

I-EJF Granting Framework Inhloso

valolu hlaka Lokunikeza

IsiKhwama soBulungiswa bezemvelo (EJF) sesenze lolu hlaka Lwezibonelelo ngezizathu ezimbili.

1. Kuhloswe ngayo ukuqondisa iKomidi Lezibonelelo uma linquma ukuthi yiziphi izinhlangano okufanele zithole ukwesekwa kwa-EJF.
2. Itholakala njengesisetshenziswa somphakathi njengengxenywe yokuzibophezela kwe-EJF ekwenzeni izinto obala, futhi ngenhloso yokucacisa inqubo esetshenziswa i-EJF ukuze kucutshungulwe iziphakamiso, kanye nendlela iKomidi Lezibonelelo libakhetha ngayo abanikezwa izibonelelo.

Ukuzibophezela kwe-EJF ekwenzeni uxhaso olubambe iqhaza

I-EJF iyisikhwama 'sezishosho, zezishosho'. Siphila ngokwalo mgomo ngokusebenzisa indlela yokuhlanganyela yesibonelelo sikahulumeni lapho izinqumo zokuthi ubani othola ukwesekwa zithathwa yizishosho ezivela emkhakheni wobulungiswa bezemvelo. Lokhu kungenxa yokuthi sikholelwa ukuthi i-EJF kufanele iqondiswe ngabantu abasemazingeni aphansi futhi bewuqonda kahle umongo abafaka izicelo abasebenza ngaphansi kwawo, kanye nezinsalelo ababhekana nazo. Futhi kuyingxenywe yokuzibophezela kwe-EJF ekubekeni amandla angempela okwenza izinqumo ezandleni zezishosho ezisekelwe emphakathini.

Ukuqokwa nokusebenza kweKomidi Lezibonelelo

Ngakho-ke i-EJF isungule iKomidi Lezibonelelo (GC) elinikezwe umsebenzi wokucubungula iziphakamiso kanye nokukhetha ukuthi yiziphi izinhlangano okufanele zithole ukwesekwa yi-EJF. I-GC yokuqala yaqokwa ngoJulayi 2022 yiBhodi le-EJF ngenqubo evulekile yokuqasha. Kube nezinguquko ezimbalwa ekwakhiweni kwe-GC kusukela lapho. Ukungafihli kubaluleke kakhulu ku-EJF ngakho ngaso sonke isikhathi uma kuvela isikhala ku-GC, sikhapha isikhangiso esivulekile bese siqhuba inqubo yokuncintisana yokuqasha. NgokweMigomo Yezithenjwa elawula i-GC, i-GC ingaba phakathi kwabantu abathathu no-7 ngosayizi.

Okunye okucatshangelwayo okubalulekile okucatshangwayo uma kwenziwa i- GC zifaka:

- Isidingo sokuqinisekisa ukuthi wonke amalungu e-GC ayizishosovu anesipiliyoni sokusebenza ezindabeni zobulungiswa bezemvelo kanye nemiphakathi;
- Ukuzibophezela ekuqinisekiseni ukuthi iningi lamalungu e-GC asekelwe emphakathini;
- Ukuzibophezela ekubekeni eqhulwini amazwi abesifazane nentsha;
- Inani le-GC enolwazi emikhakheni ehlukeneyobulungisa bezemvelo (isb. izimayini, amanzi, ukuvikeleka kokudla);
- Inani le-GC elakhiwe abantu abavela eNingizimu Afrika yonkana futhi abangagxilile esifundazweni esithile;
- Ukubaluleka kokuba nabantu abanolwazi oluthile lokusebenzisa indlela encane yezibonelelo ku-GC; futhi
- Isidingo sokuthi uMqondisi Omkhulu we-EJF ahlale ku-GC njengokuxhumana phakathi kwabasebenzi, i-GC kanye neBhodi.

Amalungu e-GC asebenza isikhathi seminyaka emibili, okungenzeka ukuthi anwethshwe okulinganiselwe.

I-EJF izibophezele ekuphatheni okuhle futhi iKomidi Lezibonelelo lisebenza kumongo wegunya elijutshwe kulo yiBhodi le-EJF.

