INQUBOMGOMO YEZILIMI YOMKHANDLUDOLOBHA WASETSHWANE

Njengoba ichitshiyelwe futhi yamukelwa mhla zingama-27 Mandulo 2012

LOKHO OKUCASHUNIWE OKUGQUGQUZELE UKUSUNGULWA KWALENQUBOMGOMO YOLIMI

Bonke abantu bazakuba namalungelo alinganayo ukusebenzisa ulimi lwabo nokuthuthukisa amasiko abantu kanye nezindlela zabo zokuphila.

Kuphuma kuSomqulu i-*Freedom Charter*, 1955

Inqubomgomo yeziliminingi iyingxenye eyingqikithi yezinguquko eNingizimu Afrika ekugcwaliseni umbuso wentando yeningi. Ngeke kwalindelaka ukuba abantu bathobele imithetho uma bengayiqondi kwasa yona.

nguKristina Cunningham

Ngesikhathi ebuzwa ukuthi yingani efuna ukuba incwadi ethi Uhambo Olude Oluya Empumelelweni ihunyushelwe ezilimini eziyishumi nanye zaseNingizimu Afrika, uMongameli ohloniphekile wangaphambilini uNelson Mandela waphendula ngokuthi, ngimcaphuna:

"Le ncwadi [Long Wark to Freedom] empeleni isiyahunyushelwa kuzo zonke izilimi zomhlaba. Ngingaya kunoma yiyiphi indawo emhlabeni ngizothola ukuthi indaba yami ikhona kulolo limi. Lapha ngikhona kuphela ngesiNgisi. Ngifuna ukuba yingxenye yazo zonke izilimi zezwe lami. Ulimi laloyo nalowo muntu akumele ukuba lushabalale. Yingakho ngikholelwa ekuhumusheni:ukuze sikwazi ukuphilisana."

Nelson Mandela njengoba ecashunwe ecwadini ka-Antjie Krog (*A change of tongue*)

OKUQUKETHWE

		Ikhasi
1.	Isingeniso nesimo sezinto	1
2.	Izincazelo	1
3.	Indikimba yomthetho	2
4.	Izimpokophelo	3
5.	Imigomo eyimihlahlandlela	3
6.	Ububanzi bokusetshenziswa	4
7.	Uhlaka lwezilimi	4
7.1	Isibalo sabantu	5
7.2	Ukucwaninga nokuhlola ulimi kwangaphakathi nokwangaphandle	5
8.	Izincomo ngenqubomgomo	5
8.1	Izilimi ezisemthethweni eTshwane	5
8.2	Ukuxhumana ngokukhuluma kwangaphakathi	6
8.3	Ukuxhumana ngokukhuluma kwangaphandle	6
8.4	Ukuxhumana ngokubhala kwangaphakathi	7
8.5	Ukuxhumana ngokubhala kwangaphandle	7
8.6	Izimpawu zikaMasipala	8
8.7	Abantu abanokukhubazeka ngokukhuluma	8
8.8	Ukuqeqeshwa kuMasipala	8
9.	Isu lokufaka ekusebenzeni	9
10.	Ukwengeza amakhono	10
11.	Izakhiwo sezilimi	10
11.1	Isigatshana seYunithi Yezolimi	10
11.2	Abanye abanezabelo kwezezilimi	11
12.	Ukubukezwa kwenqubomgomo	11

1. ISINGENISO NESIMO SEZINTO

Ngaphambi konyaka we-1994 izilimi ezazisemthethweni kuhulumeni wendawo – ikakhulukazi kulezo zindawo eseziyizingxenye yoMkhandludolobha KaMasipala WaseTshwane kwakuyisiNgisi nesiBhunu. Inqubo entsha eyafika ngonyaka we-1994 izilimi eziyisishiyagalolunye ezikhulunywa kuleli lizwe zenziwa njengezisemthethweni (okuyilezi: isiPedi; isiSuthu; isiTswana; isiSwati; isiVenda; isiTsonga; isiNdebele; isiXhosa; kanye nesiZulu). Ngaphezu kwalokhu uMthetho Wezinhlelo ZikaMasipala we-2000 (uMthetho wama-32 we-2000) ukubamba iqhaza komphakathi kwaba ngumbandela kuhulumeni wendawo.

Mayelana nalokhu, uMkhandludolobha waseTshwane unqume ukuhlinzeka ngemisebenzi egqugquzela ukusetshenziswa kwezilimi; futhi wasungula nenqubomgomo okungeyawo okuhloswe ngayo ukusetshenziswa nokugquqguzela ubulimuningi. Ngakho-ke Inqubomgomo Yolimi yoMkhandludolobha kuhloswe ngayo ukusiza uMkhandludolobha ekwenzeni ukuthi umphakathi ubambe iqhaza elikhulu ngokwenza amalungu omphakathi akwazi ukuxhumana nawo futhi akwazi ukuthola nemisebenzi ehlinzekwa ngumasipala kube kungabhekiwe ulimi alukhulumayo. Futhi kuhloswe ngayo ukuhlinzeka umhlahlandlela mayelana nendlela uMasipala okumele asebenzise ubulimuningi ekuhlumaneni kwayo ukuze kuqinisekiswe ukuthi abahlali bathola ulwazi nemisebenzi ehlinzekwa ngumasipala ngolimi abaluqonda kahle hle.

