

ISIXHOSA NATIONAL
LEXICOGRAPHY UNIT
IZIKO LESIZWE LOCHAZO-
MAGAMA LESIXHOSA



INGXELO 2013 **ANNUAL**
YONYAKA 2014 **REPORT**



University of Fort Hare
Together in Excellence



PanSALB
PAN SOUTH AFRICAN LANGUAGE BOARD

UMBONO

Ukumisela iziko lochazo-magama elizinzileyo, elikhupha izichazi-magama ezikumgangatho ophezulu nelinika inkonzo esulungekileyo kubantu abantetho isisiXhosa ngenjongo yokunyusela phezulu ulwimi lwesiXhosa njengolwimi olusetyenziswa kwezemfundo, kwezenzululwazi, kwezorhwebo nakwezopolitiko.

INJONGO

Ukuphakamisa ulwimi lwesiXhosa nabantu abantetho isisiXhosa ngokubhalwa, ngokuphuhliswa nangokukhuthazwa kokusetyenziswa kwaso kuzo zonke iinkalo khona ukuze kube nokubuyiselwa isidima saso nokuhlonitshwa kwaso njengolwimi oluyintetho yesizwe.

ISIBHAMBATHISO

Eli ziko lizimisele:

- Ukusebenzisa igunya lalo elikumgaqo-siseko;
- ukuphenduliswa;
- ukwenzela izinto ekuhleni;
- ukubonelela ngezichazi-magama neenkono ezikumgangatho ophezulu;
- ukubonisa intlonipho
- nokuzinikezela kumsebenzi walo.

IZiko loChazo-magama lesiXhosa leSizwe nelaziwa njengeZiko lesiChazi-magama libhaliswe njengombutho ongenzi ngeniso kwaye inombolo yalo yobhaliso ithi 2001/001015/08 kwaye lisekwe ngokwemimiselo yeBhodi yeeLwimi yoMzantsi-Afrika.



OKUQULATHIWEYO

- 04 | IBHODI YABALAWULI
- 05 | ILIZWI LIKASIHLO
- 07 | ISIGUNYAZISO SOMTHETHO
IMISEBENZI YEZIKO
- 08 | UKUPHONONONGWA KOZINZO
- 09 | INKXASO-MALI
- 10 | ULAWULO LWEZIKO
- 13 | ABASEBENZI
- 14 | IMISEBENZI
- 15 | INTSEBENZISWANO NAMANYE AMAZIKO
IPROJEKHTHI YESICHAZI-MAGAMA YEZIKO LOCHAZO-MAGAMA
- 17 | IGALELO ELENZIWE KWEZOPHANDO
- 18 | OLUNYE UPHUHLISO LOPHANDO KWIZIKO LOCHAZO-MAGAMA
- 19 | IZICWANGCISO ZONYAKA-MALI WAMA-2013/2014

USihlalo : Gqr. M-W Jadezweni
ISekela-sihlalo : Gqr. SS Mdaka
Amalungu eBhodi : Mnu M Tanda
 Gqr. N Mkonto
 Gqr. O Dzingwa
 noNjing DN Jafta

Abaseki beZiko:
 Mnu L Bambelo, Njing S Gxilische, Njing S Satyo,
 Mnu Dyubhele, Mnu T Mxowa, Mnu Maqungu,
 Nksk Sili, Mnu T Bhengu, Mnu Sobahle,
 Nksk Mgadle, Nksk Nongxe, Nksk Mgabadelu,
 Nksk Ngcofe, Nksk Nongxaza



Idilesi yeziko:
 IsiXhosa National Lexicography Unit
 University of Fort Hare | Private Bag X 1314 Alice | 5700
 Eastern Cape | South Africa

Amanani omnxeba: (040) 602 2082 / 2672 / 2024
 Amanani efeksi: (040) 602 2590
 I-imeyile: zwababa@ufh.ac.za
 Iwebhusayithi: www.xnlu.ufh.ac.za

Abaphicothi-ncwadi bangaphakathi:
 Marais & Smith Chartered Accountants (SA)
 2 Scherwitz Road | Berea | East London 5241



Ngokwendlela izinto ezihambe ngayo, unyaka-mali wama-2013/2014 awubanga ngunyaka omhle kwaphela kwiBhodi yeelwimi yoMzantsi-Afrika. Oku kubonakele ngokungahlawulwa kwesibonelelo senyanga kwiZiko loChazo-magama ekupheleni konyaka wama-2013 ukuya kowama-2014. Le meko ibangele ukuxhalaba okukhulu kubasebenzi beZiko nakwiBhodi yabaLawuli. Saba nengcinga ethi makube iBhodi yeelwimi yoMzantsi-Afrika iyophusa. Zithe zisakufika izibonelelo ekugqibeleni, saqonda ukuba iingcinga zethu bezibangelwa nje yinkxalabo. Umonde wabasebenzi beZiko nowebhodi yabaLawuli kulo naluphi na uloyiko ube nokuvavanywa. Nangona kubekho inkxalabo yokungahlawulwa kwezibonelelo zeZiko, iZiko lona lisebenze ngokungathi akukho nto yenzekileyo. Ibe ngumnqa nento yokuba side siphumele kule meko kungabangakho msebenzi uyihlelelayo idyokhwe. Simothulela umnqwazi uMhleli oyiNtloko nabasebenzi beZiko ngomonde nokuzinikela kwabo kweli Ziko ingakumbi ngexesha elibangela inkxalabo. Amalungu eBhodi yabaLawuli nawo abulelwa

ngokungazenzisiyo ngegalelo lawo ekulawulweni kweZiko. Inkonzo yawo kwisizwe ibulelwa ngokungenasiphelo.

Ukupapashwa kwesiChazi-magama seMathematika neNzululwazi samaBanga 1–7 ibe yenye yeenjongo zonyaka-mali 2013/2014. Ukungabi nakupapashwa kwalo msebenzi usisiseko senkqubela-phambili kubangele udano olukhulu nangona luya kuguquka olo dano lube yintsikelelo njengoko esekho amathuba okupapashwa kwalo mqulu. IZiko linethemba lokuwupapasha lo msebenzi kungekudala.

Isichazi-magama esilwimi-ntathu kwanesilwiminye zithe gqolo ukuphakamisa igama leli Ziko loChazo-magama. Ezi zichazi-magama zibini zitsala umdla kakhulu ebantwini kwaye zithengwa qho. Sibulela kakhulu kwaba bathengi kwaye ngokuthenga kwabo badlala indima engencinane ekuphakamiseni eli Ziko loChazo-magama. Akuthandabuzeki ukuba aba vimba babini baya kuqhuba besebenza njengesiseko sokuveliswa kwezinye izichazi-magama zolwimi lwesiXhosa. Oku kuchazwe ngokucacileyo kuxwebhu lwethu lwesicwangciso.

Mayela nokuzaliswa kwesithuba soMncedisi woMhleli oyiNtloko, kusaqhutywa nokukhangelwa umntu ofanelekileyo kwaye kuyathenjwa ukuba siya kuzaliswa esi sithuba phambi kokuphela kwalo nyaka-mali. Akulula kona ukusizalisa esi sithuba ngenxa yokunqongophala kwabantu abaqeqeshiweyo kwinkalo yochazo-magama.

IYunivesithi yaseFort Hare, iziko elisingathileyo, lithe gqolo lizivula iingcango zalo kwiZiko loChazo-magama, kulwimi lwesiXhosa ukutsho oko kwaye ngokwenza njalo lizibalula njengeYunivesithi eyondla isizwe esimnyama. Kuyachulumancisa ke oku.

Sisoloko siziva sisekhaya kwaye sinebhongo kakhulu ngale Yunivesithi.

Amanye amaziko ochazo-magama - oogxa bethu, bafumana kulula ukunxibelelana neZiko lethu kwaye balibalula eli Ziko lethu njengeziko ekunokufundwa kulo. Lelinye ibakala ke eli elibangela sibe neqhayiya ngakumbi.

Sinethemba sileli Ziko ukuba iBhodi yeeLwimi yoMzantsi-Afrika iya kude ifikelele kwisigqibo

sokonyula iBhodi yabaLawuli entsha njengoko ithuba lale Bhodi iqhubayo selaphelayo.

Siyayivuyela inkxaso yeBhodi yeeLwimi yoMzantsi-Afrika kumsebenzi weZiko loChazo-magama ■

Gqrh Mhlobo Jadezweni

USihalo weBhodi yabaLawuli

IZiko loChazo-magama lesiXhosa leSizwe

UmThetho weBhodi yeeLwimi yoMzantsi-Afrika, 1999

IZiko loChazo-magama lesiXhosa leSizwe lasekwa ngokwemiqathango yecandelo 8(8)(c) lomThetho weBhodi yeeLwimi yoMzantsi-Afrika, 1999 (umThetho we-10 kowe-1999), lisekelwa ukuba lisebenze njengequmrhu elingenzi ngeniso phantsi kwecandelo lama-21 lomThetho wamaQumrhu, 1973 (umThetho wama-61 kowe-1973). IZiko eli liya kungqiyama kwimizamo yokuphuculwa kolwimi nasekuthobeleni imigaqo-nkqubo yeBhodi yeeLwimi yoMzantsi-Afrika.

Eminye imithetho elisebenza phantsi kwayo iZiko loChazo-magama lesiXhosa yile ilandelayo:

- UmThetho wamaQumrhu (umThetho wama-71 kowama-2008);
- UmThetho woLawulo lweMali kaRhulumente (umThetho woku-1 kowe-1999) kunye nemiMiselo kaNondyebo weSizwe (yomhla wama-25 kuCanzibe 2002);
- ImiMiselo yomThetho weBhodi yeeLwimi yoMzantsi-Afrika (umThetho wama-59 kowe-1995) ephathelele kwimiqathango neemeko zomsebenzi yabasebenzi beBhodi yeeLwimi yoMzantsi-Afrika;
- UmThetho wokuSetyenziswa kweLwimi zoMzantsi-Afrika ezisemThethweni (umThetho we-12 kowama-2012);
- UmThetho woHlengahlengiso lweNkonzo zabaSebenzi bakaRhulumente (umThetho wama-30 kowama-2007).

