

IMINYAKA ENGAMA 20 EDEMOKRASI | UKUNGAFANI KWABANTU EMSEBENZINI

Ukungafani Kwabantu emsebenzini

Okuhle, Okubi, Okubalulekileyo

Upapasho: USB Agenda

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UMzantsi Afrika ubhiyozela ama 20 eminyaka ye demokrasi kulo nyaka. Nje ngembonakalo yenkululeko, **uCherice Smith** uye wajonga uphuhliso noqwayelomva lokungafani kwabantu kwindawo zemisebenzi kule minyaka ilishumi idlulileyo.

Sele iyiminyaka engamashumi amabini waphelayo umthetho wocalu-calulo eMzantsi Afrika ze kwavuleleka iindawo zoluntu. Kwixesha elidlulileyo iqela elithile belibekelwe bucala kwezoqoqosho kunye nemisebenzi yozoluntu. Ucalu-calulo lwalungamarhe abhekiselele kubuhlanga, amasiko, isini, isini somntu azikhethele sona, inkolo nobulwelwe.

Kukho umdla omkhulu ngoku hayi kuphela eMzantsi Afrika kodwa elizweni jikelele- wokuquka abantu beemvelaphi ezingafaniyo emsebenzini nokuquka wonke ubani kwimisebenzi yasekuhlaleni.

Kuninzi lwezizwe ngaphaya kwama 51% abemi ngamakhosikazi- naseMzantsi Afrika ngokunjalo. Ungababekela bucala njani abantu ngenxa yesini sabo, nesini abazikhethele sona -kunye nezinye iiyantlukwano? Ayincedi luntu lwakho, imveliso yakho okanye ubomi bakho bemihla ngemihla,” utsho uGqr. Babita Mathur- Helm, waseYunivesithi yase Stellenbosch kwiSikolo soShishino yeSenta yeziFundo zoKukhokela, okwangumfundisi ntsapho ophezulu kwezokuKhokela, IiNtlanga ezahlukeneyo kunye neSini esiNgafaniyo kunye noBuzaza be USB. “Ngethuba uMzantsi Afrika uthathe iindlela ende ekungafanisini abantu emsebenzini, ayikafi keleli ngokwaneleyo apho sinokuthi siyizalisekile iminqweno yethu. Kusafuneka sisebenze ekutshintsheni indlela abacinga ngayo abantu kwaye kufuneka sivelise ezinye iinkokeli ezinomdla nengqiniseko ekwamkeleni amasiko kunye nabemi abohlukeneyo.”

Ukutshintsha indlela esicinga ngayo

Ibonisa indlela yokwakha inkululeko yesininzi esempilweni eMzantsi Afrika,

UGqr. Dorrian Aiken uye wacacisa ukuba ulwazi ngokungafani kwabantu kunye neempendulo zoluntu ezikulo, ke ngoko ukuba nako ukunxibelelana nolawulo lokungafani kwabantu, yindawo esele ikhule ngokuntsonkothileyo.

Olu ntsokotho lusenkubalelwa kuphando lokusebenza kwengqondo.

UGqr. Aiken ngumcebisi, umfundisi ntsapho kunye nenkokeli kwicandelo lokuqhelisa, ulungiselelo lwenguqulelo kunye nophuhliso lweenkokeli.

“UDavid Rock kunye noDan Radecki bolathe uhlobo lwangoku lokuphila kunye neemfuno zalo zikodlule lee ukudaleka kwengqondo yethu, ingakumbi ilimbiki yengqondo (URock kunye noRadecki, kutheni ubuhlanga busabalulekile emsebenzini, Juni 1, 2012).

Le ndawo yengqondo ilungiselelwe ukulwa okanye ukuphaphama ngaphantsi kwemizuzwana emihlanu, yimpendulo ebalulekileyo yokusinda kwingozi ekhoyo ebeke ubomi esichengeni. Senza intshukumo enzulu kwizinto esingaqinisekanga ngazo kunye neziganeko ezingaqhelekanga kumava esinawo.

“Uphando lukaElizabeth Phelps kunye nabasebenza naye bacebise ukuba ingqondo inika impendulo kubantu

bamaqela eentlanga ezohlukeneyo.

Kananjalo kusenokwenzeka ukuba ingqondo inike impendulo kwinto engaqhelekanga njengomba weentlanga eMzantsi Afrika, sele ingumyalezo obethelelweyo nzulu malunga neentlanga ezahlukeneyo. URock kunye noRadecki banika ingxelo ngophando olubonisa: Ukuba ndikubona ufana nam ngokubhekiselele ngokobuhlanga, ke ngoko ingqondo yam iza kuphendula ngovelwano olukhulu okanye nobubele kunokuba ubuyenye intlanga le nto yenzeka singakhange siyithathele ngqalelo.”

Igqondo ye limbiki ikwagcina inkqubo yengcinga ecacisayo nentsokothayo ucacise watsho uGqr. Aiken.

