku-R1469) zilidlula kude le inani lesibonelelo.[35]
- Iningi labantu abathola isibonelelo se-SRD liyawufuna kakade umsebenzi, kodwa aliyitholi imisebenzi ngoba ayikho imisebenzi edalwayo.[36] Ukwandisa isibalo sabafuna umsebenzi ngenkuthalo akusho ukwanda kokuqashwa kwabantu ngokuphathelene nenkinga yokuntuleka kwemisebenzi.
- Ukuhlukanisa phakathi kwezigaba zabantu abampofu ngokusekelwe ezingeni lokufaneleka akunasisekelo esenza umqondo futhi akuhambisani neqiniso lobumpofu baseNingizimu Afrika. Bonke abantu abathola isibonelelo se-SRD (kungakhathaleki amazinga emfundo), ngokwencazelo, bampofu, njengoba behlangabezana nomkhawulo wokuhlola indlela yokuziphilisa, obekwe ngaphansi kwesilinganiso sokukwazi ukuthenga ukudla okwanele.
- Isibonelelo sikahulumeni esinesikhathi esinqunyelwe sabafuna umsebenzi asiwenzi umqondo lapho abantu abaningi abafuna umsebenzi bechitha isikhathi esingaphezu konyaka bengasebenzi.[37]

Amanqaku asekugqibeleni

1. McVicar, D. (2020). The impact of monitoring and sanctioning on unemployment exit and job-finding rates. IZA World of Labor 2014.
2. World Bank. (2021). South Africa - Social Assistance Programs and Systems Review : Policy Brief (English). Washington, D.C. : World Bank Group.
3. Bheka Memo on Treasury and Presidency Proposals to Replace the SRD Grant.
4. Howson, K., Chikte, A., Baduza, S., Pillay, P., & Coleman, N. (2024). How Do Parties Compare on Basic Income Policy? Universal Basic Income Coalition.
5. Incazelo esemthethweni ye-StatsSA (noma 'efinyeziwe') yokuntuleka kwemisebenzi ithi: Abantu abangasebenzi (abaneminyaka eyi-15 kuya kwengama64) yinoma yibaphi abantu abangaqashiwe phakathi neviki okukhulunywa ngalo; umuntu obewufuna ngenkuthalo umsebenzi noma ozame ukuqala ibhizinisi emasontweni amane andulela ingxoxo yenhlolokhono; futhi ubengawamukela umsebenzi ukube ubungavela, okungukuthi ubengakwazi ukuqala ukusebenza noma ukuqhuba ibhizinisi phakathi neviki okukhulunywa ngalo; noma umuntu ongazange afune ngenkuthalo umsebenzi emasontweni amane adlule, kodwa ukube umsebenzi noma ithuba lebhizinisi belingavela ngosuku oluthile esikhathini esizayo ubengalithatha.

Izinga elisemthethweni lokuntuleka kwemisebenzi elisekelwe kule ncazelo lalingu-33.5 ku-Q2:2024. Incazelo 'eyandisiwe' yokuntuleka kwemisebenzi ihlanganisa abafuna umsebenzi abadikibele. Laba ngabantu abangaqashiwe phakathi nesikhathi okukhulunywa ngaso kodwa ababefuna ukusebenza noma ababetholakala ukuze basebenze/baqale ibhizinisi kodwa abangazange bathathe izinyathelo zokuthola umsebenzi ngenxa yesizathu esiyinhloko esinikeziwe sokungawufuni umsebenzi esingokunye kokulandelayo: akukho misebenzi etholakala endaweni; abakwazi ukuthola umsebenzi odinga amakhono abo; balahlekelwe ithemba lokuthola noma yiluphi uhlobo lomsebenzi. Izinga lokungasebenzi elandisiwe lalingu-42.6% ku-Q2:2024.