I-GC yamanje yakhiwe kanje:

1. Bulelwa Klaasen (Sihlalo)
2. Taryn Pereira (Isekela likaSihlalo)
3. Lizeka Ntsikeni
4. Samson Mokoena
5. Amanda Rinquest
6. Lisa Chamberlain

Ulwazi olwengeziwe ngesizinda samalungu e-GC lungatholakala ku <https://ejfunds.org.za/the-team/>.

Imibandela yokufaneleka yezibonelelo ze-EJF

Ukuze ufanelekele ukusekelwa yi-EJF, abafakizicelo kumele babe:

1. Inhlangano noma inethiwekhi¹ ezinze, futhi ingxenye, yomphakathi ewusebenzelayo;
2. Ukusebenza ngobulungiswa bezemvelo; futhi
3. ENingizimu Afrika.

Imali ye-EJF

Ukuqonda ubulungiswa bezemvelo

I-EJF isekela ubulungiswa bezemvelo. Samukela incazelo ebanzi nenesizotha yegama elithi 'ubulungiswa bezemvelo'. Le ndlela isekelwe ukuqashelwa kokuxhumana kwemizabalazo eyahlukene, futhi iyingxenye yokuzibophezela kwe- EJF ekuhlanganiseni. Siphinde samukela indlela ebandakanya wonke umuntu njengengxenye yohlelo lokuxilonga ukuze sivumele ukuholwa yizidingo ezivezwe izishosho ezikhona.

I-EJF ingase yeseke umsebenzi, phakathi kwezinye izinto: Ubulungiswa besimo sezulu kanye noguquko olunobulungiswa; Ukungcoliswa komoya; Izimayini; Ubukhosi bokudla; Amanzi; Ukuvikelwa Kwezindawo Ezivamile Zasolwandle kanye Nasogwini; Imfucuzo; I-Ecofeminism (amaprojekthi amayelana nobudlelwano phakathi kokulingana kobulili nendawo ezungezile); I-Eco socialism (amaprojekthi ahlanganisa izici ze-socialism nepolitiki eluhlaza, i-ecology kanye ne-anti-globalisation); Amalungelo omhlaba; Ukukhuthazwa kolwazi lwendabuko; Ezinye izindlela zokuziphilisa ezisimeme; Impilo yemvelo; Ukufinyelela olwazini lwezemvelo; kanye nokubamba iqhaza komphakathi ekuthathweni kwezinqumo mayelana nemithombo yemvelo. Lolu akulona uhlu oluvaliwe, futhi sizocubungula izingaphandle kwalezi zindawo uma zisawela ngaphansi komgomo wobulungiswa bezemvelo.

Imisebenzi engase isekelwe

Imisebenzi i-EJF engase iyisekele ihlanganisa:

- Umcimbi othile (njengombhikisho, umhlangano noma ishabhu)
- Ukuhlela, imikhankaso kanye nomsebenzi wokumela;
- Ucwangingo oluholwa ngumphakathi;

- Ukumangalelwa yizinhlango ezizinze emphakathini;
- Imfundo yomphakathi ngemvelo; futhi
- Izinhlelo zokuqinisa inhlango.

Izibonelelo zokuphendula ngokushesha

Siyaqonda ukuthi ngezinye izikhathi akwenzeki ukubikezela izinto kusenesikhathi ngakho-ke singanikeza izibonelelo zokusabela ngokushesha ukuze sisekele izimpendulo enkingeni ephuthumayo nengalindelekile. I-EJF inaka kakhulu ubungozi izishosho ezibhekana nazo ngezinye izikhathi okusho isidingo sesinyathelo esiphuthumayo sokugcina othile ephephile. Izicelo zezibonelelo zokuphendula ngokushesha zinqunywa ngabasebenzi bakwa-EJF, abahlose ukunikeza impendulo esicelweni kungakapheli amahora angama-48. Izibonelelo zokuphendula ngokushesha zibuswa uhlaka oluhlukile lwe-Rapid-response Granting Framework.

1 I-EJF ngokuvamile ayixhasi abantu ngabanye - senza okuhlukile kwizibonelelo eziphendula ngokushesha.

Ubukhulu nobude bezibonelelo

I-EJF yenza izibonelelo zonyaka owozwa zibe ngu-R50 000 – R100 000. Izimali zesibonelelo zivame ukukhishwa ngokwezigaba.