“Ingcinga ecacileyo lulwazi esilufumanayo- luqala esizalweni, lunyuke kubomi obuphakathi ze luthande ukuba bhetye bhetye ze lutshone kukuguga. Ingcinga entsokothileyo, kukugcinwa kweemvakalelo kunye noqikelelo ukususela ebuncinaneni. Imbuyiselo yomsebenzi wayo ngaphandle kokuba sijikelezwe yimiyalezo esempilweni kunye notyhileko lwarhoqo lweentlanga nakwezinye ezahlukileyo ukususela ebuncinaneni, usenokuba ngumntu omdala unempazamo malunga nento yonke yabantu abangafaniyo.” Kukho ubungozi bokucutha uqikelelo lokuba ukuba iingqondo zethu zilungiselelwe ekwenzeni intshukumo kwizinto ezahlukileyo, incinci into esinokuyenza malunga nayo, utsho uGqr. Aiken.

“Uqikelelo olunjalo luxhasa intetho ethi iintaka zoboya obunye zimele zibe kunye. Ke ngoko, uphando olubhekiselele kwingqondo lubonisile ukuba iingqondo zethu zinako kakhulu ukufunda isifundo esitsha-nakweyiphi iminyaka. INeuroplasticity kukuba nako kweeneural ezizindlela kwiingqondo zethu sibe nokwazi iipateni ezintsha, ukucima uqikelelo elingumda malunga nabanye abantu ngokubhekiselele ekungafanini, ze kuphinde kufundwe iintshukumo eziqinisekileyo zokungafani. Le asiyo yokugqibela ukwenzeka, mhlawumbi yeyona ibalulekileyo yenziweyo kulapho isebe lethu linokonga khona.

Ukuziqhelisa ligama elisebenzayo.

“Iipateni zengqondo zinokutshintsha ezintsukwini, endaweni yeeveki okanye iinyanga, kodwa kuphela ngengqwalasela nophinda-phindo lokuziqhelisa elibandakanya ukuhlakanipha kwethu ingakumbi ukuziqhelisa lumkileyo. Ngokuya sikwazi ukukhula ngokwasengqondweni nangenkolelo zethu nokugweba, kumaxa sikwazi ukubona umkhethe ongabhalwanga kwiintsapho zethu, ekuhlaleni, kumaqela okanye kumasebe ezenkcubeko. Siya kuhlala sikuthakazelela ukunxibelelana neemvakalelo kunye namava abanye abantu abafumana izigwebo kwaye yenza kube lula ukuzisa ulwamkelo olubhekiselele ekungafanini ekuhlaleni nasemisebenzini.”

Ngokubhekiselele kuGqr. Aiken akukho nto ibaluleke njengokutyelela nokuphinde utyelele iinzima ukumelana neengxaki zengquko noluvo lokungafani kwabantu kumashishini aseMzantsi Afrika namhlanje.

‘Kwiminyaka engaphaya kweshumi ndisebenza kweli candelo, kuyothusa ukubona ukuba ziqine njani izimvo zabantu kule minyaka yangoku, nokuba angakanani amajelo avale amasango ngokubhekiselele kwinkqubela phambili yongenelelo lokungafani kwabantu ngenkolelo yokuba ilizwe lilungile.’

Usebenzisa iplani yokungafani kwabantu- ngezizathu ezilungileyo

UGqr. Mathur-Helm unombono wokuba amajelo okulungiselela akasoloko esazi ukuba kutheni kufuneka babenabantu abangafaniyo, kodwa bayeyenza le nto ukuthobela imithetho karhulumente.

“Iinkokeli ezininzi aziqinisekanga ukuba kutheni befuna icebo labantu abangafaniyo- njengolawulo oluthotyelwayo, njengemfanelo eyinxenye yecandelo elincedayo kuphela elinje ngeHR eyinxenye yesicwangciso sobuchule bokulawula okanye imisebenzi eyingqwalasela yasekuhlaleni. Iindlela zokusondela ezithi zikhethwe yimibutho, zibonisa ukuba amajelo okunceda ayohluka ngokucacisa ukungafani kwabantu njengokubaluleka kunye nobungakanani botshintsho abanxulumana ngalo ukuxhasa ukungafani kwabantu emisebenzini. Kananjalo ukuba amajelo oncedo afuna impumelelo, kufuneka ubeke izixhobo zokulinganisa ngokuthi bazibuze imibuzo emithathu: Kutheni befuna abantu abangafaniyo ukuba kunjalo, loluphi uhlobo kwaye ukuba kunjalo, ingaba kangakanani?”

UGqr. Mathur-Helm uthi iinkokeli zamajelo oncedo kufuneka zibe nothando kwayo ze zizinikezele kwingcamango yokungafani kwabantu..

“Sifuna iinkokeli zibe nombono wabantu abangafaniyo eMzantsi Afrika. Ukuba azikholelwa ze zizinikele ngokugqibeleleyo, kengoko ayinokwenzeka. Kufuneka zenze uyilo lwabantu abangafaniyo okanye inkqubo yombono wamajelo oncedo. Zisenokwenza ubuchule bokulawula ngendlela kunye nezakhiwo ezinokuba luncedo ixesha elide eliyimpumelelo.”