Imisebenzi yeZiko, ngokwemiqathango yomGaqo we-14 lomGaqo wamaQumrhu, iya kuba kukusungula, ukulondoloza, ukuqoshelisa nokuphucula kumathuba ngamathuba ukuqulunqwa kwesichazi-magama esilwiminiye okanye ezinye izichazi-magama ngolu hlobo:

- (a) ngokuqokelela, ukucwangcisa nokugcina, kwimeko yochazo-magama esebenzayo, isigama sesiXhosa;
- (b) ngokuhlela nokupapasha ingqokelela yamagama ngokwemigaqo yochazo-magama kwimo yencwadi okanye yekhompyutha;
- (c) ukuvumela ukufikelelwa kweencwadi nezinye izixhobo zeZiko ngabaphandi ngokuhambelana nomgaqo-nkqubo webhodi yabalawuli.
- (d) nokuchaza inkqubo yochazo-magama ekuqulunqweni kwezichazi-magama ngokuthi kupapashwe amaphepha koolindexsha.

Kwakhona iZiko loChazo-magama libe nemingeni emininzi kulo nyaka-mali kwaye loo mingeni ibekho nakwamanye amaziko ochazo-magama. Onke amaziko ochazo-magama anikwa isabelo-mali esincinci. IZiko loChazo-magama kunyanzeleke ukuba lixoze mphini wumbi, likhangele eyona miba iphambili ukuze libe nokuqhubela phambili. IBhodi yeeLwimi yoMzantsi-Afrika iyinyuse ngesi-5% inkxaso-mali yeZiko loChazo-magama. Lo myinge awenzi mahluko nakancinane ekutshintsheni isimo semali esingasihlanga seZiko loChazo-magama. Nangani kunjalo, iBhodi nabasebenzi beZiko basebenze nzima bebeka phambili iiprojekthi ezibalulekileyo ngenjongo yokuqhubela phambili eyona misebenzi ingundoqo yeZiko.

Amaziko ochazo-magama ayenethemba lokuba iqhinga leBhodi yeeLwimi yoMzantsi-Afrika lokuguqula imeko liya kuba neziphumo ezincomekayo kuwo kodwa akubanga njalo. Amaziko ochazo-magama akaphathekanga kakuhle kule Bhodi ngokwasemalini nangokweminye imiba. Kumaxesha amaninzi, iBhodi yabaLawuli inyanzeleke ibhalele ibambela leGosa loLawulo eliyiNtloko leBhodi yeeLwimi ikhumbuza ngesibonelelo esingekahlawulwa. Iqhinga lokuguqula imeko liyisebenzele kakuhle iBhodi yeeLwimi kuNdunkulu kodwa libe lincinci igalelo lalo kumaziko ochazo-magama kuba amaziko ochazo-magama akaziswa ngeenkqubo ezininzi zothatho-zigqibo.

Okona kudana kube kukhulu kwiZiko loChazo-magama ibe kukungabi nakho kwalo ukupapasha isichazi-magama seMathematika neNzululwazi ngenxa yokungabi namdla kwemizi yopapasho emikhulu. IBhodi yeeLwimi ayinancedo ilwenzayo kwimiba yopapasho. IZiko loChazo-magama kunyanzeleke lisebenzise imali yalo, liwe livuka likhangela umzi wopapasho onokupapasha esi sichazi-magama. Ngenxa yokuba ubuninzi besabelo seZiko sihlawula imivuzo yabasebenzi, iintlanganiso zeBhodi neminye imisebenzi, iZiko linyanzeleke

ukuba lithathe isixa-mali esithile lisebenzise ekupapasheni isiqalelo sesichazi-magama seMathematika neNzululwazi oku kokuba kubekho into eyenziweyo.

Ekupheleni konyaka-mali wama-2013/2014 siqaphele ukuba iindleko zeZiko zingaphezulu kunengeniso yalo. Unobangela woku kukuba iZiko alisenzi ngeniso ngentengiso yezichazi-magama. Inkampani yoshicilelo eyanikwa uxanduva lokushicilela nokuthengisa izichazi-magama zeZiko ayiyihlawulanga kakuhle imali yentengiso yezichazi-magama kwiZiko loChazo-magama kule minyaka mithathu idlulileyo. Oku kungahlawulwa kuyibeka kwimeko enkenekene ingeniso yeZiko.

Ngaphandle kwale meko yemali yeZiko inkenenkene, eminye imingeni yephathelele kubudlelwane bentsebenziswano neYunivesithi, ingakumbi iCandelo leeLwimi zeSintu. IZiko loChazo-magama lachazelwa ukuba kufuneka libenze ngokusesikweni ubudlelwane bentsebenziswano neCandelo leeLwimi zeSintu. Kungoku nje, iZiko loChazo-magama neCandelo leeLwimi zeSintu, zilungiselela ukumisela ngokusesikweni ubudlelwane bentsebenziswano. UMhleli oyiNtloko ube negalelo ekuqulunqweni komgaqo-nkqubo wolwimi weYunivesithi. IDean of Social Sciences and Humanities yaphakamisa ukuba afakwe njengelungu leKomiti yeeLwimi yeYunivesithi. Oku kuya kuvula indlela yokuba iZiko lisebenzisane namaqonga olawulo lweYunivesithi.

Umlawuli weZiko loChazo-magama ukhe wafakana imilomo namagosa eSebe leMfundo eMpuma-Koloni ngenjongo yokuququzelela intengiso yezichazi-magama zeZiko loChazo-magama. Ngeliphandle imeko yeZiko loChazo-magama isembi kakhulu ngokwasemalini. Okwangoku, iZiko loChazo-magama alinakho ukuzalisa izithuba ezithathu ezikhoyo de lifumane uzinzo ngokwasemalini. Into eliyenzayo iZiko kukuqhuba loo maphulo linakho ukuwahlawula ■

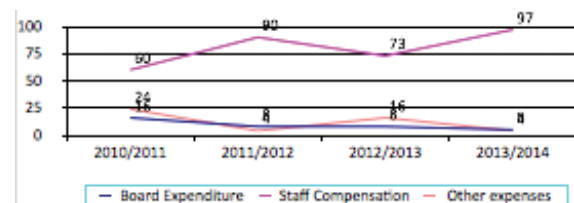
Nangeli ithuba, isibonelelo sonyaka esifunyenwe kwiBhodi yeeLwimi sibe ngaphantsi kuneemfuno zesabelo-mali seZiko loChazo-magama. Le yimeko ewachaphazela onke amaziko ochazo-magama. Isibonelelo sonyaka-mali wama-2013/2014 sibe sisigidi esi-R1 438, 097.65 kwaye asanelanga ukuhlawula isabelo-mali semivuzo yabasebenzi. Iziko loChazo-magama kufuneka liqwalasele kuphela iindleko zemiba ephambili yomsebenzi neyeofisi.

IQonga laBahleli boChazo-magama lazise iOfisi kaMongameli ngemeko yezemali yamaziko ochazo-magama, ichaphazela nokungahoyi kweBhodi yeeLwimi ekuxoxeni ngesimo sezemali samaziko ochazo-magama. Iqela labathunywa eliquka uMhleli oyiNtloko we-WAT; uMhleli oyiNtloko wesiZulu noMhleli oyiNtloko we-DSAE bathunywa ukuba baye kudibana neOfisi kaMongameli kunye neSebe lezobuGcisa neNkcubeko.

Naku ekwavunyelwana ngako neSebe lezobuGcisa neNkcubeko: uMlawuli-jikelele weSebe lezobuGcisa neNkcubeko wathembisa ukuba uya kuzama ukukhangela imithombo yenkxaso-mali yokungxamisekileyo ukongeza izabelo-mali zamaziko ochazo-magama kunyaka olandelayo. Okwesibini uthethe uza kuhlanganisa iqela elisebenzayo ukuba liphande ngemiba ebanzi ephathelele neendawo abekwe kuzo nangendlela axhaswa ngayo amaziko ochazo-magama. Ikakhulu kuya kuphandwa ngokuba ingaba iBhodi yeeLwimi yindawo efanelekileyo na ukuba abe phantsi kwayo amaziko ochazo-magama

Ukususela oko kwatyunjwa ibambela leGosa loLawulo eliyiNtloko ngeyeSilimela 2012, amaziko ochazo-magama aba nemingeni engaphezulu kunangaphambili. IGosa loLawulo eliyiNtloko elibambeleyo lanikwa uxanduva lokuguqula imeko yeBhodi yeeLwimi kwaye, njengenxalenye yoko, wathembisa ngokuba uya kujongana neengxaki zamaziko ochazo-magama. Amaziko ochazo-magama akasachazelwa nto ngemiba emininzi echaphazela iBhodi yeeLwimi. Ngokoluvo lwamaziko ochazo-magama izicwangciso ezikhokelwa libambela leGosa loLawulo eliyiNtloko neqela lalo, ziyadanisa. Nangona kwabhalelwa iBhodi yeeLwimi kaninzi kwabuywa kwabanjwa uthotho lweentlanganiso nebambela leGosa loLawulo eliyiNtloko neqela lalo, kwacaca okwekat'emnyam'ehlungwini ukuba kusekukhulu ukungaqondwa kwamaphulo ezichazi-magama yiBhodi yeeLwimi kwaye akukho mbono ukhoyo wokuwaqhubela phambili la maphulo ngendlela encomekayo ■

Itshati 1: Umboniso wenkcitho yenkxaso-mali esuka kwiBhodi yeeLwimi kulo nyaka



6.1 Ubudlelwane phakathi kweZiko loChazo-magama neYunivesithi yaseFort Hare

Iziko loChazo-magama linesivumelwano neBhodi yeeLwimi yoMzantsi-Afrika kunye neYunivesithi yaseFort Hare. Ngokwesi sivumelwano, iBhodi yeeLwimi yoMzantsi-Afrika inoxanduva lokuxhasa ngemali eli Ziko ukuze libe nokwenza umsebenzi walo. IYunivesithi yaseFort Hare ibonelela ngeenkonzozo zolawulo lwemali, ulawulo lwabasebenzi, inkxaso kubuchwepheshe beekhompuyutha nangokubonelela iZiko ngendawo yokusebenzela. Kwisabelo seZiko esisuka kwiBhodi yeeLwimi yoMzantsi-Afrika, iYunivesithi ifumana kuphela isi-5%. Asingeyifihli into yokuba iYunivesithi yaseFort Hare inegalelo elincomekayo ekukhulisweni nasekuphuhliseni kolwimi lwesiXhosa nabantu baso.

Nangona kunjalo, ikho imingeni ekhoyo kubudlelwane beZiko loChazo-magama neYunivesithi. IZiko loChazo-magama liqaphele ukuba ubudlelwane bentsebenziswano phakathi kweCandelo leeLwimi zeSintu neZiko loChazo-magama abukamiselwa ngokusesikweni. Oku kuthetha ukuba, nokuba iZiko lingapapasha iphepha lophando, iYunivesithi ayinakuba nakho ukwenza ibango lenkxaso-mali kuRhulumente.