Izibonelelo zokuphendula ngokushesha ziphakathi kwezinyanga ezi-3-6 futhi zisukela phakathi kuka-R5000 kanye no-R25 000.

Inqubo yokufaka isicelo sokusekelwa yi-EJF

Inqubo yesicelo imi kanje:

ISINYATHELO SOKUQALA: I-EJF IKHIPHA ISICELO NGEZIPHAKAMISO

I-EJF ikhipha ucingo oluvulelekile lweziphakamiso. Izicingo zeziphakamiso zisakazwa kabanzi futhi zitholakala okungenani kuwebhusayithi ye-EJF nasezinkundleni zokuxhumana.

ISINYATHELO SESIBILI: ABAFAKA ISICELO BALUNGISE FUTHI BETHUMELE IZIPHAKAMISO

Uma abafake izicelo sebeyifundile isimemo seziphakamiso futhi baniselikile ukuthi bayakufanelekela ukufaka isicelo, bangaqala ukusebenzela iziphakamiso zabo. Uma noma ubani enanoma yimiphi imibuzo okwamanje, noma edinga usizo lwanoma yiluphi uhlobo mayelana nenqubo yesicelo, Abaxhumanisi Bokusekela Izishosovu be-EJF bayatholakala ukuze basize (thintana ku-info@ejfunds.org.za ngemibuzo mayelana nenqubo). Iziphakamiso zingagcwaliswa online kuwebhusayithi yethu, noma zigcwaliswe ungaxhunyiwe ku-inthanethi futhi zithunyelwe nge-imeyili / ngeWhatsapp kithi.

ISINYATHELO SESITHATHU: UKUHLOLWA KWABASEBENZI BE-EJF

Uma sekuvaliwe umnqamulajuqu wokulethwa kweziphakamiso, abasebenzi be-EJF bahlola zonke iziphakamiso. Bahlola ukuthi wonke umuntu ofake isicelo uyakufanelekela yini ukusekelwa (besebenzisa imibandela yokufaneleka ebekwe ngenhla). Baphinde baqinisekise imininingwane ngenhlangano ngokubabheka ku- inthanethi, baseshe ezinkundleni zokuxhumana, bashayele izinkomba zabo nabanye abantu inhlangano esebenze nabo esikhathini esidlule. Abasebenzi be-EJF babe sebelungisa umbiko mayelana nokutholwe ohlelweni lokuhlolwa bese bedlulisela iziphakamiso ku-GC ukuze kudingidwe ngaso.

ISINYATHELO ESINE: IKOMIDI LEZIMALI LIHLOLA IZIPHAKAMISO FUTHI LIKHETHA ABAMALI

I-GC ibe isicubungula zonke iziphakamiso bese ikhetha ukuthi yiziphi izinhlangano ezizothola ukwesekwa yi-EJF.

ISINYATHELO SESIHLANU: ABASEBENZI BE-EJF BAXHUMANA NOMPHUMELA KUBO BONKE ABAFAKA ISICELO

Umpfumela udluliselwa kubo bonke abafake izicelo ngabasebenzi bakwa-EJF. Lapho kungenzeka khona sizonikeza impendulo kubafakizicelo abangaphumelelanga, kodwa kungase kungenzeki ngaso sonke isikhathi ukwenza lokhu (kuye ngokuthi zingaki iziphakamiso ezitholiwe).

ISINYATHELO SESITHUPHA: ABASEBENZI BE-EJF KANYE NEZIMALI ZOKUMALISA ABAXOXA NGEZIDINGO ZOKUSEKELWA FUTHI BASAYINE ISIVUMELWANO

Abasebenzi be-EJF babe sebehlala phansi nezinhlangano ezikhethiwe ukuze baxoxe ngokuthi i-EJF ingawusekela kanjani umsebenzi wabo, ukuthi isibonelelo. Sizosebenza kanjani nokuthi yini elindelekile. Isivumelwano siyabhalwa futhi sisayinwe yi-EJF kanye nomnikezeli. Onikezwayo angaqhubeka nomsebenzi wakhe, asekelwe yi-EJF.