INqubomgomo Yezilimi ephakanyisiwe iphinde yesabele kwikhwelo lesigaba soMthethosisekelo WaseNingizimu Afrika we-1996 kanye nakuHlaka Lwenqubomgomo Yolimi Lukazwelonke okwamukelwa ukuba kusetshenziswe ngokusemthethweni yiKhabinethi ngomhla we-12 Nhlolanja 2003, lapho kubekiwe kukho kokubili lokhu ukuthi uhulumeni wendawo kumele acabange ngezilimi ezikhulunywa yizakhamizi zakhe.

2. IZINCAZELO

Kule Nqubomgomo, ngaphandle-ke uma indikimba ichaza ngenye indlela –

"UMthethosisekelo" kusho uMthethosisekelo waseNingizimu Afrika, 1996;

"UMkhandlu" kusho uMkhandlu kaMasipala;

"ukusebenzisa ngokulingaba" kusho ukusetshenziswa kolimi okungabandlululi, nokungakhethi;

"ukusebenza kobulimuningi" kusho ukukhethwa kolimi oluthize, esimeni esithize, ngokuya ngesimo lapho lelo limi lusetshenziswa khona, (okuqondiswe kumsebenzi kubethameli nakumlayezo odluliswayo);

"utolika" kusho umuntu ophendula inkulumo yolunye ulimi, kumbandakanya ulimi lwezandla, ngomlomo ayise kolunye ulimi, futhi uma ukuhumusha kuya olimini lwezandla, ngezindlela zokuxhumana ngokubhala kanye nolimi lokukhombisa ngezimpawu zomzimba; “ukutolika” no “tolika” kunencazelo efanayo;;

"Ulimi lokugcina amarekhodi" kusho ulimi olusemthwethweni olukhethelwe ukugcina amarekhodi noma ukugcina amarekhodi ezindlela zokwenziwa nezinqubo kuMasipala;

"Amalungelo olimi" kusho ilungelo isakhamuzi esinalo ngokusemthethweni lokuzikhethela ulimi esifuna ukulusebenzisa ezimweni ezithile;

"Ukutolika okuxhumanisayo" kusho ukudlulisa lokho okushiwoyo emva kwenkulumo emfushane noma kanyekanye (umusho ngomusho) futhi kwenzeka kulezi zimo ezilandelayo –

(a) isisebenzi sikaMasipala singaqondi ulimi olukhulunywa ngesinye isisebenzi noma ngezinye izisebenzi zikaMasipala (kufika kubasebenzi abayishumi), isibonelo, uma kunemibango ngabasebenzi noma ezithangamini zokuqondiswa kwezigwegwe; noma

(b) isisebenzi sikaMasipala asiluqondi ulimi lwekhasimende kaMasipala noma lwesakhamizi saseTshwane (kungaze kufike kumakhasimende noma izakhamizi eziyishumi ezingazibandakanya), isibonelo, ezingxoxweni phakathi kwabasebenzi basemitholampilo kanye neziguli, phakathi kwabaphathi bemali kanye namakhasimende endaweni yokukhokha, noma phakathi kweziphathimandla nomphakathi ezinkundleni zokunikeza umphakathi ngolwazi;

"ubuliminingi" kusho ukusetshenziswa kwezilimi ezintathu kuya phezulu ngumuntu oyedwa noma iqembu labantu;

"UMasipala" kusho uMkhandludolobha kaMasipala waseTshwane osungulwe ngaphansi kwe-Gauteng Provincial Notice 6770 yangomhlaka 1 ku-Okthoba 2000;

"ulimi olusemthethweni" kusho ulimi olusetshenziswa kuhulumeni, emfundweni, kumabhizinisi nakwezokuxhumana;

"PanSALB" kusho i-Pan South African Language Board, esungulwe ngokuya ngomthetho we-Pan South African Language Board, 1995 (Act 59 of 1995);

"itheminoloji" kusho amathemu/amagama avamile amiselwe ukusetshenziswa emsebenzini othile;

"ukuhumusha" kusho ukuphendulela kokubhaliwe kolunye ulimi kuyiswe kolunye ulimi , “ukuhumusha” no "**humusha**" kunencazelo efanayo;

"ulimi lokusebenza" kusho ulimi olusemthethweni olukhethwe nguMasipala njengolimi okuyilo olungasetshenziswa esimeni esithize sokuxhumana ngoba luqondwa yiningi.

.