Iziko loChazo-magama lizama kangangoko linakho ukuyilungisa le meko ngokuthi lisebenze ngokusondeleleneyo neCandelo leeLwimi zeSintu. Usakube usonjululwe lo mngeni siyathemba ukuba iZiko liya kuba nengeniso eliyenzayo ngamagalelo alo alenzayo kuphando.

Kwinkalo yezolawulo, iZiko linayo imingeni engephi eligagana nayo kwiCandelo leMali nelezaKhono zabaSebenzi. Kulindeleke ukuba le mingeni iya kusombululeka kusakuhlaziywa isivumelwano

esiphakathi kweZiko loChazo-magama, iBhodi yeeLwimi neYunivesithi yaseFort Hare.

6.2 IBhodi yoLawulo namagunya ayo

Ngokwemiqathango yomThetho weBhodi yeeLwimi yoMzantsi-Afrika, iZiko loChazo-magama lilawulwa ngokwemigaqo yeenkampani. Ngaphezu koko, iZiko loChazo-magama libekwe esweni yiBhodi yabaLawuli (ebizwa apha ngokuba yiBhodi). Umsebenzi weBhodi ubalulekile ekuncediseni iZiko loChazo-magama ukuba lenze umsebenzi elimiselwe wona kwaye lithobele imigaqo, imimiselo neenkqubo zeZiko loChazo-magama. Eminye imisebenzi ebalulekileyo yeBhodi yile:

- (a) ukuqinisekisa ukuba imigaqo-nkqubo yeZiko loChazo-magama ihambelana nezicwangciso zolawulo zesizwe zeBhodi yeeLwimi yoMzantsi-Afrika,
- (b) ukuncedisa iZiko loChazo-magama ukuba lenze umsebenzi elimiselwe wona ngelixa lithobele imigaqo, imimiselo neenkqubo ezisemthethweni,
- (c) ukubonelela ngesikhokelo solawulo ngokuphathelele ekusetyenziseni ngokusulungekileyo kwezixhobo zeZiko loChazo-magama kuqukwa imali nabasebenzi.

Kulo nyaka-mali wama-2013/2014, iBhodi icebise uMhleli oyiNtloko ukuba, phakathi kwezinye izinto, aqinisekise ngokuqosheliswa kwesiChazi-magama seMathematika neNzululwazi ukulungela upapasho. IBhodi yabaLawuli iyamkele inkqubela eyenziweyo kumaphulo amabini ahamba kunye nesiChazi-magama seMathematika neNzululwazi. La maphulo mabini yiConcise Trilingual isiXhosa, English and Afrikaans Dictionary nesiChazi-magama sesiXhosa esiLwiminye. Ukwenziwa kovimba weenkukacha ukulungiselela isichazi-magama esiLwiminye sele kuqoshelisiwe. Nangona ukho umngeni

wokungabikho kwemali, kodwa iBhodi isoloko inika inkxaso kwiZiko ukuba liqhube nomsebenzi walo.

6.3 Imingeni yolawulo egagana nayo iBhodi

iBhodi yabaLawuli yahlulwe yaba ziikomiti ezimbini; iKomiti yoLawulo neKomiti yobuChwepheshe. IKomiti yoLawulo iqwalasela imiba yolawulo neyemali ngelixa iKomiti yobuchwepheshe iqwalasela imiba yohlelo. Umngeni ezigagana nawo ezi komiti ngowenani elifanelekileyo lokuhlala iintlanganiso. Ngokwenani, iBhodi ibinamalungu ali-9. Aye asala ema-5 emva kokuba kubeke phantsi amalungu eBhodi ama-4. Eli nani liyibeka engxakini iBhodi kuba qho xa kukho umba otshisa ibunzi nekufuneka kuthathwe isigqibo ngawo, iBhodi ayikwazi ukufikelela kwinqanaba elifunekayo. Omnye

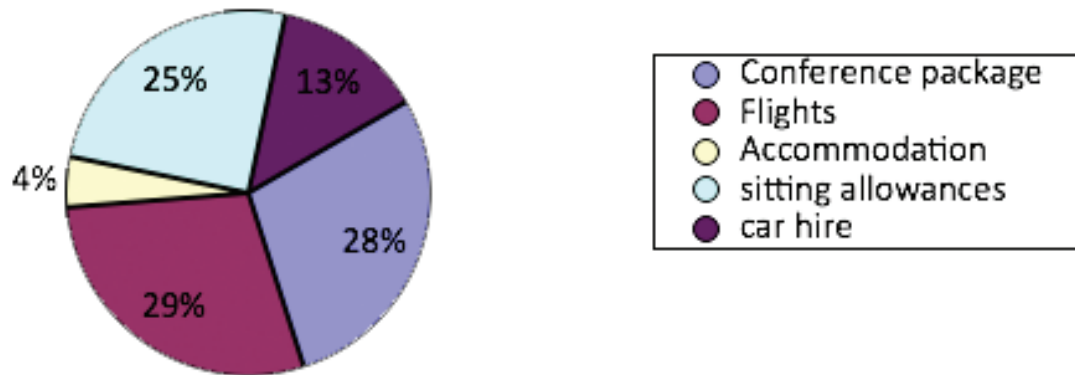
umngeni ngowokuba, njengoko amalungu eBhodi ingabantu abakwizikhundla ezizigxina, kuba nzima ukuzimasa iintlanganiso zeBhodi.

6.4 Iintlanganiso zeBhodi

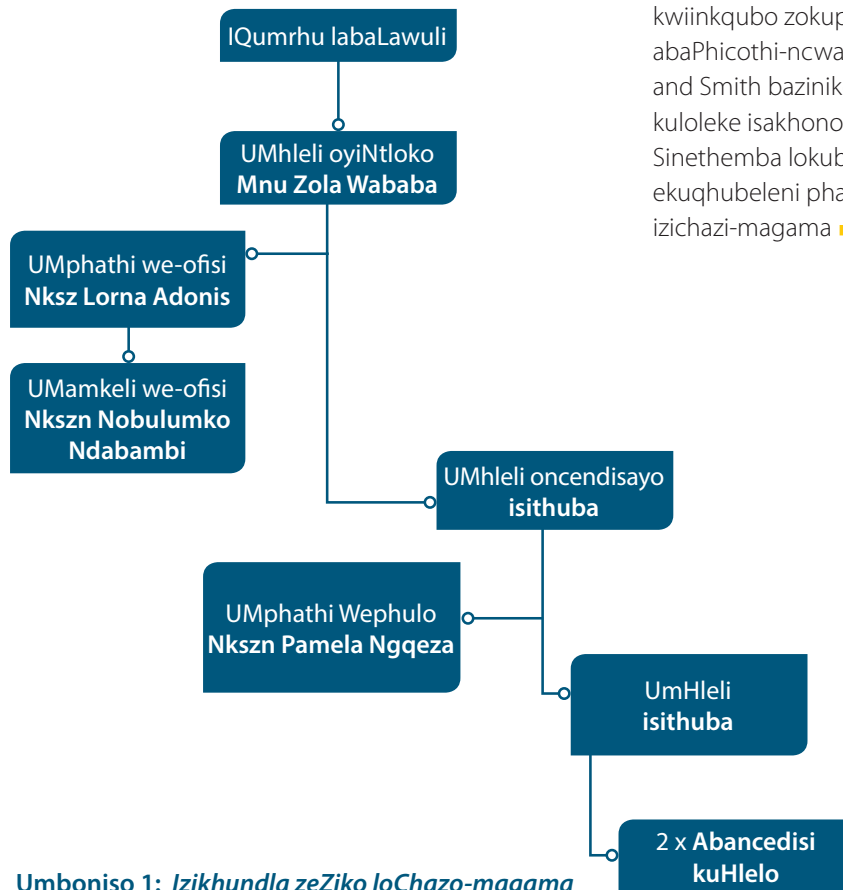
Zibe ntathu iintlanganiso zeBhodi yabaLawuli kulo nyaka-mali uphononongwayo, zibe ngale mihla: Intlanganiso yeBhodi 27 kweyeSilimela 2013; intlanganiso yonyaka 28 kweyeSilimela 2013; intlanganiso yeBhodi 1 kweyeNkanga 2013; intlanganiso yezicwangciso 23 kweyeMqungu 2014; intlanganiso yeBhodi 24 kweyeMqungu 2013. IZiko ligqibe ekubeni lilicuthe inani leentlanganiso ngenxa yokunqongophala kwemali. IZiko ligqibe ekubeni lilicuthe inani leentlanganiso ngenxa yokunqongophala kwemali ■

<i>Itheyibhile : Inkcitho yeBhodi yonyaka-mali 2013/2014</i>			
INKCITHO YEBHODI YABALAWULI 2013/2014			
Igama	Isikhundla	Inani lentlanganiso	Isibonelelo: intlanganiso nohambo
Ggr. Jadezweni M-W	uSihlalo	10	R 6539.34
Gqrh. Mkonto N.	Ilungu beBhodi	7	R 5030.45
Adv Gqrh Dzingwa O.	Ilungu beBhodi	3	R 1755.45
Mnu. Tanda M.	Ilungu beBhodi	2	R 1170.30
Njing Jafta D.N.	Ilungu beBhodi	2	R 4833.13
Gqrh. Mdaka S.	Ilungu beBhodi	5	R 5261.75
			R
Iintlanganiso zeBhodi, iintlanganiso zesiqophe nezinye iindleko			
linkomfa			R 27871.00
Indawo zokulala			R 4381.00
Imoto eqeshiweyo			R 13, 152.68
Iinqwelomoya			R 28132.00
Izibonelelo zentlanganiso			R 24590.42
Inkcitho iyonke			R 98, 127.10

Itshati 2: Inkcitho yeBhodi yonyaka-mali 2012-13



IZiko liwusungule lo nyaka-mali ngabasebenzi abane abasisigxina. Ekupheleni kwalo nyaka-mali, iBhodi yabaLawuli ithathe isigqibo sokuba sizaliswe isithuba soMhleli oNcedisayo. Onke amalungiselelo okupapashwa kwesi sithuba kumaphephandaba enziwa. Inani labafaki-zicelo alizange lonelise kwaye kwelinye icala iZiko lingenamali yaneleyo ukuzalisa esi sithuba. IZiko liye lakuhlelisa ukuzaliswa kwesi sithuba de kuphucuke imeko yalo yezemali.



