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IYUROPHU KANYE NECARRIBEAN - UKUSEBENZA NGAMAQEMBU KANYE NOKWEHLUKAHLUKANA OKUJULILE ENKAMPANINI YEGLOBAL500

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Okulandelayo ngamanye amabalengwe ethiyori kanye nendlela elandelwayo okudingekayo ukuze kuqondisiswe kangcono ukuchazwa kwezimo ezithile. Ukuze uthole okunye ngamatemu nemiqond esetshenzisiwe uyacelwa ukuba ufunde isingeniso esimayelana neWorldwork – Inguquko ezinhlanganweni, emiphakathini, emabhizinisini kanye nasesikhaleni sikawonkewonke.

Ngokohlelonkambiso lweWorldwork, iqembu lingathathwa njengelakhiwe ngokusebenzisa umgomo ohlelayo, oyinsimu ethile. Insimu isabalalisa lezo zinto eziqophisanayo ezahlukile nezahlukahlukene, noma izikhundla eqenjini lelo. Njengabakhuthazi, ukuze senze lezi zikhundla zithi ukubonakala kangconywana, singenza ngazo imisebenzi ezibhekana nayo. Kucabange lokhu njengeqembu labantu, abaqondiswa ngumqondisi ongabonakali, kube yinto efana nomqondo weqembu, ukuba badlale umdlalo.

Imisebenzi okubhekwana nayo ngumuntu ingabuye yehlukaniswe ibe **yimisebenzi okubhekwana nayo ngumuntu** kanye **nemisebenzi okubhekwana nayo ewumoya engekho. Imisebenzi okubhekwana nayo** iyizikhundla ezingezohlelo olungumongo lwenkolelo yosiko noma iqembu lelo, futhi ngokuvamile iyemukelwa eqenjini. Iyakwazi ukuthi ishiwo ngaphandle kokuthi idale ukuphendula kweqembu okunamandla. Ukuphikisana nalokho, imisebenzi okubhekwana nayo ewumoya engekho ingukuziphatha esingakwazi ukukuphimisa ngamazwi, ngoba “akwemukeleki” osikweni lolo olukhona lwenhlangano . Yize ingenziwa ibesobala, wonke umuntu uyakuzwa ukuba khona kwayo futhi uyahlangabezana nayo.

Imisebenzi okubhekwana nayo engumoya engekho ingabuye futhi ibonwe ekuxhumaneni okungahlosiwe. Imisebenzi okubhekwana nayo kanye nemisebenzi okubhekwana nayo engumoya engekho idala uhlobo oluthile lomdlalo wezithunzi uma indawonye, noma ihlobane ezingeni lezamaphupho. Lapho sikhuluma ngaloko okuqhubekayo “ngempela” eqenjini, okuqophisana naloko obekushiwo kwavela kwabonakala obala,

sisuke sisemkhakheni wokuhlangana kwemisebenzi okubhekwana nayo ngumuntu kanye nowemisebenzi okubhekwana nayo ewumoya engekho. Imisebenzi okubhekwana nayo ikhuluma imisho enenhlonipho noma efanele, kepha sizwa ukunyenyeza kwemisebenzi okubhekwana nayo ewumoya engekho kuloko okusikiselwayo nasezitatimendeni ezicashile ngaphakathi.

Esinye sezizathu esenza amaqembu akugweme ukuguqula amabanga, enze ukuxhumana okungahlosiwe kuvele ngaphandle obala, noma anikeze izwi imisebenzi okubhekwana nayo ewumoya engekho, ukwesaba ukuthi imiphumela ayizukuxazululeka. Ngasohlangothini lweWorldwork, lokhu kwenza umqondo. Imisebenzi okubhekwana nayo kanye nemisebenzi okubhekwana nayo ewumoya engekho akuyona eyendawo ethile ngoba empeleni ingeyeqembu selilonke, okusho ukuthi ingeyabo bonke abantu.Yingakho uma umuntu okhethe isikhundla somsebenzi okubhekwana nawo esingathandeki lapho eseyishiya inhlangano, omunye kubo uzothatha leyo misebenzi okubhekwana nayo. Yize imisebenzi okubhekwana nayo ewumoya engekho imvamisa ibonakala eqenjini eliphikisayo, ibuye ibe khona futhi eqenjini lakhe umuntu, kepha lapho ihlala ibekwe emaceleni lapho. Lokhu ngesinye sezizathu sokuthi kungani kuvamise ukuthatha ukushayisana okuthinta imizwa ukuze kuqondisiwe ngokuphelele ukuthi le misebenzi okubhekwana nayo ikhona kanjani eqenjini lomuntu. Isixazululo okungukuphela kwaso kuloko ukuba khona kokwazi osekuqhakanjisiwe, mayelana nokuthi siba ngabanye kanjani. Yingakho sikubalekela ukungubuzana ngqo nabanye.

