



MINERALS COUNCIL
SOUTH AFRICA

Qeda Ukubandlulula



#MakingMiningMatter



Amazwi Okubonga

Sibonga ngokukhethekile ezinkampanini ezingamalungu ngegalelo lazo – i-Sasol, i-Exxaro, i-Anglo American ne-Implats. Siyasazisa isikhathi senu nemizamo yenu, ngaphandle kwenu le e-book ibingeke ibe khona.

**Masiqhubeke nokusebenzisana ngokuphathelene ne-#BreakTheBias!
(#QedaUkubandlulula!)**



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#Break The Bias

Kuyini ukubandlulula ungaqondile?

Ukubandlulula ungaqondile yilapho ngingaziboni ukuthi ngiyehlulela, futhi ngehlulela abantu ngokuzenzakalelayo ngokusekelwe ezintweni engizithandayo, okwenzeka empilweni yami kanye nesizinda samasiko.



**#Break
The Bias**

Izinhlobo ezivame kakhulu zokubandlulula ungaqondile



Ubandlululo oluphathelene nokufana:



Ukuthanda umuntu onezici ezithile ezifana nezami, noma umuntu engimthandayo nje

Ukungayinaki imininingwane ephonsela inselele izinkolelo zakho



Ukubandlulula ngenxa yokuthile okuthandayo:



Indlela engizibona ngayo izenzo zomuntu

Ukuthanda umuntu obukeka futhi ozwakala njengawe noma onentshisekelo efanayo neyakho



Ukubandlulula ngokuphathelene nokuqinisekisa:



Ukufuna ubufakazi bokusekela othile

*Uma benza kahle: "Ube nenhlanhla"
Uma benza kabi: "Abanabo ubuntu/abaziphathi ngendlela efanele"*



Ukubandlulula ngokobulili:



Preferring one gender over the other

Amathemba okuphumelela noma amathuba omuntu angawathola ayancipha uma ubulili bakhe sebuveziwe

Kubonakala kanjani ukubandlulula ungasondile?

1



Ukungayinaki imininingwane ephonsela inselele izinkolelo zami

2



Ukuthanda umuntu obukeka futhi ozwakala njengami noma onentshisekelo efanayo neyami

3



Ukucabanga ukuthi uma umuntu enza kahle: "Ube nenhlanhla" Uma benza kabi: "Abanabo ubuntu/ abaziphathi ngendlela efanele"

4



Ukufuna imininingwane esekela izinkolelo zethu futhi singayinaki imininingwane ephambene nalokhu

Umthelela wokubandlulula ungaqondile emsebenzini

Nakuba kuqashelwa kabanzi ukuthi ukuhlukahluka kwemicabango nokusungula izinto kuyisihluthulelo ekuqinisekiseni ukuthi kutholakala okubalulekile nokusebenza kangcono endaweni yokusebenzela, lokho esikuthandayo singaqondile ngokuphathelene nabantu abafana nathi kuyaqhubeka kuphonsela inselele enkulu ukwazi kwethu ukwenza lezi zimo.