Umboniso 1: Izikhundla zeZiko loChazo-magama

7.1 Uphuhliso lwabasebenzi

Isiboniso 1: Uluhlu lwezikhundla zeZiko loChazo-magama

IZiko liyabakhuthaza abasebenzi balo ukuba bazixhobise ngokuqhubela phambili nezifundo zabo. Kungokunje, uMhleli oyiNtloko ungenele izifundo zesidanga kuchazo-magama. UMphathi-ofisi yena ungenele izifundo kwikhondo leNzululwazi yezoQoqosho nezoLawulo. Ngaphezu koko, uMphathi-ofisi uzibethelele izakhono zakhe kwiinkqubo zokuphathwa kwemali kangangokuba abaPhicothi-ncwadi beZiko, abakwaMarais and Smith bazinikezela ekumqeqesheni ukuze kuloleke isakhono sakhe ekuphatheni imali yeZiko. Sinethemba lokuba le mizamo iya kulincipa iZiko ekuqhubeleni phambili umsebenzi walo wokuvelisa izichazi-magama ■

La macandelo angezantsi aya kuqwalasela imisebenzi eyahlukeneyo kwiZiko loChazo-magama.

8.1 ULawulo lwabaSebenzi nemiThombo yeMali

Kwiindlela zalo ezininzi zoLawulo lwabaSebenzi, iZiko loChazo-magama lilandela imimiselo yomThetho weBhodi yeeLwimi yoMzantsi-Afrika, 1995 ngokuphathelele kwiimeko zempangelo zabasebenzi. IZiko loChazo-magama likwasebenza phantsi kweYunivesithi yaseFort Hare

Kwimisebenzi yalo, iZiko loChazo-magama lilandela umthetho wesizwe ingakumbi umThetho weeNkampani, 2008; umThetho woLawulo lweMali kaRhulumente, 1999 nemiMiselo kaNondyabo weSizwe yowe-2000 ngokuphathelele ekusetyenzisweni kwemali efunyanwa kwiBhodi yeeLwimi yoMzantsi-Afrika. IOfisi yamaPhulo yeYunivesithi yaseFort Hare incedisa kulawulo lwemali. IYunivesithi yaseFort Hare ikwalawula zonke iikhawunti zebhanki zeZiko loChazo-magama kwaye ikwancedisa nakwimiba ekufuneka ilandelwe.

8.2 linkqubo zolawulo lweofisi nemigaqo

AbaPhathi beZiko loChazo-magama baye baphonononge iindlela zolawulo zangaphakathi nemigaqo kunyaka-mali ngamnye. Oku kunceda ekuphuculeni indlela yokusebenza kwethu. Amaxwebhu ezicelo naweentlawulo ayahlaziywa xa kukho imfuneko yoko. Oku kusinceda ekuphuculeni ulawulo lweerekhodi zekhompyutha eziquka ukusikena nokuthumela ngeimeyile kwamaxwebhu angaphakathi amaninzi njengoko ukuthunyelwa kwawo kungakhokelela kwinkcitho engeyomfuneko.

Irejista yempahla eneenkcukacha ezininzi neebhakhawudi kunye nomgaqo-nkqubo wokuchithwa kwempahla kubekwa iliso kuzo. Oku

kulincedile iZiko kuba libe nakho ukuqinisekisa ngexabiso nangokonakala kwempahla. Nangona irejista yempahla ibekwe phantsi kweliso kwaye ihlaziywa ngengcaciso evelayo ngalo lonke ixesha kodwa uphicotho-ncwadi lonyaka-mali wama-2013/2014 lubonise ubuthathaka obukhoyo kwaye oku kwenzeke qho nakwiminyaka edlulileyo. Abaphicothi-ncwadi bafumanise ukuba impahla eninzi yeZiko yonakele kodwa iZiko lona lisayibona njengempahla enokusetyenziswa ngenxa yesimo salo semali esingasihle. Ngenxa yoku, abaphicothi-ncwadi bacebise ukuba iZiko ligcine yonke impahla yalo enexabiso elingaphantsi kwe-R1 500 kwirejista yempahla, lize liyixabise kwakhona libuye liyifake njengempahla elinayo de isimo semali sibe nokuzinza.

8.3 linkomfa neendibano zocweyo

Abasebenzi beZiko bathathe inxaxheba kwezi nkomfa nakwezi ndibano zocweyo zilandelayo:

3 - 5 kweyeKhala 2013: AfriLex Conference kwiYunivesithi yaseNelson Mandela Metropolitan, eBhayi.

27 - 28 kweyoMsintsi 2013: The Fifth African Intellectuals Language Conference kwiYunivesithi yaseFort Hare, eDikeni.

23 kweyoMsintsi 2013: Incremental Introduction of African Languages Policy Conference, Education Leadership Institute, eMonti.

21 - 22 kweyeNkanga 2013: Indibano yocweyo ngemigaqo yokubhalwa kwesiXhosa, National Language Body of isiXhosa, kwaLanga eKapa.

8.4 Unxibelelwano nentengiso

Kwezi nkomfa zikhankanywe ngasentla, iZiko laqaphela ukuba kungcono ukuzithengisela izichazi-magama zalo endaweni yokuba abathengi baziodola kubaPapashi bakwaNutrend. Sifumene ingxelo ethi, ukuodola izichazi-magama kwaNutrend kuthatha

ixesha elide. Ngeso sizathu, iZiko likholelwa ekubeni zingathengiswa ngokukhawuleza izichazi-magama xa zinokugcinwa kwiZiko loChazo-magama. IZiko loChazo-magama liqulunqe iwebhusayithi njengesixhobo sentengiso, apho abathengi banokufaka khona iiodolo zabo zezichazi-magama.

Ezo odolo zithunyelwa kwaNutrend. Abathengi bangafaka iiodolo zabo kwiZiko loChazo-magama kodwa bahlawule kwaNutrend. AbakwaNutrend ke bona baya kuzithumela izichazi-magama kubathengi. Le ndlela yenza kube lula ukuthengwa kwezichazi-magama zeZiko ngabathengi bethu ■

09

INTSEBENZISWANO NAMANYE AMAZIKO

9.1 Utyelelo lwezemfundo lweYunivesithi yaseRhodes

IZiko loChazo-magama lisungule intsebenziswano neCandelo leziFundo zoLwimi lweSintu kwiYunivesithi yaseRhodes ingakumbi kwimiba ephathelele nochazo-magama. IZiko loChazo-magama noogxa balo kwiYunivesithi yaseRhodes bavumelene ngokusebenzisana kuchazo-magama nasekuqulunqweni kwezichazi-magama. Ngomhla we-18 kweyeDwarha 2013, umhlohli wezochazo-magama, uGqrh uNkomo, nabafundi bakhe aba-3 kuchazo-magama batyelela iZiko loChazo-magama ngenjongo yokuzibonela inkqubo yokwenziwa kwesichazi-magama. Ngethuba lolu tyelelo, uGqrh Nkomo wabamba indibano yocweyo nabasebenzi beZiko apho wathetha khona ngethiyori yochazo-magama kwanokuqulunqwa kwesichazi-magama. Kukolu tyelelo apho la maziko mabini athi

avumelana ngokuba abe nento ayipapashayo ngochazo-magama lwesiXhosa eya kuthi ijonge kwixesha elidlulileyo, kwixesha ekulilo nakwixesha elizayo. UMhleli oyiNtloko weZiko loChazo-magama naye utyelele iYunivesithi yaseRhodes ngomhla wesi-5 nowesi-6 kweyoMnga 2013 ngenjongo yokuya kuqoshelisa inqaku alibhale noGqrh uNkomo. Elo nqaku laqosheliswa laza lapapashwa kulindexesha iLexikos 23.

9.2 Ukusebenzisana neSebe lezeMfundo leMpuma-Koloni

IZiko loChazo-magama limenywe, kumathuba ngamathuba, liSebe lezeMfundo leMpuma-Koloni ukuba lithathe inxaxheba kwiindibano zalo zocweyo zomxholo othi; *Incremental Introduction of African Languages* ■

10

IPROJEKHTHI YESICHAZI-MAGAMA YEZIKO LOCHAZO-MAGAMA

IZiko loChazo-magama lihambe ngesantya solovane ekulunqeni izichazi-magama kunyaka-mali wama-2013/2014. Isizekabani soko ibe linani eliphantsi labasebenzi kwanemeko ehaxayo yezemali kwiZiko loChazo-magama. IZiko loChazo-magama linomhleli omnye, uMhleli oyiNtloko otyunjelwe kwesi sikhundla ngokusigxina ngeyoMdumba kunyaka-mali wama-2013/2014. UMhleli oyiNtloko

uxakeke ngamandla kuba nguyeyedwa onoxanduva lokwenza isicwangciso sokuqulunqwa kwesichazi-magama kuphinde ibe kwanguyeyefuneka ebhale phantsi konke ekufuneka kubhaliwe. Kanti kwangelo thuba linye, kufuneka enze umsebenzi wolawulo lweZiko. Abanye abasebenzi beZiko aba-3 abawuqeqeshelwanga umsebenzi wochazo-magama. Iprojekthi zonyaka-mali ophelileyo ezathi

zenziwa ngaxeshanye yaba luqulunqo lovimba wesigama ukulungiselela ukuqulunqwa kwesichazi-magama esilwiminiye, isichazi-magama esilwimi-ntathu ukulungiselela abafundi kunye nesiChazi-magama seMathematika neNzululwazi. La maphulo mathathu akwizigaba ezahlukeneyo zenkqubela-phambili.

10.1 Amaphulo oqulunqo lwezichazi-magama

10.1.1 IsiChazi-magama seMathematika neNzululwazi

Ukugabula izigcawu

Iziko loChazo-magama lasungula iphulo lokubhala IsiChazi-magama seMathematika neNzululwazi ukulungiselela izikolo nokuxhasa umgaqo-nkqubo wolwimi wezemfundo, ukukhawulelana neemfundo zootishala nabafundi kwisigama sesiXhosa, ukuhluba ubuze bentetho ethi iilwimi zeSintu akunakufundiswa ngazo kwiinkalo zeMathematika nezeNzululwazi ngenxa yokungabikho kwesigama esichanekileyo kwezi lwimi kwanokukhuthaza ukusetyenziswa kweelwimi zeSintu ekufundiseni nasekufundeni ngazo. Esi sichazi-magama silungiselele ootishala nabafundi kwisigaba esiphakathi nesiphezulu samabanga okuqala. Esi sichazi-magama sikwaluncedo nakubantu ngokubanzi ingakumbi ekubetheleleni ulwazi lwabantwana ngabakufundiswe esikolweni.

Iziko loChazo-magama lisebenzise uludwe lwamagama awayequlunqwe liSebe lobuGcisa neNkcubeko nayiBhodi yeSizwe yoLwimi lwesiXhosa. Kungoku nje siqwalasela ikakhulu ukuchaneka kwesigama, ukusetyenziswa kwaso, ukwakheka nentsingiselo yesigama sesiXhosa kwisiChazi-magama seMathematika neNzululwazi.