3. INDIKIMBA YEZOMTHETHO

Lokhu okulandelayo kwenza uhlaka lwezomthetho lwale nqubomgomo:

3.1 Isigaba isi-6 soMthethosisekelo WeRiphabliki YaseNingizimu Afrika, we-1996

3.2 Isigaba sesi-9 (3) soMthethosisekelo: Umbuso ungebandlulule noma yimuphi umuntu ngokungafanele, ngendlela esobala noma ngendlela ecashile, ngesizathu esisodwa noma ezingaphezulu, ezibandakanya ukubandlulula ngokobuhlanga, ubulili, ukukhulelwa, isimo somuntu kwezomshado, isizwe kambe umphakathi umuntu adabuka kuwo, ibala, ubulili umuntu azifanisa noma afaniswa nabo, iminyaka yobudala, ukukhubazeka, inkolo, unembeza, inkolelo, isiko, **ulimi** kanye nokuzalwa.

3.3 Isigaba 1.2.4 Sohlelo Lokufakwa Ekusebenzeni: Uhlaka Lwenqubomgomo Lezilimi Kuzwelonke, 2003, esikubeka ngokusobala ukuthi uhulumeni wendawo yiwo ozonquma mayelana nokusetshenziswa kolimi kanye nalokho okukhethwa yimiphakathi yawo ekuphumeleliseni uhlaka lwenqubomgomo yolimi lwesifunda. Ekuthatheni isinqumo sokusetshenziswa kolimi kanye nalokho okukhethwa yimiphakathi, ohulumeni basekhaya kumele, ngokuxoxisana okubanzi nemiphakathi yabo, basungule, bazise abantu bonke babuye bafake ekusebenzeni inqubomgomo yeziliminingi.

3.4 Isigaba 3 Sohlaka Lwenqubomgomo Yolimi kaHulumeni Wesifunda saseGauteng (Agasti 2005), sibeka njengezinye sezinhloso zaso ukusekela, ukuthuthukisa kanye nokuzinzisa ubuliminingi kuminyango yesifundazwe nekahulumeni wendawo kanye nokuxhumana kanye nokuxoxisana kwabo nomphakathi:

3.5 UMthetho Wokuthuthukiswa Kokufinyeleleka Kolwazi i-The Promotion of Access to Information Act, 2000 (Act 2 of 2000)

3.6 UMthethosivivinywa i-White Paper omayelana nokwethulwa kwemisebenzi emphakathini i-Transforming Public Service Delivery (i-Batho Pele White Paper), 1997

4. IZINHLOSO

Le nqubomgomo ihambisana nezimiselo zomthetho mayelana nokukhuluma izilimi eziningi, kanye nezinkomba zokusebenza ezisemqoka kuMasipala. Inqubomgomo ihlose iqinisekisa ukuthi –

4.1 ukuhunyushwa kwamalungelo olimi abekiwe kumthethosisekelo nendlela yokusebenza ephumelelayo mayelana nokukhuluma izilimi eziningi kuMasipala;

4.2 ukuthuthukisa kokusetshenziswa ngokulingana kwezilimi ezisemthethweni kuMasipala;

4.3 ukwenza kubelula ukufinyelela ngokulingana imisebenzi kamasipala kanye nolwazi;

4.4 ukulungisa ukungalingani kwezilimi kwangaphambili okudale ukungathuthukiswa ngokuphelele kwezilimi zase-Afrika;

4.5 ukuvikelwa kokuhlukana ngezilimi, kanye nokuthuthukisa ukuhlonishwa kolimininingi kanye nokuhlangana kokuhlukana; kanye

4.6 ukusetshenziswa kobuliminingi emisebenzini ngenhloso yokuphatha kahle nasekuxhumaneni phakathi kukaMasipala.

5. IMIGOMO EYINKOMBANDLELA

Le nqubomgomo incike kule migomo elandelayo:

5.1 *Amalungelo olimi*
Ukuthuthukisa ukuhlonipha amalungelo ezilimi ezakhamizi njengoba kubekiwe kuMthethosisekelo.

5.2 *Indingano yezilimi*
Ukuqinisekisa ukuphathwa ngokulingana izilimi ezisemthethweni kuMasipala.

5.3 *Ukulungisa*
Ukwenza kangcono isimo kanye nemisebenzi yezilimi ebezikade zibekelwe eceleni ngaphambilini.

5.4 *Ukungacwasi*
Ukuvimbela ukusetshenziswa kolimi ngenhloso yokuxhaphaza, yokulawula nokucwasa.

5.5 *Emayelana nabantu*
Ukubhekana nezidingo, izifiso kanye nentshisekelo yemiphakathi yezilimi ngomoya we-Batho Pele.

5.6 *Ubudlelwane*
Ukubambisana nezikhungo zolimi zomphakathi nalezo ezizimele kanye nabahlinzeki bemisebenzi ngenhloso yokuthuthukisa iziliminingi.

5.7 *Ukuphatha ngendlela*
Ukusebenzisa zonke izilimi ezisemthethweni zikaMasipala ngenhloso yokuqinisekisa ukuba sobala, ubuqotho bukahulumeni wendawo ophendula kuzidingo zezilimi zabantu bakhe.

5.8 *Ukubamba iqhaza*
Ukwenza ukuthi abasebenzi bakamasipala, kanye nezakhamizi zase-Tshwane, zibambe iqhaza ezinqubeni zokuthatha izinqumo.

