## Vuk'uzenzele

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## SONA special edition

# Inclusive growth for all South Africans





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Ikucocisana nabantu abatjha kuhlala kungitjhiya ngivuselelekile. Kuyathabisa ukuzwisisa imizabalazo yabo nokungoba kwabo kunye nenembombono yabo malungana nokuthi kungenziwani ukwenza ilizwe lekhethu libe ngcono.

Yinto engeze yaphikiswa ukuthi ukuba khona kwelutjha kuqakatheke khulu emmoyeni nangesakheko sobunjalo besitjhaba sekhethu.

Nanyana kunekolelo ekhuthako ethi abantu abatiha bazibona balungile ngakho koke abangikho, abanandaba neendaba zepolitiki namkha into abayaziko kukuzibekelela nje kwaphela, irhubhululo lalapha ekhethu nelemazweni ngamazwe soke isikhathi lifakazela ukuthi abantu abatjha ephasini zombelele bahlala banommoya nethemba elihle ngamathubabo wepumelelo.

Ngokutjho kwehlolombono yakwa-Ipsos ebizwa ngokuthi yi-Pulse of the People emenyezelwe ngenyanga kaNobayeni, ama-61% wamaSewula Afrika weminyaka yobudala ehlangana kwe-15 ne-17 ahlalele ethembeni ngomnyaka wee-2020.

Anginakuzaza ngokuthi lo mbono wabantu abatjha abanengi, khulu khulu isizukulwani esibelethwe ekupheleni komnyakakulungwana esikiwo lo abakhona bangena esigabeni sabantu abakhulu njenganje, laba ilutjha elibabiza ngokuthi ma-2000.

Godu bamadodana nabentazana ababelethwe ngemva kokufika kombuso wentando venengi. Nanyana bangakhange bacatjhazelwe bunqopha lilunya lomBuso we-Bandlululo (i-apartheid) nje, kodwana solo baphila nomsalela webandlululo lokutjhiyana ngendima, lokuhlukaniselwa iindawo zokuhlala ngendlela engakalungi kunye newobuchaka. Abantu abatjhaba bayazithemba, baneqiniso ngezinto abazenzako, baphuphuma itjisakalo yepumelelo. Bayawazi amalungelwabo begodu abesabi ukugandelela isidingo sokobana kufanele banikelwe wona.

Ilutjha lekhethu lijamele amajadu, ithemba, ithabo, amandla wokwenza, ingomuso nekululeko.

Basizukulwani esinelwazi elingeneleleko lokusetjenziswa kwecwephetjhe nethekhnoloji



UMLAYEZO OVELA E-UNION BUILDINGS

#### Abantu Abatjha Balingomuso **Lelizwe Lekhethu**

yesimodeni begodu banelukuluku lokungena emabizelweni ayengekho nokuba khona ngeenkhathi zababelethi babo.

Ngaphambi kwelanga lokwethula iKulumo yobuJamo beli-Zwe (i-SoNA), ngaba nethuba elikhethekileko lokucocisana nesiqhenyana sabantu abatjha abamajadu ekulumiswaneni evange iinzukulwani ngeengaba ezitjhiyanako eyayibizwe yi-Ejensi yezokuThuthukiswa kweLutjha yeliZweloke -(i-NYDA).

Sicocisene ngeendaba eziqakatheke khulu ebantwini abatjha sabe sahlola neendlela esingathomanisa ngazo imibono nezenzo zethu.

Vele-ke, imikhulumiswano yethu beyande khulu ngokutholakala kwemisebenzi namathuba wemisebenzi. Ebantwini abatjha abayi-1.2 yeengidi abasathoma ukusebenza qobe mnyaka, pheze babili kabathathu babo bagcina bangasebenzi, bangafundi nokufunda.

Abebakhulumisana ekulumiswaneni le bathokozela ukuthi indaba yomsebenzi ebantwini abatjha itjhejwa ezingeni eliphezulu likarhulumende. Kodwana seyindaba ejayelekileko nakilelihlandla: bakulungele bebanekghono lokufaka isandla emnothweni ngeendlela ezihlukahlukileko, ekubalwa hlangana nazo nokuba bosomabhizinisi, kodwana uburhiyarhiya bemibandela yekambiso kunye nokutlhogeka kweemali zokusekela kuyabaliya ukwenza lokho esele balungele ukukwenza.

