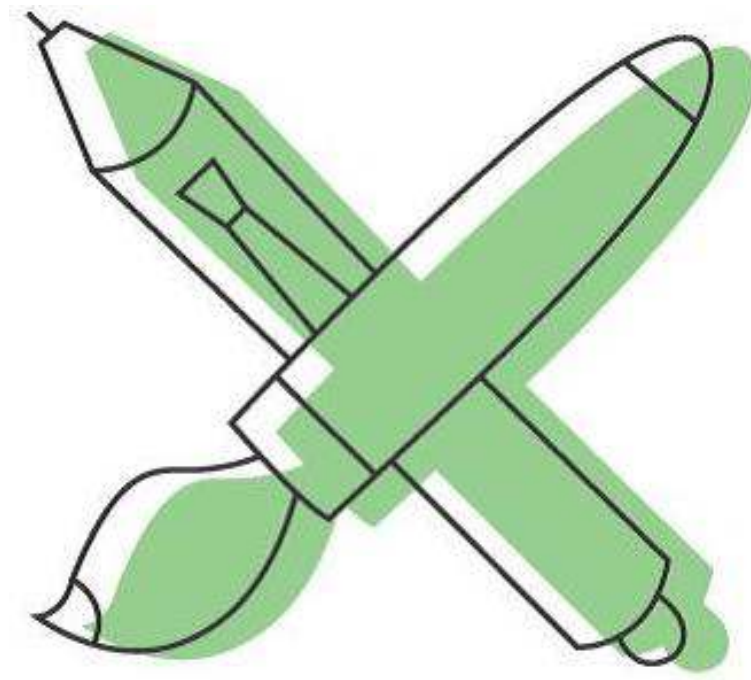


UMTLOLO OFANELEKO WOBUKGHWARI OBUBONWAKO ESEWULA AFRIKA



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UMTLOLO OSEZINGENI ELIPHEZULU WOBUKGHWARI OBUBONWAKO ESEWULA AFRIKA, 2016

Yenziwe mNyango wabuKghwari namaSiko eSewula Afrika

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I. AMEZWI KA-EDITHA

Umhlahlandlela WobuKghwari Obubonwako eSewula Afrika wenziwe ngefuneko yokuhlukaniselana nokuthuthukisa ibubulo elizokusekela nemikghwa emihle phakathi kobudlelwana kwezamabubulo. Umhlahlandlela ugadangiselwe ukuvumela abasebenzi bobukghwari phakathi ukobana basebenze ngendlela efaneleko nelungilko engagqocugquzela ukusebenzisana ngehlanganyela ngokwabo. Umtlolo uzokunikela boke abenzi bomsebenzi wobukghwari bonyana bafumane ubudlelwana obuhle nobuthembekileko khulukhulu ekwenzeni ubujamo babo bube namandla wokulinganisa amandla wakwezinye iinqhema.

Umgomo ophathelene nomhlahlandlela lo ulandela irhubhululo elenziweko bona i-Network yobukghwari obubonwako beSewula Afrika benziwe ngo-2014 ngethlogakalo nokukhiqiza ipatho ehle yokwenza. Isifundwesi se-Shared Practice sisekelwe ngokufunyenweko emibikweni edlulileko nokumumethwe sikhala esihlelwe kuhlobana nobukghwari beSewula Afrika . I 'A Shared Practice' izwakalisa bona nanyana umkhakha umncani kodwana woke owenza kiwo ufuna ukukhula nokuphila. Ukuphila komunye nomunye umuntu ekugcineni kusemandleni wokukhula nokuphila komkhakha wobukghwari obubukelwako boke. Irhubhululo liveza zombebele ngelemuko omkhakha kanti godu ukungalingani okukhulu phakathi kwabenzi kufumana isiyeleliso esizwakalako lokwazi ngamalungelwabo okungenza bona bangafumani imali . Isiphakamiso esiqakathekileko nesikhulu esivele erhubhululweni kukwakha nokwenza lomtlo omumethe imikghwa nokuziphatha ngokwezinga elifaneleko ngemisebenzabo nangokuthandana ukuze benze ikoro le ibe nelwazi, umhlahlandlela nomtlo ofunyanwa ngunyana ngubani owenza ubukghwari ngekgono lakhe.

Ngomhlahlandlela lo, abahleli bangaphetjheya owenzelwe ngebakwa- NAVA (Australia) ne CARFAC (Canada) barhujululiwe be bathintwa. Abenzi bangaphetjheya basetjenzisiwe kodwana batjheje khulu amaSewula Afrika. Ngamakhawudi wangaphetjheya, umgomo nokwenziwa ubukghwari obubonwako benziwe ngendlela yokobana kukhambisane kuhle ngendlela esazokwenziwa sekunokobana kwenzeke ngaphandle kweendawo lapho sele kulawula umthetho (wentela, ilungelo elifunjethweko, zamaphilo nokuvikeleka, ukulingana kwabasebenzi kanye namalungelo wabasebenzi).

Nakwenziwa lomhlahlandlela kube mthetho kodwana ongakhandeli muntu. Umhlahlandlela owenziwe kuhle uqakathekile ekujamiseni isisekelo ekuthuthukiseni nekwakheni imithetho engasekela ukunziza isikhathi eside ekwenzeni lomkhakha. Lokho kutjho bona lomkhakha ongaba zezingeni eliqinileko lokubawa umbuso nofana urhulumende abe nomthelela emigomeni nekwakheni imithetho esuselwa kilomhlahlandlela omuhle nohlelekileko phakathi kweenqhema emikhakheni.

Okhunye ebekusatjwa nasenza lomtlo kube mibuzo yokulawula ukusebenza kobukghwari. Lomtlo awutjeli abakghwari bonyana khuyini okumukelwako mayelana nomsebenzabo, akunalapho batjela khona bona ubukghwari babo kufuneka babumbe njani bebakhiqize njani. Nasele kufanele lomtlo usekele ezinye zezinto ezincani ngokukhululeka kwabakghwari njengokudlulisela ikulumo enehloyo nenebandlululo evezwa mThetho sisekelo weSewula Afrika, ihloso yomtlo lo kukunikela iimphakamiso odzimelele ezintweni zabakghwari bonyana bangene esivumelwaneni nabanye. Ngalokho, lomtlo wenza bona kube nehlukano phakathi kwabenzi bezinga eliphezulu kanye nekoro elifaneleko elinezinga eliphezulu.

Abahleli bomtlo lo balinge ngamandlabo ngokunikela umhlahlandlela osezingeni eliphezulu lapho nombono wezinga eliphezulu lamabubulo. Bakwazi ukuphakamisa amakhawudi namazinga wokubuyisa abenzi bobukghwari bona bazilinganise ngokobujamo nelwazi nabangena ekusebenzisani, ngokuhlangana nangokuhlela. Abakahlosi nokho ukwenza ngezinga labo eliphezulu ehlathulula ngokudephileko bona 'kwenzeka njani?'

Umthetho okhulunywa ngilomtlo ungenelela ikakhulukazi ngomqopho wobukghwari obubonwako

bamaSewula Afrika , ukufaka hlangana izakhiwo zakarhulumende nokudlulisela iinsetjenziswa. Unobangela omkhulu umayelana neemphakamiso ngokubhadalwa kwabenzi bobukghwari. Lokho kunqotjhiswe ukusiza abakghwari ukwazi ukusebenza ngeemali kanye nokubala ukuze bazi ukuhlathulula ngezinga lemali ebasebenzini babo. Sithemba bona nangaphandle kwemadlana ebekwa mthetho karhulumende wabenzi bobukghwari obubonwako ebubulweni ngmaphandle kokuniphiwa imali nofana ngokulekelelwa ngokwemali, boke abenzi, ababazi, abenza iminyanya, abahleli kufanele bazuze esiphakamisweni semali ekhona kizo zoke iinqhema. Lokho kukuphakamisa abenzi bobukghwari ukukhulumisana ngemadlana engagquguzela iminyanya nabaphathi kanye nabahleli babeke imali lokha nabenza ibhajedi ehleliweko.

Umhlahlandlela uphakamise ukwenzeka kobudlelwana phakathi kwabenzi bobukghwari, iminyanya neenkhal ezisebenza ngaphakathi kwebubulo lobukghwari obubonwako bamaSewula Afrika. Sithemba bona lomtlolo uzokukhuthaza nokugquguzela zoke iinqhema besebenze ngokuthembeka, baziveze nokuqinisa ibubulo.

II. IDLHOZARI

Ukwenza kwezinga eliphezulu

Ukwenza kwezinga eliphezulu kukubeka umhlahlandlela, imithetho nofana ukusebenza kweendlela ezingaba lilemuko nerhubhululo elinganikela ukuthembeka nokuziphatha ngezinga eliphezulu lokwenza ibubulo likwazi ukusebenza kuhle.

Isivumelwano esitloliweko

Nanyana kungabamtlolo sivumelwano ohloswe mthetho ngaphasi komthetho weSewula Afrika nanyana kungaba sivumelwano sangokomlomo lapho kufaka khona ama-imeyili nezinye iimvumelwano zesikhatjhana zingalawulwa mthetho. Umhlahlandlela unqotjhiswe eemvumelwaneni zamambala nezenziwe lula lapho kunamareferensi begodu nokuphikisiweko.

Nanyana kungaba sisehlakalo esihlelekileko somphakathi nofana minyanya wokuhlalisana ofaka hlangana ubukghwari lapho kunesivumelwano begodu oboniswene nabenzi bobukghwari. Lapho kufaka hlangana iphaliswano, ababukisanako nakuvulwa iimbukiso yamagalari emafestivalini nangamalanga lapho kuvulwa khona iminyanya. . Izehlakalo zeminyanya baqabange bona kube sikhathi saqobe njalo lapho kuzokuthonywa ngelanga elibekiweko bewuphelele ngelanga elithileko. Kanti godu ingahlela njalo kube yifestivali yaqobe minyaka. .Iminyanya ingahlelwa njengamafestivali nofana ziiinqhema zesikhatjhana.

Imali

Kuzokubhadelwa abenzi bobukghwari nofana usomnyanya nofana isikhala sokuthengiselana nokubonisana. Imali ihlelwa ngokwelemuko lakamenzi wobukghwari kanti godu kufakwe nabasebenzi abazokuphakela leyo misebenzi.

Isipho sokuthokozwa

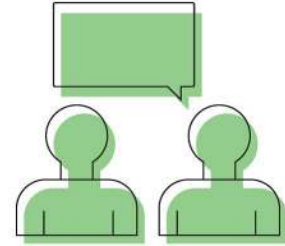
Abenzi bobukghwari babawiwa bona basebenze ngezinga eliphezulu nelinesithunzi. Isipho sokuthokozwa asithathwa njengemali kodwana kukuhlonitjiswa kwemisebenzabo nangendlela basebenzise amakghonwabo emsebenzinabo. Abenzi bobukghwari bangathokozwa ngokwenza nangokucubungula imisebenzi yomphakathi nangendlela bahlele ngakhona ubukghwari babo.

Abenzi bobukghwari

Babantu abazinikele bona ngokwabo ekorweni yobukghwari obubonwako ephasini. Lokho kufaka abenzi bobukghwari , abagwalako, abaphathi bamaphrojekthi, abahleli kanye nabasebenza ngamaphepha, abatloli nalabo abagwalako nababumbako, abahlabako nofana abatshimako, abaqatjheli, abathengisi, bamagalari kanye nabaphathi.

Isikhala

linhlangano, amarhwebo, amastuduyo, indawo zomphakathi ezitloliweko nezingakatloliseki ezihlose ukukhiqiza nanyana kungaba maphrojekthi ahlathulula babenzi bobukghwari. Ibizo lesikhala akutjhiwo indawo nofana isikhala esibonakalako nesithintwako kodwana kuba mthethosisekelo ohlose ukukhiqiza amaprojekthi, amatjhabhu namanye amahlelo angenzakala isikhathi eside.



1. ISINGENISO

Ubukghwari obubonwako kuyikoro etjhayelwa budlelwano. Abenzi bobukghwari, abagwalako, abosomagalari, abafaki, abalawuli nabanye bangaba namakghono ahlukeneko anganze ubukghwari bube sendsweni ethe tjha. Kikho koke, lamakghono afuna amakghono amanye ukuze asebenze, siyahlobana. i . Abosomagalari bafuna abenzi bobukghwari abazijameleko nabanikazi bamamuziyemi abangaletsa labo bantu abenza ubukghwari. Boke abantu labo nabahlangeneko bangatjala emnothweni. Bakhulisa be bathuthukisa ubukghwari ngombana sisoke sifuna kwenzeke lokho.

Umnqopho womtlolelo kukwenza okuqinileko, okuphilisako nokusebenzisana okuthembekileko ekwenzeni ubukghwari ukuze kusekelwe ukukhuliswa nokuthuthukiswa. Umtlolelo lo utlolwe ukugqcgqczela nokwenza okuthembekileko kanye nokuzwana ukuze sisebenze ndawonye. Umnqopho kukufaka nokuqedelela zoke iindawo zobukghwari obubonwako ngazo zoke iindlela.

Ongakufumana kilomtlolelo misebenzi emihle esezingeni eliphezulu lapho kufanele kuthintwe abenzi bobukghwari, bahlathulule bebakhethe nangendlela abafuna ukusebenza ngayo. Kufanele bakhulume ngomnini lungelo nangendlela ekhululekileko yokukhuluma. Umthetho ulawula okufanele kwenziwe. Kwezinye iindawo, okumumethweko kutjengisa okufanele kwenziwe nalokho okuphakanyisiweko. Ebujameni nebudlelwaneni obungakagunyazwa mthetho, boke abenzi bobukghwari banamalungelo ukukhetha indlela abangayisebenzisa kilomtlolelo. Lomtlolelo unqophe ukubazisa ngobujamo obuhle obungenzeka begodu bakwazi ukuzikhethela bona bafuna ukusebenza njani. Lomtlolelo kufanele ubafundise ngobukghwari obubonwako ukobana benze iinqunto ezifaneleko. . Kokhunye lomtlolelo ufaka ilwazi lemiphumela engalindelwa. Kufanele bathathe iinqunto ezifaneleko lapho bafuna ukulandela indlela abasebenza ngayo nofana ngehlobo elithileko lokuvumelana.