Ukwenza ubume bemeko yomsebenzi equkayo

UGqr. Mathur-Helm uthethe wathi iqela elincinci kunye nawo onke amaqela esizwe aphakathi kwezakhiwo

zamajelo ancedayo kufuneka adityaniswe ukwenzela ukuba abantu bamelwe kakuhle ngaphakathi kwecandelo elincedayo lelizwe nobume bemeko.

“Amalungu ambalwa kufuneka adityaniswe kuphinyelo olungamiselekanga lwentlanganiso yecandelo loncedo kwiiphabhu kunye neendawo zokutyela, nokuthetha ezipasejini, ukudlala igalufa kunye. Amajelo ancedayo kufuneka angayinyamezeli intetho mpikiswano ngokubhekiselele kwisini, ubuhlanga kunye nokufana kwamaqela. Kufuneka bachonge ngokulinganayo kuwo onke amalungu angafaniyo abantu ngokweenjongo zejelo loncedo kunye namathuba eenjongo zempumelelo yokusebenza.”

UMonica du Toit, ongumnxibelelanisi we Centre of Inclusivity eYunivesithi yase Stellenbosch, ucacise wathi abantu bavumela kuphela ukukhula ngokomsebenzi xa iintlobo ezahlukeneyo zisenza abantu bohluke ngokukodwa okanye kuqakwe ezingafaniyo kwiindlela ezahlukeneyo zokwenza izinto ngokwasemsebenzini.

“Ke ngoko sinokuba neqela lamajoni angafaniyo emsebenzini, kodwa indlela enembuyekezo kuphela kumsebenzi othile okanye iindlela zokwenza izinto ezithe zifumane kuphela ezixabisekileyo nezilindela ukuba ubume bomsebenzi budibane kubume obukhoyo.

“Uquko lubhekiswa kwiingcinga zeziko kunye nolwamkelo lweembono negalelo lwabantu ngabanye. Ke ngoko ifuna ukuba indawo yokusebenza inike uhoyo ekubeni ingaba iingcebiso, ukwenza izigqibo kunye nokwabelana ngokuphatha ziyenziwa kwaye ziyenzeka kubasebenzi. Ubume bokuquka yimo yezopolitiko engalunganga apho kungekho kusebenza ngokwesizwe kuvumelekileyo. Bubume bendawo apho iintlobo zengcebiso zenza amalungu angabasebenzi bazive bamkelekile, besamkelwa, bekhuliswa bequkwa.”

Ngokuka Du Toit, izilungiso ezikhawulezileyo ezikhuthaza ukulunga kwenkqubo yezopolitiko loo nto ayikhulisi ngokolwazi kunye novakalelo emsebenzini, kunye noloyiko lwento engayaziyo noloyiko lokuphulukana nokuphatha kwabo bahambisana nendlela endala yokuphatha, bagcina ijelo lokunceda likude ekungafanini kwabantu. Kodwa amajelo oncedo athile aseMzantsi Afrika enza kakuhle ngokoquko kunye nokuxuba abantu abangafaniyo kwiindawo zabo zokusebenza.

“UWoolworths, ABSA, Safmarine kunye noSAB Miller ngamanye ala majelo oncedo. Amalungu angafaniyo abantu abasebenzayo, inani eliphezulu labaqeshwa abamnyama neenkqubo zoqeqesho. Ayaqinisekisa ukuba abantu bawo bakhuliswe kakuhle, banezicwangciso ezilandelelanayo kwaye bayaziphumeza iinjongo zabo zolandelelwano. Okunene ayabanceda abantu baqhubele phambili. Kwaye le nto ingaphucula kuphela impumelelo esemagqabini yeshishini,” ucacise watsho uGqr Mathur-Helm.

Ukwamkela ixabiso lokungafani kwabantu

UGqr. Mathur-Helm ugqibezele ngelithi uphando luyangqina ukuba ngoninzi onalo lwabantu abohlukeneyo kwishishini lakho- ziingcinga ezahlukeneyo, iingcebiso nemibono -kukhona uzokwazi ukuqhubela phambili.

“Uphando lubonisile ukuba ukungafani kweentlanga kwizigaba ezininzi kuye kwaphucula unikezelwano lolwazi ze kwaphucula nohlobo lwesigqibo. Ngaphezu koko, amaqela omsebenzi anemvelaphi yemfundo engafaniyo afunyaniswe enesiphiwo sokuyila nokuvelisa iingcebiso ezintsha ukuba basebenzise amanqaku abo okungafani. Ukuba kunobakho ulawulo olululo, amajoni omsebenzi angafaniyo oku kungazisa ixabiso elikhulu kwishishini”.

Ekhohlo uKUYA EKUNENE:UGqr. Babita Mathur-Helm, weUSB’s Centre for Leadership Studies kunye nomhlohli oyintloko kwi- Leadership, Multicultural and Gender Diversity and Sensitivity eUSB kunye noGqr. Dorrian Aiken, umcebisi, umhlohli kwanenkokeli kwicandelo lokuqhelisa, iinguqu yamajelo ancedayo kwakunye nophuhliso kwezobunkokeli.