



MINERALS COUNCIL
SOUTH AFRICA

Phelisa uMkhethe



#MakingMiningMatter



Imibulelo

Umbulelo okhethekileyo uya kwabo bafake isandla beenkampani ezingamalungu ethu – iSasol, Exxaro, Anglo American neImplats. Sibulela ixesha kunye nomzamo wenu, ibingeke iphumelele ngaphandle kwenu le ncwadi ye-eletroniki (e-book).

Masiqhubeni sisebenze kunye #BreakTheBias (#UkuPhelisauMkhethe)!



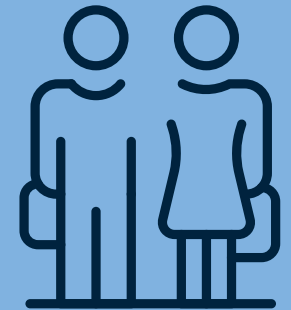
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#Break The Bias

Yintoni ukuba nomkhethe emntwini ungenalwazi loneleyo ngaye?

Ukuba nomkhethe emntwini ungenalwazi loneleyo ngaye kuxa ndingakuqondi ukwenza kwam isigqibo, kwaye ndisenza isigqibo ngomntu ngokuzenzekelayo ngokusekelwe kukhetho lwam, amava, kunye nemvelaphi yenkcubeko.



**#Break
The Bias**

Intlobo ezixhaphakileyo zokuba nomkhethe emntwini ungenalwazi loneleyo ngaye



Umkhethe wokuthatha icala labantu abanomdla ofana nowakho:

Ukuthatha icala lomntu oneempawu ezifana nezam, okanye umntu endimthandayo

Ukungaluhoyi ulwazi olucela umngeni kwiinkolelo zakho



Umkhethe wokuthatha icala okuhambelana nokuziphatha komntu:

Indlela endizibona ngayo izenzo zomntu

Umkhethe wokuthatha icala lomntu ofana kwaye othetha njengawe okanye onomdla ofana nowakho



Umkhethe wokuthatha icala ngokufuna ubungqina:

Ukufuna ubungqina bokuxhasa umntu

*Xa beqhuba kakuhle:
"Babe nethamsanqa"
Xa bengaqhubi kakuhle:
"Bakrwada/baziphethe kakubi"*