Lomtlolelo uhlukaniswe amahlandla alikhomba ngesingeniso nokumumethwe sitatimende nangeqiniso omumethwe mtlolelo. Amahlandla amabili alandelako afaka koke okumumethwe bukghwari obubonwako. Isahluko sesithathu sikhuluma ngemisebenzi engarhwebiko. Kodwana owenzelwe batjhayeli babarhwebi, abahlakaniphileko, abanamakghono nabanombono. Lokho kufaka nabakhambisi bamagalari, amamuziyemu, iinhlango ezinganazuzo, ababutheneko, abangathengisiko namaphrojekthi angenzi izuzo. Kufaka hlango amafestivali angenzi izuzo, amaphrojekthi abazenzela wona, amatjhabhu kanye nemibukiso. Incenye yesithathu inikela umhlahlandlela wokobana abenzi bobukghwari, iminyanya neenkhalala kufanele zisebenze ngaphakathi komtlolelo ohlosiweko. Umnqopho kukobana kuthuthukisa ubukghwari sekunokobana sifumane izuzo yeemali. Iminyanya eminengi igandelelwe sisamba semali eqinileko nobukhulu bakhona. Kilomtlolelo, umhlahlandlela usebenza ngezinto ezifana namatjhorensi, ukuzwana komphakathi, zokuthutha njalo njalo. Incenye yesine ihlele kwaphela ukuthengwa kobukghwari obubonwako bese babusebenzise kumagalari, embukiswaneni nalapho bazithengisela bona ngokwabo . Okunengi okukhulunye encenye yesine kukhambisana nalokho okusencenye yesithathu.

Incenye yesihlanu izwakalisa ukutshwenyeka kwemisebenzi yabakghwari kanye nabasebenzi bakhona ngaphakathi kwendawo esezingeni eliphezulu lapho kungena khona iminyanya nezinye izinto ezivunyelwe bukghwari obubonwako, ukugida nokukhangisa. Ukubala okungeneleleko kweemali kunikeliwe ukuyelelisa amagalari neenhlango ezingenzi izuzo neenkampani ezenza imali ezingakwazi ukubhadala kanye nokukhambisana nomthetho wentela.

Incenye yesithandathu inikela umhlahlandlela wokuthengisa, ukukhangisa nokuzwana komphakathi nabeendaba abasebenza ngobukghwari obubonwako. Lencenye isebenza ngokuthintana komphakathi wobukghwari kanye nemisebenzi wezandla. Incenye yekhomba idzimelele eendabeni zamalungelo wabenzi bobukghwari namakungelo wabenzi kanye nababumbako ababatlami nelungelo lokukhuluma ngetjhaphuluko. Lencenye isemthethweni lapho ifakwe khona ePalamende ngesikhathi kutlolwa lomtlo. Lomtlolo usingeniso begodu uzokufuneka ungezwe ngokuthintana nabemthetho ngamalungelo wabenzi bobukghwari okungabaphazamisa.

Indawo lapho kunomthetho khona kuqaliwe bekwaphasiswa zizazi zomthetho abazinikele simahla ukuwenza lokho. Lomtlolo wenziwe bewadepha ngokubonisana nekoro yokana nje. Babonisene nabo boke abarhubhululi nabanelwazi kwezinye zeendawo. Okumumethwe mtlolo lo kusezingeni eliphezulu ngesikhathi uyokugadangiswa ngenyanga kaRhoboyi ku-2016. Kuqakathekile bona abantu batjheje okumumethwe mtlolo wona lo , ukutjuguluka komthetho nokhunye okungatjhuguluka ngaso soke isikhathi.

Incenye ezinengi zomtlolo lo uyadlulela beweqelane. Ukuze sigcina umtlolo kafitjhazana nokufumaneka, sikhethe bona singaphindi okumumethwe kikho koke. Okungemva komtlolo uhlele ukunikela ukufundisa izinto ezinengi ezihlukaneko.

Lomtlolo utholakala ngokuthintana ngamaphrojekthi, ikambiso nokusebenzisana. Iyatholakala kwabenzi kobukghwari abazibandakanya ekwenzeni iminyanya nalabo abafisa ukuthengisa. Ithemba lethu ngalomtlolo kugcina ukukhulumisana nokuhlathululelana neenhlangotho kanye neenkampani nabanye abadlali bendima emikhakheni yoke yobukghwari obubonwako.



2. IQINISO ELIMTHETHO LOKWENZA NGEZINGA ELIPHEZULU: NGEZWANO, IZUZO NAMAKHOSTI

Isithomo sekhambo somtlole kube mibono wokuzwana. Ihloso yomtlole lo kukunikela ihlathululo ngezinga eliphezulu ebezini bobukghwari ukobana labo abanelwazi neensetjenziswa bakwazi ukusebenza ngokuzwana ekorweni yobukghwari.

2.1. Umnqopho wokuzuzana ngezuzano

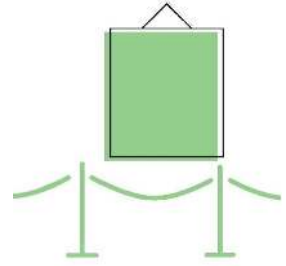
Ukwahlukana okukhulu kweminyanya nangendlela kuhlelwe ngayo kuthinta indlela yabenzi bobukghwari bonyana bazibandakanye ngobukghwari nemali. Umnqopho wabasebenzi bobukghwari kufane bazwane ngezuzo. Kufanele basebenza ndawonye kanti godu boke kufanele basebenzisane bebathandane.

2.2 Ukuzwana ngefanelo ngamaKhosti

Zoke iincenye zemikhakha, abahleli mnyanya, bamafestivali kanye nabenzi bobukghwari bazinikela isikhathi begodu bakwazi ukusibulunga. Babulunga imali namandla wokwenza iminyanya bawulethele umphakathi. Omunye nomunye unendima ayidlalako kusukela emsebenzi okhiqizweko, ekulawuleni komnyanya bekufike lapho benza khona imigwalo neminye imitlamo engabenza badephe khulu ngamakghonwabo. Lomsebenzi wenzelwe bona kube nezuzano kiwo woke umuntu.

2.3. Kunqotjhiswe ekusaseni lasamfuthi

Nasazisa ukuthogeka kweemali ekorweni yozobukghwari eSewula Afrika, lomtlole uveza into ekufanele yenziwe libubulweli. Umhlahlandlela uhlose ukuthuthukisa ngezinga eliphezulu nelokuzwana engenza bona lekoro ihlalele samfuthi. Kufanele ibeke izinga eliphezulu. Lapho abenzi bobukghwari bangafikeleli ezingeni eliphezulu, sithemba bona lomtlole uzobasiza begodu sithethe iinqunto ezifaneleko ngendlela ekufanele kusetjenzwe ngayo.



3. UKUNGATHENGISI KANYE NEMINYANYA

Ukungathengisi kanye neminyanya wokutjengisa, amafestivali, iinhlango neenkampani ezingenzi izuzo njengomnqopho othomako. Ezinye kubamqopho owenza imali njengamahlelwabo kanti bangaba balingani kwezerhwebo nokubambisana. Umnqopho wencenye le kukunikela ngomhlahlandlela ebezini bobukghwari nabalingisi abenza okuthileko lapho bangahlosi ngitjho ukwenza izuzo.

Lencenye ifaka hlango izuzo yomphakathi kulabo abenza iminyanya, ukuqabangela ibhajedi engabakhona nokubeka ezingeni eliphezulu ukuze basebensisane. Lencenye ihlose ukubeka ngezanga eliphezulu ukuthuthukisa nokugcugquzela abenzi bobukghwari ngemikhakha yoke yamukeleke ngaphetjheya.

3.1. IMIHLOBO ENGATHENGISIKO NEMINYANYA

Indawo ezingathengisiko neminyanya abazuzo abayinqophileko lapho bazifaka khona njalo nje. Iinkhalezi zitliloswe ngaphasi kweenkampani ezingenzi izuzo kodwana kungafakwa hlango abagwali, amahleli baafestivali nalabo abavumako abasekelwa ziimali zakarhulumende.

3.2. IIMPHAKAMISO ZEZINGA ELIPHEZULU KABAGWALI NABENZI BEMINYANYA

3.2.1. UMTHETHO

Ukuyelelisa abenzi bobukghwari obubonwako kanye nabsebenzi neenkulu zabo kufanele bafumaneke emphakathi nesitjhabeni ukuze bafumane umtlole otjhatjhalazi nonganahloyo ngokubambisana nabenzi bamafestivali. Kufanele bavezelwe nangomrhulo obhadalwako namnye makhosti angahlelwa. Imithetho le kufanele ibe khona ngokubonisana neensebenzi begodu baziswe qobe malanga.

3.2.2. ISIVUMELWANO ESITLOLWEKO NOFANA ISIVUMELWANO

Okufanele ukwazi nongakulindela

Iimvumelwano kanengi azisentjenziswa ebukghwarini obubonwako eSewula Afrika ikakhulukazi kumagalari. Kanti kwezinye iinarha ziyasebenza iimvumelwano begodu bayazinyula kanti godu abenzi bobukghwari kufanele bazi bona izinga leli eliphezulu kufanele lisentjenziswe.

Isivumelwano esitlolweko nesitlikitlako kufanele sisebenze khulu mikhakha yoke esebenzako.

Nangabe isivumelwano asikenziwa, nanyana ngubani kufanele atlole phasi okuvunyelwene ngakho begodu kube khona lapho kutlikitlwe khona. Ngokwenza njalo, kuzokwenzeka bona abantu ababilaba bazwene bebakhulumisana ngokuzwana.

Ukulungiswa kwesivumelwano kufanele kwenzeka ngokutlola phasi nangokuvumelana kwalabo bantu.

Koke okuvunyelwene ngakho ngeemvumelwano:

- Fanele benze isivumelwano ezihle nezilindelweko lapho kufaka khona indima nemisebenzi yomunye nomunye umuntu.
- Babeke amalanga, indawo nemmango womnyanya kanye nelanga lokugcina kwesivumelwano.
- Bafake irhelo lezinto zabo zobukghwari ngokuzeleko kanye nomnini lungelo lakhe nangendlela enze ngayo umsebenzakhe.
- Batjho inani lemali abezwene ngayo nokuthi uzoyithola njani begodu nini.
- Kufakwe isikhathi sokulethwa komsebenzakhe nokhunye okungaba sisekelo mjengama-CV, iinthombe, iintatimende kanti nemilando yabo.
- Kwenziwe amareferensi athe tjha ezazisweni zemidiya. (qala i- Arts Media, Incenye 6).
- Bakhethe iinkolodo zamakhosti kanye neendleko.
- Basebenze nge-intellectual Property Rights (IPR).
- Bafake i-Dispute Resolution Clause (DRC) ekhambisana nokukhulisana, ukusizana, nofana ngokulamula ngekambiso yomthetho weSewula Africa.

Ngokusebenzisana nangokuvumelana kufanele basebenze ndawonye begodu batlole lokho abavumelana ngakho. Isibonelo, imisebenzabo yokukhulumisana, iinqunto ezithathwako, ukukhangisa, iimali, njalo njalo.

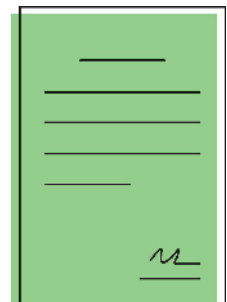
Abahleli beminyanya kufanele bazi ngesivumelwano somuntu ophakathi nofana omunye wesithathu. Nangabe umnyanya wenziwa nofana uhlelwa ngowesithathu, kufanele kube khona isivumelwano hlangana kwalabo bantu. Eminye yemisebenzi kukwenza imikhangiso, amakhalogo, iimemo, iimali, amatjhorensi, ukuthukwa kweempahla, ukuthlogonyelwa njalo njalo koke lokho kufanele kutlolwe phasi ngibo boke abazibandakanyileko kiloyo mkhakha.

Iminyanya leyo kufanele ifake woke amakhosti womkhangiso nomtjengiso lapho kufaka khona amakhosti wokuzikhangisa, nakuvulwa umnyanya, iinthuthi nokhunye. Kufanele kukhulunywe bona amakhosti lawo niwenze njani.

Amakhosti kufanele akhulunyiswe ebenzi bobukghwari kusese nesikhathi. Kufanele kutlolwe phasi begodu kube nesivumelwano. Nangabe kukhona ekuphikiswana ngakho nofana ophule umthetho, ngokufaneleko labo bantu bangakghona ukulingasa imiraro abaqalene nawo.

Nangabe bayahluleka ukukhulumisana, ngokwefanelo kufane kuyiwe lapho kulanyulwa khona bekufike lapho sele ingenelelwa ngabanye abangalamula. Ikambiso yeKhotho kukumotjha isikhathi ngombana kukhamba buthaka begodu kuyabiza. Kungcono nilungise imiraro ngokukhulumisana nalapho kulanyulwa khona.

Uyabawiswa bona utjhinge ku- **artright.co.za ukufumana ilwazi manqophana nokukhulumisana, ukungenelela nokulamula.**



3.2.3 UKUBHADALA IIMALI NOKUPHANA NGEZIPHO

Okufanele ukwazi nongakulindela

Iimali nezipho womsebenzi owenziweko utjengisa ukungathengiswa emkhangisweni kanti godu umsebenzi nawungekho endaweni ebuthelweko lokho kuba sezingeni langaphetjheya. Kodwana lapha eSewula Afrika, izinga leli alikabi ukuvunyelwa. Lokho kwenziwa kutlhayela kweemali kweendawo zamagalari kanye namamusiyemu. Iindawo ezingenzi izuzo bakwazi ukwenza imali kanye nezipho ngemadlana encani.

Abenzi bobughwari kufanele babhadale imadlana ngemisebenzabo yezandla nemigwalo. Abakhangisi nombukiso abangathengiseli umphakathi kufanele zibekwe phambili ekwenzeni imali nababhajedi. Imali ibekwa ngokuhlobana nebhajedi yoke kanti godu ezintweni ezincani zebhajedi izipho kufanelwe zibhadelwe.

Nakunemali nalokha ibhajedi ivuma, imali yoke kufanele ibe phezulu kwabandawonye sekunokobana abe munye.

Amahlelo angeziweko, iminyanya neendawo zizokubhadalwa iimali nezipho ngomsebenzi ondawonye njengamatjhabhu, ukuhlolwa neendleko zamakhambo amade.

Ilwazi elingeneleleko lokufuna ukwazi ukubala iimali zabenzi bobukghwari, ungatjingga kwa-Fee Calculator, Ingcenywe 5.2.1.

3.2.4. AMAKHOSTI WOMKHIQIZO

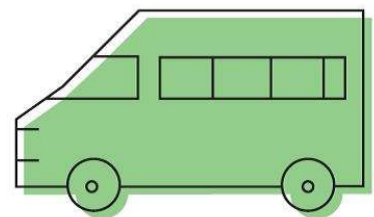
Isivumelwano kufanele senziwe ngaphambi kombukiso ukwenzelela bona amakhosti womkhiqizo azokwanele.

Nangabe umnyanya nofana indawo ibonakalisa kuhle, kufanele bona wo ke amakhosti afakwe.

Nangabe umnyanya unikelwe bona uhlelwe ngabanye kufanele banikele ngebhajedi yomkhiqizo nezinye iimali. Lokho kufanele kwenziwe ngokutlolwa phasi begodu bazwane nangendlela aboyokwabelana ngayo imali.

3.2.5. IINTHUTHI

Abahleli beminyanya kufanele babhadale amatjhirensi weenthuthi zomsebenzi owenziweko nanyana kungaba msebenzi ongangani. Umsebenzi omncani namabanga amafitjhani lokho kufanele bona kukhulunyiswane phakathi kwabo ngokutlolwa phasi. Abahleli beminyanya kufanele basebenzise iinkampani ezinesithunzi kanti godu ezisebenza ngokuthutha izinto zobukghwari.