Njengoba u-Bright Hlongwane we-Youth in Business South *Africa* akhe atjho kimi, kufuze kwandiswe imali ekusekelwa ngayo abosomabhizinisi abatjha. Bangathanda ukubona imihlobohlobo yeenjamiso zeemali, iinhlangano zeemali eziqalelela ituthuko, abasisi abanomusa, amafemu wangeqadi wokulinganiseka komsebenzi kunye namabhanka akweledisako nasiza abosomabhizinisi abatjha.

Ukuthi ilizwe lekhethu liphumelele kufuze senze koke esikghona ukukwenza ukuqinisekisa ukuthi abantu abatjha bakghona ukungena emnothweni wekhethu ngendlela ebonakalako, nanyana bangena ngendlela ehlelekileko nanyana bangena ngokuzisebenza.

Kube yinto eqakathekileko-ke ukuthi ngisebenzise ikundla le ukusikimisa iHlelo le-Ofisi kaMengameli lokuSiza iLutjha ngomSebenzi, ekuyinembombono nehlelo eligakathekileko lelizwe elibeka amaqalontanzi wokurarulula umraro wokutlhogeka komsebenzi ebantwini abatjha.

Lapha-ke kubalwa ithungelelwano lendlela yezokuphatha elizweni loke elithomanisa abantu abafuna umsebenzi namathuba womsebenzi obafaneleko. Lokhu-ke kuzakwenza abantu abatjha bakghone ukuthola amathuba njengoba phela abanye babo banganawo nje amathungelelwano enza kube lula ukuthola amathuba.

Kwanje sekuzavulwa amathuba wokuthola iimfundo ezikhethekileko ezithatha isikhatjhana esifitjhani zifundisa amakghonofundwa afunwa baqatjhi. Lokhu-ke kunqophe ukulungisa imiraro yokungathomani hlangana kwamahlelo wanje wezefundo, wokufundela umsebenzi newokuthuthukisa kunye neendingo zomnotho.

Siyawuthokozela umsebenzi esele vele usenzeka kilekoro, njengalelihlelo lanje elenziwa ngomNyango wezokuLima, zokwaBiwa ngoButjha kwe-Narha nezokuThuthukiswa kweeNdawo nomNyango wezomBusoHlanganyela nezeNdabuko lokuthwasisa ikulungwana yabantu abatjha eFreyistata kezokulima nakamanye amakghonofundwa.

Abantu abatjha abanengi bafuna ukuzivulela amabhizinisi. Batlhoge amakghonofundwa wecwephetjhe angabenza bakghone ukuzivulela amabhizinisi wabo. Leligadango lizakusekela ukuhluma kwabosomabhizinisi abasese batjha. Ukuba ngusomabhizinisi nokho akusipengu erarulula koke, kodwana nginesiqiniseko sokuthi kungenye yeendlela ezihle nesele zifakazelekile ukuthi ziyakghona ukubeka umuntu ezingeni lokwaziwa ukuthi ungubani, nokuthi unqophephi, nokuthi ungewakuphi, zibe zakhe nethemba lengomuso lelutjha.

IHlelo le-Ofisi kaMengameli lokuSiza iLutjha ngomSebenzi livulela abantu abatjha amathuba wokusiza nokufaka isandla emizameni yokuthuthukisa iindawo zangemakhabo. Leligadango-ke lenzelelwe ukwenza itihuguluko lizwakalise negalelo lalo ezingeni eliphakemeko, hayi njengamahlelo amikghedlha abe negalelo elingakhange lizwakale kangako.

Ku-SoNA ngibuye ngamemezela nokuthi sizakubekela ngeqadi isamba semali esiliphesende linye lesabelo seemali ezakusetjenziselwa ukusiza ngamathuba wokuvulela abantu abatjha umsebenzi. Ambadlwana amahlelo namaphrojekthi akhiwako njenganje ukulungisa lomraro welizwe.

Ilutjha lelizwe lekhethu kuyazikhanyela ukuthi libona lokhu njengelizwe lamathuba neenthembiso, ngitjho nanyana bahlangabezana neenqabo nje. Evekeni ephelako le ngikhulumisene nelutjha elimaSewula Afrika elingenze ngakhambela phezulu nangibona ukuthi sibuya kude kangangani nokuthi sesiphumelele kangangani.