Kodwa-ke ukuthola lolu lwazi kuludaba oluthinta imizwa kakhulu impela. Kufanele sidabule esikhathini sokukhuphuka kwezinto nesokungubuzana. Uma singakwenza loko bese silandela esihlangabezana nako sekukonke, sibe sesiyibona leyo misebenzi okubhekwana nayo njengekhona ohlelweni lonke. Ulwazi selulonke oluqukethwe kuyo manje lube seluba ngolusobala futhi lungasetshenziswa yiqembu lonke.

Kule ncazelo yezehlakalo, ungafunda umbiko wenqubo eyenzelwe iqembu ebiphakathi kwabaphathi abaphezulu benhlangano yeGlobal 500. IGlobal 500 uhla lwezinkampani ezisemhlabeni wonke ezinkulu kunazo zonke ezingama-500. Leli qembu libonakala ndawo zonke emhlabeni, kanti futhi namahhovisi alo amakhulu ase-United States. Limelwe ngokubanzi ikakhulukazi eYurophu, futhi linamagatsha asemhlabeni wonke ezindaweni ezahlukene eziyizinhlobonhlobo zamabhizinisi. Singabantu ababili okuboniswana nabo ngenxa yolwazi abanalo abavela ngaphandle, abakhuthaza umhlangano owenzelwa ngaphandle waminyaka yonke wokwakha amasu kanye nabaphathi

abaphezulu. Iqembu liqukethe abantu abangama-50 kuye kuma-60. Ngaphezu kukahhafu wabo ngabangabaphathi abakhulu abangenhla, abasele abangama-20 nangaphezulu bayizazi eziqhamuka emazingeni ehlukahlukene enhlangano kanye nasemazweni aqhamuka emhlabeni jikelele, abaye bamenywa ngenxa yezizathu ezahlukene ukuba bahlanganyele kulowo mhlangano wangaphandle.

Sekungunyaka wesithathu sikhuthaza kule mihlangano eyenzelwa ngaphandle. Idingida izingqinamba eziningi futhi kuhloswe ngayo ukuba kutholakale inhlosombono kanye nohlelo olufanayo mayelana nokuthi iziphathe kanjani onyakeni ozayo. Yize okugxilwe kukho kakhulu kumayelana nokuthuthukiswa kwesu ngokubanzi, amalungu amaningi amaqembu abuye abe nentshisekelo yokudingida izingqinamba zamaqembu uma zivela, noma axazulule izingqinamba zobudlelwane uma zibonakala njengesithikamezo ekusebenzeni kahle kwenhlangano. Kuvamisile ukuthi izindawo ezincanyana eziyinkinga zezinhlangano nazo zifakwe ohlelweni lomhlangano, uma zithathwa njengezingezona ezibhekene nendawo leyo kuphela, kepha zithathwe njengomthombo okungahle kufundwe kuwo ukuze kuthuthukiswe izinkampani ngokubanzi.

Isigcawu sokuvula

Sisosukwini lwesibili lomhlangano. Ngale mini kuhlangana iqembu lonke. Kusasa ekuseni iqembu lihlela ukuqembuka libe ngamaqenjana amancane ehlukahlukene abhekene nezihloko ezithile. Okugxilwe kuko kule mini ukuthuthukiswa kanye nenqubekela phambili yegatsha elisha lelinye lamagatsha amasha elinye lamaqembu enhlangano akhiqizayo kwelaseCarribean, elingelokuqala lalo mkhiqizo kule ngxenye yomhlaba. Amahlebezi ngesikhathi sekhefu bekungukuthi kube neziningi izinkinga, nokuthi umhlangano wenzelwe ukuzongcwaba iprojekhthi leyo.

Umholi weprojekhthi, owesimame ogama lakhe linguBrigitte, uvula ngombiko, oqoqwe kanje:

> ‘Sihlangabezane nezinkinga ezithile kuze kube manje. Kube nezinkinga eketangweni labakhi lezimpahla ezilethwayo. Ezinye izinto ziye zalahleka, zanyamalala, noma zaba ngezuluhlobo olungafanele. Ngaphezu kwaloko, kube nezinkinga ezithile zabasebenzi. Abasebenzi baye bangaqhamuka lapho bekufanele, noma baye bashiya imisebenzi yabo. Kuye kwafanela ukuba siqashe abasebenzi abangenamakhono ukuze sibambe isikhathi esibekiwe esithile, okuye kwaba nomphumela wezinye izinkinga, okusihlehlisele emuva nangaphezulu. Ukuxhumana phakathi kwabaphethe iprojekthi enkampanini kanye neqembu lasendaweni kuvamise ukuba

ngobunobuxakaxaka. Kepha sicabanga ukuthi singazinqoba izinkinga lezo ngokufaka imizamo evuselelwe.'

UBrigitte, yize ezama ukuziveza njengomuntu ophethe, uzwakala ekhathazekile futhi ethukuthele, njengoba ebuka phansi embikweni wakhe futhi egwema namehlo awo wonke umuntu.

U-Alonzo, umholi weqembu labaseCarribean, manje useyakhuluma. Okulandelayo yiqoqo laloko akushilo:

'Yebo, kube nobunzima. Asikabi nazo izingqalasizinda ezidingekayo okwamanje. Ngesinye isikhathi kuba nzima ukuthola ezinye izinto esizidingayo - ngesinye isikhathi azitholakali. Futhi, siye sanensiswa yisimo sezulu ezibucayi. Kepha senza konke okusemandleni ethu futhi sizoyiqeda iprojekhthi ngesikhathi esiseduze ngokusemandleni ethu kuleso esibekiwe. Ngiqinisekile ukuthi singazixazululula izinto esishayisana ngazo.'