Inkqubela

Kungokunje iziko loChazo-magama liqoshelisa

amalungiselelo okupapashwa kwesiChazi-magama seMathematika neNzululwazi. Sinethemba lokuba siya kuba sisetyenziswa kwizikolo zabaqalayo ngootishala nangabafundi kunyaka wama-2015.

10.1.2 IsiChazi-magama esilwimi-ntathu

Ukugabula izigcawu

Eli phulo lisekelwe kwisiChazi-magama sesiXhosa esiyimiqulu emithathu. Injongo yeli phulo kukuqulunqwa isichazi-magama esisebenziseka lula nesinokusetyenziswa ezikolweni nakumaziko emfundo ephakamileyo. Isicwangciso sethu sesokudibanisa imixholo yale miqulu mithathu ibe kwisichazi-magama esinye esiphatheka lula nesinokusetyenziswa ngabafundi kuwo onke amanqanaba emfundo. Siye siliZiko loChazo-magama saqaphela okokuba abafundi abanakhokuba bangasiphatha isichazi-magama esiyimiqulu emithathu ngenxa yobukhulu baso. Kungoko siye sagqiba kwelokuba sisicuthe sibe nokuphatheka lula. Abahleli kufuneka befumene imo yokusetyenziswa kwikhompyutha yale miqulu mithathu kodwa basabuya nembande yesikhova kumalinge abo.

Iziko loChazo-magama ligqibe kwelokuba liqeshe inkampani ngaphandle kwamasango eYunivesithi enokuthi iguqule imiqulu emibini kule mithathu (umqulu wesi-2 nowesi-3) ube kwimo efanele ikhompyutha. Ekupheleni konyaka wama-2010, ikho inkampani eyafunyanwa eKapa nekwathunyelwa kuyo amaxwebhu ukuba iwaguqule abe kwimo efanele ikhompyutha. Umsebenzi waqaliswa ngenyanga yoKwindla 2011 waqhuba waya kungena kunyaka-mali wama-2012/2013 apho kwakuguqulwa imo yemiqulu yomithathu yesichazi-magama ukuba ibe kwimo efanele ikhompyutha. Ngenxa yoko, iinkcukacha ezafumanekayo zasetyenziswa ekuqulunqweni kwesichazi-magama esibizwa ngokuba yiConcise Greater Dictionary of isiXhosa. Ukuza kuthi ga ngoku, abahleli sele bequlunqwe

uvimba weenkukacha weli phulo, ukuguqula imiqulu emithathu yesichazi-magama sibe kwimo efanele ikhompuyutha.

Isigaba sokuqala sesokukutshelwa kweelwimi zontathu; isiXhosa, isiNgesi nesiAfrikansi zibe kwimo efanele ikhompuyutha. Sele kwenziwe ke oku. Iqela labahleli kungokunje likwisigaba sesibini seli phulo esiquka ukususwa kovimba weenkukacha zolwimi, izaci, izangotshe zolwimi nokucutha imizekelo nezivakalisi ebezisetyenziselwe ukucacisa igama elichazwayo.

Inkqubela-phambili

Amagama achazwayo (imichazwa) esiChazi-magama sesiXhosa aye akhutshelwa kwimo efanele ikhompuyutha ukuze abe nokuhlelwa, hlelo olo lujolise ekucutheni isichazi-magama ngokuthi kukhutshwe ezinye iinkukacha ngelixa kufakelwa ezinye ingakumbi ezekharithulam. Kuhambeka ngesantya sonwabu ke noko kule nkqubo ngenxa yokuba ithatha ixesha elide. Kaloku akukhutshwa kuphela imichazwa ethile koko kukhutshwa nezinye iinkukacha zolwimi ngenjongo yokukhupha isichazi-magama esiphatheka lula nesinokusetyenziswa zizikolo zamabanga aphantsi nezamabanga aphezulu. Iziko loChazo-magama linenjongo yokusebenzisa iTswanaLex njengenkqubo yokubhala isichazi-magama.

10.1.3 IsiChazi-magama sesiXhosa esiLwiminye

Esi sichazi-magama sisekelwe kwisiChazi-magama

sesiXhosa. Injongo yaso kukuba nesichazi-magama esisebenziseka lula nesinokusetyenziswa zizikolo nangamaziko emfundo ephakamileyo. Sijonge ukukhupha isichazi-magama esingenamthamo mkhulu, esiphathekayo nesinokusetyenziswa ngabafundi bawo onke amanqanaba. Ukusungula lo msebenzi, iqela labahleli kufuneka lisifumane esi sichazi-magama sikwimo yekhompuyutha kuyo yomithathu imiqulu kodwa akubanga nakufumaneka oko. Iziko loChazo-magama ligqibe kwelokuba liqeshe inkampani ngaphandle kwamasango eYunivesithi enokuthi iguqule imiqulu emibini kule mithathu (umqulu wesi-2 nowesi-3) ube kwimo efanele ikhompuyutha. Ekupheleni konyaka wama-2010, ikho inkampani eyafunyanwa eKapa nekwathunyelwa kuyo amaxwebhu ukuba iwaguqule abe kwimo efanele ikhompuyutha. Umsebenzi waqaliswa ngenyanga kaTshaziimpuzi 2011 apho kwaguqulwa imiqulu yesichazi-magama yaba kwimo yekhompuyutha, iyila iinkukacha eziya kusetyenziswa kuhlelo olutsha lwesichazi-magama sesiXhosa esilwiminye.

Inkqubela-phambili

Sele siyikhuphile yonke inkcazelo yesiNgesi neyesiAfrikansi, kwasala kuphela inkcazelo yesiXhosa. Ukukhutshwa kwenkcazelo yesiNgesi neyesiAfrikansi asikokuphela komsebenzi ekujolise kuwo koko kufakelwa namagama amatsha ekharithulam afumaneke kwiSebe leMfundo nakweminye imithombo. Esi sichazi-magama silungiselelwe abantu abantetho isisiXhosa ■

11

IGALELO ELENZIWE KWEZOPHANDO

Iziko loChazo-magama laba nakho ukupapasha inqaku kulindexsha iLexikos. ILexikos ngulindexsha ovunyiweyo wamazwe ngamazwe kwaye uqulethe

imiba yochazo-magama kwaye upapasha amanqaku abantu kwiAfrika nangaphaya kwemida yayo ■

Iphulo lophando ngokusetyenziswa kwezichazi-magama ezikolweni (Ukusetyenziswa kwezichazi-magama ngabantu abantetho isisiXhosa)

Intsusa yophando

Intsusa yolu phando kukukhangela ukuba sifaneleke kwaye siluncedo kangakanani isiChazi-magama sesiXhosa kubafundi nakootishala abathetha isisiXhosa. Ngokubuzwa kwemibuzo ephathelele ekufanelekeni nakuncedo lwesiChazi-magama sesiXhosa, olu phando luya kufumanisa ukuba ingaba sinagalelo lini isiChazi-magama sesiXhosa ekufundiseni abantwana esikolweni. Uphando luya kukhangela luze lukhankanye amacebo asetyenziswa ngootishala eklasini.

Imibuzo yophando

1. Ingaba izikolo zinolwazi kusini na ngezichazi-magama zesiXhosa?
2. Ukuba kunjalo, zingaphi izichazi-magama ezinazo?
3. Ingaba bazisebenzisa kangakanani izichazi-magama zesiXhosa kwimisebenzi yeklasi?
4. Ingaba ikho imingeni ekusetyenzisweni kwezichazi-magama okanye ingaba kulunge kangakanani ukusetyenziswa kwezichazi-magama?
5. Ingaba zikho ezinye iincwadi eziluncedo ezisetyenziswayo ngaphandle kwezichazi-magama zesiXhosa? ■

Izicwangciso zolawulo	Amaphulo ezicwangciso
<p>1. Ukuqulunqa, ukuqokelela nokupapasha izichazi-magama zesiXhosa ezahlukeneyo.</p>	<ul style="list-style-type: none"> ▪ Isichazi-magama sesiXhosa esingul wiminye nesiyimiqulu emininzi ▪ Isishunqulelo sesiChazi-magama sesiXhosa ▪ Ukupapasha isichazi-magama esisebenza ngekhompyutha esisekelwe kwisiChazi-magama sesiXhosa. ▪ Isichazi-magama seMathematika neNzulwazi sesiXhosa ▪ Isichazi-magama sezikolo sesiXhosa nesiNgesi / isiNgesi nesiXhosa. ▪ Isichazi-magama esilwimi-ntathu esincinane (isiXhosa, isiNgesi nesiFrentshi). ▪ Isichazi-magama semifanekiso ▪ Isichazi-magama sabantwana ▪ Incwadi yamabinzana
<p>2. Ukuceba iqhinga lokuthengisa izichazi-magama</p>	<ul style="list-style-type: none"> ▪ Ukubonisa nokuthengisa izichazi-magama kwimibhiyozo yasesidlangalaleni efana neyokuphehlelela, iindibano zocweyo, neenkomfa ▪ Ukuthengisa ngokupapasha kumaphephandaba nakumajelo osasazo (awesizwe nawasekuhlaleni) ▪ Ukuphonononga intengiso yezichazi-magama ukukhangela, umz. imveliso entsha, igalelo lemveliso ekhoyo nokusetyenziswa kwezichazi-magama.
<p>3. Ukuphuhlisa uqeqesho kuchazi-magama, inkqubo yophando, ukubamba iindibano zocweyo neengxoxo ngesiXhosa kwanokumisela iziko elinguvimba.</p>	<ul style="list-style-type: none"> ▪ Ukumisela iziko elinguvimba. ▪ Ukubamba iingxoxo ngemiba ethile yolwimi lwesiXhosa qho ngonyaka. ▪ Ukusungula iphulo loqeqesho lokusetyenziswa kwezichazi-magama ngootishala, abafundi nangabantu gabalala. ▪ Ukumisela icandelo lophando.

<p>4. Ukucwangcisa imisebenzi yeBhodi yabaLawuli ngokufanelekileyo.</p>	<ul style="list-style-type: none"> ■ Ukucwangcisa iindibano zeBhodi, ezesigqeba neendibano zamacandelo awodwa. ■ Ukuphonononga imigaqo-nkqubo yeZiko loChazo-magama efana nogayo lwabasebenzi, izivumelwano zengqesho, ulawulo lomgangatho womsebenzi, uqeqesho nophuhliso nolawulo lwempahla yeZiko. ■ Ukubeka iliso nokuhlola okwenziwa yiBhodi yabaLawuli.
<p>5. Ukumisela intsulungeko nemfaneleko kwiZiko loChazo-magama ngokugaya abasebenzi aboneleyo nokufumana imithombo yemali eyaneleyo.</p>	<p>Imisebenzi emininzi yenkxaso-mali.</p>

English Section

VISION

To build a sustainable lexicography Unit that provides quality lexicographic products and excellent services to the Xhosa speech community and beyond, in order to advance IsiXhosa as the language of education, science, commerce and politics.

