

## **UBURHOLI BESEWULA BEENTJHABATJHABA OBUSEBENZELA UKUFEZEKISA UKUTJHEJWA KOBUDLELWANO BEZINTO EZIPHILAKO NEBHODULUKO LAZO KANYE NOKUVIKELEKA KWAZO.**

### **Amagama Aveleleko;**

Ukulingana, ukwahlukana, ukubandakanya, umphakathi ozibandakanyako, ukusebenzisana neentjhabatjaba.

### **Isirhunyezo Serhubhululo**

Ukuqinisa kokuzibandakanya kwabaRhubhululi beSewula beenTjhabatjhaba mayelana nokutjhejwa kwezinto zethrophiki eziphilako nebhoduluko lazo kanye nokuvikeleka kwazo, ngiwo lo umnqopho womphakathi wabarhubhululi, kodwana iimphakamiso zokuththukisa izinga lokuzibandakanya zona zinqotjhiswe kubaRhubhululi neenhlango zeentjhabatjhaba eziseTlhagwini. Nanyana ituthuko le iqakatheke kangaka, kuseseekhona itjhijilo ezikhona mayelana nokuhlukana, ukulingana kanye nokuzibandakanya (DEI) khona esiyingini seenTjhabatjhaba seSewula esibangelwa yihlakuhle-ngokomnotho, amasiko kanye nobujamo bezesayensi. Ngokunjalo ke, amatjhuguluko adzimelele kwiSewula yeenTjhabatjhaba aqakatheke khulu kwamambala ekuletheni amatjhuguluko wesikhathi eside ekufezekiseni i-DEI, ezokuqinisekisa bona irhubhululo mayelana nethrophiki yezinto eziphilako nebhoduluko lazo ziba sisombululo yehlekelele yokutjhabalala kwezinto eziphilako ezihlukahlukene. Ngalokho ke, sihlangoza amagadango alitjhumu aqakathekileko ekuqinisekiseni ukulingana kokuzibandakanya kweentjhabatjhaba ekutjhejweni izinto eziphilako nebhoduluko lazo, nange, zarholwa phambili barhubhululi beenTjhabatjhaba zeSewula, zingathuthukisa amazinga we-DEI eenhlanganweni, enarheni kanye neentjhabatjhaba. Nasitjhe izinga leenhlango, sihlangoza (1) ukuba badosi phambili be-DEI, (2) ukuthuthukisa zerhubhululo nabahlanganyeli bomphakathi ozibandakanyako, bese , (3) ukuthuthukisa ukunikelwa nokulawulwa kweemali okubonakalako ukusiza abososayensi bemphakathini. Bese kuthi ezingeni lenaraha, sikhuthaza (4) ukubambisana nokukhulumisana kezeopolotiki ekuvikeleni abososayensi nerhubhululo labo eenarheni ezinethrophiki, (5) ukuhlanganyela ekuthuthukiseni amarhubhululo nemigomo izinto eziphilako-ezihlukahlukene kanye (6) ukutlama irhubhululo elifikelela emphakathini. Ehlangothini leentjhabatjha, sikhuthaza abarhubhululi beenTjhabatjhaba zeSewula bona bahlanganyele nezinte iintjhaba, kwe-(7) kufanele barhole bebanqophise iimbawo zeemali zokusiza, (8) ukuqinisekisa bona imisebenzi eyenziwako iyalingana bese (9) ihlangoze beyilwelwe bona inzuzo iyalingana enarheni kanye neenarha zangaphandle ezizibandakanyako. Kokuphela, (10) sihlangoza bona uburholi beenTjhabatjhaba zeSewula bunawo Amandla namano wokuthuthukisa i-DEI ephasini zombebele, ngokuqinisekisa amatjhuguluko wonomphela Amahle emiphakathini yezesayensi.

Imetheriyali engeziweko iyathokala ngamanye amalimi akhulunywa eenTjhabatjhabeni ZeSewula.