# ISIMEMEZELO SE-AMMAN KANYE NOHLELO LOKUSEBENZA

INgqungquthela yeShumi Nanye Yomhlaba Wonke yeKomidi Elididiyelayo Lezikhungo Zikazwelonke ezibhekele Ukukhuthazwa Nokuvikelwa Kwamalungelo Abantu yayibanjelwa e-Amman, e-Jordan kusukela mhla zi-5 kuya kumhla ziyi-7 kuLwezi wezi-2012 kanti yayisingethwe yisikhungo samalungelo abantu, i-Jordan National Centre for Human Rights (i-JNCHR), ibambisene neHhovisi likaKhomishana oMkhulu Wamalungelo Abantu (i-OHCHR) kanjalo neKomidi Elididiyelayo Lezikhungo Zikazwelonke ezibhekele Ukukhuthazwa Nokvikelwa Kwamalungelo Abantu (International Coordinating Committee of National Institutions for the Promotion and Protection of Human Rights) (i-ICC). Isiqubulo seNgqungquthela sasithi “Amalungelo abantu besifazane kanye namantombazane: Kukhuthazwa ukulingana ngokobulili: Iqhaza lezikhungo zikazwelonke ezibhekele amalungelo abantu.”

Izikhungo Zikazwelonke Ezibhekele Amalungelo Abantu (ama-NHRI) zethulela isigqoko i-JNCHR ngokwenza umsebenzi oncomekayo wokuhlela kanye nokubaphatha ngemfudumalo. Ababeyingxenye yale ngqungquthela nabo babonga i-OHCHR, i- ICC, kanye ne-Asia Pacific Forum of National Human Rights ngokuba negalelo elibonakalayo ekuhlelweni kweNgqungquthela. Baphinda babonga banconcoza inkosi u- Abdullah II bin Al-Hussein ngokweseka kwakhe iNgqungquthela, eyavulwa nguNdunankulu Ohloniphekile wase-Jordan. Baphinda bathakasela amazwi ethulwa yiPhini likaKhomishana Omkhulu Wamalungelo Abantu, uMongameli woMkhandlu obhekele Amalungelo Abantu kanye nawezikhulumi eziqavile okubalwa kuzo iLungu leKomidi Elibhekele Ukuqedwa Kokucwaswa okubhekiswe Kwabesifazane (i-CEDAW) kanye noSihlalo weThimba laMazwe Abumbene (i-UN) elimaqondana nokuCwaswa okubhekiswe Kwabesifazane abasemkhakheni Wezomthetho Nokusebenza Kwawo kanjalo negalelo elibonakalayo elenziwa ngama-NHRI aqhamuka kuzo zonke izifunda. Kwathakaselwa kakhulu ukubamba iqhaza kwezinhlangano ze-UN okubalwa kuzo i- United Nations Children’s Fund (UNICEF), i-United Nations Population Fund (UNFPA), i- UN Entity for Gender Equality kanye ne- Empowerment of Women (UN Women).

Izinhlangano ezingekho ngaphansi kukahulumeni ezaziliqhamukisa kuzo zonke izinkalo zomhlaba nazo zabamba iqhaza elikhulu kule Ngqungquthela, kubandakanya ne-pre-Conference NGO Forum and Declaration eyaba negalelo elibonakalayo ezingxongxweni ezazidingidwa kule Ngqungquthela.

INgqungquthela Yeshumi Nanye Yamazwe Ngamazwe yamukela iSimemezelo se-Amman kanye noHlelo Lokusebenza. Kulesi Simemezelo se-Amman kanye noHlelo Lokusebenza kunanyathiselwe iziNhlelo Zokusebenza Zezifunda, ezachazwa kabanzi ngamathimba ezifunda e-NHRI engqungqutheleni, kulesi Simememezo se-Amman kanye noHlelo Lokusebenza kuphinde kwananyathiselwa iSithasiselo esiqukethe amathuluzi asemqoka aqinisekisa amalungelo abantu besifazane namantombazane.

# ISIMEMEZELO SE-AMMAN

Ababeyingxenye yengqungquthela bavumelana ukuthi amalungelo abantu besifazane namantombazane angamalungelo esintu, aqinisekisiwe ezivumelwaneni zawo onke amalungelo esintu. La malungelo esintu abandakanya amalungelo ezepolitiki, omphakathi, ezomnotho, ezenhlalo kanye nawamasiko. Naphezu kwalezi zibopho, namanje asaphulwa futhi abukelwe phansi amalungelo ezigidigidi zabantu besifazane namantombazane.