6. UHLAKA LOKUSEBENZA

Le nqubomgomo iqondene nabasebenzi bakaMasipala nezakhamizi zase-Tshwane kanye nakunoma yiphi ingxenye engadinga ukuhlinzekwa ngemisebenzi yezilimi kuMasipala.

7. UHLAKA LWEZILIMI ZASETSHWANE

Ekunqumeni ngezilimi zikaMasipala ezisemthethweni, isibalo sabantu sango-2001 kanye nemibiko yezinhlolovo nezilinganiso zangaphandle nezangaphakathi zisetshenzisiwe.

7.1 Isibalo sabantu

Lolu hlelo olulandelayo, oluthathwe esibalweni sabantu sango-2001, sinika inkomba yokusabalala kwezilimi ezikhulunywa emakhaya Tshwane.

Ulwimi	**Inani lezikhulumi njenge-phesenti**
IsiPedi	22,14
IsiBhunu	21,29
IsiTswana	17,11
IsiTsonga	9,99
IsiZulu	7,61
IsiNgisi	6,54
IsiNdebele	4,94
IsiSotho	3,95
IsiXhosa	1,91
IsiSwati	1,91
IsiVenda	1,77
Nezinye	0,83
UKUPHELELA	**100,00**

Isibalo sabantu sango-2001 esenziwe ngumasipala: Umbiko we-Census Sub-Committee olethwe kuMkhandlu Wezezibalo weNingizimu Afrika Ngezibalo Zabantu zonyaka ka-2001 (Ukhishwe ku-http://www.statssa.gov.za)

Uhlaka lwezilimi ezikhulunywa emakhaya eTshwane lukhomba ukuthi ulimi olusetshenziswa kakhulu emakhaya yisiPedi , kulandele isiBhunu, isiTswana, isiTsonga, isiZulu, isiNgisi kanye nesiNdebele. Kuyabonakala ukuthi alukho ulimi olulodwa olusetshenziswa kakhulu eTshwane, kepha isimo sezilimininingi lapho lezi zilimi eziyisithupha zithatha u-84,68% womphakathi wonke.

7.2 Izinhlolovo kanye nocwaningo lwezilimi lwangaphakathi nangaphandle

Ekubhaleni Inqubomgomo Yezolimi, ukusetshenziswa kolimi, izidingo kanye nalokho okuthandwa ngumphakathi waseGauteng kucatshangelwe. Imininingwane ngeGauteng yatholwa emiphumeleni yokucwaninga ulimi nokuxhumana eku-*Towards a Functional and Cost-effective Language Policy for Gauteng* yango-2004. Ucwaningo lwenziwe yi-Sarah Slabbert Associates iyenzela uMnyango Wezemidlalo, Ubuciko, Amasiko, Nokungcebeleka waseGauteng. Ucwaningo lukhombe ukuthi iningi leziphathimandla ezindaweni zokunikezela ngemisebenzi ziyakwazi ukuxhumana nomphakathi ngezilimi eziningi ngaphandle kwesiNgisi nesiBhunu. Ucwaningo luphinde lwakhomba ukuthi iningi lamakhasimende namalungu omphakathi luthanda ukusebenzisa izilimi zendabuko ukufinyelela imisebenzi kahulumeni. Ngokuya ngocwaningo, ukukhethwa kwezilimi kwesinye sezibhedlela zesifunda kwama kanje:

- Izilimi zendabuko: 58,5%
- IsiNgisi: 36,8%
- IsiBhunu: 7,9%

Imiphumela yocwaningo ikhomba ukuthi kunesidingo esikhulu semisebenzi yokuhumusha kanye nokutolika ukuqinisekisa ukuthi amakhasimende asizwa ngezilimi abazikhuluma emakhaya.

8. IZIPHAKAMISO NGENQUBOMGOMO

Iziphakamiso ezilandelayo zenziwa mayelana nokusetshenziswa kolimi kuMasipala:

8.1 Izilimi ezisemthethweni zaseTshwane

Ngokubheka Isibalo Sabantu sango-2001 mayelana nolimi olukhulunywa emakhaya yilokho okuthandwa yizakhamizi zaseTshawne, kanye nalokho okukhethwe yisifundazwe kuhlaka lwenqubomgomo yezilimi zikaHulumeni wesiFundazwe saseGauteng (30 April 2004), uMasipala wamukela futhi ugunyaza lezi **zilimi eziyisishiyagalombili** ezilandelayo njengezilimi ezisemthethweni:

- IsiBhunu
- IsiNgisi
- INorthern Sotho
- IsiTsonga
- IsiTswana
- IsiZulu
- IsiNdebel kanye ‘
- NesiVenda

UMasipala kufanele enze ngakho konke okusemandleni akhe ukusebenzisa ezinye izilimi ezisemthethweni eNingizimu Afrika, kanye Nolimi Lwezandla LwaseNingizimu Afrika, uma kunesicelo esinjalo. UMasipala kumele futhi anikezele ngezincwadi ze-*Braille* ezimeni zokuxhumana lapho kunesidingo sazo khona.