Abenzi bobukghwari kufanele banikele ngelwazi loke lokupaka ipahlabo eyenziweko nokunikela isiyeleliso ukuze ipahlabo iphathwe kuhle.

Kufanele bapake umsebenzabo kuhle wezandla nangokutjheja okukhulu.

Nabafuna ukukhamba amabanga akude nofane batjinge ngaphetjheya, amakhambo lawo kufanele abhadalwe bahleli bomnyanya nangabe ibhajedi iyabavumela. Kufanele baqabange nendawo yeemphamtjhini njengamahlalo aphezulu, wabarhwebi njalo njalo.

Nasele kuvunyelenwe bazokwenza amalanga wokulethwa kweempahla nokubuyelwa kwazo.

3.2.6. UKUFAKWA

Iminyanya kufanele ikhambisane nokofakwa kobukghwari bezandla nangabe akusiyo into ebudisi nofana evamileko. Ngaleyondlela kufanele amakhosti afakwe begodu kukhulunywane bekuvunyelwane ngokutolowa phasi. Lapho kufaka hlangana ukonakala kwezinto, ukufakwa kanye nokutjengiswa kobukghwari. Umbiko wobujamo bomnyanya buzokufunakala ngaphambili nangemuva komnyanya. Amakhosti wendawo yomnyanya kufanelwe kwenziwe bosomnyanya nangabe kukhona okonakeleko kufanele kufakwe ngilabo abenza umnyanya nofana bakufake ngaphasi kwamatjhorensi nangabe kuhambisana neemvumelwano zakhona.

Kufanele benze isiqinisekiso sokobana iminyanya ineminingwana yoke efunakalako yokufaka umsebenzi ngefanelo..

Abanye abenzi bobukghwari bazokufuna izazi ezaziko ngokufaka kanye nabenzi bemtjhini. Ngaleyondlela, amakhosti nokuhlelwa okhunye kufanele nizwane ngomtlole phasi.

Kufanele nivumelane ngaphambi kokobana kwenziwe loyo msebenzi.

3.2.7. UKUNAKEKELWA

Iminyanya kanye nabahleli bakhona kufanele benze isiqinisekiso sokobana ubukghwari babo babuphatha kuhle, endaweni ebulungekileko, ukupaka kanye nokuthutha. Kufanele godu benze amahlelo wokuvikela nokunakelela ngefanele ukuvimbela ukutjha nokunye.

Iminyanya kuba msebenzabo ukuvikela nokutlhogomela lezo zinto.

Beminyanya kuba msebenzabo ukuvikela nokutlhogomela iindaba zokutjha komlilo, ibhoduluko kanye namazinga wommoya. Koke lokho kufanele kuzwane ngakho ngaphambi kokwenziwa komsebenzi.

Koke lokho kufanele kuzwane ngakho emtloleweni otlolwe phasi.

Iphepha lesivumelwano lizokusetjenziswa nangabe umsebenzi wobukghwari usele emnyanyeni nofana lapho ubulungwe khona. Umsebenzi loyo angekhe wakhangiswa, ukuthathwa iinthombe nanyana kungaba ngiyiphi indlela enganza ngayo imali.

Ukuqinisekisa ukungena komphakathi emsebenzini wezandla, beminyanya kumsebenzabo ukuqinisekisa bonyana yoke imitjhini, amalerhe nokusebenza kommoya kusebenza ngefanele nangendlela kuvunyelwene ngayo.

Izinto eziphathelele nemidiya, zemitjhini okungahle kuphuke, kufanele kwaziswe msinyana ukwenzelela bona kulungiswe.



Indawo zeminyanya lapho kukhangiswa khona kufanele ziboniswe umsebenzi wezandla kanye nobujamo obufike ngayo nokhunye.

Kufanele kutholwe imvumo kubahleli mnyanya nangabe kufuneka kuphanyekwe ubukghwari obenziweko. Beminyanya bazokuletha umsebenzi wezandla kubanikazi ngendlela bayithole ngayo nangendlela kuvunyelwene ngakho.

Ebujameni bomsebenzi wezandla owehle isithunzi akukafaneli bonyana ulungiswe nofana ubhadalwe.

3.2.8. I-INTJHORENSI

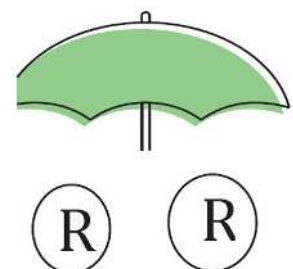
Umnanyana nendawo kumsebenzabo ukugcina i-intjhorensi. Yoke imininingwana kufanele ihlathulule kumnikazi nofana ebenzi bomsebenzi wezandla ngomtlole otlolwe phasi. Lokho kufanele kufake hlangua nokulimaleka komsebenzi owenziweko.

Umsebenzi kufanele uhlolwe ngaso soke isikhathi nangesikhathi ofike ngaso. Lokho kufanele kutlolwe phasi eMbikweni wobuJamo.

Abenzi beminyanya banelungelo elizeleko lokubuza zoke iimfanelo zobukghwari bezandla begodu kufanele bafune ilwazi ebantwini abafaneleko bonyana bahlole mbala ukuqinisekisa bona imisebenzabo ingeyambala nofana awa. Nangabe bayahluleka ukuhlathulula lokho, abanikazi kufanele baziswe ngokutlolwa phasi.

Nange kwenzeka imisebenzabo yonakale, kufanele bathinte ama-intjhorensi wabo nofana abanikazi bobukghwari. Isiqunto sokobana bayokulungiselelana njani kufanele kukhulunywane. Ngendlela kuvunyelwene ngayo kufanele kufanele balungise zoke iindleko zamakhosti wabo.

Nangabe umonakalo ungaphezu kwamandlabo, abanikazi kufanele babhadalwe ngokuzeleko kanti godu nangabe umtjhorensi wabo uyavuma kufanele imisebenzabo ibuyele kibo.



Imisebenzi ebulungwe emabulungweni kufanele ufakwe i-intjhorensi bekufike isikhathi lapho isuswa khona.

Kufanele baqinisekise bona kune-intjhorensi yomphakathi bebagcine izinto zomphakathi nokulandela ikambiso yesizo elirhabako.

3.2.9 UKUTHENGISA LAPHO KUNGATHENGISW KHONA

Lapho kungathengiswa khona kufanele kubuzwe kubahleli mnyanya nabanye.

linhlangano zomPhakathi azithengisi umdebenzi. Endweni ezingakajayeleki njengalokha nakwenziwa imikhangiso, iko, imtjhini izoba phasi kunalokha kubhadalwa imikhangiso engarhwebiko.

Zoke izinto eziphathelene nekuthengisa, kufaka iintengo nokhunye, kufanele kuzwane ngomtlole otloliweko.

Ukuthengisa komsebenzi wezandla, ama-invoice, ukulethwa nokubhadalwa kwepahla lokho kuzoba msebenzi wabenzi beminyanya. Ukubhadalwa kufanele kwenziwe phakathi kwamalanga amatjumi amathathu..

3.3. IMINYANYA YANGAPHETJHEYA

Zoke izinto eziphathelene nokungathengiswa kukhona eminyanyeni waphetjheya.

3.3.1. IINTHUTHI

Amakhosti wemikhumbi nama-intjhirensi kufanelwe kubhadalwe bumukeli beminyanya.

Nangabe imali ayikho kufanele ibuyele kubanikazi. Koke obufakazi bamaphostara kufanele kubuyele kubanikazi.

Koke okuthuthwa ngomkhumbi, iinthuthi nama-intjhirensi kufanele kukhulunyiswane ngesikhathi nangomtlole.

Kulindeleke bona yoke imisebenzi etjhingiswa ngaphetjheya ihlolwe ngemithetho yakhona. Enye ipahla angekhe yavunyelwa kwezinye inarha ngaphandle kokobana bafumane imvumo. Amkhosti kufanele angene hlangua nangabe leyo pahla inemali yomthelo. Abahleli beminyanya kufanele kube msebenzabo ukukwenza lokho nokulawula leyo kambiso.

3.3.2 ILAWULO LOKUDLULISELANA

Imisebenzi ethengiswa ngokudluliselana nezinye iinarha kufanele basebenzise imithetho yokudluliselana namakhosti wokuthumela ipahla ngaphetjheya. Abasebenzi abasebenza ngamabhanka ningabathinta ukuze banisize.

Kufanele baqinisekise bona imisebenzi yezandla ithunyelwa ngokulandela imithetho yelawulo edlulissanako kanye nemithetho yakhona.

3.4 lindawo zokuhlala

Okufanele ukwazi nongakulindela

Minengi imihlobo yabahlali begodu akunazinga langaphetjheya labahlali abalindelweko ekufanele babhadale ngamahlalwabo. Abahlali bahlukile kwabanye kanti godu abanikazi bomsebenzi kufanele bakhanyelwe ngemibandela ngaphambi kokobana benze lokho.

3.4.1. IMIHLOBO YABAHLALI

Indlela abamenywe ngayo kanti godu namakhosti kufanele afakwe nangesikhathi esibekiweko kanye nomongo abwenzako.

Amahlalo avulekele woke nangekambiso yakhona. Okhunye kufaka woke amakhosti kokhunye kulindeleke bona kube banikazi bomsebenzi abafaka amakhosti.

Irhuhululo, amastudiyo, amagalari namaphrojekthi kanengi balindele beminyanya benze ekugcineni kodwana lohko kungenziwa nakutloliwe phasi. All residencies should be conducted on the basis of a written document clearly outlining the terms and conditions of the residency.

Abathola isizo leemali bakwenza lokho ngamaleveliwakhona. Abanye bathola isizo esisibonelelo sakarhulumende ukufaka iindawo zokuhlala, amametheriyeli kanye nezinye iindawo nokudla kodwana

ingasikukhamba nezinye iindleko.

Abanye banikela ngembhaxi yomkhiqizo. Lapho-ke abaphathi kufanele basize ngemikhiqizo kanye nokufumana amametheryeli. Okhunye kufaka nembuyiselo hlangu.

Imikhiqizo yezandla iwela ngaphasi kwabanikazi kanti godu banelengelo lokugcina imisebenzabo ngombana ingeyabo nangendlela bavumelelne ngakho emtloveni.

Abanye banikela ngebhaxi yemikhumbi kusuka kubahlali ukuya ebenzini bobukghwari, Kodwana akusisi isibopho. Koke lokho kufanele kwenziwe ngokuvumelana nangomtlo otlolwe phasi.

Zoke iimfanelo ezifunakalako kufanele zenziwe ngokutlolwa phasi kanti godu okukhangiswako nokuthengiswako kufanele kuhkambe ngezinga lakhona.

Nabafuna ukubuthelala bona ngokwabo abenzi beminyanya, zoke iimfanelo zokuthengisa kufanele zikhambe ngerherho lakhona. Lokho kufanele kukhambisane ngokutlolwe phasi.

Nangabe kuhkona ipahla enganikelwa simahla banika bomsebenzi ebahlalinini kufanele kube khona isivumelwano esitolwe phasi. Iimfanelo nokhunye kufanele kungene esivumelwaneni.

Nabafuna ukubiza abasebenzi bobukghwari, kufanele lokho bakwenze ngokulandelala ikambiso nekhanya bha bahleli ngokunikala ngeembawo zamaforomo nokudzubhala:

Umqopho omkhulu wehlelo lokuhlala:

- Ikambiso efaneleko;
- Ikambiso ekulu ekufanelwe ilandelwe;
- Indawo okufanele kuthonywe kizo, njengeendawo zeemfunda, kwabenzi misebenzi wobukghwari, abefazi, abantu labo abakhuluma isiNgisi ngeLimi lesibili nofana abantu abakhubazekileko.
- Ikambiso yokukhetha ngendlela yabahleli nofana ngokubuza umuntu ubuso ngobuso;
- Umlando nesendlalelo serherho / hlelo;
- Ibunjo lokuphiwa nokuzibandakanya kweenhlangano;
- Abenza iimbawo zamaphrojekthi adlulako;
- Isithombe sesibawo lapho kufaka hlangu iimfuneko eziymetheryeli ezisekelako.;
- Isiphande namalanga wokuvala.

Ngaleso sikhathi. Lokho nangabe kuyenzeka kufanele kujanyiswe ngaphambi kokokuhlala. Kufanele kufakwe esivumelwaneni lokho.

Iincwadi zesivumelwano kufanele sifakwe lapho besitjengise nendlela umhlali bonyana uyokubhadalwa nini begodu njani. Kufanele kungene koke ngitjho nama-intjhoensi, amahlalo kanye neenthuthi zomoya njalo njalo.

Boke labo kufanele benze lele hlelo ngefanelo bebatjho bona bangaki abantu abayokuhlala lapho kanye neemali ziyokusetjenziswa njani.

Indlela abokukuhlaliswa ngayo kuqakathekile bona nacho kutjhiwo nangendlela kuyokusetjenziswa ngayo, iinthuthi, ukukhangisa ukuthuthukiswa kanye nokufumana iinsetjenziswa njengeentolo, iimbhedlela neendawo zamapholisa.

Abahleli kufanele basize abahlali kileyo ndawo etjha tjha. Lapho kufaka hlangu amadoyelo weemphamantjhini, ilwazi ngeendawo, ukusekelwa kwamametheryeli amastudiyo kanye neendawo

zeminyanya.

Kufanele baziswe ngokutlolwe phasi ihlobo lama-intjhirensi nokhunye.

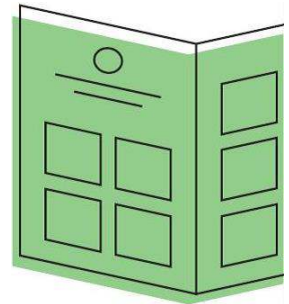
Abaphathi balapho kufanele bazi bonyana amasizo arhabako atholakala njani.

3.5. IMIKHANGISO

3.5.1. IMIHLOBO YEMIKHANGISO

Kokhona amakhathalogo kufanele lawo maphrojekthi kufanele athuthukswe ngokwephrojekthi nangendlela abenzi bamalogo nangendlela enziwe ngayo.

linthombe kanye nabenzi bemidwebo kufanele kukhulunywane ngokuthuthukisa iminyanya nokwenza amahlelo wokuthengisa ukuze bathuthukise amarhwebo wabo.



Imigomo yemikhangiso kufanele kubuthelelwe ngokomongo, abenzi bomsebenzi ohlelwe ngama-editha. Imigomo yemikhangiso ingafaka imikhangiso yezinga lefundo namateksti asaveyiweko.

lincwadi zabakghwari kumisebenzi osebenzisa indlela yencwadi. Zigadangiswe eendaweni ezincani kanti godu zenziwe ngomnqopho omuhle. Incwadezi zisebenza umsebenzi omuhle begodu ungaserjenziswa.