Ababeyingxenye yengqungquthela bagcizelela ukungahlukaniseki kanye nokuhlobana kwaamalungelo abantu futhi baqaphela ukuthi kukhona ukuxhumana phakathi kwezinhlobo ezahlukene zokwephulwa kwamalungelo abantu besifazane, kanjalo nezimo ezahlukile, izidingo kanye namalungelo ezingane ezingamantombazane. Ububha nokungalingani yiyona minxa esemqoka ekhuphula izinga lokucwaswa, ububha kanye nodlame langokobulili. Izinhlaka ezikholelwa ukuthi abantu besilisa yibo abanamandla okulawula, izinhlelo kanye nezinqumo zezomnotho osesigabeni esikhulu kubukela phansi impilo negalelo labantu besifazane nabo abakhahlanyezwe kakhulu izimpi, udlame, ukuntuleka kwemisebenzi kanye nokuqashwa emisebebenzini enobungozi. Lezi zinqumo zinomthelela omubi kwabesifazane namantombazane uma kubhekwa isikhathi, impilo kanye nokuphepha kwabo, kunjalo nje yibo abathwala kanzima maqondana nokungabi namali kubandakanya ukuncishiswa kwesabelomali esimaqondana nezinsiza zomphakathi, okungabalwa kuzo ezempilo, ezemfundo kanye nokuphepha komphakathi. Umthelela omubi kakhulu omaqondana nenkinga yezezimali ekhungethe izwe nomhlaba wonke emhlabeni nakuzwelonke ushaya kakhulu kubantu abadla imbuya ngothi, iningi labo okungabantu besifazane namantombazane.

Amazwe kanye nezinhlangano zamazwe ahlangene zinesibopho sokubeka icala lezo zinhlangano ezephula namalungelo esintu, ngokuhambisana nesibophezelo sazo sokuvikela amalungelo abantu besifazane namantombaazane njengalokhu kubaluwe emqulwiniobizwa ngokuthi yi-UN Guiding Principles on Business and Human Rights,

Ababeyingxenye yengqungquthela bakuqaphela ukuthi basebaningi kakhulu abahlukumezekayo ngenxa yokucwaswa okunhlobonhlobo, nokuthi abanye besifazane basesengcupheni, okuhlanganisa: abesifazane bezinhlanga ezinabantu abayidlanzana, abesifazane bomdabu, abayinzalo yase-Afrika, ababhacile, abangondingasithebeni, abafudukile, abahlala ezindaweni zasemakhaya nasezizindaweni ezisemajukujukwini, abesifazane abadla imbuya ngothi, abesifazane abasezikhungweni noma ababoshiwe, abesifazane abakhubazekile, abesifazane asebekhulile, abafelokazi, abesifazane abahlala lapho kunezimpi khona, abantu besifazane abacwaswayo, kubandakanya ukucwaswa ngenxa yesimo sesandulelangculazi, udlame lwasekhaya nolwasemndenini, abadayisa umzimba, abesifazane abakhetha ucansi oluhlukahlukene, ukuzibandakanya ngokocansi okuhlukile kanye/noma ubulili, abesifazane abazijova ngezidakamizwa kanye/noma abathembele kakhulu ezidakamizweni, kanye nabesifazane abangabagilwa bokushushumbiswa kwabantu.

Amalungelo abantu besifazane acaciswe kahle ezivumelwaneni zamazwe ngamazwe, ezimemezelweni nakuzibophezelo zezepolitiki emazingeni amazwe, ezifunda anye nakuzwelonke. Ama-NHRI agcizelela ukuthi kusemqoka ukuba oHulumeni baqalise ukusebenza ngokugcwele nangokushesha lezi zibophezelo azamukela.

Ama-NHRI ayehlangene avumelana ngemigomo ebanzi elandelayo kanye neminxa okuzosetshenzwa ngaphansi kwayo:

1. Ukubeka eqhulwini kanye nokugqamisa amalungelo abantu besifazane namantombazane kanye nokulingana ngokobulili kukho konke uhlela kwabo kwamasu okusebenza, izinqubo, izinqubomgomo, izinhlelo kanye nemisebenzi, ngenhloso yokuba kusungulwe izinhlelo zokungenelela ezizinzile ukuze kufezekiswe ukulingana ngokobulili. Lokhu kuyobandakanya ukuthuthukisa kanye nokuqaliswa koqeqesho lwamalungu kanye nabasebenzi be-NHRI olumayelana nokulingana ngokobulili bese kubuyekezwa izinhlaka zabo zangaphakathi ngenhloso yokuba kube nokulingana ngokobulili kuwo wonke amazinga kanye nakuyo yonke iminxa yokusebenza kwawo, kubandakanya nokuqinisekisa ukuthi akukho ukuhlukumezana ngokocnsi, udlame nobubhoklolo ezindaweni zokusebenza zama- NHRI. Uma kunesidingo kuyomele i- NHRI icele usizo kongoti bezikhungo ezingaphansi kwe-UN, i- ICC, amaKomidi Ezifunda Adidiyelayo), noma-ke acele ezinye izikhungo ukuba zeseke le mizamo yawo;
2. Ukuqinisa ukusebenzisana phakathi kweminyango ye-NHRI ebhekele amalungelo abesifazane nezingane lapho ikhona, noma lapho kufanele, ukusebenzisa nezikhungo ezikhethekile ezingeni likazwelonke ezibhekana nalezi zindaba, kanye nokuxoxisana nezinhlangano kanye nababambiqhaza ezingeni likazwelonke, lesifunda kanye nelamazwe ngamazwe, kubandakanya izinyunyana zabasebenzi, izinhlangano ze-UN, izinhlangano ezingekho ngaphansi kukaHulumeni, izinhlangano zomphakathi, kanye nezinhlangano zesifunda kanjalo neminyango kahulumeni esebenzisanayo ngenhloso yokukhuthaza nokuvikela amalungelo abantu besifazane namantombazane kanye nokulingana ngokobulili;
3. Ukuqapha oHulumeni ukuthi bayazifezekisa yini izibophezelo zabo ezimaqondana namalungelo abantu, lapho umyalelo we-NHRI ukuvuma lokho, kuqashwe ukuthi izinhlangano ezingekho ngaphansi kukaHulumeni ziwagcina yini amaqophelo amalungelo abantu, kubalwa namalungelo abantu besifazane namantombazane kanjalo nokulingana ngokobulili. Ama-NHRI kumele eseke imizamo yokuqinisekisa yokuthi amalungelo abantu besifazane angokomthetho nayiqiniso ayalingana nawabantu besilisa, ukufezekisa lokhu kungadinga ukub kuthathwe izinyathelo eziyisipesheli kanye nokuphathwa kwabo ngendela ehlukile. Le mizamo ingabandakanya ukudidiyelwa kwamalungelo abantu besifazane namantombazane kanye nokulingana ngokobulili eziNhlelweni Zokusebenza zikaZwelonke ezimaqondana Namalungelo Abantu kanye neminye imithetho nezinqubomgomo eziqondene. Kuyomele kuthathiselwe kumqulu owaziwa ngokuthi I-Beijing Platform for Action oveza iminxa eyishumi nambili okumele ibhekisiswe. Lo mqulu kumele ube ngumhlahlandlela wokuhlola izinyathelo ezithathwa nguHulumeni ukuqinisekisa ukuhlonishwa kwamalungelo abantu besifazane namantombazane;
4. Ukuphendula nokuphenya izinsolo zokwephulwa kwamalungelo abantu besifazane namantombazane, kubandakanya zonke izinhlobo zokucwaswa kwabantu besifazane namantombazane, udlame langokobulili, ukwephulwa kwamalungelo amaqondana nezomnotho, ezenhlalo kanye namasiko, ukwephulwa kwamalungelo okukwazi ukukhulelwa nokuzala kanjalo nokubandlululwa nje emphakathini nakwezepolitiki, bese kuhlonzwa izinqubo okungenzeka ukuthi zibhebhezela lokhu kwephulwa kwamalungelo. Kumele imiphumela yophenyo kanye nemibiko yakhona iholele ekuhlanganisweni kwezincomo ezizoya kuHulumeni ukuze azisebenzise ngenhloso yokufezekisa izibophezelo zokuqinisekisa ukuhlonishwa kwamalungelo abantu besifazane namantombazane, kanjalo kuqedwe ukugajeziswa kwalabo abephula lawa malungelo;
5. Ukwenza kube lula ukuthi abesifazane namantombazane bafinyelele kwezobulungiswa, kubandakanya izindlela zokuxazulula ezifaka umthetho nezingawufaki umthetho, ngokuhambisana nomyalelo wawo;
6. Ezimweni lapho am-NHRI enamandla okwahlulela, awasebenzise ngokugcwele ukuze anikeze usizo kwabesifazane namantombazane abangabagilwa, bese ephoqelele ukuba kuthathwe izinyathelo zokuphatha ezifanele noma kushushiswe izephulamthetho;
7. Ukukhuthaza ukufezekiswa kwamalungelo abantu besifazane kanye namantombazane, kubandakanya neSivumelwano Samazwe Ngamazwe esimaqondana Namalungelo Abantu Nawezepolitiki, Isivumelwano Samazwe Ngamazwe Samalungelo Ezomnotho, Ezenhlalo Namasiko, Isivumelwano Samalungelo Ezingane, Isivumelwano Samalungelo Abantu Abakhubazekile, kanye nezinye izinkambiso namaqophelo amalungelo abantu, zenziwe zibe ngumthetho nezinqubomgomo zikazwelonke, njengalokhu kubalulwe ku-CEDAW;
8. Ukugqugquzela ukuba kuhoxiswe imikhawulo emaqondana nalezo zivumelwano ngenhloso yokuba kuqiniswe ukuqaliswa kokusebenza kwazo zonke izivumelwano ezimaqondana namalungelo abantu;
9. Ukuqapha kanye nokukhuthaza ukuqaliswa kokusebenza kwezincomo zezinhlangano ezinesivumelwano kanye nezinqubo ezikhethekile, iziphakamiso zezinhlangano zohulumeni abasebenzisanayo abangaphansi kwe-UN, kubalwa ne-General Assembly, uMkhandlu Obhkele Ezamalungelo Abantu, iKhomishini ebhekele Isimo Sabantu Besifazane (i-UN CSW) kanye neKhomishini ebhekele Umphakathi kanye Nenthuthuko; ngokunjalo nezincomo ezamukelwe ngoHulumeni ngokwe- Universal Periodic Review (UPR);
10. Ukusebenza nalabo abavikela amalungelo abantu besifazane, futhi kunakwe ngokuthe xaxa ukuhlukunyezwa kwangokobulili kwabesifazanee abangabavikeli bamalungelo abantu besifazane behlukunyezwa ngenxa yokuthi nje bangabantu besifazane kwabona kumbe ngenxa yokuthi bavikela ukuhlukumezeka kwabanye ngokobulili, bese kukhuthazwa ukuthi bathole izisombululo uma kwephulwe umthetho;
11. Ukwakha ubudlelwano bamasu okusebenza nezinhlangano ze-UN okubalwa kuzo i-UN Women, i-UNDP, i-UNICEF, i-UNFPA, kanye ne-OHCHR ukuze kuqiniswe ukusebenzisana nama-NHRI futhi ahlonyiswe ngamandla nangolwazi ukuze akwazi ukukhuthaza nokuvikela ngempumelelo amalungelo abantu besifazane namantombazane;
12. Ukuqhuba izinhlelo zokufunda, ukuqhakambisa nokuqwashisa ngamalungelo abantu besifazane, ukulingana ngokobulili kanye nangamaqophelo amazwe ngamazwe afanele. Kumele kugxilwe kakhulu ekuqedweni kokubandlululwa, amasiko kanye nayo yonke imikhuba eqhutshwa ngokomqondo wokuthi obunye ubulili bungaphansi obunye buphezulu kumbe ukuthi kukhona imisebenzi okukholelwa ukuthi ineryabesifazane nemisebenzi ekungayabesilisa. Kungumsebenzi wama-NHRI ukuqeda ukucwaswa kwabesifazane namantombazane aphumela obala uma kuhlukunyezwa amalungelo abo;
13. Ukwakha imihlahlandlela, lapho kufanele, emaqondana namalungelo abantu besifazane namantombazane kanye nokuqapha ukuthi uHulumeni uyayithobela yini leyo mihlahlandlela;
14. Ukuqapha kanye nokusebenzisana nabantu kanye nezinhlangano ezisemikhakheni ezimele nengekho ngaphansi kukahulumeni ukuze kuqinisekiswe ukuthi abacwaswa abantu besifazane kanye namantombazane;
15. Ukuqapha lokho okwenziwa ngamabhizinisi, kusukela kwawendawo kuya kwawomhlaba jikelele, bese kubikwa nganoma yimiphi imithelela emibi ethunaza abantu besifazane kanye namantombazane ekuthokozeleni amalungelo abo;
16. Ukubeka eqhulwini kanye nokuqhakambisa amalungelo abantu besifazane namantombazane kanjalo nokulingana ngokobulili ngokuba kubanjiswane kuzo zonke izindlela ezisetshenziswa emhlabeni jikelele nasezifundeni zokukhuthaza amalungelo abantu besifazane, kanye nokuxhumane ngezinqubo zomhlaba wonke okubalwa kuzo i-post-2015 development agenda, i- ICPD Beyond 2014 Global Review, i-Beijing Platform of Action, kanye ne-Vienna Programme of Action;
17. Ukunxenxa oHulumeni ukuba babeke eqhulwini amalungelo abantu, kubandakanya amalungelo abantu besifazane namantombazane, ekuxhumaneni kwabo nezikhungo zezezimali nezohwebo emhlabeni jikelele, kanye nasezingxoxweni ezimaqondana nezivumelwano zamazwe ngamazwe ezimaqondana nalezi zindawo.