Imibandela yokuthatha izingqumoso

Iziphakamiso zihlolwa kokubili ngokufaneleka kwazo kodwa futhi ngokuhlobene. Lokhu kungenxa yokuthi i-EJF inezinjongo ezithile ezihlobene nomndeni wethu wonkana wezibonelelo.

Isiphakamiso ngasinye sihlolwa kusetshenziswa le mibandela elandelayo (sicela uqaphele ukuthi iziphakamiso ezingahlangabezani nenye yalezi zindlela zokunquma azinqatshelwe ukucatshangelwa njengoba sithatha indlela ephela):

1. Ngabe imisebenzi ehlongozwayo yenhlangano ibuthuthukisa kanjani ubulungiswa bezemvelo futhi imisebenzi izoba namuphi umthelela emphakathini?
2. Ngabe iphrojekthi ehlongozwayo/umkhankaso/umcimbi ucatshangelwe kahle kangakanani? Ingabe ikhona imininingwane eqondile eyanele esiphakamisweni ukuze uthole umqondo walokho okuhleliwe? Ingabe kukhona ukuxhumana okucacile, nokunengqondo phakathi kwemisebenzi ehlongozwayo, injongo okuhloswe ukuba zifinyelelwe, kanye nokwahlukaniswa kwesabelomali?
3. Ingabe ingqikithi yesiphakamiso ikhuluma ngodaba olucindezelayo noma olusha lwezobulungiswa bezemvelo, noma ingabe inhlangano ihlela ukuthatha indlela entsha nenobuchule enkingeni endala?
4. Iliphi izinga lenhlangano kanye nokuziphendulela kwentando yeningi elikhona enhlanganweni? (Ihlelwe kanjani inhlangano, izithatha kanjani izingqumoso, ibika kanjani emphakathini?)
5. Ngabe abesifazane banezikhundla zobuholi enhlanganweni? Ingabe iphrojekthi/umcimbi/umkhankaso ohlongozwayo uhlolelwe ukusiza abesifazane ngokuqondile? Uma kunjalo, kanjani?
6. Ngabe abantu abasha (abaneminyaka engaphansi kuka-35) banezikhundla zobuholi enhlanganweni? Ingabe iphrojekthi/umcimbi/umkhankaso ohlongozwayo uhlolelwe ukusiza abantu abasha ngokuqondile? Uma kunjalo, kanjani?
7. Inhlangano ixhunywe kanjani kwezinye izingxenywe zomkhakha wezobulungiswa bezemvelo (uma kunjalo)? Zithini izinhlangano ezibambisene nabo noma ababekade bexhasa ngezimali ngale nhlangano?

Ngaphezu kwalokho, i-GC izobheka lokhu okulandelayo ekuthatheni izinqumo uma ibheka iziphakamiso njengeqoqo:

8. I-EJF ifuna ukusekela inhlanguanisela yama-CBO amisiwe namasha. Lokhu kungenxa yokuthi sikholelwa ukuthi ukwakha inhlanguano yobulungiswa bezemvelo kubandakanya kokubili ukuqinisa lokho osekuvele kukhona, nokweseka izinhlangano ezintsha ukuthi zingene kulo mkhakha wobushosovu. Sihlose ukusebenzisa ingxenye enkulu yesabelomali sethu sokwenza izibonelelo ezinhlanganweni esezivele zinenhlanguano/isakhiwo esithile futhi ezinomlando wokuhamba phambili. Isizathu salokhu ukuthi izinhlangano ezinjalo zinethuba elihle kakhulu lokusebenzisa imibono yazo ngempumelelo futhi ngaleyo ndlela zihambise inaliti yobulungiswa bezemvelo. Le ndlela iphinde ivumele i-EJF ukuthi isebenzise indlela yokubhekisela ngokucela abadlali abakhona emkhakheni wobulungiswa bezemvelo ukuthi baqinisekise ukwethembeka komuntu onikezwa usizo. Ngaso leso sikhathi, i- EJF iyazi ukuthi amanethiwekhi akhona angaba abavelele futhi ngezinye izikhathi asebenze ukuze akhiphe iminikelo ebalulekile evela ezinhlanganweni ezintsha, noma ezinhlanganweni ezikhona ezingaxhumene kahle. Ngakho-ke sihlose ukusebenzisa ingxenye yesabelomali sethu sokwenza izibonelelo ezinhlanganweni ezintsha kanye/noma ezizimele. Lena indlela ye-EJF yokweseka ukwanda kwenhlanguano yobulungiswa bezemvelo.
9. I-EJF ingathanda ukusekela izinhlangano ezisebenza ngezinhlobonhlobo zezindaba zobulungiswa bezemvelo, kunokugxila endaweni eyodwa nje, isibonelo izimayini.
10. Sizama ukuqinisekisa ukuthi isisekelo sokugcinwa kwempahla azigxili kunoma yimuphi indawo yomshini Afrika. Lokhu kwenza ukuba sigcine ekuhlanguaniseni ukuthi sizama ukusekela ukuhlanguana ezweni lonke, hlanguanisa izindawo ezikude ezivame ukubizanakwa. isikhathi esifundweni singatshela ukuthi izinkinga zemvelo zimbi ziqhubeke njalo, kodwa sizama ukwenza ukwenza isiqiniseko sokuthi ugcina ugcino lwamarekhodi ezindawo zase-Afrika. Lokhu kungenxa yokusho ukuthi senqabeli yokulungiselela isicelo uma isicelo esiza ovela ovela ovela efonini esiza esiza esiza esiza ethunga ukuba aphenjule, ukuze abonise ukukusiza.
11. Singenza kuphela inani elilinganiselwe lezibonelelo. Lokhu kungenxa yokuthi izinsiza zethu zezimali zilinganiselwe. Futhi, ngenxa yokuthi sikholelwa ekuhlinzekeni okuphelezelwayo okungaphezu kwemali, imodeli yethu yokwenza izibonelelo idinga izinsizakusebenza ze-EJF njengenhlangano. Uma sizibophezela ekwesekeni inhlanguano, sifuna ukwenza isiqiniseko sokuthi siyakwazi ukufeza lokho kuzibophezela ngendlela efanele. Lokhu kusho ukuthi asikwazi ukwelula ithimba lethu elincane labasebenzi libe lincane kakhulu, futhi kudingeka siqaphele isamba senani lezibonelelo esizenzayo.

Ukulawula ukungqubuzana kwezintshisekelo

Kubalulekile ukuthi i-EJF isebenze ngobuqotho. Sizibophezele ekugwemeni noma yikuphi ukungqubuzana kwezintshisekelo lapho singakwazi khona, nokusebenza kanzima ukuze sinciphise futhi silawule ngokuzibophezela noma yikuphi ukungqubuzana okungaba khona lapho kungenakugwenywa khona. Esinye sezimo lapho kungase kuphakame khona ukungqubuzana kwezithakazelo uma inhlango e letha isiphakamiso kwa-EJF inobudlelwane obuseduze nelungu le-GC noma ilungu labasebenzi be-EJF.

Ngaphambi kokuthi kusungulwe i-GC, saxoxisana ngokuthi ngabe sizodinga yini ukuvimbela noma iyiphi inhlango ilungu le-GC ukuthi likwazi ukuhambisa isiphakamiso. Kodwa-ke, sivumile ukuthi lokhu kungaba yisiphazamiso esikhulu, kangangokuthi bambalwa kakhulu izishosho ezizanze emphakathini ezingafuna ukuhlala ku-GC uma kwenzeka ngaleyo mali ngomphakathi noma inhlango yazo. Besingafuni ukuyekethisa ekubeni nezishosho ezikhundleni zamandla okuthatha izinqumo kwa-EJF. Ukuba yinhlango eqhutshwa izishosho kusenhliziyweni yokuthi singobani, yingakho sithathe le modeli yokwenza uxhaso olubambisene.