6. Statistics South Africa. (2024). Quarterly Labour Force Survey, Quarter 2 (Q2). Pretoria: Statistics South Africa.
7. Statistics South Africa. (2024). Quarterly Labour Force Survey, 2008 Q1 to 2024 Q2: Trends Data. Pretoria: Statistics South Africa.
8. Statistics South Africa. (2024). Quarterly Labour Force Survey, Quarter 2 (Q2). Pretoria: Statistics South Africa.
9. Bhorat, H. and Köhler, T. (2024). The Labour Market Effects of Cash Transfers to the Unemployed: Evidence from South Africa. Development Policy Research Unit Working Paper 202405. DPRU, University of Cape Town.
10. SASSA. (2024, August 22). Portfolio Committee on Social Development Workshop.
11. McVicar, D. (2020). The impact of monitoring and sanctioning on unemployment exit and job-finding rates.
12. Marinescu, I. E. (2017). Job search monitoring and assistance for the unemployed. IZA World of Labor 2017.
13. Ibid
14. Card, D., Kluve, J., & Weber, A. (2018). What Works? A Meta Analysis of Recent Active Labor Market Program Evaluations. Journal of the European Economic Association, 16(3), 894–931
15. Ukuze uthole ingxoxo egcwele bheka - Howson, K., Abrahams-Fayker, H., Megannon, V., & Moyo, G. (2024, July 30). SASSA's fraud management system is fraught with danger. GroundUp News.
16. de Witte, H., Rothmann, S., & Jackson, L. T. (2012). The psychological consequences of unemployment in South Africa. South African Journal of Economic and Management Sciences, 15(3), 235–252.
17. Klaauw, B., & Berg, G. (2006). Counseling and Monitoring of Unemployed Workers: Theory and Evidence from a Controlled Social Experiment. International Economic Review, 47, 895–936.
18. Orkin, K., Goldman, M., Kreft, B., Hlela, N., Nicklin, J., Woolard, I., & Leibbrandt, M. (2023). Proposal for the extension, redesign, and repurposing of the special COVID-19 Social Relief of Distress grant for the twin goals of poverty and unemployment reduction. SA-TIED, Working Paper, 218.
19. Vawda, S., Prinsloo, M., Prinsloo, M., & Yasser, R. (2023). Measuring Stimulus Effects Around Stock Road in Philippi in the Western Cape. AFD Research Papers, 277, 1–43. Cairn.info.
20. Youth Capital. (2022). Beyond the Cost: What does it really cost people to look for work? (CLEAR-AA Policy Brief).
21. Venter, C. (2011). Transport expenditure and affordability: The cost of being mobile. Development Southern Africa, 28(1), 121–140.
22. Ibid
23. Vawda, S., Prinsloo, M., Prinsloo, M., & Yasser, R. (2023). Measuring Stimulus Effects Around Stock Road in Philippi in the Western Cape
24. StatsSA QLFS 2024: Q2
25. SRD Grant regulations 2.(f)
26. Arni, P., Lalive, R., & Van Ours, J. C. (2013). How Effective Are Unemployment Benefit Sanctions? Looking Beyond Unemployment Exit. Journal of Applied Econometrics, 28(7), 1153–1178.
27. Feder, J., & Yu, D. (2020). Employed yet poor: Low-wage employment and working poverty in South Africa. Development Southern Africa, 37(3), 363–381.
28. Coleman, N. (2024, May 26). Tough questions for SA's political parties (Part One)—The DA and the National Minimum Wage. Daily Maverick.
29. For a more detailed discussion see IEJ's UNIVERSAL BASIC INCOME GUARANTEE FACTSHEET SERIES #5
30. Ukuze uthole ingxoxo egcwele bheka iIEJ's UNIVERSAL BASIC INCOME GUARANTEE FACTSHEET SERIES #3
31. See World Bank. (2021). South Africa - Social Assistance Programs and Systems Review : Policy Brief (English). Washington, D.C. : World Bank Group.
32. World Bank. (2021). South Africa - Social Assistance Programs and Systems Review : Policy Brief (English). Washington, D.C. : World Bank Group.
33. See Memo on Treasury and Presidency Proposals to Replace the SRD Grant.
34. Howson, K., Chikte, A., Baduza, S., Pillay, P., & Coleman, N. (2024). How Do Parties Compare on Basic Income Policy? Universal Basic Income Coalition.
35. Youth Capital. (2022). Beyond the Cost: What does it really cost people to look for work? (CLEAR-AA Policy Brief)
36. Orkin, K., Goldman, M., Kreft, B., Hlela, N., Nicklin, J., Woolard, I., & Leibbrandt, M. (2023). Proposal for the extension, redesign, and repurposing of the special COVID-19 Social Relief of Distress grant for the twin goals of poverty and unemployment reduction. SA-TIED, Working Paper, 218.
37. StatSA QLFS 2024: Q2

Leli khasi lamaqiniso liyingxenye yochungechunge lwethu olumayelana ne-universal basic income guarantee (UBIG) eNingizimu Afrika. Vakashela iphothali yethu ekhethekile ye-UBIG ngokuskena ikhodi ye-QR.

Amakhasi amaqiniso kulolu chungechunge yilawa:

1. **Kungani iNingizimu Afrika idinga i-Universal Basic Income Guarantee?**
2. **Akekho oshiywa ngemuva: Okwenza imali engenayo eyisisekelo etholwa yiwo wonke umuntu ngokulinganayo ibe nengqondo kakhulu ukudlula izibonelelo eziqondiswe kwabathile kuphela**
3. **Imisebenzi iqhathaniswa Nezibonelelo: Ingabe ukuqashwa kanye nemali eyisisekelo engenayo isho izivumelwano zenqubomgomo okumelwe zenziwe?**
4. **Indlela i-UBIG engasiza ngayo izingane zibe nempilo enhle, abantu abadala bajabule kakhudlwana futhi ikhuthaze ukufunda okuqhubeka ukuphila konke**
5. **Indlela i-UBIG engathuthukisa ngayo ukuphathwa ngobulungisa kwabantu bobulili obuhlukahlukene kanye nokubumbana komphakathi**
6. **Akukona nje okunikezwayo: indlela i-UBIG enikeza ngayo abantu amandla okuchuma**
7. **"But how will we pay for it?" Financing a UBIG (English only)**
8. **Ukwakha imodeli yemizila yezimali yemali engenayo eyisisekelo**
9. **Imibandela yokufuna umsebenzi yinqubomgomo embi: Kungani iholo eliyisisekelo kungafanele libe nemibandela**
10.
11.

www.iej.org.za

We are grateful for the support of Friedrich-Ebert-Stiftung in the production of these factsheets.

FRIEDRICH EBERT STIFTUNG South Africa