3.5.2. IMIHLOBO YABAGADANGISAKO NAMALUNGELO WABO

Woke amalunga akhona ekwenzeni ukukhangiswa kufanele kubonakale begodu kube nomfanelo ngokutlolwekho lapho kufaka khona imibono nokwenza okufaneleko. Kufanele kube nesivumelwano nekambiso yokwahlukaniselana okuthengiswako. Kufanele bazwane ngokuhlelwa kwe-IRP ngokubuthelela iimali.

Imikhangiso yephrojekthi izokugadangiswa benzi beminyanya:

- Abenzi beminyanya kufanele bafake woke amakhosti.
- Nangabe abenzi bobukghwari bafuna imikhiqizo ehlukeleko, amakhosti azokuba ngewabo kanti godu kufanele kwenziwe ngokutlolwa phasi.
- Nangabe babambezela ikambiso yomkhangiso kuzokufanele babhadale amakhosti azokubela. Isivumelwano kufanele sitlolwe phasi.
- Ngokujayekileko abenzi bobukghwari kufanele bekhulumisane ngokukhululeka ngobukghwari babo bebenze imithetho ngomkhiqizo nangokusebenzisana.

Nangabe imikhangiso yephrojekthi izokukhangiswa bagadangisi bangaphandle eminyaneni:

- Amakhosti kufanele ahlukaniyelwane phakathi kwabagadangisi nabenzi beminyanya. Koke lokho kufanele kwenziwe ngesivumelwano.
- Kusemandleni wabenzi bobukghwari ukukhulumisana nokubeka imibono ngetjhaphuluko.

Abenzi bobukghwari kufanele bathole amakhophi amabili wencwadi nofana womtlole lapho ukhuluma khona ngemisebenzabo yezandla nobukghwari abawenzileko. Nangabe abatloli abanomfakela abahlala

kweezinye iindawo, kufanele banikelwe amakhosti wokulethwa kwencwadi ngeposi nofana ngeposi eletha emnyango. Lokho kufanele kwenziwe bekutlolwe phasi.

Nakufanele ikhutjwe manqophana noku-editha (okuhlathululwa eNcenyeni 3.5.1), umenzi wobukghwari kufanele abhadalwe ubuninilungelo ukobana umsebenzakhe uvumeleke bewufakwe kumakhathalogo . Isivumelwaneso kufanele kuzwane begodu kutlolwe phasi. Abanemibono kufanele nabo bathole ikhophi yinye egadangisiweko.

Okumumethwe bahleli kufanele babhadalwe boke ngemibonwabo. Isibonelo, imitlolo ehlelweko. Abatloli kufanele banikelwe nge-PDF ebufakazi obumumethwe mtlolo ogadangisiweko ukobana baqale isilinganiso.

Nangabe igadangiswe ngendlela yedijithali:

- Boke kufanele babandakanye bebatlolise ngemithetho yakhona.
- Nasele kwenziwe umkhangiso ngendlela yokuthengisa ngenzinzo-lwazi, abenzi bobukghwari kufanele banikelwe ilwazi lokuthola ikhophi yasimahla.
- Izinga leentombe kanye nobujamo bakhona kufanele kuthathelwe ehloko ukuvikela ubunikazi bomsebenzi wobukghwari.

3.6. IKHOMITJHINI YOMPHAKATHI

Lomtlolo uphakamisa khulu ukusetjenziswa kwamakomidi afaka hlangana abavumi, ababazako, abagwali, abadwebako nababumbako kanye nabanye ababajameli babo. Abahleli kufanele baqinisekise bonyana zoke izinto zihlelwe ngamananeko wakhona ngaphambi kokobana kuthuthukiswe amakomidi.

Indlela nesikhathi sokuthuthukisa amakhomithini kufanele ajanyiswe.

Imisebenzi yabenzi bobukghwari kufanele yenziwe begodu ijanyiswe. Ivikeleko labo, abasebenzi kanye nomphakathi kufanele kuthathelwe phezulu. Kufanele bathathe isiquntu sokobana umsebenzabo ungena kunzinzo-lwazi . Kufanele batjho bona uzokufakwa usamfuthi nofana ngokwesikhatjhana . Lokho kufanele kuthathelwe phezulu.

Lomtlolo ohleliweko kufanele ube neemfanelo ezithileko nezikhanyako ebenzini bobukghwari eminyanyeni.

Ibhajedi ehlelweko kufanele ibekwe phasi. Lokho kufanele kufakwe:

- Ukubhadalwa kwabenzi bezandla ebagwale imisebenzabo.;
- Amakhosti wamakhambo namahlalo;
- Amakhosti wama-intjhorensi;
- Amakhosti wenzinzolwazi, imetheriyeli, ukuphathwa kwephrojekthi namakghono;
- Amakhosti wokufaka iinthuthi nakwakhawo;
- Amakhosti weemakhiwo emkhulu njengamalerhe namabhorodo amatshwayo;
- Enye nanye indima yomenzi wobukghwari ongaphezulu;
- Umsebenzi wekomidi
 - Ibhajedi yokukhangisa
 - Ibhajedi yokwenza imikhangiso.

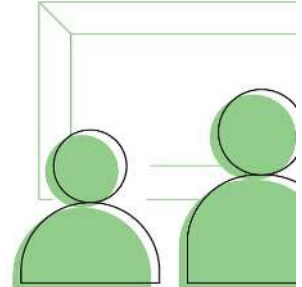
Lapho kungakaveli iindleko zomkhiqizo nokufaka okuthileko, isilinganiso kufanele singene esivumelwaneni lapho kuvela khona bona ngubani ekufanele abhadale amakhosti.

Kufanele kwenziwe isivumelwano phakathi kwalabo bantu.

Kufanele kube nesivumelwano samatende nokhunye begodu kufanele banikelwe isikhathi esaneleko sokwenza amatendabo. Imali yakhona kufanele ibhadalwe kibo abenzi bobukghwari nasele baqedile bese zinikelwa abahleli. Lokho kufanele kube nesivumelwano hlangana.

Boke ubungozi kanye nevikeleko laloyo msebenzi owenziwako koke kuzokuba msebenzi wabahleli beminyanya. Kufanele banikele ngama-intjhorensi nasele umsebenzi uqediwe. Koke lokho kufanele kutlolwe phasi

linkhungo zakaRhulumende kufanele zenze ukunikela ngamandla nokusiza abenzi bobukghwari ukusizana nabasebenzisani baphakathi ukuze bangenzi imitjhapho kilabo bakghwari..



Isivumelwano somsebenzi kufanele uvezwe tjhathalazi begodu kutlikitlwe phasi nasele kuphele umsebenzi.

Kufanele bagcine ubunikazi , kanye nobunikazi baloyo msebenzi. Isivumelwano kufanele senziwe besiveze umsebenzi ozokwenziwa batloli nabenzi bobukghwari njengokumotjhakeleko, okufanele kulungiswe, ukuvikelwa, ukungaphathwa kuhle nokhunye.

Isivumelwano kufanele sifike ngokurhabako ukulandela ikambiso ezokukhetha. Abenzi bobukghwari akukafaneli benze umsebenzi bangakavumelani nabahleli kanti godu nangesivumelwano esitloliweko.

Ukubhadalwa kufanele kwenziwe kilabo abenza ubukghwari bezandla. Kufanele babhadalwe nabathomako nalokha sebaqedile.

Lokha nakufanele bonyana abenzi bobukghwari bathenge iinsetjenziswa, angekhe bakwazi ukuthenga izinto ezikulu kodwana kufanele babhadalwe ngesikhathi. Lokho akungene esivumelwaneni.

Nangabe kumsebenzi wabenzi bobukghwari bonyana bathenge izinto, lokho kufanele kube sesivumelwaneni sokubhadalwa nakuthonywako.

Zoke iimvumelwanezo kufanele kuvunyelwane kanti godu nemihlangano eminengi kufanele bonyana kubhadalwe ngesivumelwano sama-awara.

Kufanele kube khona umthetho wezinto ezingakalindelwa kanye namakhosti wakhona. Lokho kungenzakala ngo:

- Kubambezeleka iphrojekthi;
- kubambezeleka kwamakhotjhini ngabahleli okungenzeka bahlele amakhotjhini kabutjha;
- kukatjwa ibhajedi bese izinto zingasakwazi ukukhamba ngefanelo;
- kulungiswa nokwenza kabutjha okubawe bahleli.

Abenzi bobukghwari abakalindeleki bonyana babe namakhosti kilokho. limali zokwenza izinto namakhosti wabasebenzi nokhunye okungaphezu kwmandlabo kufanele kubhadalwe bahleli bomnyanya.

Kufanele bazi ngemisebenzabo. Kufanele benze isithombe sabo sibe nobunikazi nesithombe sabo sobukghwari obubonwako sivikeleke. Isivumelwano phakathi komhleli nomenzi wobukghwari kufanele ufake amalungelo wobunikazi naloyo owenzileko.

Ubunikazi bomtloli nemisebenzakhe kunzinzolwazi kufanele kutlikitlwe nalabo ababahleli bakhona Lokho kufanele kuzwane ngokutlolwa phasi ngaphami kokobana kuthonywe

kusebenze.

Kuqakathekile ukuveza bona ngubani ofanele ukuqinisekisa umsebenzi nasele ungenile kuzinzolwazi. Okhunye okufanele kuthathelwe ehloko ngokubhadalwa kwabasebenzi, ukuthogonyelwa kwepahla, ubunikazi, iinkolodo nokhunye okusezingeni eliphezulu.



3.7 AMAPHALISWANO, ABONONGORWANA KANYE NEMITLOMELo

3.7.1 AMAPHALISWANA AVULEKILEKO NAVALEKILEKO

Amaphaliswano avalekileko afaka ukukhethwa aboyokuthumba imitlomelo ngaphandle kokobana kube khona iimbawo ezivulekileko. Evulekileko kubawa abenzi bobukghwari banikele ngemisebenzabo nokunakekelwa ngamaprojekthi.

Kileyo evulekileko, ilwazi lakhona kufanele lifake isithombe seprojekthi befake nezinto ekufanele bazenze njengamalanga wokuvala kanye nemali yemitlomelo kanye namakhosti wemikhiqizo. Ilwazi ngabahleli bamaphaliswano kanye nendlela yekambiso ezokusetjenziswa kufanele ifakwe lapho.

IProjekthi ngokuzeleko kufanele ifake:

- Isithombe seprojekthi nemibandela;
- Ofanele ukungena ephaliswaneni;
- Isithombe senzinzolwazi nemibandela;
- Ihlobo lomsebenzi wobukghwari ongamukeleka, izinto ezibaziweko nezingasuswa;
- Iinfuneko kanye nokuvalwa kwamalanga;
- Ibizo lomhleli wephaliswano;
- Isithombe sezinga nekambiso yokukhetha;
- Kufakwe iinthome nemikhangiso begodu kuvezwe bona zizokubuya nini.
- Isitatimende sobunikazi namalungelo wemisebenzabo nokuthunyelwa kwabo;
- Irhelo lakho koke okuziimfuneko kufanele kuthunyelwe;
- Ilanga lokwazisa labo abathumbileko. .

3.7.2 UKUKHETHA KANYE NOBUJAMO BOKUNGENELA

Koke okuhlelweko nalabo abenza imisebenzi wobukghwari kilabo abaserhelweni nabathumbileko kufanele bengene esivumelwaneni begodu banikele nge:

- sibawo;
- bhajedi yomkhiqizo;
- ndawo lapho abenzi bobukghwari bazokuba nendawo yokuthengisa.
- similo samalungelo, ubunikazi nemvumo;
- ndleko nokuhlelwa kwezinto kanye nokukhamba kutjhingwe emikhangisweni.

3.7.3 ISIMILO SAMALUNGELO, UBUNIKAZI NEMVUMO

Ijamo lephaliswaneni kufanele liveze umnqopho nofana yoke imethereyeli ethunyelweko engasetjenziswa. Imvumo yobunikazi kufanele kuvunyelwane begodu yenziwe ngobutjha nanyana kungaba ziinthombe ezinjani.

Isimilo sabo kufanele siqalwe. Isimilo sabenzi bobukghwari kufanele sibanikele bonyana bazeke njengabatloli bomsebenzi. Kufanele godu bahlonipheke bebabumbane.

Nakwenziwa umsebenzi, abathathi-nthombe bazokuhlonitjiswa.

Nabazokusebenzisa iinthombe nabenza amaphaliswano nokuhlela abathumbileko ukwenza irhwebo, Abahleli kufanele baqabangele bonyana abanikazi batlhogomeli bobukghwari bayaziswa ngaphambi kokobana kwenziwa.

Abahleli abafisa ukufaka iinthombe kuzinzo-lwazi kufanele bathathe amagadango ukwenzela bonyana ubunikazi babo bungasetjenziswa budlabha njengokurhunyeya iinthombe zabo.

Ukubhadalwa kufanele kutlolwe phasi bekuvunyelwane.

Abahleli kufanele batjengise nangabe abathumbileko benza imisebenzabo nokuzithuthukisa.

Abenzi bobukghwari banelungelo lokukhulimisana nokwenza imisebenzi nasele kwenziwa imisebenzi.

3.7.4 AMAJAJI, UKWAHLULELWA, UKWALA NOMNINIMANDLA WOMSEBENZI

Abahleli kufanele bathokoze ukukhanjiswa kwamajaji azijameleko kileyo komidi.

Iphaliswana kufanele libe nomgomo ukuqinisekisa bona yoke into ikhamba kuhle ngaphandle kwefihlo.

Amajaji kufanele baveze iziqu zabo nobudlelwanana ngesikhathi sekambiso yokunyulwa. Umgwalioveze umgwali nofana usogalari nakajamele umkghwari avele tjhatjhalazi.

Indlela ehle nefaneleko kukobana ikambiso enyulwako itlolwe phasi ukwenzela bona nangabe bakhona abaphikisana nacho bayifumane. Ifihlo yamajaji nayo kufanele ivikeleke. Amajaji kufanele babe bakhululeke ngesithombe abasikhethileko somsebenzabo. Nangabe kukhona ikambiso yamajaji encancani, kufanele kwenziwe lokho ngokutlolwa phasi ngaphambi kokuthonywa.

Abahleli kufanele benze indlela yokulawula ubungozo obungahle bube khona. Indlela leyo kufanele ifake hlanguana amalungelo wabenzi bobukghwari abangenele umsebenzi loyo kanye nathekghi minyanya.

Abahleli kufanele baqinisekise bona amaphaliswano ayabikwa ngaphambi kokobana kuvulwe iminyanya ukwenzela bona bathole abonongorwana nemitomelo. Bangakwenza ngefihlo nangabe kunesidingo. Nangabe abathumbileko bakhamba amakhambo amade, abahleli kufanele basizwe ngamakhosti wamakhambo.

Abenzi bobukghwari abangakanyulwa kufanele baziswe ngokurhabako bonyana abasekho ephaliswaneni. Kuzokwenziwa amahlelo afaneleko wokuzokuthatha amametheriyelabo.