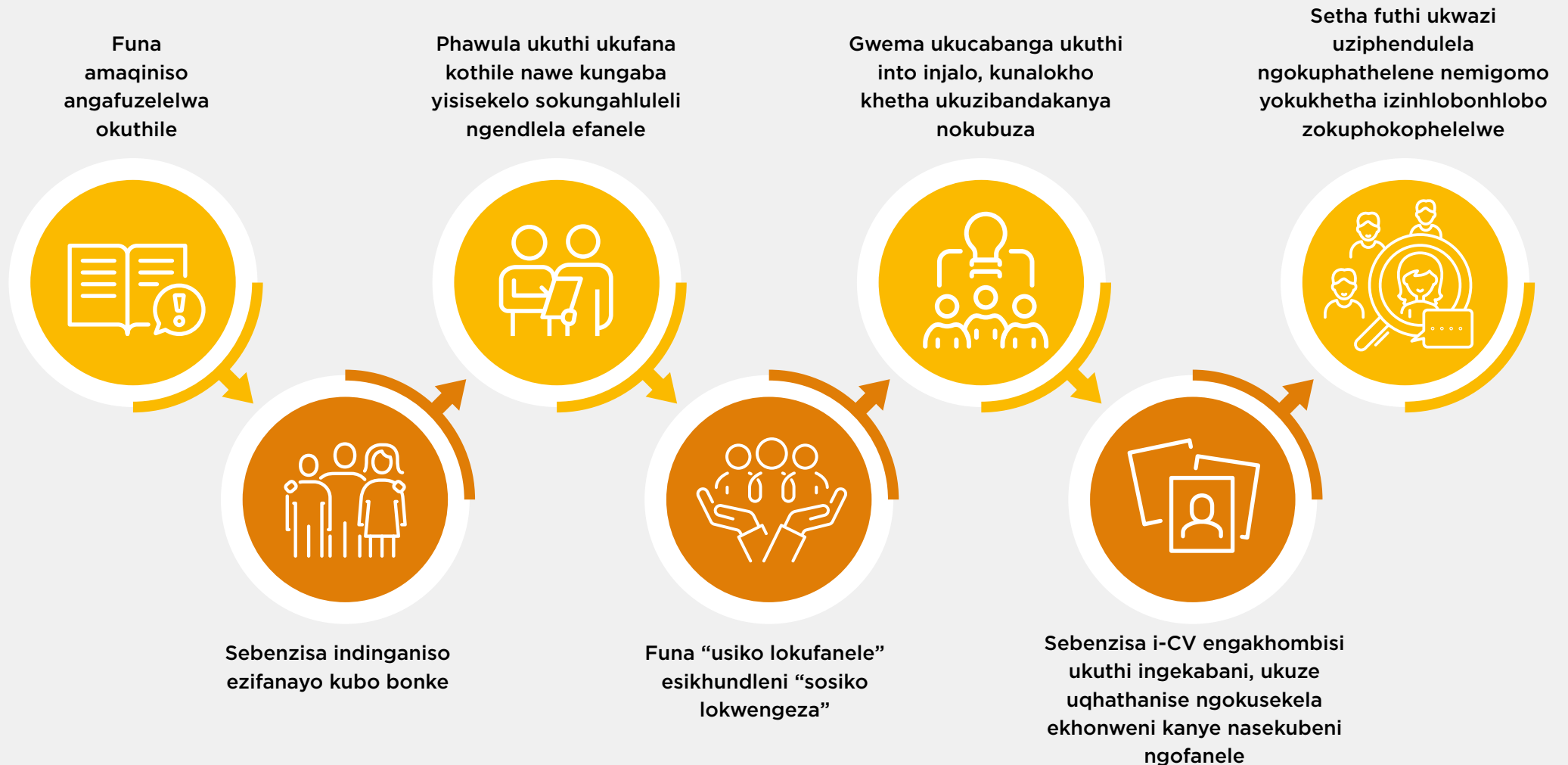
Ukubandlulula kungangena kuzo zonke izimo esihlangabezana nazo, kusukela olimini olusetshenziswa ezincazelweni zomsebenzi nasezinqumweni zokuthi ubani okufanele aqashwe noma akhushulelwe esikhundleni, kuya kubaphathi abangabheki ukungenzi kahle umsebenzi kwalabo ababaziyo nababathandayo.

Ekufunweni kwabantu abazozasha, ukubandlulula kungaholela ekuvumelaneni okuvamile okunquma umuntu ofanele lo msebenzi hhayi ngokusekelwe amakhono abo, kodwa imvelaphi yabo ebonakalayo yegama labo noma ubuzwe babo. Ucwangingo olwenziwe i-Raconteur luveze ukuthi ngokwesilinganiso, u-24% wabafake izicelo zomsebenzi abanemvelaphi yokuba abamhlophe baseBrithani bathola impendulo ebavunayo kubaqashi, uma kuqhathaniswa no-15% kuphela wabafake izicelo bezinhlanga ezincane abane-CV kanye nezincwadi ezichaza ukuthi kungani bewufanele umsebenzi (covering letter). Ukubandlulula ngokobulili nakho kuvamile ezindimeni eziningi zomsebenzi eziheha ubulili obuthile ngaphezu kobunye isibonelo, abahlengikazi besifazane noma onjiniyela besilisa.

Nakuba kwezinye izimboni kungase kube nemibono engokuncanyelwa ngokuphathelene nendabuko, kubalulekile ukuthi abaphathi bakhangise futhi baqashe ngokusekelwe ezimfanelweni nezici ezidingekayo emsebenzini futhi baqaphele ukuthi ubandlululo langokobulili lungavela kalula kangakanani.