U-Alonzo uzwakala ebanda impela futhi ethe qekelele kude, sengathi ukhuluma ngomunye umuntu. Naye futhi uyakugwema ukubheka abantu. Umoya ushubile.

Kuba nokuphonswa kwemibuzo ngabanye abaphathi, okuthi ngaleso sikhathi womabili amaqembu amane aphinde asho isimo sawo. Iningi labaphathi selinqekuzisa amakhanda, likhombisa ukuthi liyaqondisisa, kepha okubhalwe ebusweni babo kuyangabaza futhi akuzibopheleli ndawo. Omunye wabo uphakamisa ukuthi iprojekthi inikezwe enye inyanga ngaphezulu, okuzothi ngemuva kwayo kuthathwe isinqumo sokuthi kuqhutshekwe kanjani. Abantu abaningi bayavuma futhi neqembu libonakala likulungele ukuqhubekela esihlokweni esilandelayo. Umoya uzwakala udungekile futhi udangele.

Ukuhlaziywa

*Izinhlangothi zombili zizibekile izikhundla zazo ezisekuqaleni, ebesezizazi zona. Z*ozim*blili zedlulise kokubili ukuxhumana obekuhlosiwe kanye nokuxhumana obekungahlosiwe, noma izinkomba ezimbaxambili.*

Ezingeni 'elikalekayo', noma ebunjalweni obunokuvumelana, kukhona okuqukethwe ukuxhumana loko okukhombisa uku*qondisiswa okukhona ndawo zombili kwezinkinga, kanye nokuvumelana ukuthi kulokhu kuzanywa. Zozimbili izinhlangothi zinesivumelwano esithulelweyo, esikhetha ukubika okuzwakalayo okuqondile, okufanayo nokufunda loko okuqukethwe uhla olwenzelwe ukuyothenga ezitolo, kanye nokuvalwa kokungqubuzana okusobala okungezwakala emoyeni nokungahle kuvezwe yisimo sephimbo kanye nasolimini oluvezwa ngumzimba.*

*Ezingeni loku*zihlela *ngokwakho, noma ezingeni lamaphupho, imisebenzi ebhekwayo ewumoya engekho itholakala ekuxhumaneni okungahlosiwe futhi nokuvamise ukungaphinyiswa, lapha kulesi simo okungukusuwa kothuli okuvinjelwe, kanye nomoya odangele eqenjini ngokubanzi ekugcineni. Isizathu esenza sikubize loku ngokuthi kuyazihlela yingenxa yokuthi lezi zibonakaliso azikwazi ukuthi zilawulwe* noma zihlelwe *umuntu ebona; zi"'vuza" ziphume emlayezweni ohlosiwe. Ukudlanga lokhu kubonakala ekudikibaleni, esimweni sephimbo kanye nakuloko okubhalwe ebusweni bomuntu. Loko okuhlehliswayo akusona isinqumo kangako, kepha ngukudlanga* ekuxhumaneni okwenziwa ngaphandle kokuphinyiswa.

Ukusuka ekubonweni kwezinto, okuvamise ukubizwa ngokuthi ngokuhambisana nobuntu nentando yeningi, ungaveza iphuzu lokuthi ihhovisi elikhulu, nesitayela salo sokucabanga esigqame ngokubangesaseYurophu naseMelika, lidinga ukuba livulekele ukwehlukahlukana futhi lemukele amagugu ehlukile ezamasiko ethimba labaseCarribean, futhi lifunde nokuthi lisebenze kanjani nalo. Uma kubhekwa ngakolunye uhlangothi lobuka izinto elivamise ukubizwa ngokuthi ukukwazi ukwenzeka enhlanganweni, noma isu lenhlangano, ungahle ubeke iphuzu lokuthi sekuyisikhathi sokwesula iprojekhthi , njengoba isibiza kakhulu, futhi isibeka engozini ukukwazi ukuncintisana kwenhlangano isiyonke.

