INQUBOMGOMO YEZILIMI KAMASIPALA WASETHEKWINI

1. ISINGENISO

1.1 UMthethosisekelo waseRiphabhliki yaseNingizimu Afrika uhlinzekela izilimi ezilishumi nanye ezisemthethweni futhi uyawuqonda umlando wokuya ngokwehla kokusetshenziswa kwezilimi zendabuko zabantu baseNingizimu-Afrika nokwehla kwesithunzi sazo (Isig. 6).

1.2 Uhlinzekela ukuba noma ngubani unelungelo lokusebenzisa ulimi lwakhe nokuzimbandakanya empilweni yesiko azikhethele lona (Isig. 30).

1.3 AwoMasipala bacindezelekile ngokoMthethosisekelo nomthetho iMunicipal Systems Act ukuba babhekelele lokhu kusetshenziswa kolimi nokuzikhethela kwabantu abakhe ngaphansi kwabo lapho bexhumana nabantu, kubalwa nezidingo ezikhethekile zalabo bantu abangakwazi ukufunda nokubhala.

1.4 Uhlaka Lwezwe LweNqubomgomo Yolimi luhlinzekela ukuthi lapho uMasipala eqoka izilimi ezizosetshenziswa ezikhethwe yimiphakathi, ngokubonisana nayo, kufanele akhe, ashicilele futhi alandele inqubomgomo elawula ukusetshenziswa kwezilimi.

1.5 Ngokwemiphumela yokubalwa kwabantu okugcinile izilimi ezikhulunywa KwaZulu-Natali ngokulandelana kwazo yisiZulu (80,9%), isiNgisi (13,6%), isiXhosa (2,3%) nesiBhunu (1,5%). Izibalo zesifunda saseThekwini kazehlukene neze nezesifundazwe.

1.6 Yikho nje-ke uMasipala waseThekwini ephasise le nqubomgomo yokusetshenziswa kwezilimi.

2. IZINHLOSO

Izinhloso zale nqubomgomo zifaka lokhu okulandelayo:

2.1 Ukukhuthaza ukusetshenziswa ngokunobulungiswa kwazo zombili izilimi ezisemthethweni ezikhulunywa yiningi eThekwini, okuyisiZulu nesiNgisi.

2.2 Ukwenza lula ukutholakala kolwazi kanye nemisebenzi eyenziwa nguhulumeni.

2.3 Ukuqinisekisa ukulungiswa kokungalingani ekusetshenzisweni kwezilimi kwangesikhathi esedlule.

2.4 Ukukhuthaza nokweseka izakhamuzi ukuba zifunde izilimi ezisemthethweni ngaphezu kolimi lwebele okuyosiza ekwakheni nasekugcineni ubunye njengesizwe nasekuqikeleleni ukungashababali kwamasiko esizwe ahlukahlukene.

2.5 Ukuqinisekisa ukusetshenziswa ngokunobulungiswa kwezilimi ezinokusetshenziswa ngokukhuthaza ukuphathwa ngendlela efanele kwezilimi.

2.6 Ukusebenzisa nokulandela imiyalelo yeSigaba sesi-6 soMthethosisekelo kanjalo nemigomo yeBatho Pele neminye imibandela yokusebenza efuze le.

3. IZINJONGO

Izinjongo zale nqubomgomo zifaka lokhu okulandelayo:

3.1 Ukuhlahla izilimi ezinokusetshenziswa nguMasipla waseThekwini, okungukuthi ezisetshenziswa lapho kuxoxwa ngokusemthethweni.

3.2 Ukukhetha zona lezo-ke ezinokusetshenziswa nguMasipala.

3.3 Ukugudluza zonke izithiyo ekusetshenzisweni kolimi ngaleyo ndlela kukhuthazwe ukutholakala ngokulingana kwezinhlelo nemisebenzi eyenziwa ngumasipala.

3.4 Ukuqinisekisa ukuthi akukho muntu owenqatshelwa noma ovinjelwa ukusebenzisa ulimi azikhethela lona, akusho lutho ukuthi lungolunye lwalezo ezinokusetshenziswa yini noma qha.

3.5 Ukunika isiZulu nesiNgisi isithunzi nokuphathwa okulinganayo.

4. IZOSEBENZA KUPHI LE NQUBOMGOMO

Imibandela yale nqubomgomo izosebenza kuzo zonke izinhlaka zikaMasipala.

5. IMIBANDELA YOKUSETSHENZISWA KWEZILIMI EZISEMTHETHWENI

5.1 IMIHLANGANO

5.1.1 Kungasetshenziswa noma yiluphi ulimi kulezi ezimbili ezinokusetshenziswa nguMasipala kunoma iyiphi inkulumo-mpikiswano nanoma yimuphi umhlangano woMkhandlu noma wamaKomidi awo.

5.1.2 Emihlanganweni yoMkhandlu neyamaKomidi awo, kumele kube nabazohumushela kolunye lwalezi zilimi ezinokusetshenziswa. Uma kwenzeka noma yiliphi ilungu lifisa ukuba okwenzekayo kuhunyushelwe kolunye ulimi okungelona olunokusetshenziswa, ilungu lelo kumele lazise usihlalo woMkhandlu noma walelo Komidi kusenesikhathi esanele ukuthi liyodinga kutolikwe.