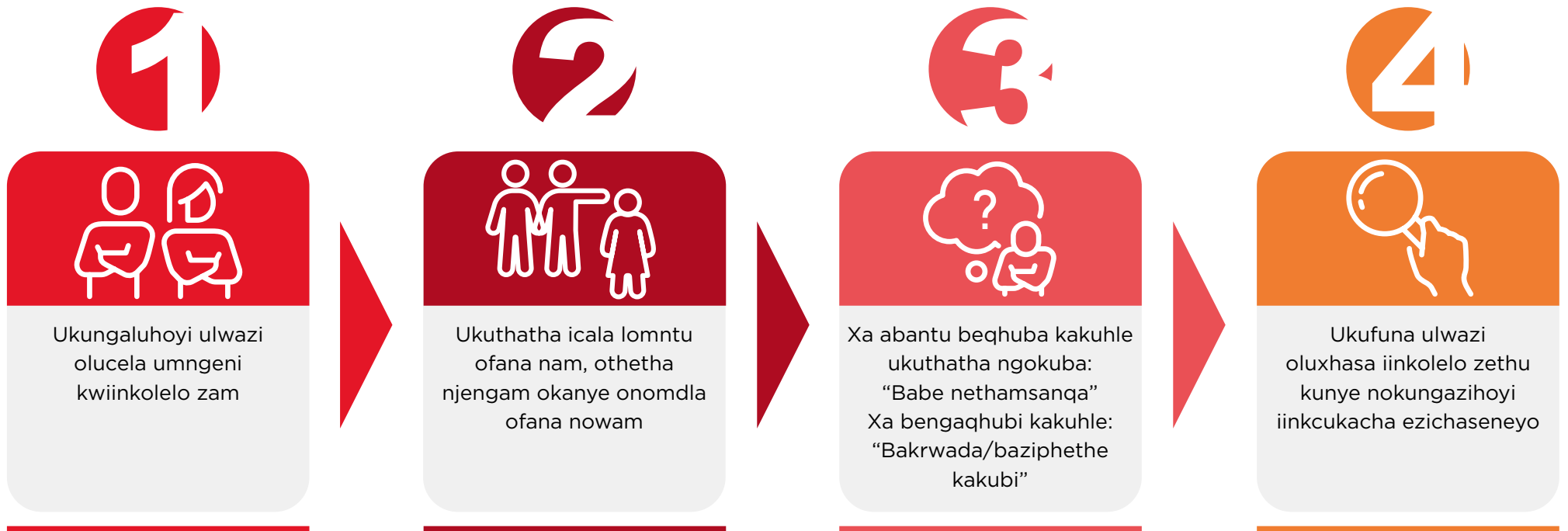


Umkhethe wokuthatha icala ngolwesini:

Ukukhetha isini esinye ngaphezu kwesinye

Liyehla ithemba lempumelelo okanye amathuba sakube sazisiwe isini sabo

Ubonakala njani umkhethe emntwini ungenalwazi loneleyo ngaye?



Iimpembelelo zomkhethe emntwini ungenalwazi loneleyo ngaye emsebenzini

Nangona kuqondwa jikelele ukuba iyantlukwano ngokucinga nokuvelisa izinto ezintsha ngundoqo ekufumaneni ezona ziphumo zigqwesile nengeniso kunye nokuvelisa emsebenzini, uluvo lwethu oluchaphazela indlela esiziva ngayo ngabantu abafana nathi luya qhuba ukucela umngeni ngamandla ekukwazini kwethu ukudala ezi meko.

Umkhethe unokungena kwimeko nganye esihlangabezana nayo, ukusukela kulwimi olusetyenziswayo kuxwebhu oluchaza imisebenzi kunye nezigqibo zokuba ngubani omakaqeshwe okanye onyuselwe, ukuya kubaphathi abangakuhoyiyo ukungasebenzi kakuhle kwabo babaziyo okanye babathandayo.

Ekufunweni kwabasebenzi, umkhethe unokukhokelela ekusebenziseni indlela ethile jikelele emisela umntu owufaneleyo umsebenzi engasekelwanga kwizakhono zakhe, kodwa esekelwe kwigama okanye kubuzwe bakhe. Uphononongo olwenziwe nguRaconteur luveze ukuba ngokuphakathi, ngama-24% abafaki zicelo zomsebenzi abaziinzaka zaseBritani abamhlophe abafumene iimpendulo ezintle kubaqeshi, xa kuthalekiswa ne-15% kuphela labafaki zicelo zobuzwe obuligcuntshwana abanee-CV kunye neeleta ezikhaphayo ezifanayo. Uxhaphakile kananjalo umkhethe ngokwesini kwiindima ezininzi zemisebenzi leyo ngokwembali ibitsala isini esinye ngaphezu kwesinye umzekelo, abongikazi basetyhini okanye iinjinieli zamadoda.

Ngexa kumashishini athile kusenokuba khona abo basacinga ngengcinga endala, kubalulekile kubaphathi ukuba bakhuphe izithuba kwaye baqashe ngokusekekwe kwiimpawu ezifunekayo kuloo msebenzi kunye nokuqonda ukuba ungavela ngokulula njani na umkhethe ngokwesini.