Ngenxa yalesi sizathu, noma iyiphi inhlango ikhululekile ukufaka isicelo soxhaso, ngaphandle kokuba elinye lamalungu ayo libambe iqhaza ku-GC. Nokho, lelo lungu le-GC kufanele lihoxe kuzo zonke izingxoxo ze-GC ngaleso sicelo. Siyaqaphela ukuthi le ndlela yokusebenza ayikuqedi ngokuphelele ukungqubuzana kwezintshisekelo okungaba khona, njengoba inhlango efaka isicelo ethintekayo isengaba neminingwane ekuthathweni kwezinqumo yi-GC jikelele, futhi ngaleyo ndlela ibe nenzuzo kunabanye abafake izicelo. Ukuze silwe nalokhu, sizibophezele ekusebenziseni izinqubo ezifinyelelekayo nezisobala. Lokhu kuyingxenywe yokuthi kungani sivuleleka mayelana nemibandela yokuthatha izinqumo esetshenziswa yi- GC, nokuthi kungani lolu hlaka Lokuhlinzeka lutholakala esidlangalaleni.

Isimo esizama ukusigwema yilapho umuntu onamandla okuthonya inqubo yethu yokuthatha izinqumo (njengo-GC noma isisebenzi) esebenzisa lawo mandla ngendlela engafanele ngokuzama ukuthonya isinqumo esivuna, noma ngokumelene nomfakisisicelo othile. , ngenxa yobudlelwano obabukhona ngaphambili abanabo nalowo muntu/inhlango, obungahlangene nakancane nesiphakamiso esithunyelwe kwa-EJF. Akukona kuphela ukuba ngokoqobo kwezimo ezinjengalezi EMPELENI ezenzekayo esifuna ukuzigwema. Sifuna futhi ukugwema noma yimuphi umfakisisicelo ngisho nokukhathazeka ngokuthi KUNGENZEKA. Kubaluleke kakhulu kithi kwa-EJF ukuthi inqubo yethu ingagcini nje ngokungenzeleli, kodwa futhi ithathwe njengenobulungiswa.

Ngakho-ke i-EJF ibeke izinyathelo eziqinile zokulawula ukungqubuzana kwezintshisekelo. Lokhu kubandakanya:

1. Ubuqotho ngenye yezinto ezibhekwayo ekuqashweni kukaGC nabasebenzi.
2. I-GC iyiqoqo, okusho ukuthi izinqumo zithathwa yiqembu futhi umthelela awukwazi ukugxila kumuntu oyedwa noma ababili. Ngokunjalo inqubo yokuhlola yenziwa ithimba labasebenzi be-EJF esikhundleni somuntu oyedwa kuphela.
3. Ukuziphatha kwe-GC kulawulwa yiyo yomibili imigomo yeNkomba kanye nalolu hlaka Lokuhlinzeka, futhi i-GC iyaziphendulela kwiBhodi. Ukuziphatha kwabasebenzi kubuswa yizinkontileka zabo zokuqashwa kanye nohlaka lwenqubomgomo olubanzi lwe-EJF.
4. Sibeka obala mayelana nendlela yethu yokungqubuzana kwezintshisekelo - njengokukuchaza kumadokhumenti omphakathi afana naleli.
5. Kukhona isistimu yesimemezelo sokungqubuzana esinezigaba ezintathu esikhona:
 - 5.1 Bonke abafake izicelo kudingeka baveze noma yikuphi ukungqubuzana kwezintshisekelo okungenzeka ne-GC noma nabasebenzi eziphakamisweni zabo.
 - 5.2 Bonke abakwa-GC nabasebenzi kudingeka bamemezele ngokubhala noma yikuphi ukungqubuzana kwezithakazelo nabafake izicelo ngaphambi kokuhlolwa kanye nezingxoxo.
 - 5.3 Ukwengeza, lapho inhlangothi ifaka isicelo esiphindayo, abasebenzi be- EJF bahlola ukuthi ingabe kukhona ukungqubuzana okungenzeka kwamenyezelwa ngonyaka odlule bese bengeza lokhu emqulwini wesimemezelo sokungqubuzana osetshenziswa yi-GC lapho kudingidwa udaba lokungqubuzana kwezinzuzo.
6. Lapho ukungqubuzana okungenzeka kumenyezelwe, noma mayelana, nomsebenzi, uMqondisi oMkhulu wenza isinqumo sokuthi ngabe uhlobo lobudlelwano obudala isimemezelo bubucayi ngokwanele yini ukuze kufuneka ukuthi umsebenzi othintekayo ahoxe. izingxanye ezifanele zenqubo yokuhlunga.
7. Lapho ukungqubuzana okungenzeka kumenyezelwe, noma ngokuphathelene ne-GC, i-GC (ngaphandle kwelungu okungenzeka kube ukungqubuzana) ixoxa ngokungqubuzana kwezintshisekelo ngakunye futhi ithathe isinqumo esingenasici ngakunye mayelana nokuthi i-GC ilungu elithintekayo kufanele lihoxe kuleso simo. Wonke amalungu e-GC anomuzwa wokuthi aphambana