5.1.3 Ulimi lokusayina ngezimpawu zezandla nalo kumele lutholakale uma kunesidingo.

5.1.4 Noma yimiphi imihlangano nomphakathi noma imicimbi enomphakathi kumele iqhutshwe ngolunye lwezilimi ezinokusetshenziswa kuye ngokukhetha kwalabo abayizethameli. Uma phakathi kwezethameli kuba khona abangaluzwa ulimi olukhethiwe, kumele kutolikwe.

5.2 IMIGOMO KANYE NEMITHETHO KAMASIPALA

Yonke imigomo, imithetho kaMasipala kanye nezinqumo zoMkhandlu nezamaKomidi kumele kubhalwe ngazo zombili izilimi ezinokusetshenziswa zikaMasipala.

5.3 IZAZISO NEZIKHANGISO

Zonke izaziso nezikhangiso ezisemthethweni ezikhishelwa ukwazisa umphakathi kumele zishicilelwe ngesiZulu nesiNgisi.

5.4 UKUXHUMANA NGEZINCWADI

5.4.1 IsiZulu noma isiNgisi kungasetshenziswa ngenhloso yokuxhumana ngezincwadi ngaphakathi. Uma lowo obhalelwe engaluzwa ulimi olusetshenzisiwe, angacela ukuba abhalelwe ngolimi aluzwayo.

5.4.2 Amasekhula kumele akhishwe ngazo zombili izilimi ezisetshenziswayo.

5.4.3 Ukuxhumana ngomlomo kwangaphakathi kungaba ngesiNgisi noma ngesiZulu kuye ngalabo abaxoxayo.

5.4.4 Ukubhalelana nabantu bangaphandle kumele kube ngolunye lwezilimi ezinokusetshenziswa, kubhekelwe ukuthi obhalelwayo ukhetha luphi ulimi. Uma kuphendulwa incwadi eya ngaphandle impendulo kufanele ibe ngalolo limi ebibhalwe ngalo leyo ncwadi ephendulwayo.

5.4.5 Izincwadio eziphumayo kumele zikuveze ukuthi uma obhalelwayo efisa ukuba abhalelwe ngolunye ulimi kwezinokusetshenziswa okungelona okubhalwe ngalo, kuyokwenzeka lokho uma ecela.

5.4.6 Izakhamuzi zinelungelo lokusebenzisa ulimi ezizikhethele lona.

5.5 IZIMPAWU ZOKUKHOMBA

Izimpawu zokukhombisa izikhungo noma amahhovisi kaMasipala kumele zibe ngazo zombili izilimi ezinokusetshenziswa.

5.6 UKUNAKEKELA AMAKHASIMENDE

Wonke amakhasimende kumele asizwe ngolimi alukhethayo, ngosizo lotolika, uma kunesidingo.

6. INDLELA YOKUQIKELELA UKUTHI LE NQUBOMGOMO IYALANDELWA

6.1 AMASU

6.1.1 UMasipala kumele uqinisekise ukuthi amakhansela nabasebenzi bayakuqonda ukubaluleka kwezilimi ezahlukahlukene futhi bakhuthazwe ukuba bakwamukele ukusetshenziswa kwezilimi ezikhethwa yizakhamuzi/amakhasimende, amanye amakhansela nabasebenzi.

6.1.2 Ukuhumusha nokutolika kuMasipala kufanele kwenziwe ngabantu abanekhono, abawuqeqeshelwe lo msebenzi abaqashwe wuphiko lwezilimi lukaMasipala.

6.1.3 UMasipala kumele ugqugquzele futhi ulekelele ukuthuthukiswa kwamakhono ezilimi abasebenzi nawamakhansela.

6.1.4 Abasebenzi namakhansela kufanele bagqugquzelwe ukuba bafunde ezinye izilimi okungezona ezabo ngalokho kuyobe kuqinisekiswa ubugugu bezilimi ezahlukahlukene, ukuhlonishwa kwamasiko ahlukahlukene nokwenza ngcono ukuhlinzekwa kwabantu ngezidingo.

6.1.5 Uma iminyango kamasipala ihlungela ukuqasha abasebenzi abasha kumele ibeke emqondweni le nqubomgomo yokusetshenziswa kwezilimi.

6.2 ISIKHATHI ESIBEKELWE UKUQALA UKUSEBENZA KWALE NQUBOMGOMO

6.2.1 Ngaphandle uma kushiwo kule nqubomgomo noma kusho isinqumo soMkhandlu, le nqubomgomo izoqala ukusebenza kusukela ngosuku eyophasiswa ngalo uMkhandlu.

6.2.2 Kufanele kuthi zingakapheli izinyanga eziyisithupha iphasisiwe le nqubomgomo, iMenenja yeDolobha ibeke izikhathi okuzoqala ukulandelwa ngazo imibandela yale nqubomgomo.

7. UMTHELELA KWEZEZIMALI

Iminyango eyahlukahlukene kaMasipala waseThekwini kumele ikuhlinzele esabelweni sezimali ukulandelwa kwale nqubomgomo yokusetshenziswa kwezilimi isib. ukuthuthukisa amakhono ezilimi abasebenzi nawamakhansela, ukuthenga imishini yokwelekelela ekutolikeni, nokunye.