# UHLELO LOKUSEBENZA LWE-AMMAN

Ikomidi Elalilungiselela ukubanjwa kweNgqungquthela lakhethe izindikimba ezazizodingidwa, ezithinta ikakhulu izindaba eziqondene nomsebenzi wama-NHRI ezifundeni zonke. INgqungquthela yavumelana ngalawa maphuzu alandelayo okuzosetshenzelwa phezu kwawo maqondana nalezi zindikimba, okuyiwona i-NHRI azawabeka eqhulwini kule minyaka eyishumi ezayo, kuya phambili:

## Ama-NHRI kanye Nokubamba Iqhaza Kwabantu Besifazane Kwezepolitiki kanye nasezindabeni ezithinta Umphakathi

1. Ukugqugquzela ukuba kususwe nanoma yimiphi imithetho ebandlululayo enqanda abantu besifazane ukuba babambe iqhaza emphakathini kanye nakwezepolitiki;
2. Ukukhuthaza izinyathelo, kubalwa imfundo kanye nokwamukelwa kwemithetho nezinqubo, ukuze kunqandwe imikhuba kanye nezithiyo zezenhlalo namasiko kanye nezinkolelo ezidikibalisa noma ezivimbela abantu besifazane ukuba basebenzise ilungelo labo lokuvota noma babambe iqhaza emphakathini, kwezokuthula kanye nakuzinqubo zezepolitiki;
3. Ukwelekelela noma ukweseka abantu besifazane ababhekene nezithiyo zezenhlalo nezomnotho ezibanqanda ukuba babambe iqhaza emphakathini nakwezepolitiki, okungaba ukungakwazi ukufunda nokubhala, ulimi, ububha, kanye nezingqinamba ezibavimbela ukuba bahambe ngokukhululeka, ngenhloso yokuba zisuke lezo zithiyo;
4. Ukukhuthaza ukuba kwamulekwe izinyathelo eziyisipesheli zesikhashana ukuze kuqinisekiswe ukuthi abantu besifazane bameleleka ngokwanele ezikhundleni zokuqokwa noma zokuqashwa ezinhlakeni zikahulumeni zeziphathimandla, zezemithetho nezobulungiswa, futhi kusetshenzwe namaqembu zezepolitiki ukuze amukele izinyathelo eziqinisekisa ukwesekwa kwabantu besifazane abaningi abangenela lezo zikhundla;
5. Ukukhuthaza izindlela eziqinisekisa ukuthi amantombazane ayalalelwa uma kudingidwa izindaba ezithinta inhlalakahle yawo;