Kumele kwazeke, nokho, ukuthi izilimi ezisemthethweni zaseTshwane zizobuyekezwa ngokuya ngemiphumela yangomuso yocwaningo noma yenhlolovo yokusabalala kwezilimi nokuxhumana eTshwane .

8.2 Ukuxhumana ngokukhuluma kwangaphakathi

8.2.1 Nanoma yiluphi ulimi olusemthethweni kuMasipala lungasetshenziswa phakathi eminyangweni noma ekuxhumaneni phakathi kweminyango emibili kuyaphezulu, uma nje kuphela labo bantu abaxhumanayo beluqonda lolo limi.

8.2.2 IsiNgisi siphakanyiswa njengolimi lokusebenza ekuxhumaneni phakathi kweminyango. Olunye ulimi olusemthethweni kuMasipala

lungasetshenziswa, uma nje luqondwa yibo bonke abantu kulokho kuxhumana.

8.2.3 Nanoma yiluphi ulimi lukaMasipala lungasetshenziswa kunoma yiziphi izinkulumompikiswano noma izinkambiso zoMkhandlu. UMasipala kumele anikezele ngohlobo lokutolika lwakanye kanye kwezinye izilimi kuya kwezinye ezisemthethweni zikaMasipala.

8.2.4 Esikhathini esiningi, ezithangamini zokuqondiswa kwezigwegwe kuzinhlolokhono, kanye nasekuhlolweni kokusebenza kuMasipala kuzokwenziwa ngesiNgisi, ngaphandle kokuthi imisebenzi yokutolika kanye nokuhumusha iyatholakala kulabo abangakwazi ukukhuluma noma ukuqonda isiNgisi.

8.3 Ukuxhumana ngokomlomo kwangaphandle

8.3.1 Lo Masipala kumele, ngokuxhumana kwakhe ngokomlomo, azame ukuhlinzekela wonke amakhasimende akhe ngolimi abalukhethayo.

8.3.2 Uma abasebenzi bengekho esikhungwini sokunakekelwa kwamakhasimende, lapho okukhokhwa khona, emtholampilo noma kwezinye izindawo zomphakathi zikaMasipala ukusiza ukukhulumisana namakhasimende ngomlomo ngolimi lwabo, abahumushi okungabaxhumanisi kumele ukuba basetshenziswe ngenhloso yokusizakala. Kumele ukuba kwenziwe imizamo yokusebenzisa abatoliki lapho kudingeka khona (njengokuhumusha ngokulandelana, kanyekanye, ngocingo kanye nangokuhumusha ngokunyenyeza) lapho kunokwenzeka khona.

8.3.3 UMasipala kumele ahlinzeke ngabahumushi okungabaxhumanisi uma kukhona ulwazi olubalulekile noma ulwazi kwezamasu okumele ukuba ludluliswe ngomlomo kuzakhamizi ezikhuluma izilimi ezahlukene ezithangamini zomphakathi ezihlelwe nguMasipala, isib. indaba noma izimbizo zoMnyango Wezempilo Nokuthuthukiswa Komphakathi.

8.4 Ukuxhumana ngokubhala kwangaphakathi

8.4.1 Ukuthuthukisa ukusebenza ngempumelelo, isiNgisi siyoba ulimi lokusebenza kuMasipala, kanti okuhunyushelwe kwezinye izilimi ezisemthethweni kuzoba khona uma kunesicelo salokho.

8.4.2 UMasipala uyohlinzeka ngemisebenzi yezokuhumusha uma ecelwa ukuba enze njalo mayelana nokuxhumana ngokomlomo eminyangweni kanye phakathi kweminyango uma ecelwa ukuba enze njalo.

8.4.3 Imisebenzi iyokwenziwa ibe khona uma icelwa ekuhumushweni iziphakamiso ezethulwa emihlanganweni yoMkhandlu nganoma yiziphi ezinye izilimi ezisemthethweni.

8.4.4 Izinqubomgomo, izinqubo, izimo zokusebenza, izincwadi ezijikelezayo zezamasu, imininingwane ebalulekile yezabasebenzi, imininingwane yezempilo nezokuphepha kanye namanye amabhukwana ezamasu kukaMasipala kumele kutholakale ngazo zonke izilimi ezisemthethweni zika Masipala.

8.4.5 UMasipala kumele ukuba ahlinzeke ngabahumushi abangabaxhumanisi bezilimi ezahlukene abangabasebenzi bakhe ukusiza labo basebenzi abangafundile ekutholeni imininingwane kamasipala. Ukuhumusha

ngokuxhumanisa kumele ukuba kubhekwe njengendlela yokweseka ukuxhumana ngokubhalwe phansi.

8.4.6 Nakuba kungekho umsebenzi kaMasipala okumele ukuba avinjwele ekusebenziseni ulimi olusemthethweni oluthandwa nguye noma ngasiphi isikhathi, wonke amabhukwana kamasipala adinga ukugcinwa njengamarekhodi kumele, ngezizathu zokuphatha okunokwenzeka, atholakale ngolimi aqalwa ukubhalwa ngalo kanye nangesiNgisi njengolimi lokugcina amarekhodi.