3.7.5 UKUZUZA

Abahleli kufanele batjho kuhle ubujamo bokungenela nokobana kuyini abayokuzuza. Kufanele batjho bona kuyini abayokuthenga nofana abayokudluliselana ngakho okungaba yimali njalonzalo.

Abahleli kufanele baqinisekise ukuthenga nokuzuza akutjho bona kukudlulisela ubunikazi bomsebenzi womkghwari. Nangabe abahleli bafuna ubunikazi, isivumelwano kufanele sitlolwe phasi bekubhadalwe ngeqadi.

Abenzi bobukghwari ababajameli bamagalari kufanele bayeeliswe abajameli ngezuzo abangayithenga bebakhulumisane nangekhomitjhini engabhadalwa.

3.7.6 UKUBUTHELELA KOMSEBENZI

Ubujo bokungenela kufanele butjengise indlela eyamukelekako yokususwa nokususwa komsebenzi. Ngemininingwana ezeleko njengamalanga, indawo kanye nesikhathi. Koke lokho kufanele kuveziwe.

Abahleli kufanele banikele abenzi bobukghwari abaqatjheli namakhoriyo ukuthatha imisebenzabo ngesikhathi. Ukuthathwa kufanele kuvunyelwe isikhathi esingange mveke ezimbili.

Kufanele kutjengiswe iindleko zokubulunga imisebenzi.

Kufanele kuvezwe nokuthi imisebenzabo iyokuthwathwa njani nalokho okungahle kufanelwe kufuniwe. Abahleli kufanele bavumele abenzi bobukghwari ukuthola imisebenzabo eemvekeni ezisithandathu.

3.7.7 UMTHELO EMTLOMELWENI OYIMALI

Abathumbileko kufanele barhorhelwe umthelo nakunesidingo.

3.8 AMATJHABHU NEEMFUNDO ZEMATLASINI

3.8.1 IIMVUMELWANO

Woke amatjhabhu kufanele ahlelwe ngokutlolwa phasi nangokuvumelana ngokweemvumelwano. Kufanele aveze iindlela zeemali, amametheriyeli, ama-intjhorensi iindawo ezivikeleleko kanye nokuziphatha.

Isivumelwano kufanele sitjho bona ngubani ofanele ukubhadala okuqatjhweko, amaphepha kanye negezi.

Isivumelwano kufanele sitjengise ukuthengwa kwemetheriyeli nokubhadalwa kwemihlangano nembuyiselo.

3.8.2 IIMBUYISELO NAMAKHOSTI

Abotitjhere bamatjhabhu kufanele babe nembuyiselo ngokweenkhundla zabo, ilemuko namakghonwabo.

Lokho kuba ngokwesikhatjhana kunokobana kube msebenzi wasamfuthi lapho kufanele kubhadalwe amawolideyi, amalanga wokugula nokhunye.

Abotitjhere abenza amatjhabhu weemvumelwano babeka bona ngokwabo iimbuyiselo okufaka iimali zefundo, amakhosti wamametheriyeli, ukuqatjha amastuduyo nemakhiwo kanti godu namakhosti wamakhambo. Abotitjhere kufanele bazi ngemithetho nemitlamo yamaziko athileko.

Koke lokho kufanele kuvezwe esivumelwaneni.

3.8.3 ISIBAWO

3.8.3.1 UKUSULWA NOKUBUYISELWA

Abaphakeli ngokufunda okuphezulu kufanele babonakale emahlelweni weemali kunanyana ngimaphi amahlelo. Kufanele bakhe bebenze umthetho wokusulwa. Umthetho kufanele uveze ukubuyiselwa imali nangabe kusuliwe nalokha abafundi nabafuna ukubhadala iimali ezisulweko. Kufanele babe nehlelo lokubhadalela abafundi abangakwazi ukubhadala iimali zokuthoma ngokuzeleko.

3.8.3.2 AMAMETHERIYELI NEESETJENZISWA

Amahlelo wefundo ephakamileko namakhosti kufanele aveze bona mamthereyeli anjani ayokufunakala . Kufanele kukhangiswe eencwadini zabo zemikhangiso. Nakukghonakalako, kufanele kube namakhosti asilinganiso kanye namametheriyeli njalonzalo.

Kufanele babe nemithetho ethe tjha yokulawula ukuqatjiswa kweensetjenziswa ezingaphasi kwamaziko athileko. Kufanele kuveze nemali ekhutjiswa bafundi ngaphambilini nengalindelwa bona ibhadalwe nasele apothule iziqu zakhe.

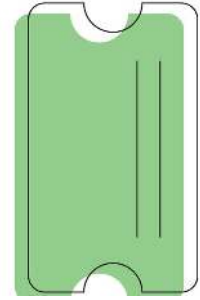
3.8.3.3 IMIPHUMELA

Amahlelo kanye nabanikeli befundo ephezulu kufanele baveze amakhosti, imiphumela yokufunda namakghono wokuthuthukiswa kanye nekambiso yakhona emakhostini. Kufanele kufakwe amathuba aphezulu wekhosti engathathwa bafundi.

3.8.3.4 ISIKHATHI NENDAWO

Amahlelo nabanikeli befundo kufanele benze bona amakhosti namahlelo ayafumaneka ngesikhathi.





4. IINDAWO ZOKUTHENGISA NEMINYANYA

Iindawo zokuthengisa neminyanya yokukhangisa, amafestivali, iinhlango kanye neenkungo zokuthengisa ubukghwari kumsebenzi werhwebo wobukghwari. Ubujamo bobukghwari butjho bona iindawo neminyanya kuba nesithombe esikhulu kunokwenza inzuzo. Ukuthengiswa kobukghwari kufanele kube khona izuzo etholwa babenzi babo kanti godu kufanele bakhambe ngekambiso yakhona.

Umhlahlandlela osezingeni eliphezulu wokuthengisa uyafana nalowo ongathengisiko (qala incenye 3), awukaphindwa lapha. Lencenye ikhuluma ngokwenza ngcono nangamazinga afaneleko ngokumumethwe lirhwebo. Lomtlolo ugqugquzela bewusebenzisi boke abasebenza ngaphetjheya bona wamukeleke.

4.1 IMIHLOBO YEENDAWO NEMINYANYA YERHWEBO

Iindawo zokuthengisa nomsebenzi wokuthengisa imisebenzi wobukghwari kuthathwa njengezinto eziqakathekileko. Lapho kufanele kuthathwe njengegugu nezinto ezihlosiweko, amahlelo, ukwenza kweenqunto, nokwenza izuzo. Kufaka hlangana amagalari, imisebenzi wezandla kanye nemikhangisi yokuthengisa.

4.2 IMITHETHO

Amagalari neminyanya kufanele abe nemithetho ebekwako mayelana nemisebenzi, abajameli nabathengisako. Imithetho kufanele ltholakale kilabo abawusebenzisako begodu ulungiswe ngaso soke isikhathi.

4.3 UKUJANYISWA NGOKUZELEKO KWEGALARI

Okufanele ukwazi nongakulindela

Ukujanyiswa kweGalari kuhlukile ngokwamaGalari kanti godu nokwenza ubukghwari obungafika ezingeni eliphezulu langaphetjheya.

Kufanele amagalari nabenzi bobukghwari bakhulumisane bebavumelane ngokutlola phasi ngobujamo nangamagama wobudlelwana. Okuqakathekileko kungafaka amakhomijhini, zokubala, amakhosti kanye neendleko.

Koke lokho kufanele kutlolwe phasi bese kuba sivumelwano esisemthethweni. Nangabe kukhona okufanele kutjhugululwe, kuzokufuneka bakwenze ngokutlola phasi. Zoke izinto kufanele zivezwe etjhatjhalazini bese zitlolwe phasi.

Abosomagalari nabenzi bobukghwari kufanele kwenziwe isivumelwano esikhanyako nesiphumelelako sokuthengisa ngobukghwari babo. Amagalari kufanele bakwenze ngokusekela amagadango abenze ngawo isivumelwano saphambilini.

Amagalari alindeleke bona akhangise bekathengise imisebenzi wabenzi bezandla njalonjalo. Abenzi bezandla kufanele bathumele imisebenzabo njalo nje.

Abenzi bobukghwari banganinwa nofana banyazwe ngesivumelwano samagalari ukulinga ukujamisa ubudlelwano babo namarhwebo azijameleko.

Umsebenzi omkhulu wamagalari ukuthengisa umsebenzi wabenzi bobukghwari. Kufanele kungene lokhu okulandelako kanti godu kufanele kujamele abenzi bobukghwari:

- Bakhangise njalo nje ngeendlini;
- Baphathe kuhle zoke iimfuneko zabenzi bobukghwari (qala umkhangiso oseNcenyeni wesithandathu);
- Bathengise ngaphandle emikhakheni kaRhulumende nemikhakheni yangeqadi;
- Ukubuthelela abathengi bamarhwebo amakhulu;
- Ukuvikela amalungelo wabenzi bezandla, ubunikazi, ubukghwari babo obuthengwako nobuthuthukiswa yigalari;
- Ukuthengisa ngaphandle kwemakhiwo karhulumende nangeqadi;
- Ukuhlngana nabenzi bobukghwari emaphaliswaneni nokunye.;
- Ukutlola yoke imisebenzi nakwenziwa amaphepha.

Amagalari kufanele asekele nanyanya yini okufanele kungene ngaphakathi. Nangabe kukhona okungazwani ngakho esivumelwaneni, kufanele kube khona ukulanyulwa ngaphambi kokobana kuthome amagadango womthetho.

4.3.1 IMIKHANGISO NEMIHLOBISO

Amagalari nabenzi bobukghwari kufanele bazwane qobe nje ngokufanele kukhangiswe.

Amagalari kanye nabenzi bobukghwari kufanele bazwane ngento etlolwe phasi ngendlela abozokukhangisa ngayo imisebenzabo. Kufanele batjho nokobana imisebenzabo le izokubonwa nini begodu njani.

Abenzi bobukghwari kufanele balethe imisebenzabo ngesikhathi esifaneleko begodu nangendlela ekuvunyelwene ngakho.

Amagalari nabenzi bobukghwari kufanele kube nesivumelwano esitolwe phasi kanti godu kufanele baveze bona amakhosti ayokubhadalwa kanye neenthombe.

Abenzi bobukghwari kufanele banikele ngerherho lokukhangisa ukufaka hlangana amagama walabo abathenga imisebenzi.

Nangabe umenzi wobukghwari umukele isimemo sokukhangisa kwenye indawo, kufanele kukhulunyiswane namagalari.

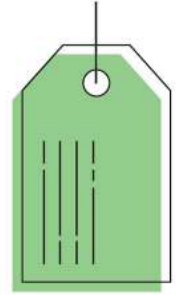
Kufanele bangene esivumelwaneni nabatjhinga kwenye indawo..

4.3.2 UKUBEKA INTENGO

Kufanele kuzwane ngeentengo ezizokuthengiswa ngazo lapho. Kufanele kukhanye bona kuyini abozokudoselwa khona njalonjalo.

Nasele iintengo zibekiwe, kufanele kufane koke. Akukafaneli kube khona iintengo ezitjhingiswa phasi ngombana lokho kuzobe kukunyaza imisebenzi yabenzi bobukghwari.

Kufanele bakhulumisane njalo nje ukuhlathulula ngokukhuphuka kweentengo ukuze baqinisekise amagugu wemisebenzabo.



4.3.3 IKHOMITJHINI NOKUTHENGISA

Ikomitjhini etholakala nakuthengiswako izokubhadalwa bebenzi bobukghwari bona amagalari ahlabela phambi ngokubathuthukisa nokubajamela. Isibonelo ungasiqala eNcenyeni 4.3 lokho nasele kuthengiswe imisebenzabo. Lokho kufanele kutlolwe phasi njengesivumelwano.

Ikhomitjhini kanengi kuba amatjhumi amane wamaphesende entengweni yobukghwari bezandla. Ikomitjhini izokubhadalwa ngentengo ngaphambi kokufakwa kwevedi nofana iteksi.

Lokho kufanele kuzwane begodu kutlolwe phasi. Amagalari akukafaneli bona bangeze ikhomitjhini ethengisweko ngendlela yokusekela iindleko. Indleko zizokubhadalwa ngokungeza iintengo.

Iimali zamagalari nokunye okungafaki ukuthengisa, kufanele kuzwane begodu kutlolwe phasi kusese nesikhathi. Nangabe umenzi wobukghwari uthola imali, unongorwana nofana imali, umenzi mali akunakhomitjhini ezokutholwa lapho.

Abenzi bobukghwari namagalari kufanele bakhulumisane ngekhomitjhini engabhadalwa nakunikelwako njengomnikelo. Kufanele bazwane begodu baqinisekise bona unongorwana otholweko unganyazwa. Amagalari akukafaneli bona banyaze imisebenzi eyenziwe babenzi bobukghwari.

Nangabe igalari iphulela loyo othengako intengo, izuzo kufanele ithathwe ekhomitjhini yegalari kungasi ngeyomenzi bukghwari.

Isivumelwano kufanele sitlolwe phasi bosomagalari banikele abathengi ngalokho abakuthengisako. Kufanele kuvele koke etjhatjhalazini.

Kufanele babhadalwe kungakadluli amalanga alitjhumi namathathu bathengisile.

Lapho amagalari bamukela ukubhadalwa kancani kancani, imadlana emaphesente amatjhumi amabili nakuhlano, kufanele enziwe. Nangabe kubuyiselwa izinto esele zithengiwe lokho kuzokuba ziindleko zakagalari.

Amagalari kufanele banikele ngesitatimende sokuthengisa nalokho okufanele kubhadalwe.

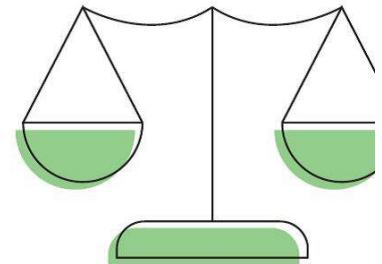
Amagalari kufanele banikele omunye nomunye isitatimende sama-akhawunti ngemisebenzabo abayenzileko nalokho abakuthengisileko. Kuzokuba kuphula kwesivumelwano nangabe ayikho ikhomitjhini yethengiso labo.

Nakuphela unyaka, kufanele benze ibuthelelo lestoko sabo esithengisiweko nesiingakathengisi ukuze basithumele komunye nomunye umenzi kobukghwari unyaka nonyaka. Istoko kufanele senziwe njalo nje ukuze abenzi bobukghwari babone izuzo yabo.

4.3.4 UBUNIKAZI

Amagalari kufanele avikele amalungelo wabenzi bobukghwari ngokomthetho lapho kufaka hlangana ubunikazi, ubukghwari obuthengiswako nokuthuthukiswa amagalari bonyana boke benze njalo.

Amagalari akukafaneli ukuthola imali ngokwenza kabutjha imisebenzi yabenzi bobukghwari ngomnqopho wokwenza izuzo ngokuthengisa ubukghwari bakhe.