## Ama-NHRI kanye Namalungelo Abantu Besifazane Ezomnotho Nezenhlalo

1. Ukuqapha kanye nokubika ukuthobela koHulumeni izibophezelo zabo zokuhlonipha, ukuvikela kanye nokufezekisa amalungelo abantu besifazane ezomnotho, ezenhlalo nawezamasiko, kanye nokuqinisekisa ukungabandlululwa kwabo lapho besebenzisa lawo malungelo. Kumele kuqashelwe ukuthi kuyaqinisekiswa ukuthokozela kwabantu besifazane amalungelo abo ezomnotho, inhlalo namasiko uma kubhekwa ukuthathwa kwezinyathelo ezinqala nezinye izimpendulo ezimaqondana nezingqinamba zezezimali;
2. Ukweseka imizamo yokuhlaziya ukuthi ngabe oHulumeni basebenzisa izinsiza ezikhona ezanele yini ekuqinisekiseni inqubekela phambili ekufezekisweni kwamalungelo abantu besifazane ezomnotho, inhlalo namasiko ngokuba kukhuthazwe oHulumeni ukuba basebenzise umbono wokubhekelela ubulili ezinqubeni zawo zokuhlela, kanye nezindlela zokwabiwa kwemali ezibhekelela amalungelo abantu nezobulili. Ama-NHRI kumele azazise amaPhalamende ngalokho akutholile ukuze afake isandla ekuthathweni kwezinqumo ezimaqondana nokwabiwa kwezimali futhi akhuthaze ukusetshenziswa kwezindlela zokwabiwa kwezimali ezibhekelela amalungelo abantu nobulili;
3. Ukuqapha nokuhlola imithetho, izinqubomgomo zomphakathi kanye nezabelomali, kubandakanya izinqubomgomo zezomnotho wezinhlelo ezinkulu nezohwebo, kanjalo namasu okunciphisa ububha, amasu amaqondana nomphakathi kanye namanye amasu okuhloswe ngawo ukufezekisa i-Millennium Declaration and Goals, bese kuxoxiswana nemikhakha eqondene, ngenhloso yokukhuthaza ukuba kususwe izihlinzeko ezibandlulula noma ezinomthelela wokubandlula abantu besifazane, bese kukhuthazwa izindlela zokulungisa, uma kungenzeka futhi kufanele;
4. Ukwelekelela ekuqeqesheni abameli, abashushisi, amajaji, amalungu ephalamende, kanye nabasebenzi bakahulumeni maqondana namalungelo abantu besifazane amaqondana nezomnotho, ezenhlalo namasiko;
5. Ukweseka kanye nokwelekelela ukuba kutholakale izisombululo zokusiza abantu besifazane okuphulwe amalungelo abo ezomnotho, ezenhlalo namasiko, kanye nokugqugquzela ukuba kube nokuhlonishwa nobulungiswa kwamalungelo ezomnotho, ezenhlalo namasiko ezweni, uma kunesidingo;
6. Ukuqhuba izinhlelo zokuqwashisa nabantu besifazane ngenhloso yokubafundisa ngamalungelo abo kanye nezindlela ezikhona abangazisebenzisa ukuthola amalungelo abo ezomnotho, ihlalo namasiko;
7. Ukweseka imizamo yokuqapha izinhlelo zokweseka intuthuko ukuze kuqinisekiswe ukuthi azicwasi noma azibancishi amathuba abantu besifazane nanokuthi zibeka eqhulwini ukufezekiswa kokulingana ngokobulili kanye namalungelo abantu besifazane namantombazane;
8. Ukuqapha noma ukweseka imizamo yokuqapha amalungelo abantu besifazane yokuba baqashwe emisebenzini enesithunzi, kubalwa nokuhola amaholo alingana nozakwabo besilisa, ukufinyelela ngokulingana emfundweni, ukuqeqeshwa kanye nokuthuthukiswa ngokomsebenzi, kanjalo nokuqinisekisa impilo, ukuphepha kanye nenhlalakahle yabantu besifazane emsebenzini;
9. Ukuqapha noma ukweseka imizamo yokuqapha imisebenzi engakhokhelwa yabantu besifazane bese kuhlinzekwa ngezincomo zokweseka abantu besifazane abanezibopho zokunakekela, ezifana nokuqinisekisa ukunakekelwa okufanele kwezingane, ilivu ekhokhelwayo yobuzali, kanye nokuvumela izinhlelo zokusebenza ngendlela evemelana nesimo, ukubala nje okumbalwa, kube kukhuthazwa ukulingana uma kwenziwa imisebenzi yasekhaya;