Lokhu kubuka izinto kuselubala empeleni. Ngemuva kwako kunokwehluka ngokwamasiko kanye nezingqinamba ezingekaxazululwa zeZeitgeist, amadl ozi esikhathi, futhi kufaka phakathi izingqinamba zosiko lwenkampani, kanye nezingqinamba zokuthuthukiswa kwenqubo yokufakwa kwezomhlaba jikelele. Ukusuka ekuboneni izinto okunobuntu nokwentando yeningi, ukwenza isibonelo,
Impumelelo noma ukwehluleka kokubandakanywa emhlabeni wonke kwencike ekuhlobaneni nesitayela esahlukile sezamasiko kwezinye izindawo zomhlaba, ukuze namanye amasiko emukelwe. Uma loko kungenzeki, akuzukuba nezixazululo ezikwazi ukuqhutshekiswa, kepha kuyoba nokubhikisha nokulwa okwengeziwe. Ngasohlangothini lokuthi kukwazeke ukuthi kuqhutshekwe kuphilwe yinhlangano, ukuthi kukwazeke kwenzeke izinto enhlanganweni kubekwa engcupheni emhlabeni onokuncintisana. Uma kungasenanhlangano esele, akuzukuba nabantu abanemisebenzi okuzoxoxiswana nabo ngamagugu entando yeningi, ngokubona kwabo. Ngasohlangothini lweWorldwork, womabili lamaqiniso angaphelelanga ayimihlaba elinganisene egudlanayo futhi womabili kufanele abe ngafanele nasizanayo, njengoba eyingxenye yensimu eyodwa. Esendawonye neminye imibono efakwayo kanye nemihlaba elinganisene egudlanayo, womabili amele iqiniso eliphelele.. Uma sethula ***iNtando yeNingi eJulile****, okungumqondo ongasebenza nalezi zinto eziqophisanayo futhi nonganika umlomo ukuxhumana okungahlosiwe, singethemba ukuthi ulwazi oluningi*

ngokusemandleni luzokwazi ukufinyelelwa yinhlangano isiyonke. Isixakaxaka esingahle sibe khona asiyona inkinga, kepha empeleni singumzamo wohlelo ukuthi luzilingalinganise. Umsebenzi womkhuthazi ukudala izimo eziyimingcele lapho lokhu kungenzeka khona ngokuphepha ngaphakathi kwazo.

Isixazululo: Ukusiza uhlangothi ngalunye ukuba lweqele ngalena konqenqema futhi lumele imisebenzi okubhekenwe nayo ewumoya engekho, lapha okuyizikhundla ezingafanele ngokwezepolitiki.

Ukunikeza umlomo imisebenzi okubhekenwe nayo ewumoya engekho: Intando yeningi ejulile engalena kwaloko okufanele ngokwezepolitiki

Omunye walabo abangabakhuthazi uqala engasohlangothini lwehhovisi elikhulu, bese ethola imvume yokuveza imisebenzi okubhekenwe nayo ewumoya engekho, ngemuva kokwethembisa lolu olunye uhlangothi, ngokuthi uzoba sohlangothini lwalo ngesikhashana. Umkhuthazi uthi:

> 'Ukuba bengiyingxenye yehhovisi elikhulu, bengizocabanga ngithi: lokhu akuyi ndawo. Bekuyiphutha nje kwasekuqaleni - sizoba nenkinga efanayo nemboni ngokuqhubeka kwezinto. Masikuchithe konke lokhu. Abathuthukanga futhi abafundanga ngokwenele, futhi bayaphephezela nje, kanti abaliboni nethuba esibanikeza lona. Masakhe endaweni lapho sizoba nezinkinga ezingaphansi lwalezi. Anginakukusho lokho ngikuphimise, ngoba siyoba nengxabano enkulu kabi lapha, ngoba wonke umuntu uzobe esechashwe ngenhlamba.'

Abanye babantu basehhovisi elikhulu bayamamatheka empeleni, futhi oyedwa umuntu kubo unqekuzisa ikhanda engasaziboni lapho ezwa lokho kushiwo. Abanye bayakhalaza, cha, abasoze bayicabanga into enjengaleyo. Okunye okumangazayo, omunye wamalungu eqembu lamaCarribean naye uyamamatheka abukeke esesizakele. Omunye ubukeka edinekile futhi ethukuthele.

Ukuhlaziywa: *Olunye uhlangothi seluhambe lwaya ngale konqenqema, lwasho isitatimende esingafanele ngokwezepolitiki. Manje sekulandela ukukhuthazwa kwempendulo eqhamuka kulolu olunye uhlangothi.*

Umholi weqembu labaseCarribean uqala ngokuphendula ngendlela enomqondo, ephindaphinda ukuthi iqembu lenza konke okusemandleni alo. Ukumamatheka kanye nokucasuka kuyimisebenzi okubhekenwe nayo ewumoya engekho edinga ukusonjululwa.

Umkhuthazi uqala abuze ngokumamatheka loko. Umuntu uyasho zisasuka nje ukuthi kwehlisa amaphaphu kuye ukukuzwa lokhu kukhulunywa

ngakho kuphinyiselwa. Uthi, uvamisile ukuwuzwa lomoya lapho ehlangana neqembu lelo, kepha awuye ushiwo uphinyiselwe. Umkhuthazi uyakubona lokhu njengempendulo enhle eqonde ekuvezeni izinto okwenziwa ngqo. Umkhuthazi uthola imvume yokuphimisa imisebenzi okubhekenwe naye ewumoya engekho lokhu ekwenzela iqembu labaseCarribean. Uthi:

> 'Ukuba bengiyinina, ngabe ngicabanga kanje: abakaze basiqondisise. Bayeyisa futhi banomhobholo, futhi esikhundleni sokusisiza ukuthi lokhu kwenziwe, bahlalele ukusigxeka njalo futhi basibukela phansi. Ngokucacile abasazi nakancane ukuthi singobani thina.'