4.3.5 UKUTLHOGONYELWA

Amagalari kumsebenzabo ukutlhogomela umsebenzi wabenzi bobukghwari ngesikhathi usemagalari. Kufanele batlhogomele nangesikhathi bakubulunga, bakhangisa nalokha nabakupakako.

Amagalari kufanele babe ne-intjhirensi nangabe imisebenzi yabakghwari iyalahleka nofana iyonakala. Nangabe ama-intjhirensi akekho lokho kufanele bazise abenzi bobukghwari ngokutlolwa phasi. Lokho akutjho bona amagalari kufanele babhadale lokho nangabe izinto zabo zilahlekile nofana zimotojhakele.

Amagalari kufanele baqinisekise bona kunevikeleko lemililo nokhunye okunjengegezi .

Nangabe izinto zabo zonakele kufanele banikelwe isizo lokuthoma lokulungisa imisebenzabo. Amagalari kufanele babhadale lokho.

.

4.4 IMINYANYA EYENZEKA NGAKANYE

Kwesinye isikhathi kungenzeka bona abenzi bobukghwari akhangise imisebenzabo kanye bese isivumelwano sabo namagalari siyaphela. Lokho kungenzeka nangabe bafuna ukubona bonyana imakede iyasebenza nofana injani. Kufanele bona kube khona isivumelwano phakathi kwalabo bantu. Isivumelwano kufanele sibe ngesitlolwako ngaso soke isikhathi.

Kufanele kube khona nesivumelwano esingenziwa phakathi kwabo esitjhoko bona ngubani okufanele abhadale iindleko namakhosti. Ukubhadalwa kancani kancani nakho kuqakathekile bona kutlolwe phasi kanti godu kufanele lokho kubhadalwe ngeenyanga ezintathu.

4.5 IINDAWO EZIMBILI ZOKUTHENGISA

Nangabe abenzi bobukghwari bathengisa imisebenzabo eendaweni zokuthengisa njengeentolo zokusela ikhofi nemamolweni, lokho kuzokuba sivumelwano sabo. Kufanele kube khona isivumelwano seentengo kanti godu kufanele iintengo zifane zoke.

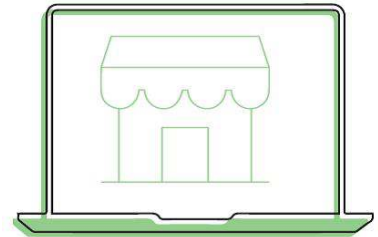
4.6 UKUTHENGISA KUZINZOLWAZI NOFANA KU-INTHANEDE

Imisebenzi ethengiswa nge-inthanedede kufanele kuhlelwe begodu kufanele kube khona ikomitjhini.

Kumsebenzi wabenzi bobukghwari namagalari ukuqinisekisa:

- ukuvikelwa kwezinzolwazi;
- ukulawulwa kwe-website nofana inzinzolwazi;
- ukurhunyezwa kwemisebenzabo.

Lokho kufanele kwenziwe isivumelwano nenzinzolwazi bonyana imsebenzabo iyokurhunyutjiswa njani ngokulandela imithetho nemithetjhwana.



IKHONSAYIMENTE

Lomtlolo ungiwo umsebenzi ovamileko ongenziwa phakathi kwabenzi bobukghwari kanye nabathengisi bamagalari. Lokho kutjho bona abenzi beminyanya akusibanikazi bobukghwari kodwana basebenza njengabaqatjheli.

Ubukghwa

ri bungathengiswa ngokusebenzisa ikhonsayimente nangabe bayavuma abanikazi bobukghwari ukuze bathuthukise imisebenzabo.

Ubunikazi bobukghwari bungebabo nalokho sele kubhadalwe.

Ikhonsayimente kufanelwe itlikitlwe ziinqhema zombili lapho kufaka khona :

- Isikhathi sekhonsayimente;
- Ikhomitjhini ozokufunyanwa magalari kanye nabenzi bobukghwari.
- Abenzi beminyanya babhadale abenzi bobukghwari;
- Ofanele abhadale iinthuthi nama-intjhorensi;
- Ofanele afake imisebenzi nokukhangisa;
- Umsebenzi uzokubuya njani nokuthengiswa kwawo;
- Ukubikwa kwakhona kwamakhonsayimente nezinto ezibuyileko.

Lokho kufanele kutlikitlwe phasi begodu kube nesivumelwano phakathi kweenqhema ezimbili.

4.8

IIMBUKISO KANYE NEMINYANYA

Kumsebenzabo ukuthatha amakomidi wokwenza amagalari kanye namalemuko wamarhwebo. Lokho kufanele kwenzeke ngokulingana nangendlela efaneleko. Indlela abayisebenzisako kufanele ibonakale begodu yenzeka kuhle. Kufanele kube nendlela lapho kuba khona isivumelwano esitlikitlwako phakathi kwabakghwari kanye nabenzi bomsebenzi othileko. Okunengi uzokuthola eNcenyeni 4.3 nofana 4.4 kuzokuya ngezehlakalo zakhona.

4.9 Abaqatjheli babathintanisi bobukghwari

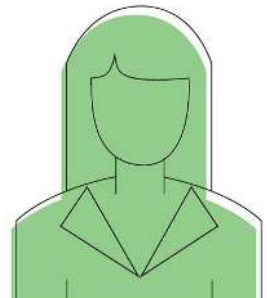
4.9.1 ABAJAMELI BOBUKGHWARI NOKUTHENGISWA

Nangabe kukhona ukusebenzisana phakathi kwabenzi bobukghwari nabathintanisi kufanele kwenzeke lokho ngesivumelwano begodu kwenzeke ngaso soke isikhathi. Kufanele kubekhona imithetho nemithethwana ekhona lapho kanti godu kuzokuya ngesivumelwano sakhona.

Isivumelwano kufanele sifake iimfanelo ekufanelwe zibhadalwe kanye neemphande zabo. Lokho kufanele kwenzeke ngamalanga amatjhumi amathathu. Abathintanisi bobukghwari kufanele babhadale abenzi bobukghwari. Kufanele bathole ikomitjhini kibo. Kufanele benze ikhonsayimente evela ebezini bobukghwari. Nangabe benza isivumelwano nabathintanisi kufanele benze lokho ngokuvumelana ngokutlikitla phasi.

4.9.2 UKUPHATHWA KWEPHROJEKTHI NOKWENZIWA KWAYO

Kufanele imali ibe khona ngaphambi kokobana kwenziwe umsebenzi. Lokho kufanele kwenziwe ngokutlolwa phasi.



4.10 UKUTHENGISA IMISEBENZI WABENZI BOBUKGHWARI

Isivumelwano sokuthengisa kufanele sitlolwe phasi babenzi bobukghwari kanye nabathengi ngalendlela:

- Isithombe somsebenzi wezandla, amametheriyeli kanye nama -editjhini.
- Lapho kufanele khona;
- Ubunikazi nokulawula i-IPR ;
- Ngisiphi isiqhema esizokubhadala amakhosti weenthuthi nama-intjhorensi;
- Imisebenzi uneenthombe nofana awa;
- Ukulethwa komsebenzi;
- Ilwazi loke lokuthintana njengeemphande kanye nabomaliledinini.
- Ukuhlonitjhwa kwemisebenzi yabenzi bobukghwari;
- Ukufakwa kwemithetho kanye nokutlhogonyelwa kwemisebenzi yabo;
- Ukubhadalwa kwabo nomsebenzi okufanele ugadangiswe;
- Ilungelo lokukhangisa imisebenzi wabenzi bobukghwari;
- Ilungelo lokwenza umsebenzi nokukhangisa umsebenzabo;
- Ukulungiswa komsebenzi kanye nokugcinwa kwawo.

Kufanele kube khona isitifikedi esivumako nesisemthethweni esivumela bona mbala umsebenzi owenzwa bakghwari ungewabo begodu usezingni eliphezulu. Boke kufanele kube khona isitifikedi abasibonisako nangabe abathengako bayasifuna.

Abanikazi bobukghwari kufanele bavunyelwe kiyo yoke indawo lapho kukhangiswa khona imisebenzabo. Nangabe kunomsebenzi ofanelwe ukhutjhwwe, kufanele bazise abanikazi ngaphandle kubhadalwe.

4.11 ABABUTHELELI BANGEQADI NEKOMITJHINI

4.11.1 IMISEBENZI WEKHOMITJHINI

Isivumelwano kufanele senzeke ngendlela nangekambiso yakhona ukwenzelela bona kukhona ubudlelwana phakathi kwabenzi bobukghwari kanye nabahleli bakhona ngokufaka okulandelako:

kufanele kube khona imidwebo efaneleko;

- Ukwahlukaniswa kwamakhosti;
- Ukuhlolwa kwakhona nokubhadalwa;
- Ukuphulwa nokuphela kwesivumelwano nemiphumela yakhona;
- Ofanele ukuba mnikazi womsebenzi;
- Umsebenzi kufanele ukhanjiswa njani;
- Ofanele ukufaka umsebenzi.

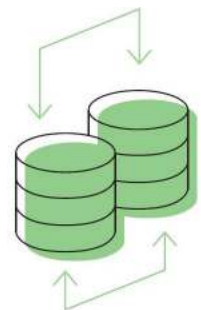
Ababutholeli kufanele baqale iimfuneko ezifana namalungelo wezemithetho, iimilo nokunye.

4.11.2 UKUTHENGWA KOMSEBENZI

Abathengi kufanele bahloniphe bebabhadele imisebenzi abezwene ngakho phakathi kwabathengi nanathengisi. Ngaphambi kokuthengisa abathengisi kufanele benze bebagadangise imisebenzi ngefanelo begodu banikele ngemningwanabo namakhathalogo.

Abathengi kufanele baqale imisebenzi ngaphambi kokuthenga ukwenzela bona akukho okonakeleko. Abathengi kufanele baqinisekiso ubujamo obuthengiweko begodu banikelwe ubujamo ngokutlolwa phasi ngezinto abazithengisako.

4.11.3 UKUFAKA INTENGO



Abathengi kufanele benze irhubhululo ngeentengo zomsebenzi wobukghwari. Abathengi kufanele bazi bona nabathenga, kukhona ikomitjhini abayibhadalako emaphesende amatjhumi nakune etjyinga kumagalari bese abenza ubukghwari bathole amaphesende amatjhumi asithandathu.

Abathengi nababutholeli kufanele bazi ngomthelela weentengo emsebenzini wobukghwari:

- Amagalari, amamuziyemi lapho kukhangiswa khona izinto zobukghwari;
- Imikhangiso yangamunye ;
- Ukukhangisa ngeenqhema;
- Abonongorwana, imitlomelo kanye neemali;
- Ukungena emphakathini, ngeqadi nemarhwebeni;
- Iinkhundla ezikhona, abenzi bobukghwari, amaphrofesa, abotitjhene abafundisa efundweni ephasi nephezulu;
- Ukuthengisa kunzinzolwazi

Okulandelako kufanele kwenziwe kanye neentengweni:

- Umsebenzi ubekwa iintengo ngaphezulu komsebenzi owenziweko;

- Ukwenziwa kweenthombe kubekwa intengo engaphezulu;
- Umsebenzi ofakwe iinthombe zamafreyimi;
- Ukwenziwa kwamavidiyo, iintongo zingadlulana kuzokuya ngobukhulu bazo.

4.12 AMASTUDUYO

4.12.1 IIMVUMELWANO EZITLOLWE PHASI

Nangabe amastudiyi aphethwe basebenzi, kufanele kuvunyelwane killokho. Isivumelwano kufanele sidlale indima elandelako:

- ukulungisa;
- ukuphatha nokulawula;
- iimali.

Kufanele bona kwenziwe ukutloliswa okusemthethweni.

Isivumelwano sesikhatjhana kufanele senziwe banikazi bomhlaba nofana bendawo neenhlango.

Kufanele kube nesivumelwano kilabo abaqatjhe amastuduyo.

Kufanele kube nesivumelwano ngokwaziswa ngeenyanga ezimbili.

Amastudiyi kufanele afake okulandelako:

- iimfuneko zemali phambili;
- ukubhadalwa kwemali eqatjhiweko;
- ukuphatha imali engakapheleli;
- isaziso esingaphasi.

Akukajayeleki bona kungaba neendleko ezikhona ze-inthorensi. Lokho kufanele kwenziwe ngokutlola phasi nangokuvumelana.

4.12.2 ZAMAPHILO NOKUVIKELEKA

Amastuduyo kufanele avikeleko begodu wo ke umuntu azi indlela yokuvikela nokubulunga lokha nakuneengozi ezithileko.

Amastuduyo kufanele aqinisekise ivikeleko begodu kube khona nomthetho otlolwe phasi ngamastuduyo. Kufanele kube khona imithetho elawulwa bomasipala njalonjalo. Amastuduyo kufanele ahlale ahlanzekile begodu kufanele alandele imithetho yakhona nemithetho yesikhwama semali ebhadalwa umuntu nakasengozini. Qala iNcenywe 5.1.2.

4.13 AMA-OKTJHINI



Abathengi nabathengisi kufanele bathintane nabanikazi bama-oktjhini ngaso soke isikhathi ukuze bakhambisane nomthetho webubulo lama-oktjhini. Kufanele kulandelwe umthetho wakhona nokuhlola bona kwenzakalani. Lokho kufanele kungene kumakhathalogo nokutjengisa iimali ezimakonyana

eyenziwa ma-oktjhini. Intengo ayiboniswa kiloyo ofuna ukuthenga.

Kumsebenzi wama-oktjhini ukuqiniseaise imali ngefanelo.



5. IINHLANGANO, AMARHWEBO NABENZI BEMISEBENZI

Lencenye ikhuluma ngomnqopho osezingeni eliphezulu labenzi bobukghwari. Lokho kumsebenzi waqobe malanga wokwenza amaphrojekthi kanye nemikhangiso, Incenye yokuthoma kukwenza bona kube nekambiso ehle yokusebenzisana ngamamarhwebo, nokulawula kuhle komBuso kaRhulumennde ukuze kube khona ukuthuthuka kwezamaphilo nevikeleko.

Incenye yesibili iphathelene neemali, yenziwe ngezanga langaphetjheya ngokutjheja khulu okumumethwe yiSewula Afrika. Iimali ziba mtlolo wokubawa iimali, amakhomitjhini nokubeka iintengo emsebenzini owenziwako.

5.1 AMARHWEBO, NAMARHWEBO ANGENZI IZUZO

5.1.1. ITJHUGULUKO

Iminyanya kufanele babeke bebajamise imithetho elinganako yokwenza itjhuguluko. Boke abaqatjhi kufanele bawusebenzise loyo mthetho ngaphasi komThetho wezokuLingana wabaSebenzi. Lomthetho kufanele utjhejwe basebenzi boke nalabo beenqhema begodu kufanele bona bawalungise ngaso soke isikhathi.