MISSION

To serve the interests of IsiXhosa and its communities through recording, developing and advancing the use of IsiXhosa in all its forms in order to restore the dignity and respect of the language and its speech communities.

VALUES

The Unit will always strive to:

- observe its constitutional obligation,
- be accountable,
- be transparent,
- provide quality products and services
- be respectful, and
- be committed.

The IsiXhosa National Lexicography Unit (XNLU), more commonly known as the National isiXhosa Dictionary Unit, is registered as a non-profit organisation, with registration number 2001/001015/08 and established in accordance with the regulations of the Pan South African Language Board (PanSALB).

▼ TABLE OF CONTENTS

24	BOARD OF DIRECTORS
25	CHAIRPERSON'S MESSAGE
26	LEGISLATIVE MANDATE FUNCTIONS OF THE UNIT
27	SUSTAINABILITY ANALYSIS
28	FUNDING
29	UNIT MANAGEMENT
32	STAFF
33	OPERATIONS
34	COLLABORATION WITH OTHER INSTITUTIONS DICTIONARY PROJECT FOR XNLU
36	RESEARCH OUTPUTS
37	OTHER RESEARCH DEVELOPMENT AT THE UNIT.
38	STRATEGIC OBJECTIVES FOR 2013-2014

BOARD OF DIRECTORS

(APPOINTED-1 APRIL 2010)

Chairperson : Dr M-W Jadezweni
Deputy Chairperson : Dr SS Mdaka
Board members : Mr M Tanda
Dr N Mkonto
Dr O Dzingwa
Prof DN Jafta

Founder members:

Mr L Bambelo, Prof S Gxilishe, Prof S Satyo,
Mr Dyubhele, Mr T Mxowa, Mr Maqungu,
Mrs Sili, Mnu T Bhengu, Mr Sobahle,
Mrs Mgadle, Mrs Nongxe, Mrs Mgabadeli,
Mrs Ngcofe, Mrs Nongxaza



Address:

IsiXhosa National Lexicography Unit
University of Fort Hare | Private Bag X 1314 Alice | 5700
Eastern Cape | South Africa

Tel: (040) 602 2082 / 2672 / 2024

Fax: (040) 602 2590

Email: zwababa@ufh.ac.za

Website: www.xnlu.ufh.ac.za

Internal auditors

Marais & Smith Chartered Accountants (SA)
2 Scherwitz Road | Berea | East London 5241



By the looks of things 2013/2014 has not been a good year for PanSALB. This is inferred from the non-payment of the monthly grant to the XNLU (UNIT) by the end of 2013 into 2014. This state of affairs led to great uncertainty among both the staff and the Board of Directors. As civilians we thought PanSALB was going to fold. When eventually the grants came through we knew our fears were unfounded. The resilience of both the staff and the BoDs to any kind of threat has been tested. In spite of threats like the non-payment of the grant the UNIT is running as if nothing ever happened. To have overcome this period without suffering any losses of staff is just a miracle. The Editor-in-Chief and his staff are highly commended for their patience and dedication to the UNIT especially during trying times. The members of the BoDs are thanked profusely for their highly invaluable contribution towards the running of the UNIT. Their service to the nation is highly appreciated.

To publish the Mathematics and Science Dictionary for Grades 1-7 has been one of the objectives for the financial year 2013/2014. The failure to publish this seminal piece of work has been a great disappointment which is likely to be a blessing as

opportunities to get it published are unlikely to diminish. The UNIT hopes to get this work published soon.

The Greater Dictionary of IsiXhosa and the monolingual dictionary continue to wave the flag of the UNIT. These two publications continue to attract the attention of many users who purchase the works on a continuous basis. Thanks to all these customers who end up being patrons of the UNIT. It is without any doubt that these two resources will continue to serve as a basis for further publications of isiXhosa dictionaries. This is clearly outlined in our strategic plan document.

With regards to filling of the vacancy of the Associate Editor-in-Chief the process is still continuing hopefully to be completed before the end of new financial year 2014/15. Suffice to report that this is not any easy task to accomplish as the field is thin on applicants with training in lexicography.

Our host institution, the University of Fort Hare, continues to open up all its doors to the XNLU and, in this way, to IsiXhosa, thus reaffirming its distinguishing feature as a true African University. This is highly appreciated! We always feel very much at home and we are very proud of this institution.

Our partners, the ten other national lexicography Units, find it easy to communicate with, and cite, the XNLU as a Unit to be used for bench-marking purposes. This is definitely a feather on our cap.

The XNLU hopes PanSALB will eventually appoint the new Board of Directors as the term of the existing Board expired some time ago.

PanSALB's support of the work of the XNLU is highly appreciated ■

Dr Mhlobo Jadezweni
*Chairman of the Board of Directors,
 IsiXhosa National Lexicography Unit*

Pan South African Language Board Act, 1999

The IsiXhosa National Lexicography Unit is established in terms of section 8 (8) (c) of the Pan South African Language Board Act, 1999 (Act No. 10 of 1999) to operate as a company limited by guarantee under section 21 of the Companies Act, 1973 (Act 61 of 1973). The Unit shall adhere to the principles of promoting language development and abide by the policies of the Pan South African Language Board..

Other legislative mandates within which the IsiXhosa National Lexicography Unit operates include:

- The Companies Act (Act 71 of 2008);
- The Public Financial Management Act (Act 1 of 1999) and National Treasury Regulations (25 May 2002);
- The Pan South African Language Board Act (Act 59 of 1995) Regulations with regard to the Terms and Conditions of Service for the Staff of the Pan South Language Board;
- Use of South African Official Languages Act (Act 12 of 2012)
- The Public Service Amendment Act (Act 30 of 2007)

The Unit's functions, in terms of Article 14 of the Articles of Association, shall be to initiate, maintain, complete and from time to time improve the compilation of a monolingual dictionary or other products by:

- (a) the continuous and comprehensive collecting, arranging and storing, in lexicographically workable form, of the general vocabulary of IsiXhosa;
- (b) the adaptation, editing and publication of the collected material according to lexicographic principles in printed or electronic form; and
- (c) granting access to the language materials and resources of the organisation for researchers in accordance with the policy of the board of directors.
- (d) documenting lexicographic process for writing dictionaries through publishing journal papers.

Once again the XNLU faced a number of challenges in this financial year and those challenges were also faced by all the other National Lexicography Units. All the Units are underfunded. The Unit had to improvise and concentrate on what could be priorities in order to move forward. PanSALB has increased the funding of the Unit by 5%. This percentage makes no difference in changing the critical financial situation of the Unit. However, the Board and Management worked very hard in prioritising crucial projects in order to reach greater levels of service delivery and efficiency in the core business of the Unit.

The NLU's were hoping that the PanSALB turnaround strategy will bear good results for them, but it turned out to be the opposite. The Units were not treated fairly by this organisation in both financially terms and otherwise. At times the XNLU Board of Directors had to write to PanSALB Caretaker Chief Executive Officer to remind him about the outstanding grant allowance. The turnaround strategy worked very well for PanSALB as an organisation at the Head Office but for the NLU's it has had little impact because the Units are not consulted in most of the decision-making processes.

One of the major frustrations faced by XNLU was being unable to publish the Mathematics and Science dictionary manuscript because of the lack of interest from bigger publishers. PanSALB is not of any assistance in negotiating publishing deals. The XNLU has to use its own funds juggling around searching for a publisher which could assist in this regard. With understanding that the large chunk of the grant goes to salaries for staff, board meeting and other operations, the Unit had to take a certain amount and use it to produce a prototype of the Maths and Science dictionary manuscript in order

to have something at hand.

After the 2013-2014 financial year it came to our attention that liabilities of the Unit have become more than its assets. The reason being that the Unit is no longer making a profit through selling dictionaries. The publishing company which was entrusted to publish and market the XNLU dictionaries has not been consistent in paying royalties to the Unit for the last 3 consecutive years. This problem is reflecting badly on the finances of the Unit.

Beside the dire financial situation of the Unit, the other challenges are related to the working relationship with the university, especially the Department of African languages. The Unit was informed that it has to formalise a working relationship with Department of African languages. The XNLU and Department of African languages are busy formalising their working relationship. The Editor-in-Chief was instrumental in the formulation of the university language policy and the Dean of Social Sciences and Humanities proposed that he should be included as a member the university Language Committee. This will pave a way for the Unit to operate strategically within the governance structures of the university.

The Director of the Unit has also been engaging strategic management officials of the Eastern Cape Department of Education in order to facilitate the marketing and distribution of XNLU and products. In the nutshell the situation of the XNLU is still critical financially. At the moment the Unit cannot even fill the three vacant posts until it attains financial stability. The Unit only focuses on the projects it can afford to finance ■

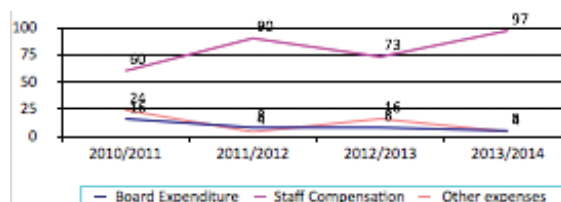
Once again the annual grant received from PanSALB fell short of the XNLU budget requirements. This seems to be the case for all the NLU's. The funding allocated for 2013/14 amounted to R1 438, 097.65, which is not enough to cover the budget for salaries. The Unit had to prioritise in order to save money for other operational and office running expenses.

The LexiEditors' Forum have drawn the attention of the Presidency to the financial plight of the NLUs and about the apparent unwillingness of PanSALB to engage in discussions about the financial situation of NLU's. A task team comprising of Editor-in-Chief of the WAT; Editor-in-Chief of the isiZulu NLU and the Editor-in-Chief of DSAE were delegated to meet the Presidency and Department of Arts and Culture.