Kunabadlali abatjha abanjengomdlali wegalufu u-Sim 'Tiger' Tshabalala obutha abonongorwana begalufu bamazwe ngamazwe aseseneminyaka ebunane nje kwaphela. Ungewekhomba ephasini loke esigabeni seminyaka yakhe kanti selathumbe iphaliswano legalufu i-US Kids Golf Tournament lapho selathumbe khona kwabe kwaba kabili. Ngiphakanyelwe lithabo lokhuya uSinoyolo Qumba obuya e-Orange Farm nakangitlolela incwadi angilayela ukuthi yini ekufuze kumumathwe yi-SoNA nonyaka. Ube wahlanganyela nesiqhema sethu esitlola iinkulumo zikaMengameli lokhuya nayisatlanywako i-SoNA basizana ngokuyitlama.

Kunabatjhotjhozeli abanetjisakalo abanjengo-Ayakha Melithafa ovela e-Eerste Rivier, eseTjingalanga Kapa, oye emhlanganweni wanonyaka we-World Economic Forum e-Davos ayokukhombela abarholi bephasi ukuthi bajame baqine ukuthi kwenzeke ubulungiswa ngokutjhuguluka kobujamo bezulu ephasini. Ngibambe wangenzasi lokhuya nangihlangana no-Michelle Nkamankeng, oneminyaka eli-11 ubudala, omtloli we-Afrika omncani kibo boke kodwana ubalwa hlangana netjhumi labatloli abaphambili ephasini loke. Lo mtloli osele atlole iincwadi ezilikhomba asesemncani kangako, begodu watlola incwadakhe yokuthoma aneminyaka emithandathu kwaphela. UPhrofesa Jonathan Jansen umhlathulula uthi: "Uyazithemba, uligagu lekulumo, unenggondo ekhaliphileko, unomdlandla netjisakalo.

Ngibo kanye lababantu abatjha abamagugu wamambala wengomuso lelizwe lekhethu nabasikhumbuza ukuthi ikululeko yethu yathunjwa ngokuzidela amathambo neengazi kwabantu abatjha ababencamele ukuthi baphile ekululekweni, hayi bona bodwa, kodwana nababelamako nabo baphile kileyo kululeko.

Singurhulumende kufuze siragele phambili sisebenzisane nebamabhizinisi, nebamayuniyoni kunye neenhlangano zomphakathi ukuqinisekisa ukuthi umraro wokutlhogeka komsebenzi awuthuweleli ngokwengama ilutjha lethu, wephule uMoyabo ube ubenze baphelelwe lithemba loke. Nginesiqiniseko sokuthi amahlelo esiwethule ku-SoNA azakujamela ikhasi elitjha lokuthuthukisa ilutjha.

Njengoba u-Frantz Fanon akhe atjho, esinye nesinye isizukulwani kufuze sizivumbululele umnqopho waso. Lesi sizukulwani sizivumbululele waso umnqopho. Sekukithi-ke ukuthi sisisekele ukuthi sikghone ukuphumelelisa umnqophaso. Kuliqiniso esele lifakazelwe mlando ukuthi ukubhalelwa kwesitjhaba ukusekela nokuhlenga kunye nokuphakamisa amakghono welutjha laso kukufiphaza ingomuso lelizwelo. •

### I-BMW Ihlanganyela Nabanye Ekulwiseni I-GBV



Africa inikele ngama-BMW i3 azakusetjenziswa basebenzi abaqalelela ihlalakuhle yomphakathi ukobana ba-

-BMW Group South size abongazimbi bentu-Africa inikele nga- rhu eqothele ubulili.

> Iinkoloyezi zamukelwe nguMengameli u-Cyril Ramaphosa neTjhansela yeJarimani u-Angela Merkel. Zinikelwe ezandleni ze-South African Business Coalition on Health and Aids (i-SABCOHA)

kobanyana kube

ngiyo elawula iinkoloyezi

egameni leKomidi EPhethe KwesiKhatjhana ee-

ndabeni zenturhu eqothele ubulili nezondo ebangela ukubulawa kwabantu abasikazi (i-GBVF). Lesisandla sokusiza salehlangano yeenkoloyi sitjengisa ukuqina kobudlelwana

hlangana kwakarhulumende

nomphakathi, ekubalwa hlangana nawo nekoro yezamabhizinisi kunye nababelani bamazwe ngamazwe, epini yokulwa ne-GBVF.