nawo wonke ama-GC kufanele ahoxe ezingxoxweni mayelana nesiphakamiso/iziphakamiso ezingqubuzana nazo.

8. Ukuhoxa kuyazenzakalela lapho ilungu le-GC elingqubuzanayo liyisisebenzi, ilungu, noma ilungu lebhodi lenhlangano efaka isicelo okungukuthi akukho sinqumo kulezi zimo futhi asikho isidingo sokuthi yonke i-GC yenze isinqumo sokuthi ilungu le-GC elingqubuzanayo kufanele yini. bazihoxe - ukungqubuzana kusobala futhi kufanele bahoxe ngokuzenzakalelayo.
9. Amalungu e-GC aphinde anikezwe ithuba lokuzihoxisa ngokuzithandela - ngaleyo ndlela asebenzise indlela 'yephutha eceleni kokuqapha' futhi asuse isidingo sokuthi wonke u-GC enze isinqumo sokuthi ngabe ukuhoxa kuyadingeka yini kuleso simo.
10. Amarekhodi agcinwa azo zonke izimemezelo zokungqubuzana kanye nesinqumo esiwumphumela sokuthi ngabe ukuhoxiswa kwakudingeka yini esimweni ngasinye.

Siyabonga ukuthi emibuthanweni yezishosho izinhlango ezehlukene zisebenza zodwa ngamakhono ahlukene ngaso sonke isikhathi. Lokhu akuyona inkinga.

Eqinisweni, lolu hlobo lokusebenzisana njalo nobumbano kufanele lukhuthazwe futhi lugujwe! Sidinga nje ukwenza isiqiniseko sokuthi izinqubo zethu zokuthatha izinqumo zinobulungiswa. Ngakho-ke sidinga amalungu e-GC ukuthi amemezele ukungqubuzana okungaba khona kulezi zimo ezilandelayo:

- Basebenzela, noma bayilungu lenhlangano efaka isicelo;
- Bahlala ebhodini lenhlangano efaka isicelo;
- Bangamalungu enhlangano ekunethiwekhi efanayo noma umfelandawonye nenhlangano efaka isicelo, ikakhulukazi uma behlala bebuthana ndawonye noma baphathe ngokuhlanganyela imicimbi nama-workshops; noma
- Ngaphandle kwalokho banobudlelwane obuseduze bomuntu siqu noma bomsebenzi nenhlangano efaka isicelo.

Ulwazi nje lwenhlangano, ukuya emhlanganweni nayo, noma ukubamba umcimbi kanye nayo akuqinisekisi ukumenyenzelwa kokungqubuzana.

Kubalulekile futhi ukuqaphela ukuthi ukuba khona nje kobudlelwano akusho ngempela ukungqubuzana kwezintshisekelo. Ngamanye amazwi, ukumenyenzelwa kokungqubuzana okungase kube khona kuyadingeka kuphela uma ubudlelwano phakathi komfakisicelo nelungu le-GC buhlangene kangokuthi ilungu le-GC

ngeke likwazi ukwenza ngokuzimela, noma lapho kungase kube khona umbono ozwakalayo wokuchema.

Ukubuyekwezwa Kohlaka Lokunikeza

I-EJF izibophezele ekucabangeni njalo ngemisebenzi yethu nezindlela zokusebenza. Lolu hlaka Lokuhlinzeka luwumqulu ophilayo ozobuyekwezwa njalo yiBhodi, okungenani njalo ngemva kweminyaka emibili, futhi ngokuhlanganyela neSu le-EJF, Nokuqapha, Ukuhlola Nohlelo Lokufunda.

Igcine ukubuyekwezwa ngo February 2024