8.4.7 Ukusetshenziswa kolimi olusobala ekubhalweni kwamabhukwana angaphakathi kumasipala kumele kukhuthazwe ngenhloso yokuthuthukisa ukuqonda nokwenza ngcono ukuxhumana.

8.5 Ukuxhumana ngokubhala kwangaphandle

8.5.1 Zonke izaziso, izitatimende, amanani, imithetho kamasipala, imithetho, izinqubomgomo, izikhangiso, njll. okusemthethweni, okukhishwe noma okushicilelwe nguMasipala okuzosetshenziswa ngumphakathi kumele kutholakale nangazo zonke izilimi ezisemthethweni zikaMasipala, lapho kunokwenzeka nalapho kuphumeleleka ngokwezimali.

8.5.2 UMasipala kumele ahlinzeke ngabahumushi bezilimi ezahlukene ezingabasebenzi bakhe njengendlela yokwengezelela ekuxhumaneni ngokokubhaliwe kanye nasekusizeni amakhasimende angafundile ekutholeni imisebenzi nolwazi kumasipala. Abahumushi kumele basetshenziswe ezikhungweni zokunakekelwa kwamakhasimende, lapho okukhokhwa khona, emitholampilo nakwezinye izindawo zomphakathi zikaMasipala uma abasebenzi abazi izilimi ezahlukene bengatholakali ukuhlinzeka ngokuhumusha.

8.5.3 UMasipala kumele enze konke okusemandleni ukuthuthukisa izilimi kuwebhusayithi yakhe kanye nakushicilelo lwakhe lwangaphandle ngokusebenzisa zonke izilimi ezisemthethweni zikaMasipala.

8.5.4 Konke ukuxhumana kwangaphandle kukaMasipala kumele ukuba kuhunyushelwe kulolo limi olusemthethweni okufike ngalo, kuphela uma okuhunyushelwe esiNgisini kugcinwe ngenjongo yokugcina amarekhodi kamasipala kanye nezinkambiso zomthetho ezingahle zibe khona. Umasipala kumele azise ikhasimende ukuthi umbhalo wesiNgisi uzosetshenziswa ezinkambisweni zomthetho ,

8.5.5 Wonke amabhukwana kaMasipala athunyelwa ngaphandle (ikakhulukazi izincwadi) kumele zibe nomusho ekugcineni kwekhasi othi lelo bhukwana liyatholakala nanganoma yiziphi ezinye izilimi ezisemthethweni zaseNingizimu Afrika nebhuku eliqukethe imiyalelo kamasipala kumele likubeke lokhu njengento okumele yenziwe.

8.5.6 Wonke amabhukwana kamasipala okumele ukuba agcinwe njengamarekhodi kumele, ngenxa yezizathu zokuphatha, atholakale ngesiNgisi njengolimi lokugcina amarekhodi.

8.5.7 IsiNgisi kumele sisetshenziswe nguMasipala ngenhloso yokuxhumana emhlabeni wonke, kodwa uMasipala kumele enze ukuthi imisebenzi yokuhumusha iyatholakala mayelana nokuxhumana kwenhloso ethile ngolimi olukhethwa yilelo lizwe elinentshisekelo.

8.5.8 Ukusetshenziswa kolimi olusobala emabhukwini kamasipala athunyelwa ngaphandle kumele kukhuthazwe ukuba asize ekuqondisiseni kanye nasekuthuthukiseni ukuxhumana.

8.6 Izimpawu zikaMasipala

UMasipala kumele acabangisise ngokukhetha izilimi zemiphakathi yendawo uma kuhlonywa izimpawu zemigwaqo nezenkombandlela zendawo. Zonke izimpawu zokuzibonakalisa, izimpawu zenkombandlela kanye nezimpawu zomgwaqo ezimayelana nezakhiwo, imisebenzi, izinto ezisetshenziswayo, izinhlaka kanye nezithuthi zikamasipala kumele kubhalwe okungenani ngezilimi ezintathu ezisemthethweni zikaMasipala lapho kunokwenzeka. Lapho lokhu kungenakukwenzeka ngenxa yesimo semali, okungenani ngezilimi ezimbili (okuyisiNgisi nolunye ulimi olusemthethweni kuMasipala) ingemukelwa, inqobo nje uma isiNgisi kungolunye lwaleyo nqubomgomo kanti olunye ulimi kuyilelo olukhulunywa kakhulu kuleyo ndawo.

8.7 Abantu abakhubazeke ngokolimi

UMasipala kumele, uma ecelwa nalapho kunokwenzeka, ahlinzeke ngezidingo kulaba bantu abakhubazeke ngokolimi.

8.8 Uqeqesho kuMasipala

8.8.1 Ulimi olusetshenziswa kwamasipala lapho kuqeqeshwa kuzoba yisiNgisi, inqobo nje uma umgomo wokusebenzisa izilimi eziningi ulandelwa lapho kunokwenzeka. Umethuli, isibonelo, esebenzisa noma yiluphi kwezinye izilimi ezisemthethweni kuMasipala, okuzobe kuncike ekusebenzisweni kolimi kanye nakulolo limi oluzobe lukhethwe ngabafundi. Kuzo zonke izimo, kumele kucatshangwe ngalowo mphumela ofunekayo, okusho impumelelo yoqeqesho.