Igadangweli liyingcenye yesiKhwama i-Automotive Industry Transformation (semali emabhiliyoni asithandathu wamaranda), esavulelwa ukwenza amatjhuguluko erherhweni lomlandelande wamafemu weenkoloyi belenze kukghonakale ukuthi abantu ababedimeke amathuba phambilini bakwazi ukungena nabo kilekoro, ekubalwa hlangana nabo nabantu abasikazi, ilutjha kunye nabantu abakhubazekileko.

UMengameli u-Ramaphosa nabekakhuluma emnyanyeni wokunikelwa kweenkoloyezi, ebewubanjelwe efemini yakwa-BMW Group e-Rosslyn, e-Tshwane mhlaphanje, uthe iinkoloyezi zizakusiza emizameni yokuhlenga ipilo yabantu. Uthokoze i-BMW ukuba yikhampani yokuthoma ukunikela ngeenkoloyi, wakhuthaza nezinye iinkhampani ukuthi nazo zenze njalo nazo. "Lesisenzo esisibonelo esihle sobakhamuzi obuhle kezamabhizinisi sithumela umlayezo omuhle nozwakala kuhle esingathanda ukuthi nezinye iinkhampani ezinengi nazo zithathe isibonelo bezilandele ngokwenza njalo nazo.

"Ukuba khona kwe-BMW eSewula Afrika kutjengisa ubuhlobo besikhathi eside nobuqinisa ukunzinza komnotho hlangana kweJarimani neSewula Afrika," kutjho uMengameli u-Ramaphosa.

#### Ihlelo Lesizo Elirhabako Lizakulungisa Ze-GBV

Urhulumende selathomile ukuphumelelisa ihlelo lesizo elirhabako lokulungisa imiraro ye-GBVF.

Sekuvulwe neHlelo leliZweloke lamaQhinga wokuLwa ne-GBVF, elihlathulula amagadango ambadlwana wokulwa ne-GBVF.

"Ihlelweli ligalene nokuginisa imizamo yokukhandela, nokuqinisekisa ukuphepha kwabantu abasikazi nabentwana elizweni lekhethweli. Ihlelweli lithinta nezokuhlonyiswa ngamandla womnotho, ekuyinto eqakatheke khulu kangangokuthi thina, singurhulumende sizabe siyenze iqalontangi lethu," kutjho uMengameli u-Ramaphosa. IsiKhulu sezokuKhiqiza esibuye sibe ngusihlalo we-BMW South Africa, uDorh. Milan Nedeljkovic, uthi nasele baphelele boke bazii-4 000 abantu abaqatjhwe babe basebenza ngokupheleleko kwa-*BMW*  *Group*, ekubalwa hlangana nabo nokuthi kesinye nesinye isiqhema sabaphathi abahlanu, bane babo ngebalapha ekhethu.

Ngaphezu kwalokhu, u-Nedeljkovic uthi bangaphezulu kwee-40 000 abantu abaqatjhwe ngezinye iindlela keminye imisebenzi yamaziko walekhampani eSewula Afrika.

"Indawo yethu yokuthoma ehlelekileko yokuthwasisela abasebenzi umsebenzi kwa-BMW SA yavulwa ngomnyaka we-1978, begodu ukusukela lokho, sebadlulile eenkulungwaneni ezimbili abantu esele badlule ezandleni zakwa-BMW zokuthwasiselwa umsebenzi babe bathola nomsebenzi kwa-BMW.

"Eminyakeni emithathu edlulileko, ikhampani le yavula iziko lokuthwasisa ngomnqopho wokuphakamisa izinga lokuthwasela zechwephetjhe liye ezingeni elingehla kungakabufikwa kilo," kutjho u-Nedeljkovic.

Uthi ifilosofi yekhampani le isekela ikolelo ethi ifundo sikhiya esivula iminyango yepumelelo, nje-ke "ukufundiswa yi-*BMW Group* kuyingcenye yaleyopumelelo."

"Nakufika umnyaka wee-2025, sizabe sesisekela abentwana nelutjha ephasini zombelele ngamahlelo aqothele zefundo, kuqalwe khulu amahlelo wamakghonofundwa."