The following is what was agreed upon with the DAC. In the first instance, the DG of Arts and Culture undertook to try and identify sources of emergency funding to top up the budgets of the NLUs for the coming year. The second part of the plan was to convene a working group to investigate the wider issues relating to the positioning and support for the NLUs, particularly to identify whether PanSALB was the appropriate agency to manage

their oversight. But ever since the appointment of Caretaker CEO in June 2012, the NLU's encounter challenges more than ever before. The CCEO was charged with developing a 'turnaround strategy' for the organisation, and as part of this, undertook to look into the problems affecting the NLUs. NLU's were no longer consulted on number issues which affect the whole structure of PanSALB during this process. According NLU's' point of view, the planning exercises led by CCEO and his team were disappointing. Despite repeated submissions to PanSALB and a number of meetings with the CCEO and his team, it became clear that there continues to be little understanding within PanSALB of the national lexicography project, and no vision to take it forward in a meaningful way ■

Chart 1: Projection of expenditure on the current annual funding from PanSALB



6.1 Relations between IsiXhosa National Lexicography Unit and the University of Fort Hare

The isiXhosa National Lexicography Unit has an agreement with the Pan South African Languages Board (PanSALB) and the University of Fort Hare. In terms of the agreement between the above mentioned parties, PanSALB is responsible for funding the operational costs of the Unit. The University of Fort Hare provides services such as financial management, human resources, information technology support, as well as office space for housing the Unit and a conducive working environment. Of the total budget allocated by PanSALB to the Unit, the University only receives 5%. It is worth mentioning that the University of Fort Hare makes an invaluable contribution towards the growth and development of IsiXhosa and its speech communities.

Nonetheless the relationship between the Unit and Fort Hare is not without its challenges, especially it came to the attention of the XNLU that the working relationship between the Department of African with XNLU is not formalised. Therefore this means even if the Unit has published an academic paper the university cannot claim subsidy from government.

As I mentioned above, the Unit is trying its level best to rectify this situation by working very closely with the Department of African languages at the University. Once this challenge is sorted out we hope that the Unit will generate financial remuneration out of its research outputs.

In the area of management the Unit encounters minor challenges with the Finance Department and the Human Resources Department. These challenges are expected to improve once the MoA

is revised between XNLU, PanSALB and University of Fort Hare.

6.2 The Board of Directors and its powers

In terms of the PanSALB Act, the Unit is managed in accordance with Articles of Association. Moreover, the Unit is overseen by a Board of Directors (hereafter known as “the Board”). The work of the Board is important in assisting the Unit to execute its mandate and while complying with the rules, regulations and procedures of the Unit. Some of the most important responsibilities of the Board are:

- (a) to ensure that the policies of the Unit are aligned with Pan SALB’s national strategic objectives,
- (b) to assist the Unit to execute its mission whilst complying with statutory rules, regulations, and procedures
- (c) to provide strategic guidance with regard to the efficient use of the Unit’s resources which include funds and staff

In this financial year 2013-2014, amongst other things, the Board advised the Editor-in-Chief to oversee the finalisation of the Mathematics and Science Dictionary for publication. The Board of Directors also endorsed the progress made in two other projects running concurrently with Maths and Science Dictionary. The projects in question are: Concise Trilingual isiXhosa, English and Afrikaans Dictionary and the Monolingual isiXhosa Dictionary. The task of creating a database for the monolingual dictionary has been completed. Although there are financial constraints the BoD always provide moral support for the Unit to execute its mandate.

6.3 Board Management Challenges

In terms of its structure, the Board is made of two entities, namely the Executive Committee and the Technical Committee. The Executive Committee oversees management and financial matters, and the Technical committee oversees editorial matters. Issues of quorum become an issue in such situations. As far as membership is concerned, the Board initially consisted of 9 members. However, owing to resignation of 4 members the current Board consists of 5 members. The size of the Board means that every time a difficult issue has to be decided the Board struggles to constitute a quorum. Another

challenge is that since these members hold fulltime positions elsewhere it is sometimes difficult for most members to attend meetings.

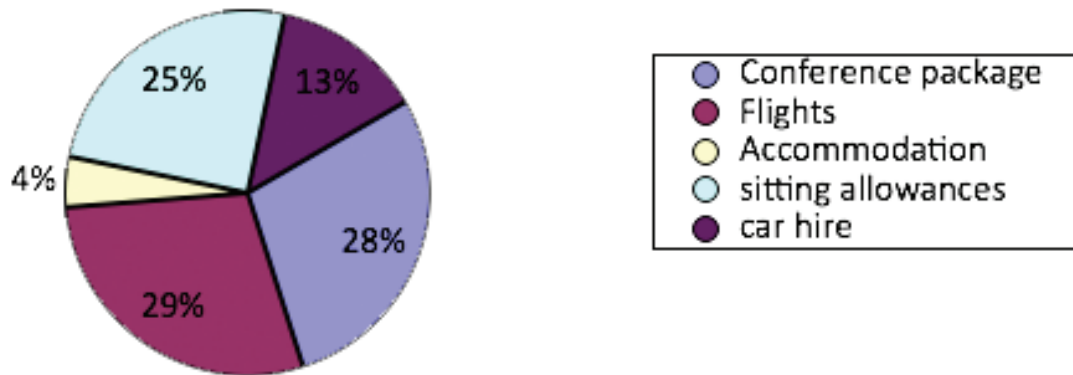
6.4 Board Meetings

There were three Board of Directors' meetings during the period under review: BoD meeting on June 27, 2013; Annual General Meeting on June 28, 2013; November 1, 2013; Strategic Planning meeting, January 23, 2014; Board meeting on January 24, 2014.. The Unit decided to cut down number of meetings because of financial constraints ■

Table 1: Board Expenditure FY2012/2013

THE BOARD OF DIRECTORS EXPENDITURE			
Names	Position	No. of Meetings	Sitting Allowance and S&T
Mr. Jadezweni M-W	Chairperson	10	R 6539.34
Dr. Mkonto N.	Board Member	7	R 5030.45
Adv. Dr. Dzingwa O.	Board Member	3	R 1755.4
Mr. Tanda M.	Board Member	2	R 1170.30
Prof. Jafta D.N.	Board Member	2	R 4833.13
Dr. Mdaka S.	Board Member	5	R 5261.75
			R
Board Meetings, plus special meetings and other costs			
Conference package			R 27871.00
Accommodation			R 4381.00
Car Hire			R 13, 152.68
Flights			R 28132.00
Sitting Allowances			R 24590.42
Total Expenditure			R 98, 127.10

Chart 2: Board Expenditure for the financial year 2012-13



The Unit began this financial year with four fulltime staff members. Towards the end of this financial year the Board of Directors took the resolution that the vacant post for Associate Editor must be filled. All the necessary arrangements were made to advertise this post. The turnout of the applicants was not satisfactory and at time the Unit realised that its finances were not stable to honour this appointment. The Unit decided to postpone the filling of this vacancy until the financial situation of the Unit improves.

7.1 Staff development

The Unit encourages its staff to empower themselves by furthering their studies. For instance the currently the Editor-in-Chief is studying towards a degree in lexicography. The Office Manager is pursuing her studies in the field of Economic and Management Sciences. Furthermore the Office Manager honed her skills on financial magement system, the Unit auditors Marais & Smith offered to train her in order to sharpen her skills in managing the finances of the Unit. It is hoped that these endeavours will will help the Unit to enhance its deliverables in order execute its mandate on dictionary production ■

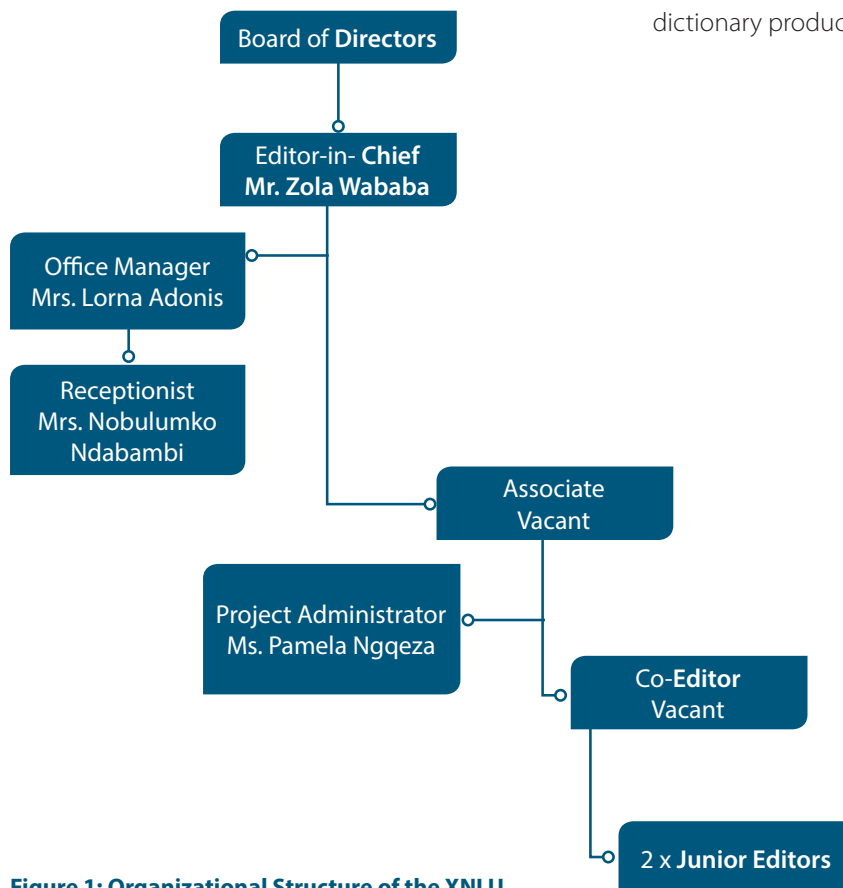


Figure 1: Organizational Structure of the XNLU

The section below will focus on the various levels of operation within the Unit.

8.1 Human and Financial Resource Management

In most of its Human Resource practices, the Unit has constant reference to the regulations of the Pan South African Language Board Act of 1995, with regard to the Terms and Conditions of Service for Staff. The Unit also acknowledges its operational context within the University of Fort Hare.

In its operations, the Unit complies with national legislation, especially the Companies' Act, 2008, the Public Finance Management Act, 1999 and National Treasury Regulations, 2000, to account for the funds it receives from PanSALB. The Project Office of the University of Fort Hare assists with financial management. The University of Fort Hare also holds all the Unit's bank accounts and assists with compliance issues.

8.2 Office Control Systems and Procedures

The Unit's Management undertook a review of the internal controls and procedures each every financial year this helps to improve efficiency in our operations. Documents for requisitions and payments are revised if there is a need to do so.

This helps us to improve the management of electronic records which includes scanning and emailing of most internal documents as this might lead to unnecessary expenditure.