## Ama-NHRI kanye noDlame olubhekiswe kubantu besifazane namantombazane

1. Ukukhuthaza kanye nokwelekelela ekuhlanganiseni isizinda sobufakazi (isib, imininingwane eqoqiwe, imibuzo, uphenyo) obumaqondana nohlobo, ubngako, izimbangela kanye nomthelela wazo zonke izinhlobo zodlame lwangokobulili, kanye nokusebenza ngempumelelo kwezinyathelo zokugwema nokubhekana nodlame lwangokobulili;
2. Ukukhuthaza kanye nokweseka ukwamukelwa kwemithetho elwisana nodlame lwasekhaya nolwasemndenini, ukuhlukumeza ngokocansi kanye nazo zonke ezinye izinhlobo zodlame lwangokobulili, ngokuhambisana namaqophelo omhlaba wonke amaqondana namalungelo abantu;
3. Ukweseka ukwamukelwa kweziNhlelo Zokusebenza kuZwelonke ukuze kubhekwane nodlame olubhekiswe kubantu besifazane olubandakanya ukuhlinzekwa kweziNhlelo Zokusebenza kuZwelonke ezizoqashwa ziphinde zihlolwe ngokuzimela;
4. Ukuqeqesha abasebenzi ababhekele ezobulungiswa kaye nalabo bezokuqiniswa komthetho, ongoti bezempilo, ngokunjalo nabanye abasebenzi bakahulumeni, ngokumaqondana nokubhekana nodlame olubhekiswe kubantu besifazane, ukulingana ngokobulili kanye namalungelo abantu besifazane; uma igunya liwavumela
5. Ukukhuthaza ukuthi kube nezinyathelo, ezibandakanya ukuhlinzeka ngezindlela zokuqondisa ubugwegwe, ukunqanda kanye nezinyathelo zokuhlumelelisa izimilo ukuze kuvikelwe abantu besifazane namantombazane ekushushumbisweni kanye nezinye izinhlobo zokuxhashazwa ngokocansi;
6. Ukusiza abagilwa abangabantu besifazane namantombazane ekutheni bazazi futhi bazisebenzise izinqubo zokuletha izikhalo nezisombululo, kubalwa nezinxephezelo bese kuqinisekiswa amandla ezobulungiswa ama-NHRI okubhekana nezikhalo ezimaqondana nodlame olubhekiswe kwabesifazane namantombazane;
7. Ukuqhamuka nezinhlelo zokunqanda kanye nokulwisana nokuhlukunyezwa ngokocansi, kanye nezinyathelo zokuvikela abantu besifazane ekuhlukunyezweni ngokocansi kanye nezinye izinhlobo zodlame lwangokobulili endaweni yokusebenza, ezikoleni, kumbe kwezinye izikhungo, esingabala kuzo amajele;
8. Ukusungula noma ukweseka ezemisebenzi ezinezinsiza ezanele ezibhekele abagilwa bodlame lwasekhaya nolwasemndenini, abahlukunyezwe ngokocansi kanye nezinye izinhlobo zodlame lwangokobulili, kubandakanya izikhungo zokukhosela, abasebenzi bezempilo abaqeqeshwe ngokuyisipesheli, ezemisebenzi yokuhlumelelisa izimilo, ezoluleko kanye nezomthetho, kanye nokuqinisekisa ukuthi le misebenzi iyatholakala ikakhulu kubantu besifazane abancishwe amathuba;
9. Ukukhuthaza ukuba kuqaliswe ukusebenza uHlelo Lwamasu Okusebenza neziNdlela Zokusebenza Ezibonakalayo ezimaqondana Nokuqandwa Kodlame Olubhekiwe Kubantu Besifazane eMkhakheni Wokunqanda Ubugebengu kanye Nobulungiswa ezindabeni ezithinta Ubugebengu, ngokunjalo neMithetho Yamazwe Abumbene emaqondana nokuPhathwa Kweziboshwa Zabesifazane kanye Nezinyathelo zokungabi nelungelo Lokuba Nezingane Kwezaphulamthetho Ezingabesifazane ( (Imithetho yase-Bangkok);
10. Ukusungulwa kanye nokweseka izinyathelo zokubhekana nokwephulwa kwamalungelo abantu okubhekiswe kubantu besifazane abaphila ngaphansi kwezimo zezimpi, ikakhulu udlame lokuhlukunyezwa ngokocansi, kanye nokuthwesa amacala abahlukumezi okuyibo abephula umthetho;