"Yebo!" kuncencetha ngokugcwele imizwa omunye wabasebenzi bezolwazi kwabaseCarribean. 'Bahlala besiphatha njalo nje sengathi siyiziphukuphuku futhi siyavilapha.' Abesephendukela kumholi weprojekhthi ongowaseMelika:

> 'Uthatha sengathi uma singahlali siqashelwa ngaso sonke isikhathi, sizomane sihambe siye olwandle usuku lonke.'

Umoya usuguqukile. Usushubile futhi wonke umuntu uphapheme futhi ukhona lapha.

Ukuhlaziywa: *Lokhu ukudlanga kokusolana okwenzeka ndawo zombili. Zozimbili izinhlangothi zidlangile futhi zephula isitayela esejwayelekile sokuxhumana kanye nesimo somqondo seqembu. Sekusezandleni zomkhuthazi, akwakhele lokhu abese ekwenza indawo ephephile okumele kutholakale kuyo umphumela okwazi ukuqhutshekiswa. Okokuqala, iqembu lidinga ukuxhaswa njengoba leqele ngale konqenqema, noma njengoba likuvumele ukungena kwenguquko.*

Umkhuthazi uyayakhela le nguquko. Uthi:

> 'Halala, nobabili niyakhanga; lokhu yisinyathelo sokuqala sesixazululo. Qaphela ukuthi nobabili senibe namandla kangakanani. Yilawa mandla azoxazulula izinkinga, hhayi inhlonipho yodwa engiye ngayizwa ngaphambilini. Yilawa mandla eseniwakhombisa manje nina nobabili, okuyiwo asezoqedela iprojekthi.'

Zozimbili iiznhlangothi seziphefumula kangconywana.

Izingxenye ezilandelananyo ezigxekwayo zozimbili ziyimisebenzi okubhekenwe nayo ewumoya engekho, izikhundla okungekho muntu ongazihlanganisa nazo. Njengoba kungekho muntu ozihlanganisa nazo lezi zikhundla asikwazi ukuthola ulwazi olungemuva kwazo, kanti sibe sesizibheka nje ngokuzahlulela. Ukuze sedlule kulokhu, sidinga ukuthi sedlule kunqubo engahambi ngomugqa enemizwa esikuyo manje, bese

sifinyelela emongweni wangempela wale misebenzi. Bheka ukuthi lezi zinhlangothi zivela kanjani uhlangothi olulodwa kolunye.

Uhlangothi lwehhovisi elikhulu: *Umqondo oweyisayo ozikhukhumezayo wangasentshonalanga , ocabanga ukuthi ungenza konke kangcono, ngokushesha kanye nangokuhlakanipha okuthe xaxa, nobandayo, osebenza okomshini, ongenabudlelwane, onomhobholo nongenalwazi.*

Uhlangothi lweqembu labaseCarribean: *Umuntu ovilaphayo, owonakalisayo, ongenalwazi nongathuthukanga, ophila kwelamaphupho nongaboni ukuthi izinkinga zidinga ukuthi zixazululwe ngokuthi kwenziwe okuthile.*

Isixazululo ukusiza uhlangothi ngalunye ukuthi luzibandakanye neminye imikhakha yokubeka icala ukuze izinqubo zangempela ezingemuva kokubukwa kwabantu njengento ethile abangeyona eqinisweni zikwazi ukutholakala. Lolu udaba oluxakile, lapho umkhuthazi engavama ukusebenzisa khona omkhulu kuye kanye nabaholi. Funda isifinyezo sokuthi kwabe sekuqhubeka kanjani:

Imisebenzi okubhekenwe nayo ewumoya kanye nokushintshwa kwemisebenzi okubhekenwe nayo:

Umkhuthazi uveza ukuthi ukukhombana ngeminwe okuningi kuqukethe iqiniso elincanyana, nokuthi ngenxa yokuthi uhlangothi olulodwa lubone ukukhonjwa ngeminwe lokho kuqala, luzosiza ukudala umphumela okwazi ukuqhutshekiselwa phambili. U-Alonzo, umholi weqembu laseCarribean, ubheka kumkhuthazi, okuyisibonakaliso esikhombisa ukuthi angahle afune ukuzama kuqala. Umkhuthazi uyakubona lokhu bese ethi:

> 'Alonzo, mhlawumbe ufisa ukuzama kuqala, mina ngizobe sengisiza, bese ngiyosiza olunye uhlangothi.'

U-Alonzo uyakhuluma:

> 'Yebo kuyiqiniso; sihlangabezana nesikhathi nempilo ngendlela eyehlukile. Kithina, isikhathi asiyona into ekwazi ukuchithwa noma isetshenziswe. Isikhathi sisinikeza amathuba okuba khona nawokuphila, okuba nobudlelwane kanye nawokuba nabangane. Izimpilo zethu zinothile ngenxa yalokho esesike sahlangabezana nakho namaxhama esinawo, kanye nangenxa yenjabulo yethu, hhayi ngenxa yenzuzo esiyenzayo. Sicabanga ukuthi isikhathi kanye nenkululeko yokuthi sisisebenzise ngendlela esiyithandayo yisona sipho esiyigugu eledlula wonke.'