Indlela yokuphepha umkhethe emntwini ungenalwazi loneleyo ngaye

Jonga imiba engaphenjelelwa ziimbono zobuqu



Qaphela izinto ezifanayo njengezinokuba sisiseko sokuthatha isigqibo ungacinganga ngokucacileyo



Kuphephe ukucingela, kunoko khetha ukubandakanya nokuphanda



Misela kwaye uthathe uxanduva ukohlukanisa iinjongo zokhetho



Sebenzisa umgangatho ofanayo kubo bonke



Jonga “ukufanelekela inkcubeko yenkampani” ngaphezu “kokongeza iyantlukwano kwinkcubeko yeqela”



Sebenzisa i-CV engenazo iinkcukacha zobuqu, uthlekiso lusekelwe kwisakhono nokufaneleka



lingcebiso ezintlanu zokulawula umkhethe emntwini ungenalwazi loneleyo ngaye emsebenzini

1



Ukwenza
uvavanyo
lonxulumano
olucetyiswayo

2



Ukumkela
ulwimi lwam

3



Ukwazi
amanqakwana
okuqala
omkhethe

4



Yiba nomfanekiso
ngqondweni
wokudibana
okuneziphumo
ezihle

5



Khuthaza
abasebenzi
bathathelane
uxanduva

Ukuphelisa umkhethe emntwini ungenalwazi loneleyo ngaye emsebenzini, cinga ngokulandelayo:



Fundisa abasebenzi ngeentlobo zomkhethe emntwini ungenalwazi loneleyo ngaye kunye neziphumo ezibi ezinokumela ukuziphatha okunjalo ukuba kube yinto eqhelekileyo



Beka iliso kweminye imikhethe ebantwini ningenalwazi loneleyo ngabo kwaye nithathele ingqalelo izimvo okanye amanqakwana asacinga ngendlela endala ngokwenkcubeko okanye ngesini



Cinga ngezizathu ezingaphaya kwesigqibo sokuqala ukumisela ukuba ingaba ithathelwe ingqalelo na yonke imiba okanye ingaba kuye kwangena imikhethe



Kwehlise ngabom ukwenziwa kwezigqibo ukunciphisa ukuba nokwenza isigqibo esikhawulezileyo



Misela iKomiti yeyaNtlukwano noQuko ukwakha kunye nokugcina iinkqubo kunye nokunyanzelisa ukuziphatha kwenkcubeko okuhambлана neenjongo zeyantlukwano zenkampani



QAPHELA:

**AKEKHO UMNTU
OZELWE ENOMKHETHE,
UYAFUNDWA KODWA
NGOKUQONDA
KUNYE NOLWAZI
UNGAKUPHUCULA OKO.**

Emsebenzini, oku kuqala ngokuqonda kunye nomkhetho emntwini ungenalwazi loneleyo ngaye, ingakumbi abo banamandla okwenza izigqibo ekuqeshweni, ukonyuselwa kunye nokusebenza ngokugqwesileyo kushishino. Ukuqonda kunye nobunini ebantwini bengabodwa kufuneka buxhaswe ngumgaqonkqubo, iinkqubo neenkqubo zikhokelo ukukhuthaza ngokwenene iyantlukwano nxazonke emsebenzini.



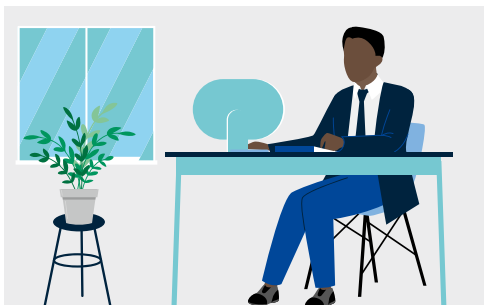
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Umzekeliso



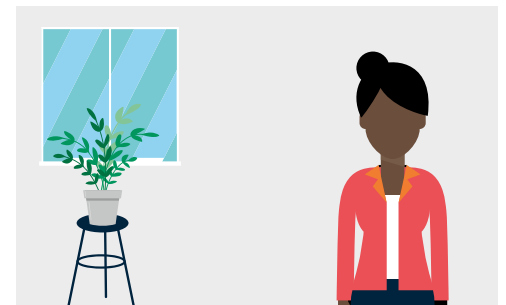
Kwenziwe udliwanondlebe kwinkampani X kule veki iphelileyo ngoMvulo.