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weenkoloyi ezivela kwa-BMW ezizokusiza ekulwisaneni ne-GBV.

UMengameli Cyril

yeJarimani u-Angela Merkel ngesikhathi

kudluliswa umnikelo

Ramaphosa neTjhansela

### Protection for abuse victims



resident Cyril Ramaphosa says the Domestic Violence Act will be amended to better protect victims in violent domestic relationships.

Delivering the State of the Nation Address (SONA) before a

joint sitting of the two houses of Parliament, President Ramaphosa said the Sexual Offences Act will also broaden the categories of sex offenders whose names must be included in the National Register for Sex Offenders.

"We will pass a law to tighten

bail and sentencing conditions in cases that involve gender-based violence (GBV)," President Ramaphosa said.

President Ramaphosa noted that over the past six months, communities, government, civil society, religious groupings, the judiciary and Parliament want more to be done to end the crisis of violence perpetrated by men against women.

"It has been a truly united and determined response from all South Africans. Through building social compacts across society to fight this scourge we will be able to achieve much more ... but it is only the beginning of the struggle."

He said that progress has been made in several areas including the implementation of an Emergency Action Plan to deal with the scourge of GBV.

"We implemented an Emergency Action Plan and reprioritised R1.6 billion to support this plan until the end of the current financial year."

The plan focuses on improving access to justice for survivors of violence and prevention campaigns to change attitudes and behaviour.

The plan also involves measures to strengthen the criminal justice process and to prioritise the creation of economic opportunities for women who are vulnerable to abuse.

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## Learners transforming communities



Pupils from Oranje Oewer Primary School in the Northern Cape won first prize for coming up with a waste management project to keep their school environment clean.

#### More Matshediso

mpowervate Trust is a youth development non-profit organisation (NPO) that works in partnership with the Department of Basic Education (DBE) to give learners an opportunity to become agents of change in their communities.

It runs a well-established initiative called the Youth Citizens Action Programme (Y-CAP), which is a competition-based programme that encourages learners from primary and secondary schools to identify challenges affecting their schools and communities and come up with solutions.

Empowervate Trust Founder and Chief Executive Officer Amanda Blankfield-Koseff said the idea to establish the programme came to her while she was working for a non-governmental organisation as a marketing manager.

Back then, she was responsible for facilitating youth dialogues to discuss problems facing communities.

"I realised that young people were excited to be given a platform to talk about issues affecting their communities and to suggest solutions, but it was just a 'talk show' and that eventually discouraged them," she explained.

Blankfield-Koseff suggested

to her boss that the programme be changed into an action programme so that it could be impactful, with concrete results, and was given the go-ahead to run with the project. It was decided that it would proceed as a school competition to incentivise participation.

The programme was pitched to the education department and in 2010, Y-CAP held its first competition. The pilot project was run in four provinces – the Eastern Cape, KwaZulu-Natal, the Western Cape and Gauteng.

Last year, 400 schools from across the country participated.

Four teams from different schools including primary, secondary, beginner and advanced level categories won a tablet and R5000 each for coming first place, and four teams that came second place won R2500 each.

Oranje Oewer Primary School in the Northern Cape won the 2019 beginner category. The team won first prize for a waste management project to keep their school environment clean.

Because Y-CAP is a partnership between an NPO and a government department, it won the Special Ministerial Award in the 17th Public Sector Innovation Awards 2019.

The DBE said partnerships with civil society are important because they are instrumental in mobilising society in support of the education of learners. It explained that while the school takes care of formal curricular education matters for children, civil society strengthens the informal co-curricular educational aspects, which are essential for the development of a well-rounded and holistically educated child. •

If you want your school to be part of the programme, you can email info@ empowervate.org for enquiries.

## Hlela limali Zakho Ngokuhlakanipha

\*Dorh Rufaro Mucheka

mnyaka omutjha ulithuba lokuthoma ngobutjha, lokuzibekela iminqopho ekhulumako, lokwakha imikghwa emitjha bewulungise neendlela zakho zokusebenzisa imali ebewuzisebenzisa ngeenkhathi ezidlulileko, ukuqinisekisa ukuthi ingomuso lakho lisimelela ngcono.