Indlela yokugwema ukubandlulula ungaqondile



Amacebo amahlanu okwengamela ukubandlulula ungaqondile emsebenzini

1



Yenza ukuhlola
kokuhlonza
ukubandlula
abathile
okungaqondiwe

2



Buka ulimi
engilu-
sebenzisayo

3



Hlonza
izindawo
okungena kuzo
ukubandlulula

4



Bona ngeso
lengqondo
ukusebenzisana
okuhle

5



Khuthaza
abasebenzi
ukuthi
bazibophezele
komunye nomunye

Ukuze ususe ukubandlulula okungaqondakali endaweni yokusebenzela, cabanga ngokulandelayo:



Fundisa abasebenzi ngezinhlobo zobandlulula ungaqondile nemiphumela emibi engavela ngokuvumela ukuthi indlela yokuziphatha enjalo ibe yinto ethathwa njengevamile



Gadanani ngokuphathelene nokubandlulula okungaqondiwe futhi nibuze ukuphawula noma ukuphefumula ngokuthile okuphathelene nendlela elindeleke ngokwesiko noma ngokobulili



Cabanga kabusha ngesizathu esibangele ukwenza kwakho isinqumo sokuqala ukuze uthole ukuthi ngabe kubhekelelwe konke okungamaqiniso noma ukuthi kungenzeka yini ukuthi kungene ukubandlulula kungazelwe



Nciphisa ngamabomu ukuthatha isinqumo ukuze unciphise amathuba okuthatha isinqumo ngokushesha



Beka iKomidi Eliphathelene Nokhlukahluka kanye Nokungabandlululi ukuze wakhe futhi ulondoloze izinqubo futhi uphoqebele ukuziphatha kosiko oluvumelana nemigomo yenkampani ephathelene nokhlukahluka kwabantu



QAPHELA:

**AKEKHO OZALWA
ENOBANDLULULO,
KUYAFUNDWA LOKHU
KODWA NGOKUQWASHISWA
NGAKHO KANYE NOLWAZI,
UNGAKULUNGISA LOKHU.**

Endaweni yokusebenzela, lokhu kuqala ngokuqwashisa kanye nokukhumbula ukubandlulula ungaqondile, ikakhulukazi kulabo abanamandla okuthatha izinqumo ngokuphathelene nokuqasha, ukukhuphula abantu ezikhundleni kanye nomkhuba wokuziphatha ngendlela elindelekile emsebenzini. Ukuqwashisa ngokuphathelene nomuntu ngayedwana kanye nokuba ngumnini kumele futhi kusekelwe inqubomgomo, izinqubo nezinhlaka ukuze kuthuthukiswe ngempela ukwehlukahluka kwabantu kuyo yonke indawo yokusebenzela.



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Ucwaningo lwesigameko



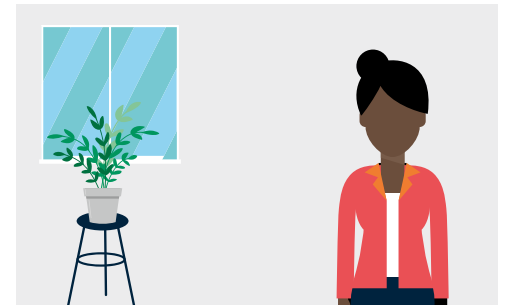
Kweziswa izinhlokhono ngoMsombuluko odlule enkampanini X.



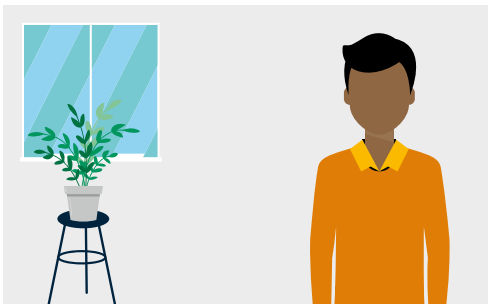
Abantu abathathu kwenziwa nabo inhlokhono ngumphathi wase-HR uThabo, indoda eyaziwayo ukuthi iyaziqhenya ngokuba ngumZulu.