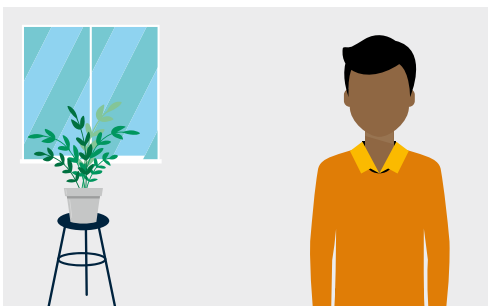
Umpathi we-HR uThabo oyindoda yoMzulu eyaziwa ngokuzingca, iqhube udliwanondlebe nabantu abathathu.



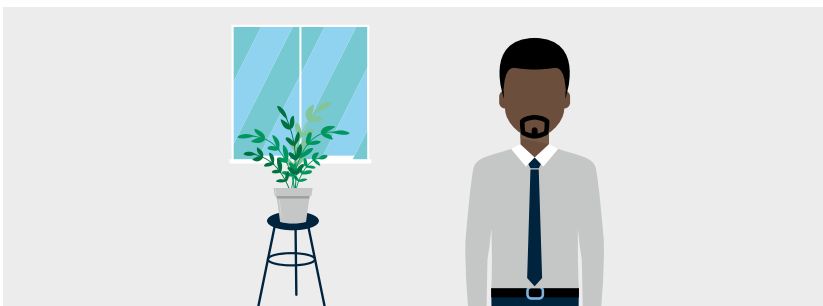
Abantu abathathu ekuqhutywe nabo udliwanondlede bebeneziqinisekiso ezifanayo kunye neminyaka emibini yamava.



Umntu wokuqala oluqhutywe naye udliwanondlebe ngowasetyhini ovela kwiPhondo laseLimpopo.



Umntu wesibini oluqhutywe naye udliwanondlebe ngowaseMpuma Koloni kwaye owesithathu ngowaKwaZulu-Natal.