Ubujamo bezomnotho bomnyaka wee-2020 bubonakala inga bungahle bube budisi khudiwana ukudiula bomnyaka wee-2019, ngalokho-ke kuqakathekile ukuthi uziqale uziqalisise iindlela osebenzisa ngazo imalakho. Ukufika ekululekweni yemali mnqopho okhanukelwa mumuntu woke, kodwana bayirharakatjhana abantu abaziko ukuthi kufuze bathome kuphi. Ukuba nemikghwa emihle yezeemali embadlwana kuzakusiza ukwenza umnyakakho omutjha ube yipumelelo. Ukuqinisekisa ukuthi uyaphumelela ukuzalisa iminqopho



yakho yeemali, ungalandela iminqopho ye-SMART uza-khele ingomuso leemali elinzinzileko. Lokhu-ke kutjho uku-zibekela iminqopho:

- Enqophileko (Specific)
- Elinganisekako (*Measura-ble*)
- Efikelelekako (Achievable)
- Efaneleko (*Relevant*)
- Engesikhathi (*Time-bound*).
  Ukudlula lapho, kuqakathe-kile ukuthi uhlele iimali zakho ngokutjheja nokuyelela. Nanzi

ezinye iiyeleliso ezingakusiza: Beka iminqopho yakho yeemali - Sebenzela phezu kwendlela osebenze ngayo ngokuzithiba nokuzikhalima eemalini zakho emnyakeni wee-2019 bese uzibekela iminqopho emitjha yomnyaka wee-2020.

Vala iinkwelede zakho - Bekela ngeqadi imali egade isimetjhe namkha yebhonasi neyokukhutjhulwa komrholo uyisebenzisele ukuvala iinkwelede, ngoba phela ukuvala iinkwelede msinyana

kungakulondela imali ebonakalako yemalinzalo.

Yenza amatjhuguluko esabelweni sakho seemali ngokweendingo zakho - Lokhuya nawulandelela iindlela nemikghwa osebenzisa ngayo imali, yenza amatjhuguluko afaneleko esabelweni sakho seemali, ngezelela inani lemali oyibekako wehlise oyisebenzisako. Lokhuya nawukhutjhulelwa umrholo, thatha enye yemali okhutjhulelwe ngayo umrholo uyilonde kunobanyana ukhuphule inani lemali oyisebenzisela ukukhuphula izinga nendlela yokuphila kamnandi khulu.

Buyekeza amatjhorensakho – Hlola itjhorense yepilo, yomzimbakho, yokukhubazeka kunye netjhorense yesikhathi esifitjhani ukuqinisekisa ukuthi inani lemali elapho liyakhambisana neendingo zakho.

Khuluma nomkakho ngokutjha-phuluka nawukhuluma ngeemali - Kunomukghwa wokuthi abantu abezwanako bafihlelane iindaba zeemali. Bambani imikhulumiswana qobe yinyanga nikhulumisane ngesabelo seemali, iminqopho yakho yeemali nezinto enizifunako ngobubili benu ngomuso. Yenzani isikhathi sokwakha inembombono ekhambisanako emalungana nokuthi nifuna ingomuso elinjani ndawonye.

#### Phungula imali oyibekela ukuzithabisa

 Thola izinto ezenziwa simahla, njengamaphaga, amalayibhrari nokhunye ongakwenza ngaphandle kokukhupha imali endaweni yangekhenu.

#### liyeleliso ezizakusiza bona uhlale ukhamba ngehlelo lakho:

Akusiyinto ehlala ilula ngaso soke isikhathi ukukhamba ngendlela yehlelo lakho leemali njengoba ulihlelile, ungaphambuki, kodwana hlala unqophe:

- Ukuhlala uhlola amaakhawundi wakho webhanga – uhlole ukuthi uyisebenzisa kangangani imali.
- Ukuzilungiselela ukudana.
- Ukubalekela ukungena eenkweledeni ongakazihleleli
- Ukuthenga ngokuhlakanipha. Zibuze: Ngikufuna mbala lokhu na? Ingabe kuyingcenye yehlelo lami leemali lokhu na?
- Ukubonana nomeluleki ngezeemali nakube awazi ukuthi kufuze uthomephi.

\*UDorh. Rufaro Mucheka (PhD) umHleli wezeeMali oFakazelweko obuye godu abe siKhulu sokuHlelela amaHlelo we-Afrika yoke ephikweni lokuHlelela IiMali kwa-Nedbank.