UmThetho wezokuLingana kulihlelo lomthetho womqatjhi wokobana awusebenzise njengehlelo labo. Kungamtlolo ohlukeneko wehlelo elihlelekileko. UmThetho wezokuLingana wabaSebenzi, nehlelo lomThetho wokuLingana kufanele kukhambisane nomThetho wokuLingana wabaSebenzi we-13. Beminyanya kufanele bawusebenzise lomthetho ukuzitjhugulula bona. Lokho kuzobasiza bona bangabandlululwa ezintweni ezinengi.

5.1.2. ZAMAPHILO NOKUVIKELEKA

IMITHETHO

Boke abenza iminyanya kufanele babe nemithetho wamaphilo nevikeleko. Kufanele kwenzeka ebasebenzini, abavakatjhi, ababukeli, abenzi mamastuduyo nalabo abakhethekileko abenza iminyanya nabafaka amatende nemitjhini. Umthetho kufanele uhlolwe basebenzi neenqhema zabo.

Imisebenzi yabasebenzi

UmThetho wamaPhilo neVikeleko we-1993, ufuna bona umqatjhi alethe bekagcine indawakhe ivikelekile ingabi nobungozi ebasebenzini. Umqatjhi kufanele enze indawo yokusebenzela ibe yihle begodu ingumumathi amabhenzina, iindakamizwa ezingenza bonyana abasebenzi balimale. Abaphathi bamastuduyo kufanele bazihlobanise nomthetho oseNcenyeni 4.12.2.

Boke abenza imisebenzi neminyanya kufanele bazibandakanye nomThetho wamaPhilo neVikeleko we-1993, ukuqinisekisa bona koke kuyalandelwa. Okukhethekileko kufanele kubhadalwe nabasebenzileko, ukupaka, nokwenza imisebenzi yezandla nokutjhisela iinsimbi njalonzalo.

Isibonelo:

- izinto zokuzivikela njangeengqocoko zamahelmedi, amaglhavu nozukupikela amehlo.

- Ukunikela ngelwazi, imiyalo, ukubandula nokutjheja okwenzakalako okungaba yingozi.;
- Ukukhetha nokubandula zokuvikeleka namaphilo kiyo yoke imikhakha.

Umthetho woke ungafunyanwa ku- link: labour.gov.za

UmThetho wokuBhadalwa kwabasebenzi abalimeleko nabagulako

Lomthetho we-1993 unikela ngokubhadalwa kwabasebenzi nangabe kunabangaphasi kwakhe nasele umuntu abhubhile nofana alimele.

Abasebenzi uyabangenisa kufaka hlangana nomuntu osesivumelwaneni somsebenzi, ukunikela ngesibonelelo sefundo nanyana lomthetho otlowe phasi nofana ungakatlolwa.

I-COIDA wenza lomthetho:

- Isisebenzi angekha sathi umqatjhi ubenganandaba.
- Abasebenzi bathola isizo begodu akukafaneli bona sibone umqatjhi umlando. Lokho kubhadalwa nangabe isisebenzi sisebenza nofana sisemsebenzini.
- Akukafaneli bona kutjhingwe emakhotho. Isizo libhadalwa kwaKomitjhinara;
- Umthetho wenza ukubhadalwa kungezeke nangabe umqatjhi ubelidlabha.

Nangabe ingozi yenzeke kungaziphathi kuhle komsebenzi, ayikho imali ebhadalwako lapho. Kungabhadalwa nangabe kukhona ukufa nofana ukukhubazeka. Nangabe isisebenzi gade sinabantu abatlhogonyelwako kuyavela njengomthetho ohathululako njengotjwala kanye neendakamizwa.

Umqatjhi nakanabasebenzi abadlulako kwababili kufanele abatlolise esiKhwameni seemMali eBhadalwako begodu kufanele babhadale imali yonyaka. Lokho kwenza bona bavikeleke nangabe isisebenzi silimele emsebenzini. Umthetho wabasebenzi wenza bona umqatjhi abhadale zoke iindingo namakhosti nangabe loyo muntu akakatloliswa ngaphasi komthetho loyo.

Umqatjhi kufanele abike ingozi kwaKomitjhinara ngamalanga alikhomba. Nangabe uhluleka ukukwenza lokho uyokuhlululwa imali ekulu ezokudlula leyo ebekufanele ayibhadale. Ukubhadalwa kuzokuphelelwa sikhathi nangabe abenzi iinyanga ezilitjumi nakubili bangakatholi umbiko kadorhodere olawulwa ngilomthetho.

Boke abaqatjhi nabasebenzi kufanele bazikhuthaze ngelwazi lomThetho wabaSebenzi abalimeleko nabanamaLwelwe we-1993, namalungelo angaphasi komthetho loyo. Lomthetho we- COIDA uyafumaneka ku- link: labour.gov.za

5. 1. 3. IMISEBENZI NOKUFUNDISWA

Ilwazi elizeleko ngemisebenzi nokufundiswa ngobukghwari obubonwako eSewula Afrika, qala i- VANSAs internship toolkit yakwa- vansa.co.za

IMITHETHO

Kufanele kube nemithetho abayenzako beminyanya ngokunikela ngemisebenzi nokufundisa. Kufanele iveze koke okuphathelene nabasebenzi begodu loyo mthetho uhlolwe ngaso soke isikhathi. Kufanele ube khona ukuze bawuqalisise abasebenzako nabafundako.

AMATHEMU

Kufanele umumathe :

- ukunikela igugu lelemuko lokufunda, ukufundisa umuntu ngamunye ukukhulisa ikghono

abazikhethela lona;

- Ukuqinisekisa ukuthuthukiswa kobudlelwana bangaphakathi, ukwenzela bona abafundi benze umsebenzi njengokukhulumisana , ukuthintantana namakghono wesikhathi neweprojekthi.
- Ukwenza amathuba wokuzazisa nokubhadalwa kuhle emsebenzini.

Omunye nomuntu kufanele anikelwe isivumelwano sencwadi sokuzwisana ehlathulula ngendima nomsebenzi ekufanele bawenze. Lokho kufanele kwenzeka mihla namalanga ngemisebenzi ekufanele bawenze. Kufanele ubase ezingeni lokuthola ilemuko. Kufanele kube sifundo esiphakathi kweenyanga eziyisithandathu ukutjhunga eenyanga ezilitjumi nakubili.

Abanikela ngemisebenzi kufanele bathole abasebenzi ngokuya ngamakghonwabo neziqo zabo. Lokho kufanele kwenzeka kubonakale nangokulingana.

Kufanele kube nomtlole osivumelwano otloleke phasi lapho utjengisa ama-awara, isikhathi, ubudlelwano nokunye ongavunyelwana ngakho. Koke kufanele kuhlwelwe kusese nesikhathi. Lokho kufanele kufake zamaphilo nevikeleko ngaphakathi.

Iinhlangotho kufanele ziqinisekise indlela efanele abangayisebenzisa nokubuyezwa komsebenzabo. Kufanele balethe umbiko mihla namalanga.

UKUBHADALWA

Kufanele babhadalwe. Nakwenziwa iminyanya kufanele babhadalwe amakhosti namakhambo wabo. Lokho kuzokwenza bona boke abantu babe nesendlalelo sokungena erhelweni lokusebenza nokufunda.

E- Europe ne- America, kujayelekile bona bangabhadalwa ekorweni yobukghwari. Okurarako kuyenzeka begodu eenarheni ezinengi bathula imithetho evikela abasebenzi abatjha abanekghono bonyana bangadlelezela.

Indaba ekulu yokungabhadalwa iphasi loke kukunyaza abasebenzi abanekghono lobukghwari kileyo koro. Nofana kilawo mabubulo.

Ama-Intheni kufanele akhathalelwe mithetho yabasebenzi eSewula Afrika. Kufanelwe babhadalwe ngemisebenzabo. Imisebenzabo kufanele ikhambisane nomThetho wobuJamo wabaSebenzi.

5. 1. 4. AMARHWEBO

Woke amarhwebo enza izuzo kufanele atlolise ngaphasi komthetho weenKampani oPhathelene nePahla –i-CIPC, ukwenzela bona zisebenze ngokomthetho nokulandela imithetho yeenKampani . Loyo mthetho ungafumaneka ku- link: cipc.co.za

Kufanele benze imitlamo yamarhwebabo nokwenza amarhwebo wabo asebenze nokwenza qobe ngonyaka. Kufanele bafumane imvumo yokuthengisa kibomasipala babo.

Abafuna ukuthoma amarhwebo bangathinta abasebenzisani bombuso ukuze babanikele amakghono kanye neeyeliso ngeemali:

AbaJameli Abathuthukisa amaRhwebo amaNcani (SEDA) - seda.org.za

AbaJameli Abathuthukisa iLutjha beLizwe Loke (NYDA) - nyda.gov.za

Amahlelo kaRhulumente Anikela Ngemali - investmentincentives.co.za

5. 1. 5. IINHLANGANO EZINGENZI IZUZO

5. 1. 5. 1. UKUBUSWA NOKUPHATHWA KWEENHLANGANO

Ukuphathwa kuhle kanye nokubusa kuyinto eqakathekileko ukwenza woke umsebenzi ngendlela efaneleko. Eminye iminyanya kufanele itloliswe ngaphasi komNyango wezokuHlalisana nokuThuthukiswa.

Kufanele lokho kuzuze isitjhaba nomphakathi kanti godu kufanele bakhambisane nomthetho weentela okuyi-tekisi yeSewula Afrika nePhiko lokuncetjhezisela ngokuhlululwa komthelo.

Ilwazi elingeneleleko ungalifumana ku-: dsd.gov.za; sars.gov.za

Iminyanya etloliswe ngokungenzi imali eyaziwa ngeNcenywe- 21), kufanele ikhambisane nomthetho Kampani. Ilwazi elingeneleleko, vakatjhela i-: cipc.co.za

Amabhodo

Iminyanya kufanelele iqinisekise ukukhetha amabhodo ngomnqopho wokuziphendulela nokutjheja nokuhlola ngokukhambisana nomthetho karhulumente nabanikeli ngeemali Lokho kufanele kwenziwe ngokutlolwa phasi.

Ukuveza tjhatjhalazi nokuziphendulela, amalunga webhodi kufanele afumane okulandelako:

- Ihlelo elikhanyako lomsebenzi neentjengiso zomsebenzi okufanele wenziwe yi-ofisi. ;
- Imigomo nemithetho sisekelo yeenhlangano;
- Imibiko yonyaka, zeemali nezama-oditha;
- Irhelo lamalunga wamabhodo,abasebenzi nabazinikeleko;
- Isivumelwano nokubuyekezwa;
- Isivumelwano nokunikelwa ngeemali;
- Isivumelwano sokuqatjha ;
- Iimfanelo zehlangano ezikhambisana nomthetho nokubikwa kweemali.

Iminyanya kufanele izibandakanye nomThetho wobuJamo wabaSebenzi we-2002, nomthetho wabaSebenziwe- 1995, ukuqisekisa bona koke kuyalandelwa.

5. 1. 5. 2. NDAWONYE NANGOKUBAMBISANA

Kufanele kubambiswane ndawonye begodu kwenziwe ngokuvumelana ngokutlolwa phasi. Isivumelwavo kufanele senziwe ngalendlela:

- Iinqunto ezenziwako;
- Ukulungisa imiraro;
- Amathemu wobunikazi;
- Amathemu wokungenisa imali nokuthengisa;

Okunye ungakufumana kilomtlo.

5.2 IIMALI

5. 2. 1. UKUBALA IIMALI

Imihlobo yeemali:

A: Imihlobo yeemali

Imali yabakghwari
Imali yobukghwari bomphakathi
Imali yabagwali abazijameleko
Imali yabesikhatjhana
Iindleko zamakhambo nokudla

B: Ezinye iimali

Iimali zobunikazi
Imirholo yabenzi bomsebenzi bobukghwari
Imali zokufundisa
Iimali zokukhangisa

Isigaba A: Iimali

Lokha nabenza iimbawo zamakhotjhetjhini kufanele zibeke ibhajedi lapho bafaka khona amakhosti wemetheriyeli neethuthi nokunye.

Kufanele bafake iimali zokwenza:

- Abasebenzi ngokwama-awara;
- Isithombe esinqophileko namarhubhululo;
- Amakghono nelemuko;
- Amanzi, igezi, irente amadatha nommoya;
- Ukukhanjiswa ngokweenthuthi;
- Ukuphathwa kwamaphrojekthi;
- ukufakwa.

Nakufanele kwenziwe amakhosti kufanele kuthathelwe ehloko lokhu okulandelako:

1. IBHAJEDI

Kufanele benze ibhajedi ezokwenza bona kusekele ngeemali nokuthi boke bakwazi ukufumana indlela yokwenza iminyanya.

2. Ikhariya nelemuko labenzi bomsebenzi

Okulandelako kufanele bakuthathele ehloko:

- Ilemuko lamatjhewu wakayedwana;
- Ubujamo bamagalari obuboniswako;
- Inomboro yabahlali;
- Inomboro yababuthelako;
- Imitlomelo.

3. Imikhangiso

- i. Amatjhewu kayedwana: amakhosti angabaphezulu ngombana iindingo zabo zingabaphezulu.
- ii. Amatjhewu weenqhema: amakhosti angaphasi kancanyana kunaloyo owenza yedwa..
- iii. Amatjhewu wamalunga adlula kwabalitjhumu: amakhosti angekhe abe manengi khulu.
- iv. Indawo yokukhangisa ngabanengi: amakhosti angabiza ngendawo.

Iimali zabenzi bobukghwari

Okufanele ukwenze nongakulindela

Iimali zabenzi bobukghwari kumikhangiso engathengiswako. ESewula Afrika kumimikghwa engamukeleki. Lokho kwenziwa kutlhayela kwamamuziyemu namagalari njalo njalo.

- Abenzi beminyanya kufanele benze imikhangiso yokuthuthukisa ubukghwari;
- Abenzi bomsebenzi nabafuna ukufaka imetheriyeli kufanele babhadale amakhosti;
- Nabafuna ezinye izinto ezisisekelo njengeentifikedi zobu-enjineyere kuzoba namakhosti amanye.
- Nabafuna iinthuthi amakhosti azokufunakala;

Iimali zobukghwari bomphakathi

Kufanele kuthathelwe ehloko begodu amakhosti kufanele akhambе ngalendlela,

- Ikghono lomtjhini (isibonelo umsebenzi wama-injiniyere nabadwebako);
- Amakhosti wokufaka (isibonelo amakhreni nemitjhini ebudisi);
- Iinthuthi zokufaka eendaweni.

limali zabagwali abazijameleko

Okufanele ukwenze nongakulindela

Abagwali abasetjenziswa koke ngitjho nakumaprhojekthi ebukghwarini ababenzako eSewula Afrika.

Kufanele bafake lokhu:

- Ubujamo bomnyanya (isibonelo amahlelo amade naitjhani kanye namakhambo);
- Ukuphathwa kweminyanya nokugwala;
- Ukuzenzela nokubambisana neenhlango;
- Ukufakwa kweminyanya;
- Ukwenza nokwakha amakhathalogo wabagwali nokwenza bona agadangiswe.;
- Isitatimende samaprojekthi;
- Ukwenziwa kwesithombe nokurhubhulula.