A detailed Asset Register with barcodes and an Asset Disposal policy is monitored. This has assisted the Unit to determine the current value and depreciation of assets. Although the Asset Register has been maintained and kept updated all the time, the audit

reports for both the 2013-14 financial year have identified weaknesses, this a recurring challenge for the past financial years. The auditors noticed that most of the assets of the Unit have depreciated, but the Unit still regards them assets because of the dire financial situation that it is facing. To address this challenge, auditors suggested that all consumables which are under the value R1, 500 should be maintained in the asset register and re-valued and recorded as assets again until the financial situation of the Unit stabilises.

8.3 Conferences and workshops

The XNLU participated in the following conferences and workshops during the period under review:

July 3 -5, 2013: AfriLex Conference at the Nelson Mandela Metropolitan Municipality, Port Elizabeth.

September 27- 28, 2013: The Fifth African Intellectuals Language Conference at the University of Fort Hare in Alice.

September 23, 2013: Incremental Introduction of African Languages Policy Conference – Education Leadership Institute East London.

November 21-22, 2013: National Language Body of isiXhosa orthographic rules workshop.

8.4 Communication and Marketing

During the above events the Unit realised a great need for the possibility of direct selling of dictionaries, instead of clients ordering dictionaries from Nutrend Publishing. In the process of placing orders via Nutrend we get feedback that is time-consuming, and thus the Unit believes that if a stock of dictionaries were held in our office sales could be match quicker.

As a marketing tool, the Unit has developed an interactive website, where clients can now place online orders or requests of dictionaries from the

Unit. The orders are then sent to Nutrend. Clients can thus place order from the Unit but make payment to Nutrend publishers, then Nutrend will courier

dictionaries to them. This seems to make the process of buying our products much more convenient and efficient for our customers. ■

09

COLLABORATION WITH OTHER INSTITUTIONS

9.1 Utyelelo lwezemfundo lweYunivesithi yaseRhodes

The Unit has established a collaboration with the African Language Studies Section of the School of Languages at Rhodes University especially on lexicography issues. The XNLU and colleagues at Rhodes University agreed to work together on lexicography and dictionary production. Last year October 18th 2013 the lecturer for lexicography (Dr Nkomo) and his 3 lexicography students visited the XNLU in order to acquire first-hand experience on the process of dictionary production and theory of lexicography. In this visit Dr Nkomo conducted a workshop for the XNLU staff about the theory of lexicography and dictionary production. From

this visit the two institutions agreed to produce a publication on isiXhosa lexicography looking in the past, present and future. The XNLU Editor-in-Chief also visited Rhodes University on 5 & 6th December 2013 to finalise a journal article with Dr Nkomo. The article was finalised and published in Lexikos 23.

9.2 Working with Eastern Cape Department of Education

From time to time the XNLU is invited by ECDoE to take part in workshops around the Incremental Introduction of African Languages ■

10

DICTIONARY PROJECTS FOR XNLU

The IsiXhosa National Lexicography Unit has moved very slowly in production of dictionaries during the last financial year (2013-2014) because of staff shortages and the unsustainable financial situation of the NLU's. The Unit has only one editor: the Editor-in-Chief who was only permanently appointed in February of the same financial year. The Editor-in-Chief is over-worked in that he is the only one responsible for writing and preparatory work for dictionaries while also managing the Unit because the other three staff members are not trained on lexicographic work. The last financial year's projects that were done simultaneously were the

terminology database development in preparation of the monolingual dictionary development (isiXhosa monolingual dictionary), the Concise Trilingual Dictionary for easy portability by students and the Mathematics and Science dictionary for Intermediate and Senior Phase. These three projects are currently at different stages of development. ►

10.1 Dictionary Development projects

10.1.1 Mathematics and Science Dictionary in isiXhosa

Background

The IsiXhosa National Lexicography Unit has undertaken the initiative of writing a bilingual Mathematics and Science school dictionary in order to support the language policy in education, to enhance accessibility of the content for both teachers and learners in their home languages (isiXhosa), to counteract the myth that African languages cannot be used to teach in the areas of Mathematics and Science because they do not have adequate concepts and terminology, and lastly to raise awareness around the use of African languages as languages of learning and teaching (LoLT). This dictionary is intended for teachers and learners in the intermediate and senior phase of primary schooling as a teaching and learning resource. Further it is important to mention that people in general can utilize this dictionary as a resource in order for learners at home to reinforce their understanding of what has been taught at school.

The Unit has used the baseline list of terms developed by the Department of Arts and Culture and the isiXhosa National Language Body. We are working on precision, and the syntactic, morphological and semantic correctness of mathematical and scientific isiXhosa equivalent concepts and terminology.

Progress

The Unit is busy with finalising the publication of Mathematics and Science dictionary in isiXhosa. It is hoped that primary schools will be using it for teaching and learning in 2015.

10.1.2 Concise Trilingual Dictionary

Background

This project is based on the Greater Dictionary of isiXhosa (GDx) which is made up of three large volumes. The intention of this project is to produce a user-friendly dictionary which can be utilized in schools and by students in tertiary institutions. The plan is to condense the contents of the GDx into a smaller and portable dictionary which can be used by students at all levels. It came to the attention of the Unit that it is impossible for students to carry the GDx in its current form, hence the Unit decided to come with the concept of the abridged Concise Greater Dictionary of IsiXhosa. The editorial team had to find an electronic format for the above-mentioned three volumes, but there was none available. The Unit decided to contract a service provider from outside the University to convert two of the three hard copies (Volumes 2 and 3 of the GDx) into an electronic version. Towards the end of 2010 a company was found in Cape Town and documents were outsourced in order to produce a rich text format (RTF) version. The actual hands-on project began in March 2011 and it proceeded to 2012- 2013 financial year where all three volumes of the GDx had to be copied from RTF into Word. As a result the data was utilised to form a new edition called the Concise Greater Dictionary of isiXhosa. Thus far the editorial team has created a database for this project, converting the three volumes of the GDx from RTF into Word format. The first phase is to transfer all three languages, that is, isiXhosa, English and Afrikaans, from RTF into Word. This objective has been achieved. The editorial team is busy on the second phase of the project; which entails removing all the linguistic database, idioms, expressions and reducing the example material and sentences used to illustrate a concept, term or word.

Progress

GDX entries were then copied into a word document so that they can be edited, with editing focusing on abridging the GDX by eliminating certain entries while adding others, e.g. curriculum words collected from other sources. We are moving slowly with this process because it is time-consuming, we not removing certain lemmas but also other linguistic data in order to create a portable and user-friendly dictionary which can be used by primary and secondary schools. The Unit intends to make use of TswanaLex as dictionary writing system.

10.1.3 IsiXhosa Monolingual Dictionary

Background

This project is based on the Greater Dictionary of isiXhosa. The intention is to produce a user-friendly dictionary which can be utilized by schools and students in tertiary institutions. The plan is to condense and compile the content of the GDX into a smaller and portable dictionary for use by students of all levels. As a point of departure the editorial

team had to find an electronic version of the above-mentioned three volumes but this is unavailable. The Unit decided to contract a service provider outside the University to convert two of the three hard copies (volumes 2 and 3) into an electronic version. A company was found in Cape Town towards the end of 2010 and documents were outsourced in order to produce the rich text format (RTF). The actual project started in April 2011 where the three volumes had to be copied from RTF into Word, creating data to be utilised in the new edition of the monolingual IsiChazi-magama sesiXhosa.

Progress

We have eliminated all Afrikaans and English entries and only left with isiXhosa entries. The elimination of Afrikaans and English is not the only focus, but we are intended to update our data by adding curriculum baseline terms or words from the Department of Education and from other sources. The target users of this dictionary are mother-tongue speakers of isiXhosa ■

11

RESEARCH OUTPUTS

The Unit was able to publish an academic article in Lexikos 23. Lexikos is an accredited international

journal for lexicography, publishing articles from the rest of Africa and beyond. ■

Research initiative on use of dictionaries by schools (To investigate the dictionary culture in the isiXhosa speaking community)**The research problem**

The research problem for this study seeks to explore the relevance, usefulness, and currency of isiXhosa dictionaries. Greater Xhosa Dictionary for learners and teachers who have isiXhosa as a mother tongue. By asking questions about usefulness, currency and relevance of the GDx the research will thus attempt to verify the extent to which an important learning support resource such as the GDx is contributing towards learning in the classroom context. The research will also identify and mention strategies used by teachers by in the classroom.

Research questions

1. If the schools are aware of the dictionaries in isiXhosa?
2. If yes, how many copies of dictionaries they have?
3. How often do you use isiXhosa dictionary or any other dictionary in your class activities?
4. What do you think are the challenges or advantages of using a dictionary?
5. Except for the Xhosa dictionaries do you use any other learning support materials? ■

Strategic Objectives	Strategic Initiatives (Programme & Project Concepts)
<p>1. To develop, compile and publish various forms of IsiXhosa dictionaries and by-products.</p>	<ul style="list-style-type: none"> ■ A multi-volume IsiXhosa monolingual dictionary ■ Abridged version of the Greater Dictionary of IsiXhosa ■ Publish an online dictionary of IsiXhosa based on the Greater Dictionary of IsiXhosa ■ Mathematics and Science dictionary in isiXhosa. ■ IsiXhosa–IsiNgesi / English–Xhosa school dictionary ■ IsiXhosa–IsiNgesi / English–Xhosa school dictionary ■ Pictorial Dictionary ■ Children’s dictionary ■ Phrase book
<p>2. To devise a marketing and distribution strategy</p>	<ul style="list-style-type: none"> ■ Exhibit and sell dictionaries at various public events and campaigns including amongst others, launches, workshops, conferences ■ Marketing through print & broadcast media (national and community) ■ To conduct market analysis for various purposes, e.g. new products, the impact of available products, and dictionary usage
<p>3. To develop a lexicographic training and research programme, conduct workshops and seminars for IsiXhosa, and establish a Resource Centre</p>	<ul style="list-style-type: none"> ■ Establish a Resource Centre ■ Conduct an annual seminar workshop ■ Conduct a dictionary-use training campaign for dictionary users such as school teachers, students, and the general public ■ Establish a research function
<p>4. To manage the Board of Directors’ activities effectively and efficiently</p>	<ul style="list-style-type: none"> ■ Schedule regular Board meetings, Executive and Special Tasks Meetings ■ Review the XNLU policies such as Recruitment, Contract of Employment, Performance Management, Training & Development, Asset Management ■ Monitoring and evaluation by the Board of Directors
<p>5. To establish efficiency and effectiveness in the organisation through recruiting a full staff complement and receiving sufficient financial resources</p>	<ul style="list-style-type: none"> ■ Various fundraising activities