8.8.2 Ingxenye yalokho okukhulunywayo yanoma yiluphi uhlelo noma umkhankaso kamasipala okuhloswe ngakho ukuthuthukisa abasebenzi kumele kwethulwe ngazo zonke izilimi ezisemthethweni zikaMasipala, isib. amavidiyo omgudu wemininingwane yangaphakathi.

8.8.3 Ukusebenzela umphakathi ngempumelelo, abasebenzi bakaMasipala kumele bakhuthazelwe ukufunda, ngendlela ehlelekile, lezo zilimi ezisemthethweni zikaMasipala abangazazi, kanye noLimi Lwezandla LwaseNingizimu Afrika.

8.8.4 UMasipala kumele ahlele izinhlelo zoqeqesho kanye nezifundo zokuzikhumbuza ngenhloso yokusiza abasebenzi ekuthuthukiseni amakhono abo okusebenzisa izilimi ezisemthethweni zikaMasipala, ukuze bakwazi ukuhlinzeka imisebenzi ngempumelelo nangamakhono emiphakathini.

8.8.5 Imisebenzi kumele ibe khona ngenhloso yokuhumusha uqeqesho lwangaphakathi kanye namabhukwana ezifundo kunoma yiluphi ulimi olusemthethweni kuMasipala uma labo abaqeqeshwayo becela ukuba kube njalo.

8.8.6 Ukuthuthukisa ukutholakala koqeqesho kanye nokuthuthukisa ukuxhumana phakathi komqeqeshi nalowo oqeqeshwayo, naphakathi komqeqeshi nalabo abenza amabhukwana okuqeqesha kumele ukuba bakhuthazelwe ukuba basebenzise ulimi olulula noluzwakalayo.

9. ISU LOKUFAKA EKUSEBENZENI

Le nqubomgomo izoqala ukusetshenziswa ngendlela yokuthi kube nesikhathi esanele sokuthola amandla ezimali kanye nabasebenzi ukuze iqaliswe ukusebenza

ngempumelelo ngokuphelele. Le ndlela yokuqalisa ekusebenza ngamazinga ihlinzeka ngethuba elanele lokuhlola nokuqapha ukusetshenziswa kwale nqubomgomo. Lokhu kuzosiza ekuqinisekiseni ukuthi le nqubomgomo iyabuyekezwa njalo futhi kuthathwa nezinyathelo zokulungisa ngalezo zikhathi eziyizigamu.

Kuzosetshenzwa ngalolu hlelo olulandelayo ngenhloso yokuqinisekisa ukufakwa ekusebenzeni kwale nqubomgomo ukuba ibeyimpumelelo:

9.1 Ukuhlinzeka ngemisebenzi yezokutolika kumihlangano yomkhandlu, kuzithangami zokuqondiswa kwezigwegwe, ezinkantolo zikamasipala; ekulalelweni kwemibono yomphakathi mayelana ne-IDP, kumihlangano yokubamba iqhaza komphakathi, kuziNkomfa Zedolobha noma zeTshwane, kuzimbizo zemeya kanye nekwezinye izinkundla ezifanele;

9.2 Ukusiza kwezokuxhumana ngezilimi ezihlukahlukene kuzikhungo zokunakekelwa kwamakhasimende kanye nakuzizinda zokwamukelwa kwezingcingo;.

9.3 Ukuhumusha amabhukwana olwazi ngezilimini ezisemthethweni zikaMasipala;

9.4 ukuthuthikisa uhla lwamagama angamatemu azosiza ekuthuthukiseni izilimi ezisemthethweni zikaMasipala, ikakhulukazi lezi zilimi ezine zabomdabu ezisemthethweni;

9.5 Ukuhlela imibiko Yekomidi Lemeya neyoMkhandlu ukuqinisekisa ukuthi kusetshenziswa ulimi okuyilo kula mabhukwana;

9.6 Ukuhlinzeka ngoqeqesho kubasebenzi kuzo zonke izilimi ezisemthethweni zikaMasipala abaludingayo ngenhloso yokuhlinzeka ngemisebenzi emiphakathini ekhuluma izilimi ezihlukene ;

9.7 ukuqinisekisa ukuthi izimpawu zikamasipala zibhalwe okungenani ngezilimi ezintathu;

9.8 ukwenza imikhankaso yokuqwashisa ngezilimi;

9.9 ukuthuthukisa iqhinga lokugqugquzela ukufunda nokubhala ngezilimi zomdabu (izilimi zomdabu zase-Afrika kumbandakanya isiBhunu);

9.10 ukuqinisekisa ukuthi iwebhusayithi yoMkhandludolobha WaseTshwane , njengethuluzi lomphakathi, ikhombisa ubulimuningi, kanye

9.11 nokwenza ucwaningo kanye nenhlolovo mayelana nezilimi.