Kuleli phuzu, ngendlela engalindelekile, omunye wabaphathi abaphezulu eqenjini elikolunye uhlangothi, ongumSwidi, kungalindelekile uthi, ‘empeleni lokho kuzwakala kamnandi!’

Amanye amalungu eqembu lakhe abheka umlingani wabo ngeso elingathandi.

> *Lo ngumzuzu obalulekile. Manje, njengoba uhlangothi olulodwa seluzihlanganisa nengxenye yalo yokukhomba ngomunwe, sibona ukuqala kokushintshwa kwemisebenzi okubhekenwe nayo. Iqiniso lokuthi ilungu elilodwa elisohlangothini lwe-US/Euro empeleni livuma iqhaza elidlalwayo ohlangothini lwabaseCarribean, ngukuqala kwalo lelo qembu ukuthi lizihlanganise neqhaza lelo nalo. Lokhu ingxenye yako ibingelindelekile. Ngenxa yezizathu zokuzilinganisa, uma uhlangothi olulodwa lubona ukuthi lubekwa icala, olunye uhlangothi luzobe seluyashintsha. Iqembu akudingeki ukuba lishintshe ngokuphelele. Ukubona ukuthi iqhaza lelo likhona phakathi kwabo kubalulekile kunokubumbana.*

Masishane nje umkhuthazi uyakubona ukushintshwa kwemisebenzi okubhekenwe nayo, abese ebuza ongumSwidi ukuthi yini ebengayenza ukuba ebenesikhathi esiningana. Uphendula athi:

> ‘Bengingenza isikhathi bese ngiya olwandle bese ngithi lapho ngingcebelekile ngiphinde ngicabange ngamaprojekthi ami bese ngithola indlela enobuciko obungconywana ngawo, mhlawumbe ngokusebenzisa umculo.’

Uyahleka ngokunamahlonyana, bese ekhuluma ngokuntela:

> ‘Esikhathini esiningi ngingaphansi kwengcindezi enzima yesikhathi esuke iqhamuka ngaphandle, ngihlala ngijahwa yizikhathi ezibekiwe, kangangokuthi angiye ngibe naso isikhathi esenele sokucabangisisa ngempela ngezinto ezitsha zobuciko enginazo emqondweni wami.’

Abanye abaphathi sebeyavuma manje, yize abanye bengavumi. Omunye uthi:

> ‘Yebo, khumbula isikhathi lapho uHorst (omunye wabaphathi) ayephuke umlenze wakhe, kanye nemiqondo emihle abuya nayo ngemuva kwamasonto amabili esesibhedlela.’ (*Wonke umuntu uyahleka*). Wayengumuntu osenomusa kangconywana futhi!! (*Wonke umuntu uhleka kakhudlwana manje*).

Umqondisi wezemithombo yabantu, obekade elalele ingxoxo ethule, uthi:

> ‘Empeleni, ukuba besinesikhathi esengeziwe, besingahle sisebenze kangconywana hhayi kancane. Yiyo into engizwa siyisho.’

Iqembu elincane labaseYurophu kanye nabaseMelika manje selingene engxoxweni ephapheme mayelana nokuthi isikhathi sisetshenziswe kanjani, kanye nokuthi kubhekwane kanjani nengcindezi yesikhathi. Sebekhohliwe ngabantu belaseCarribean abakolunye uhlangothi, asebebheke ingxoxo leyo ngobuso obuqhakazile. Iqembu elincane lithatha isinqumo sokuthi lifake isihloko mayelana nengcindezi yesikhathi, ukuba nobuciko kanye nokusebenza kahle, kanye nokuthi lingakuthola kanjani ukulingalingana osukwini olulandelayo lweqembu elincane. Umholi weqembu laseNtshonalanga/laseMelika uphakamisa ukuthi abanye beqembu labaseCarribean bahlanganyele nabo emhlanganweni., ngoba bangahle babe lusizo kule nqubo. Abantu baseCarribean bamamatheka ngokuziqhenya.

Ukuhlaziywa: *Izingqinamba zesikhathi kanye nokuthi kumele sisetshenziswe kanjani, sekuthathwa njengodaba lomhlaba wonke, okungukuthi olukhona nhlangothi zombili. Kuleli phuzu, yize kunezimo ezahlukene, iqembu laseYurophu/laseMelika likhombisa ukuthi ukuhlangana kwengezile ekufundeni kwalo. Ingcindezi yesikhathi kanye nesifiso sokubaleka akusezona izinto ezithathwa njengengqinamba ekhona kwelaseCarribean. Eqinisweni ikhona yonke indawo. Iqembu labaseCarribean liqale ukudamba ngokuthi livume ezinye izinto zokusolwa kwalo. Lokhu kukodwa yisehlakalo esinamandla kangangokuthi singahle sithathwe njengesidale inguquko phakathi kweqembu lase-US/laseNtshonalanga.*

Izinqubo ziyazilingalinganisa zona ngokwazo. Olunye uhlangothi kufanele nalo luthathe ubunini bengxenye yendlela elandelwayo. Manje kufanele sisize olunye uhlangothi.