## Ama-NHRI kanye naMalungelo Abantu Besifazane Ezempilo Nawokuzala Abantwana

1. Ukuvikela kanye nokuqhakambisa amalungelo okuzala abantwana ngale kokubandlululwa, ukwazisa amalungelo okukwazi ukuzala abantwana kubandakanywa ilungelo eliseqophelweni eliphezulu okungafinyeleleka kulo lezempilo yezoncansi neyokuzala abantwana, ilungelo lawo wonke umuntu lokuziinqumela ngokukhululeka nangokuzicabangela inani, ukulamana, kanjalo nesikhathi ozothola ngaso abantwana, kanye nangokumaqondana nobulili bazo, nokuba nolwazi nezindlela zokwenza lokho ngale kokucwaswa, udlame noma ukucindezelwa, njengalokhu kubalulwe ku- Beijing Platform of Action kanye ne-Programme of Action of the Intgernational Conference ofon Population and Development.
2. Ukukhuthaza kanye nokwelekelela ekuhlanganiseni isizinda sobufakazi (isib, imininingwane eqoqiwe, imibuzo, uphenyo) obumaqondana nokusetshenziswa kwamalungelo okzala abantwana kanye nelungelo lezempilo yezocansi neyokuzala abantwana, kubalwa kepha kungagcini emacaleni okubandlululwa ngokomthetho nokungemthetho ngokumaqondana nokuthola ulwazi nezinsiza zokunakekelwa ngokwezempilo yocansi neyokuzala abantwana, ukuvalwa inzalo ngempoqo, ukuhushulwa isisu ngempoqo, ukuganiswa kwezingane, ukuganiswa ngempoqo, ukudonswa/ ukusikwa kwesitho sangasese somuntu wesifazane, ukukhethwa kobulili ngendlela echemile kanye neminye imikhuba enobungozi;
3. Ukubuyekeza imithetho kazwelonke kanye nemithethonqubo yezokuphatha emaqondana namalungelo okuzala abantwana, esingabala kuyo leyo yokwengamela imindeni, ezempilo yezocansi neyokuzala abantwana, kubandakanya imithetho imithetho ecwasayo noma eyenza kube yicala ukuthola izinsisa zezempilo ezimaqondana nezocansi nokuzala abantwana, bese kuphakanyiswa izincomo zokusiza oHulumeni ukuze bakwazi ukufezekisa izibophezelo zabo ezimaqondana namalungelo abantu;
4. Ukukhuthaza izinyathelo zokuqinisekisa ukuthi abantu bayaluthola ulwazi olunzulu nezinsiza ezimaqondana nezempilo yezocansi neyokuzala abantwana, kanye nokususa izithiyo ezivimba ukuthi anoma imigoqo evimbela lokho, kanjalo nokweseka kokusungulwa kwezindlela zokuba nesibopho sokubika nokuziphendulela ukuze kusetshenziswe imithetho ngempumelelo futhi kuqhanyukwe nezisombululo uma kwenzekile zangagcinwa izibophezelo;

Kwavunyelwana eNgqungqutheleni ukuthi kufanele i-ICC:

1. Yabe isikhathi emhlangamweni wayo wonyaka sokubheka iqhaza okumele libanjwe ngama- NHRI ekuqhakambiseni nokuvikela amalungelo abantu besifazane;
2. Ikhuthaze ukwakheka okuxubile kwama-NHRI njengalokhu kubekwe emigomweni eyaziwa ngokuthi ama- Paris Principles, njengalokhu ikhuthaza ukuba kubhekelelwe ubulili, ubuzwe noma izinhlanga ezinabantu abayingcosana, kubandakanya ngisho emakomidini ayo asemthethweni. Lapha kubalwa nokuqinisekisa ukumeleleka nokubamba iqhaza ngokulingana kwabantu besifazane kuma-NHRI;
3. Iqhubeke nokugqugquzela ukuba ama-NHRI abambe iqhaza ngokuzimela, okwaziwa nge-A- Status, ku- UNCSW, njengalokhu kwaphakanyiswa yi- UN Human Rights Council Resolution 20/14; bese kugqugquzelwa i-ICC, amakomidi ama-NHRI adidiyelayo ezifunda kanye nama- NHRI ukuba abe yingxenye, ngokuhambisana noHulumeni bawo uma kufanele, emhlanganweni wama-57 we-CSW (mhla zizi-4 kuya kumhla ziyi-14 kuNdasa wezi-2013) owawugxile esiqubulweni esithi ‘Ukuqedwa nokunqanda zonke izinhlobo zodlame olubhekiswe kubantu besifazane namantombazane’;

Ama-NHRI angabuye athathe lezi zinyathelo ezilandelayo:

1. Ukuqalisa ukusebenza kwezinhlelo zokusebenza zama-NHRI ezifunda ezimaqondana nokukhuthaza kanye nokuvikela amalungelo abantu besifazane namantombazane, ngokusebenzisa lesi Simemezelo sase-Amman kanye noHlelo Lokusebenza kube luhlaka, bese kwengezwa ngezinhlelo zokungenelela zezifunda ezifanele okuzobikwa ngazo emihlanganweni yama-NHRI yezifunda nasezingqungutheleni ze-ICC;
2. Ukuhumusha lo mqulu weSimemezelo kanye Nohlelo Lokusebenza ube ngezilimi zendawo bese lukhishwa emaphephandabeni, kuzizindalwazi, ezinkundleni zokuxhumana, kanye nasezinhlanganweni zomphakathi nakweminye imithombo ukuze kuqinisekiswe ukuthi umphakathi wezwe lonke ngobubanzi bawo uyaqwashiswa noma uyasazi lesi Simemezelo;
3. Ukuhlela imihlangano yokuxoxisana kuzwelonke ebandakanya bonke ababambiqhaza nabalingani abasemqoka ukuze kudingidwe imiphumela yeNgqungquthela kanye nezinyathelo zokuqaliswa kokusebenza koHlelo Lokusebenza lwe-Amman ezingeni likazwelonke.