10. UKWENGEZWA KWAMAKHONO

10.1 Ukufakwa ekusebenzeni kwale nqubomgomo kuzokwenza ukuba kukhuphuke izinga lezidingo zemisebenzi zokuhumusha, zokuhlela nezokuthuthukisa amagama asetshenziswa kulezo zilimi ezine ezisemthethweni zikaMasipala. Lokhu kukhuphuka kwezidingo kuzokwenza ukuba kube nomphumela wokwenziwa kolunye uqeqesho mayelana namakhono olimi.

10.2 Emzameni wokwengeza amakhono kuyunithi lezilimi, uMasipala kumele, njengoba kubekiwe kunqubomgomo womfundaze, anikezeke ngemifundaze kubafundi ngenhloso yokuba bayofunda ngolimi olulodwa noma ngaphezulu kulezo ezisemthethweni zikaMasipala esikhungwini semfundo ephakeme.

10.3 Ngenhloso yokuthola umphumela wokusebenza kweziliminingi, uMasipala kumele ahlinzeke ngabahumushi, futhi kumele anikezele ngamathuba oqeqesho kubahumushi beminyango, isib izifundo ezimfushane zokuhumusha.

11. IZINHLAKA ZEZILIMI

Le nqubomgomo izofakwa ekusebenzeni ngokubambisana phakathi kweYunithi Yemisebenzi Yezilimi kanye nokubanjiswene nabo. Imisebenzi elindeleke ukuthi ziyenze yile elandelayo:

11.1 Iyunithi Yemisebenzi Yezilimi

Ukuqinisekisa ukufaka ekusebenzeni le nqubomgomo ngempumelelo, Iyunithi Yemisebenzi Yezilimi sizokwenza lokhu okulandelayo –

- ukwenza lula siphinde sigqugquzele ukufaka ekusebenzeni le nqubomgomo yemisebenzi yokuhumusha, yokuhlela, yoqeqesho kwezezilimi kanye neyokuthuthukisa ukubunjwa kwamagama;
- ukwenza izinhlolomvo nocwaningo kwezezimali njalo mayelana nolimi ngenhloso yokuhlola le nqubomgomo ekhona ukuthi ilungile kanye nokwenza kukaMasipala bese kwenziwa izincomo zokuthuthukisa inqubomgomo kanye nokusebenza kwayo;
- ukuqwashisa ngenqubomgomo ngenhloso yokuqinisekisa ukuhambisana nayo;
- ukubika ezigungwini ezimayelana nokulawula ezezilimi, isib i-National Language Forum nabakwa-PanSALB, ngenqubekela phambili ngokufaka ekusebenzeni le nqubomgomo;, uma kunesicelo
- ukuqwashisa abasebenzi bakaMasipala kanye nezakhamizi ngamalungelo azo ezilimi kanye nokwenza impumelelo imisebenzi ebalulwe kusigaba sesi-9 sale nqubomgomo.

11.2 Abanye okubanjiswene nabo kwezezilimi

Izinhlaka zezilimi eziyosebenza ngokubambisana neYunithi Yezilimi ekusetshenzisweni kwenqubomgomo yezilimi nguMnyango Wezobuciko Namasiko, uMnyango Wezemidlalo,Amaciko, Amasiko kanye Nokungcebeleka WaseGauteng nezikhungo zemfundo ephakeme. Indima eyodlalwa yilezi zikhungo kumbandakanya okulandelayo –

- Ukuqapha ukusetshenziswa kwezilimi ezisemthethweni zikaMasipala kuyo yonke iminyango kamasipala;
- Ukuqapha ukufaka ekusebenzeni le nqubomgomo;
- Ukusungula nokusimamisa ukuxhumana okunogqozi ngeziliminingi kuyo yonke imiphakathi; kanye
- Ukusungula izifundo nocwaningo kulokhu okulandelayo –
  - Ukuthuthukisa izilimi ezisemthethweni zika Masipala;
  - Indlela abasebenzi bakaMasipala nomphakathi waseTshwane abacabanga ngayo mayelana neziliminingi;
  - Ukuthola nokusebenzisa izilimi ezisemthethweni zikaMasipala;
  - Ukuthuthukisa iziliminingi eTshwane; kanye
  - Ukusebenzisa ngokuphelele izinsizakusebenza zolimi kuMasipala.

12. UKUBUYEKEZA INQUBOMGOMO

12.1 UMasipala kumele avame ukwenza ucwaningo ngaphakathi nangaphandle kukaMasipala ukuze athole ulimi oluthandwayo nolwaziwayo ukuze athathe isinqumo mayelana nezidingo namakhono olimi eziphathimandla zikamasipala nawezakhamizi zaseTshwane.

12.2 Le Yunithi Yezilimi kumele isebenzise le miphumela yalolu cwaningo ngenhloso yokubuyekeza nokufaka imininingwane yakamuva kule nqubomgomo.

12.3 Le Yunithi Yezilimi kumele ivame ukuhlola ukufaka ekusebenzeni kwale nqubomgomo ibuye ilungise okudinga ukulungiswa.