Umkhuthazi manje usecela olunye uhlangothi ukuthi luzihlanganise nendlela elandelwayo. UBrigitte, ngokuthi athole usizo oluthile, uyavuma:

> ‘Yebo kuliqiniso; ngibabukela phansi abantu abaningi, ngoba abasebenzi kahle futhi abahlakaniphanga njengami, futhi ababoni ngaso sonke isikhathi ukuthi igugu elingahle lengezwe noma inzuzo engahle yengezwe ilele kuphi.’

Kunokwehla kwamaphaphu okuzwakalayo ohlangothini lwabaseCarribean kanye nokungezwani okuthile kuyo yonke indawo endlini leyo.

Ukuhlaziywa: *Akufanele ngokwezepolitiki ukuba ngumnini wezehlakalo zokuhle kunakho konke kanye nezokuzizwa ngcono. UBrigitte usengene emisebenzini okubhekenwe nayo ewumoya engekho. Nayo idinga ukusonjululwa. Ngendlela efanayo njengoba ubuvila bekuyigama*

elisetshenziselwa ukubona isikhathi ngendlela eyehlukile okukhona futhi nokudingekayo emaqenjini womabili, uikuqholosha nako kudinga ukusonjululwa. Ukusizakala ohlangothini lwabaseCarribean ngokuvunywa ngokuqholosha akusona isimangaliso kosebenza ngeworldwork. Ukuphikisana nenkolelo evamile ethi ukuvuma kuzodala intukuthelo, kwenzeka okuphikisana naloko. Umphumela womsebenzi okubhekenwe nawo owumoya ongekho ubulokhu uzwakala; manje njengoba usunomlomo sesiyakwazi ukuwusebenza.

Umkhuthazi umbuza ukuthi ngabe ukwazi kanjani lokhu. Ubukeka edidekile ekuqaleni bese ethi:

> 'Ngiyakuzwa lapho ngikhuluma nabantu.'

Ngiyamcela ukuthi athathe isikhathi sakhe akuzwe ngempela bese ezihlanganisa nomuzwa lowo. Njengoba enza lokho, kuvela ukumamatheka masishane ebusweni bakhe, bese ekhuluma ngokumangala:

> 'Empeleni kuzwakala kamnandi. Kuzwakala njenge*creme brulee*, ukudla kwami okugcinwa ngako esidlweni engikuthanda kakhulu. Kuthambile kunoshukela, futhi kuthi ukubababababa.'

Uma ephinda ebuzwa okunye, uchaza athi,

> 'Nginolwazi oluningi, ngidale amaprojekhthi kumazwekazi amaningi. Nginekhono elikhulu futhi ngihlelekile, kanti ngalesi sikhathi ngiyaziqondisisa iningi lezinkinga engihlangana nazo. Ngizizwa ngineqholo futhi ngijabule ngolwazi lwami.'

Ubukeka enamahloni futhi lapho ebuzwa ngala mahloni, uphendula athi awufanele ukuthi uzizwe ujabule ngawe. Kunokukhazimula ebusweni bakhe. Indlu isithule. Abantu abaningi babukeka bethintekile, bese kuthi umholi wabaseCarribean aphahluke kungalindelekile:

> 'Ngike ngahlangabezana nalokhu, unolwazi ngempela, futhi kuhle kakhulu ukukubona ukhuluma ngako ngendlela evuleke njengale.'

Ubukeka emangele ukuthi akamgxeki, kepha uyamcoma empeleni. Uyabuza ukuthi akuyona into engemukeleki ukukusho lokho na:

> 'Cha.'

U-Alonzo uyaphendula:

> ‘Kunalokho akunjalo. Uyangivumela ukuthi ngiziqhenye ngomsebenzi wami, nami. Sibe nobunzima obuningi , kepha sibunqobile obuningi, (ubala obumbalwa) futhi ukuba bekungekona ukuthi siqale le nkulumompendulwano, besingasoze sifike engxoxweni.’

UBrigitte unqekuzisa ikhanda evuma, bese ebheka ngo nangokumangala. Uthi:

> ‘Ukuba bengisondelene kangconywana nalo mqondo wempumelelo, mhlawumbe bengingagxambukela kakhudlwana ngibuye ngikhulume kakhudlwana futhi mayelana nokuthi izinto zenziwe kanjani.’

Kungazelelwe omunye uqala ukushaya izandla. Kunomoya omuhle kakhulu endlini. Wonke umuntu uzwa ukwehla kwamaphaphu ngokuguquka komoya. Izinhlangothi zombili ziyavuma ukuthi kube nokugudluka komoya, futhi ziyakujabulela ukuvuleka kokuxhumana phakathi kwazo.

Ukuhlaziywa: *Udaba lokuqholosha manje nalo seluthathwa njengodaba lukawonkewonke. Ukuqholosha kuyindlela eyimpendukezela yokuveza ukuzethemba kanye nokuzithanda. Uma sekuthathiwe kwaba nomnikazi, kuvula indlela eya ekuzigqajeni, ebuholini kanye nasekulungeni. Zozimbili izinhlangothi ziphaphama zithole lokhu kuhlangana bese zibona ukufunda kwazo lapho.*

Isinqumo

Ilungu labaphathi manje libuza ukuthi lokhu kuzoba namthelela muni kuprojekthi uqobo lwayo, libe liphawula nangabanini bamasheya okuzomele bacatshangwe.