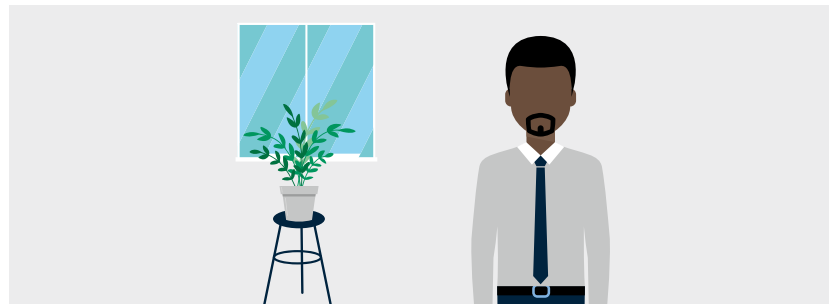
Laba bantu abathathu okwenziwa nabo inhlokhono babeneziqumfundo ezifanayo kanye nesipiliyoni seminyaka emibili emsebenzini.



Umuntu wokuqala okwenziwa naye inhlokhono kwakungowesifazane ovela esiFundazweni saseLimpopo.



Umuntu wesibili okwenziwa naye inhlokhono wayevela eMpumalanga Kapa kanti owesithathu wayevela KwaZulu-Natali.



Inhlokhono yomuntu wokuqala yathatha imizuzu engama-20, inhlokhono yomuntu wesibili yathatha imizuzu engama-30 kodwa umuntu wokugcina okwenziwa naye inhlokhono, owayevela eNewcastle, idolobha langakubo kaThabo, yathatha yonke imizuzu engama-45 eyalbewe inhlokhono ngayinye.



Kwamangaza ukuthi umphathi wase-HR wanquma ukuqasha umuntu owayeze kunhlokhono wasedolobheni langakubo.

Umthelela kanye nesimo soshintsho



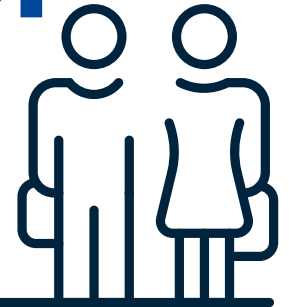
**endaweni yokusebenzela
engabandlululi ngempela
nokubandlulula ungaqondile
ungavakashela lezi
zizindalwazi ezilandelayo:**



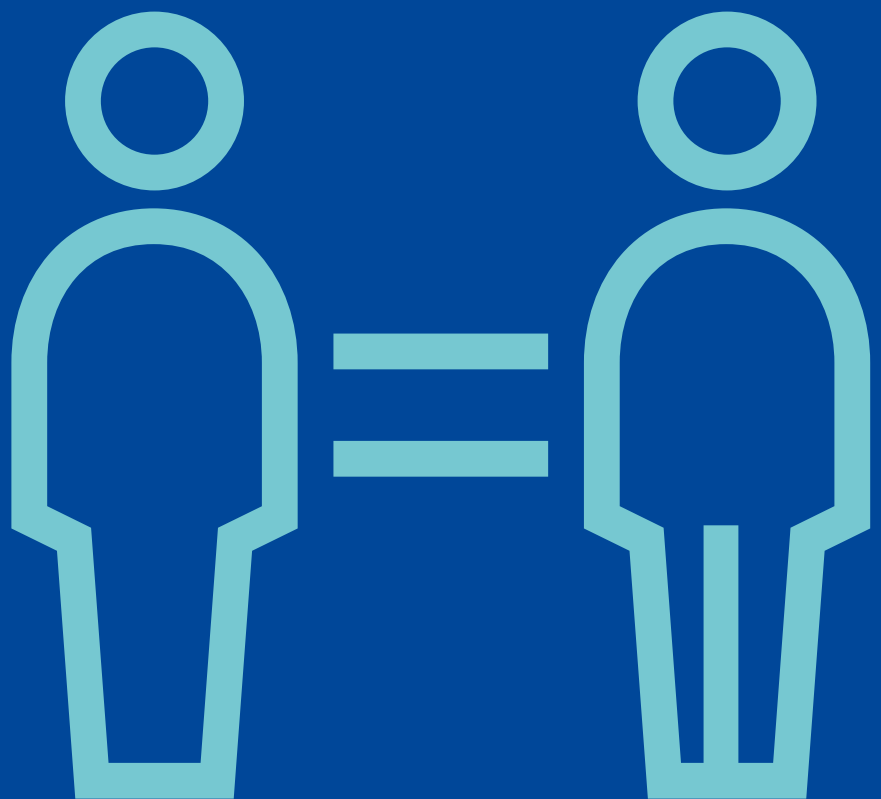
www.ucsf.edu



www.verywellmind.com



Uma Sisebenzisana Singakwazi #BreakTheBias



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