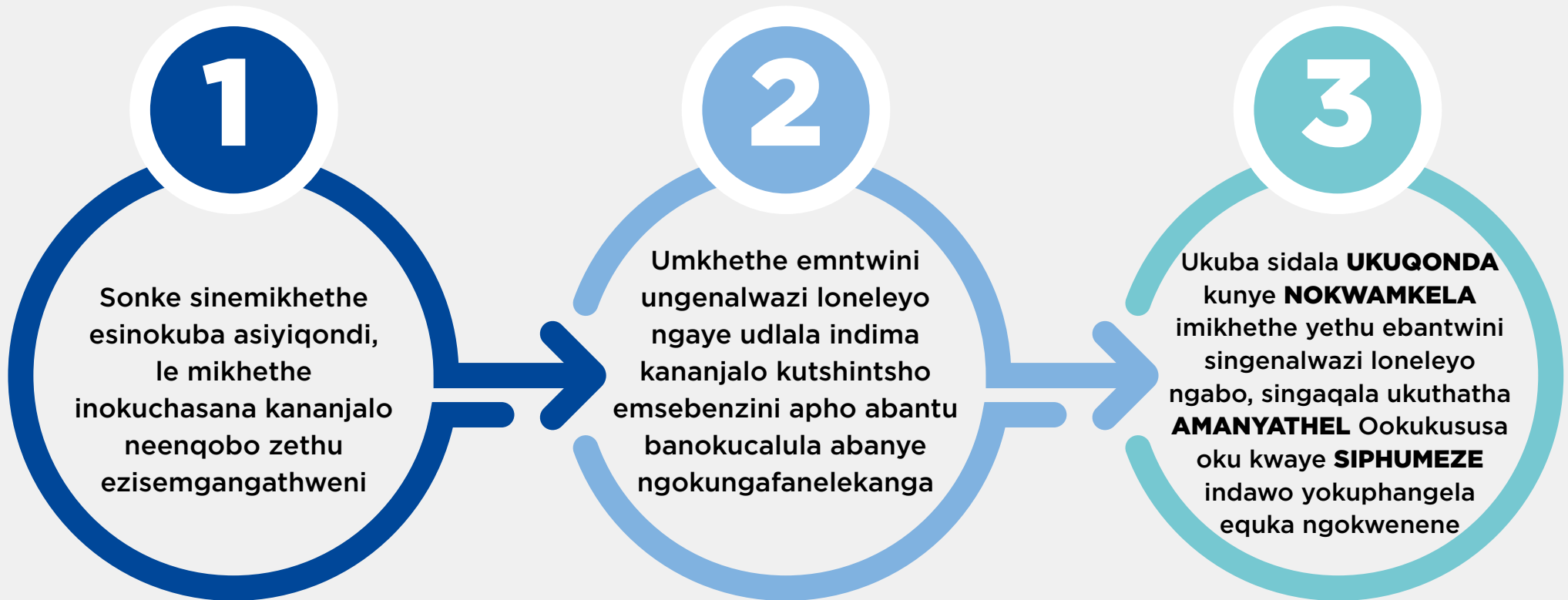


Udliwanondlebe lomntu wokuqala luthathe imizuzu engama-20, udliwanondlebe lomntu weibini lwathatha imizuzu engama-30 kodwa umntu wesithathu ekuqhutywe naye udliwanondlebe waseNewcastle, idolophu avela kuyo uThabo, luthathe imizuzu engama-45 yonke ebiyabewe udliwanondlebe ngalunye.



Okumangalisayo kukuba umpathi we-HR uqgibe ekubeni athathe umntu aqhube naye udliwanondlebe ovela kwidolophu yakhe.

Iimpembelelo kunye nemeko yotshintsho



Ukufunda ngokungaphaya malunga nomkhethe emntwini ungenalwazi loneleyo ngaye ungaya kwiisayithi ezilandelayo:



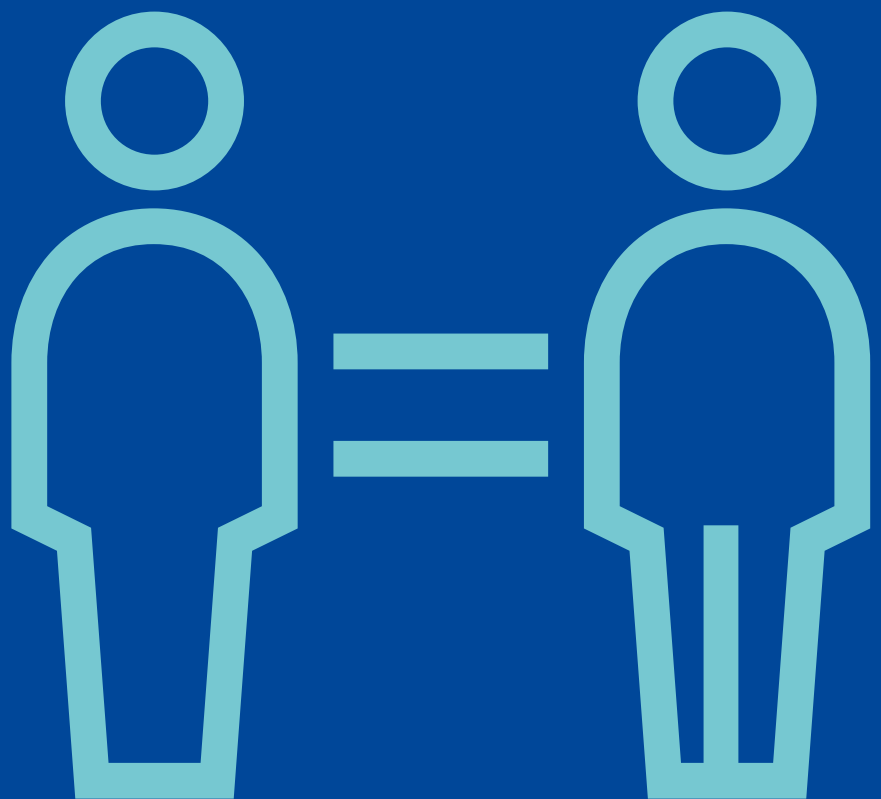
www.ucsf.edu



www.verywellmind.com



Xa Sisebenza Kunye Singanako #BreakTheBias



**#Break
The Bias**



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