Ukuhlaziywa: *Manje njengoba ulwazi obelufihlwe emisebenzini ebhekiwe ewumoya engekho selutholakele, futhi neqembu selihlangabezane nenguquko esimweni somqondo ebesiphethe ngaphambilini, iqiniso lokuvumelana selibuyile. Ulwazi manje kumele lulethe isixazululo esisha senkinga leyo.*

Abantu bakwelaseCarribean baqala ngokusho ukuthi empeleni bayakwazi ukwenza kangconywana. Omunye wamalungu uyavuma okokuqala ukuthi okunye kokubambezeleka bekungahle kugwemeke. Omunye wabasebenzi bezolwazi uyasho, entela ngokungaphelele, ukuthi mhlawumbe bebezabalaza. Bayasho ukuthi bayafuna ukuzama kakhudlwana, ngoba bayayifuna futhi bayayidinga imisebenzi:

> ‘Siyafuna ukufunda ukusebenza ngendlela esebenza kangconywana futhi nemboni izosisiza sonke. Sifuna ukufunda ukuthi lokhu sikwenze kanjani kangconywana, futhi silangazelele ukuqeqeshwa kule ndawo.

> Uma sikhulumisana kanje, sisebenza amahora angama-24, kumnandi kakhulu kunasolwandle, lokhu ekusho ekwengeza ngomoya obhuqayo, ebhekise kulokho akuphawule ngaphambidlana.'

Manje ukushintshana ngemisebenzi okubhekenwe nayo sekwenziwe, ilungu elilodwa selima nolunye uhlangothi. Iqembu lithatha isinqumo sokuthi lisebenze osukwini olulandelayo eqenjini lalo elincane mayelana nokuthi yini engenziwa ukwenza ngcono ukusebenza kahle, futhi limema amalungu eqembu elinye ukuba eze azosiza. Umholi weqembu ubukeka ethakasile. Uveza ubulunga bakhe ngokuthi akhulume ngokufanayo nangamandla:

> 'Lokhu bekuyisikhathi esimangazayo sokufunda. Ngiyabonga eqenjini ngokuveza obala ukubaluleka kokusebenza ngamaqembu kanye nobudlelwane. Ngiyazi ukuthi singakuqeda lokhu ngesikhathi futhi ngiyazi ukuthi kuyokuba yigatsha elihle.'

Manje sekunomoya omkhulu wokwehla kwamaphaphu, kanye nomuzwa omusha wokusondelana eqenjini, kanye nokuba nethemba emoyeni.

Okwenzeka kamuva:

Inqubo yokusebenza neqembu lonke ithathe isikhathi esingaphansana nje kwehora. Abebehlanganyele baye basitshela kamuva ukuthi bayithathe njengomhlangano obe yimpumelelo enkulu. Kamuva babuye basitshela ukuthi, imboni empeleni iye yaqedwa ngesikhathi. Iminyaka emibili ngemuva kwalokho inhlangano iye yabika futhi yabungaza irekhodi lokukhiqiza egatsheni labaseCarribean. Yize singazange sikholelwe ekuthini kukhona imbangela eyodwa exhumene naloko okuphakathi nomhlangano kanye nempumelelo engaphandle, siye sacabanga ukuthi kumele lokho kuchazwe lapha njengengxenye yayo le ndaba.

Amazwi okuvala:
Incazelo yesehlo esincanyana lesi yenzelwe ukukunikeza isithombe esibanzi mayelana nokuthi uhlelonkambiso lolu lungasetshenziswa kanjani emaqenjini ehlukahlukene. Ukuze ukuxazululwa okusebenzisa iqembu okunjengalokhu okungenhla kusebenze kahle, kudinga usiko oluqhubekayo oluzungezile. incazelo ishiya ngaphandle imininingwane eminingi futhi ayifaki phakathi inqubo yokwazisa yomkhuthazi. Ibuye ingawunaki umsebenzi wokulungiselela kanye nomsebenzi wokubukeza okuvelile owenziwa kamuva. Womabili amaqembu aqeqeshwa ngokusebenzisa ezamakhompiyutha isikhathi esiyizinyanga ezimbili ngemuva komsebenzi lowo. Ngikulayela kwamanye amakhasi kulesi siza noma exhameni lomtapozincwadi ukuthola izincazelo ezineminingwane ethe xaxa yezinye izimo.

Ngibuye ngafaka ukucwaninga okufushane kakhulu kwethiyori kanye nencazelo yezixazululo encazelweni. Ngiyethemba ukuthi lokhu kuzosiza ukuchaza kokubili ukusebenza kweWorldwork ngokulamula kanye nangethiyori ehamba nokusetshenziswayo. Uma ungawejwayele amatemu asetshenzisiwe, uzowathola echaziwe ebhalweni obukezayo.