## ISITHASISELO 1

**IZINSIZANGQANGI EZIMAQONDANA NAMALUNGELO ABANTU BESIFAZANAE NAMANTOMBAZANE**

Izivumelwano Zomhlaba Wonke

* ISivumelwano Somhlaba Wonke esimaqondana Namalungelo Omphakathi Nawezepolitiki (International Covenant on Civil and Political Rights)
* Isivumelwano Somhlaba Wonke esimaqondana Namalungelo Ezomnotho, Inhlalo kanye Namasiko (International Covenant on Economic, Social and Cultural Rights)
* Isivumelwano Esimaqondana Nokuqedwa kwalo lonke uhobo Lokucwasa Okubhekiswe Kubantu Besifazane (Convention on the Elimination of all forms of Discrimination Against Women)
* Isivumelwano esmaqondana Namalungelo Ezingane (Convention on the Rights of the Child)
* Isivumelwano esimaqondana Namalungelo Abantu Abakhubazekile (Convention on the Rights of Persons with Disabilities)
* UMthetho wase-Rome omaqondana neNkantolo Yomhlaba ebhekele Ezamacala Obugebengu (Rome Statute on the International Criminal Court)
* Inqubo emaqondana Nokunqanda, Ukuvimbela kanye Nokujeziswa kwalabo Abashushumbisa abantu ikakhulu abantu Besifazane Nezingane, (Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children), eiyisengezo seSivumelwano Samazwe Abumbene esimayelana Nobugebengu Obuhleliwe (United Nations Convention against Transnational Organized Crime)

Izivumelwano Zezifunda ezimaqondana Namalungelo Abantu

* Usomqulu Wase-Afrika omayelana Namalungelo Abantu (African Charter on Human and Peoples’ Rights), kanye neNqubo emayelana Namalungelo Abesifazane e-Afrika (Protocol on the Rights of Women in Africa (Maputo Protocol))
* Isivumelwano saseMelika esimaqondana Namalungelo Abantu (American Convention on Human Rights), kanye neSivumelwano esimayelana Nokunqandwa, Ukujeziswa kanye Nokuqedwa Kodlame Olubhekiswe Kwabesifazane (Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women)
* USomqulu wase-Arab omaqondana Namalungelo Abantu (Arab Charter on Human Rights)
* Isivumelwano saseYurophu esimaqondana Namalungelo Abantu (European Convention on Human Rights), kanye noMkhandlu Wesivumelwano esimayelana nokunqanda kanye nokuqeda udlame olubhekiswe kwabesifazane kanye nodlame lwasekhaya (Council of Europe Convention on preventing and combatting violence against women and domestic violence)

Izivumelwano ze-ILO

* Isivumelwano esmaqondana Namaholo Alinganayo, i-Equal Remuneration Convention yowe-1951 (No. 100)
* Isivumelwano esimaqondana Nokubandlululwa Emsebenzini, i-Discrimination (Employment and Occupation) Convention, yowe-1958 (No. 111)
* Isivumelwano esimaqondana Nabasebenzi Abanezibophezelo Zomndeni, i-Workers with Family Responsibilities Convention, yowe-1981 (No. 156)
* Isivumelwano esimaqondana Nabantu Bomdabu, i-Indigenous and Tribal Peoples Convention, se-1989 (No. 169)
* Isivumelwano esimaqondana Nomsebenzi Wesikhashana, i-Convention concerning Part-time work (No 175)
* Isivumelwano esimaqondana Nokuvikeleka Kwabakhulelwe, i-Maternity Protection Convention, sowezi-2000 (No. 183)
* Isivumelwano esimaqondana Nabasebenzi Basezindlini, i-Domestic Workers Convention, sowezi-2011 (No. 189)

Izimemezelo Zamazwe Omhlaba kanye Nezibophezelo Zezepolitiki

* I-Vienna Declaration and Programme of Action
* I-Cairo Declaration and Programme of Action
* I-Beijing Declaration and Platform for Action
* I-Millennium Declaration

Izinqumo zoMkhandlu Wezokuphepha

* 1325 maqondana nabantu besifazane,uxolo kanye nezokuphepha
* 1820, 1888 kanye no-1960 maqondana nokushayisana okumaqondana nodlame lwezocansi
* 1889 omaqondana neqhaza labantu besifazane emva kwezimpi kanye nokwakha kabusha