Nakwenziwa amakhambo wokukhangisa, abagwali kufanele bafumane imali ngamaphesente:

- Ibhadalwe nakuqedwe umsebenzi sekunokobana kwenziwe umsebenzi omutjha;
- Imali le ayifaki amakhambo nemikhangiso;
- Imali le ayifaki ukwenziwa kweendawo zamakhambo nokunye.

Isigaba B: Ezinye zeemali

limali zesikhatjhana

limali zabasebenzi besikhatjhana

Bangasebenzisa ukubhadalwa kwesikhatjhana nangama-awara.

limali zobukghwari bemidiya

Benza isithombe, umkhiqizo ubukghwari obubonwako nama-grafigi kanye neenthombe ezithathwa babiki beendaba.

Abathathi-nthombe

- Abathathinthombe bazokutjengisa amagalari ukubala imali;
- Bayafunakala ngaso soke isikhathi nakukhangiswako;
- Amakhosti wemitjhini namalerhe;
- Bazokufuna ukugadangisa nokugadangisa amaphepha;
- Bazokufuna ukubhadalwa ngamalalo neenthuthi.

Ukutlola noku-editha nokufundisisa iimphoso

- Abatloli babhadalwe ngegama linye;
- Ukulungiswa kweemphosi kufanele bakubhadale ngegama linye tere.

limali zobunikazi

Lokho kufaka:

- Abangenako nabangangeniko;
- Inani labenzi ;
- Isikhathi esibekiweko;
- Ukukhanjiswa kwemikhiqizo;
- Ukusetjenziswa kanye nomqopho;
- Ukubhadalwa kweemali ngokuya kwamakhasi);
- Qala i- IPR/nencenye yobunikazi encenye -7.

Imirholo yobukghwari

Kufanele kube khona ubudlelwano ekwenzeni iminyanya. Kufanele bona umuntu osebenza lapho iinyanga ezintathu kufanele bona athathwe njengomsebenzi. :

- Abanqophisi;
- Abaphathi abakhulu;
- Abasebenzi abenza imisebenzi;
- Ababandulako nabasebenza ngokwesikhatjhana.

Abafundisako

Abafundisako kufanele benze amatjhabhu kanye ngokufaka amakhosti alandelako:

- Ukulungiselela amatjhabhu;
- Ukuthuthukiswa kwekharikhyulamu;
- Isikhathi esibekiweko;
- Ama-awara ngetlasini;
- Imetheriyeli eyenziweko.

limali zokukhangisa

limali zokukhangisa kufanele zifake okulandelako:

- Isithuthu esitjhinga kilyo ndawo;
- Ama-awara abawasebenzisileko;
- Isikhathi sokuzilungiselela.

5. 2. 2. UMTHELO

Umthelo womuntu loyo

Kufanele ibhadelwe emNyangweni womThelo weSewula Afrika (SARS), ngokubuthelela imali zombuso.

Abenzi bomsebenzi nabasebenza ngamunye:

Kufanele kubhadalwe umthelo nangabe izuzo yakho yonyaka ingaphezi kwe- R75 000 ngo- 2017 godu nanyana uneminyaka engu-65. Yoke ingeniso mali kufanele ibonakale ngitjho nemisebenzana emincanyana.

Umthelo wabasebenzi nekhutjhweko

Abaqatjhi kufanele ngokomthetho babhadale i- PAYE ne- UIF eemalini zabasebenzi woke malanga. Amanani lawo ayabonakala emaphephenabo womrholo.

Abaqatjhi banikelwa amalanga alikhoba ukubhadala i- PAYE kwa-SARS. Nakuphela unyaka kufanele bona umqatjhi anikele ngeforomo le i-IRP5.

Boke abasebenzi bomsebenzi kufanele bathole isitifikedi seltleriyensi yakwa-SARS.

Ihlangano zomphakathi

Abenzi beminyanya kufanele benze isibawo kwa- SARS ukwenzelela bona kuzuze umphakathi.

Ihlangano eyenza imali edlula ku- R1 million ngesikhathi somyaka kufanele sibhadale umthelo wepahla ,eempahleni nemkhiqizweni ethengiswako kwa- SARS.

Umthelo wabaGwali

Abenzi bobukghwari nabo kuzokufuneka bona batlolise nomthelo we-- VAT nangabe ingeniso yabo idlula esigidini sinye-1 ngeenyanga ezimbili. Bangatlolisa umthelo oyi-- VAT nangabe bathengisa imali eyi --R50 000 ngonyaka..

Intela yabenzi minyanya baphetjheya kanye neethuthi

Imali efanekisa nakuthengiswa izintonza ngaphetjheya kufanele bona ibonakale kuteksi..

Labo abafakelwa iteksi eSewula Afrika kufanele baqabange ngomthelo we-VAT nangendlela

yokuthengiswa kobukghwari nokukhangiswa.



6 UKUTHUTHUKISWA, UKUTHENGISWA KWEMIDIYA YOBUKGHWARI

Lencenye ihlukaniswe iincenye ezimbili. Yokuthoma ngeyokuthuthukiswa nokuthengiswa kobukghwari obubonwako. Umhlahlandlela utjengisa ubudlelwana nesivumelwavo esenzeka nasele kwenziwa umsebenzi. Incenye yesibili inikela isingeniso sokwenza ngcono ngobukghwari bemidiya nokutlola kanye nokubika ngobukghwari obubonwako.

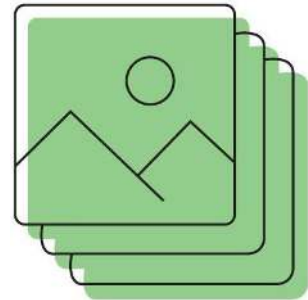
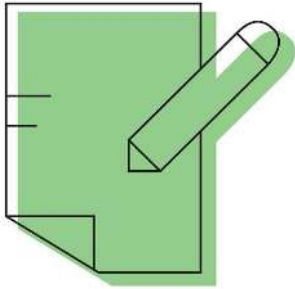
6.1 IINDAWO ZOKUTHUTHUKISWA

6.1.1 IINDAWO EZIJAYELEKILEKO NEZITHUTHUKISAKO

Abenzi beminyanyana baba nomthetho wokwenza imisebenzi kanye nokuthuthukisa ngokwezinzoziso nokwenza amaposikarada kanye ne-facebook. Ngaphambi kokwenza koke kufanele bavumelane ngemisebenzi nendlela ezokwenziwa nengahle ithathe iindleko kanye namakhosti.

Isiqunto leso kufanele senziwe ngokutlola phasi bona ngiziphi iinthombe eziyokusetjenziswa. Abenzi bomsebenzi kufanele bangathathi iinthombe ezingahle zilimaze omunye umuntu. Lokho kufanele kuzwane begodu kutlolwe phasi.

Abasebenzi ngobukghwari nabo kufanele banikelwe ithuba lokuthatha isiqunto ngeenthombe zabo. Kufanele babhadale nalabo abakhangisako kanye nalabo abatlolako. Kanengi babhadalwa ngegama linye. Koke lokho kufanele kwenziwe ngokutlolwa phasi. Abanye babhadalwe ngama-awara abawasebenzileko nofana ngesikhathi abasisebenzisileko nabakhuluma nabo.



6.1.2 AMAGALARI NOKUTHUTHUKISWA

Kufanele kufake okulandelako:

- Ukwenza nokukhanjiswa kweememo,
- Ukwamukela abangenako
- Ukuthuthukiswa nokukhangisa;
- Ukugcina i-CV
- Ukugcina imisebenzi yeemetheryeli yobukghwari;
- Ukugcina umlando .

6.2 IMIDIYA YOBUKGHWARI

6.2.1 IMIDIYA

Izinzi-lwzazi kanye nobukghwari bemidiya okufaka hlangana ama-editha kufuze balandele umthetho wokuziphatha obizwa ngemiKghwa yokuziPhatha weSewula Afrika owasungulwa nowaphasiswa yiKhansela ye-Press eSewula Afrika. Kungafunyanwa ku- link: presscouncil.org.za

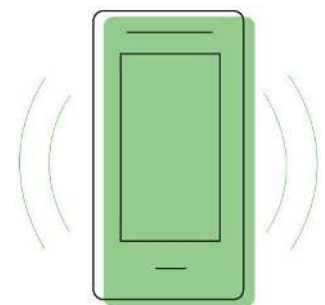
Umthetho wokuziphatha uyabuyezekwa qobe mnyaka ukwenzelela abagadangisi nabenzi bobukghwari bawazi.

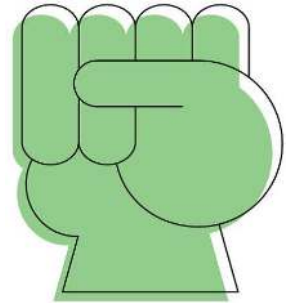
Kufanele abatloli babhadalwe nanyana yini abakwenzako. Bangabhadalwa ngegama linye. Koke lokho kungenziwa ngokutlolwa phasi. Abanye bangabhadalwa ngama-awara nangesikhathi abasibekileko nangerhubhululo abalenzileko.

Umtlolo owenziweko wobukghwari obubonwako obuvezwa kumidiya kufanele kuzuze umnikazi obukghwari yena ngokwakhe.

6.2.2 IMIDIYA YOKUHLALISANA

Yoke imisebenzi yobukghwari eyenziweko njengeenthombe, imincamo, nokhunye okusetjenziswe kumidiya yokuhlalisana kufanele ibe ngeyomnikazi begodu kufanele ilandele umthetho wobunikazi, qala encenyeni 7. Akukafaneli ubukghwari bakho busetjenziswe ngaphandle kweemvumo kunanyana ngubani ukuze ayigadangise. Izindlu zemidiya azinalungelo zokugadangisa nofana ukuveza imisebensebenzi leyo kabutjha ngaphandle kwemvumo.

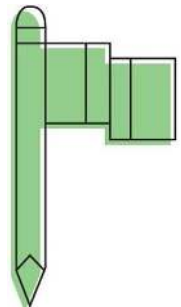




7. AMALUNGELO WABENZI BOBUKGHWARI (ABATLOLI)

Lencenye ingenelela ngamalungelo wabenzi bobukghwari kanye nabenzi bezandla. Okhunye kusemtlolweni nemthethweni ofana nomThethosisekelo namaLungelo woBuntu nomThethomlingwa weSewula Afrika. Encenyeni 7.1 ne- 7.2, umutjho okhethekileko usetjenzisiwe: abanzi bobukghwari (umtlole). Lokho kungaphakathi kwesiMilo nobuNikazi bePahla okusemthethweni, ithemu esetjenzisiweko ngelomtlole. Sesebenzisa amathemu womabili ukwenza umtlole osemthethweni nokufundwa lula kwalomtlole. Okuqakathekileko kulencenye, Amalungelo wokuthengiswa kobuKghwari abukenziwa bonyana bube semthethweni okwanje ngesikhathi nakukhutjwa lencwadi kodwana sekusemandleni wePalamende ukukwenza lokho. Ngezinye zezinto ezizokufunwa bonyana sizizazise esikhathini esizako. Kufakiwe lapho ukwenzelela bona kwaziwe ukuze abenzi bobukghwari bazi bonyana ukuthengiswa kwemisebenzabo kuhlabela phambili bonyana kube mthetho.

7.1 AMALUNGELO NESIMILO



Amalungelo nesimilo asiza bona abatlole bavikeleke ekuhlanganiseni imisebenzabo. Nangabe umenzi wobukghwari basebenzise umsebenzakhe ngendlela engakafaneli, unelungelo lokobana asuse ibizo lakhe kanti godu abophise loyo owenze umsebenzakhe ngongakafaneli.

Nangabe kukhona imadlana kilabo abenza iminyanya, kufanele batjele abenzi bakhona bona bazibandakanye kanti godu batjho nobujamo berhwebo lelo.

7.2 UBUNIKAZI

Ubunikazi eSewula Afrika budluliselwe ukulawula ngaphasi komThetho bunikazi, we-1978.

7.2.1 OKUFANELE KWENZIWE NGOBUNIKAZI

Ubunikazi buyasebenza akufuneki bona utloliswe. Ubunikazi kuyipahla ethengiswako nengasetjenziswa ngabanye. Ubunikazi buvimba ukusetjenziswa ngokungakafaneli njengokukopa nokwenzwa umsebenzi womunye umuntu ngokungakafaneleki.

Lokho kungadaleka bona kube khona ukuzondana bekusiwe ngitjho nekhotho nangabe omunye wenze into yomunye umuntu ngongemthetho.

Kulicala ukuthengisa umsebenzi womuntu okungasiwo wakho kwezinye iinarha.

Ubunikazi bomuntu owenze loyo msebenzi ungadluliselwa nangabe kunomtlolelo we-asayimente. Lokho kungenzeka ngokutlolwa phasi begodu kube khona imitlolelo etjhoko esebujameni bakhona. Umuntu nakaphethe imvumo yokusebenzisa loyo msebenzi unelungelo ngesivumelwano esilandelako:

- Isivumelwano asitoleke phasi ziinqhema ezimbili.
- Isithombe esizokusebenza;
- Siyokwenzeka njani;
- Bangaki aboyokwenzeka ngobutjha;
- Indawo lapho uyokukhanjiswa khona;
- Uyokuthola malini;
- Imvumo iyokuphela nini.

Ngaphasi komthetho weSewula Afrika, ubunikazi buzokuhlala iminyaka ematjumi amahlanu emuva kwaloyo sele abhubha. Emuva kwalokho kuzokuphela isikhathi bese kuwela ngaphasi kwento yomphakathi engasebenziko. Omunye nomunye angakusebenzisa lokho.

Nangabe ukhona okhethiweko bona agwale umsenbenzi kuba khona isivumelwano kilokho. Umnikazi wokuthoma ngiwo-ke umsebenzakhe loyo. Koke lokho kuzokwenziwa ngesivumelwano. Umsebenzi nawuthengisiweko, umsebenzi wakhona kubamnikazi wakhona.

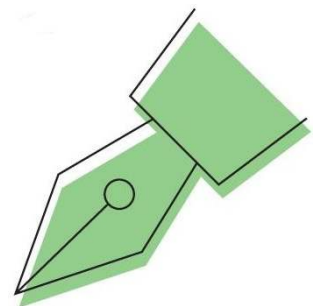
7.2.2 UMTHETHO WOBUNIKAZI BOBUKGHWARO OBUBONWAKO

Ilwazi manqophana nokulandelako, tjhinga eencenyeni yakhona:

- Anaphaliswana nemiTlomelo: 3.7.
- Amagalari wobukghwari: 4.
- Ukuthengiswa ngezinzolwazi namagalari: 4.6

7.2.3 UKWENZA NGCONO

Incenye ye- 12 ne- 15 womThetho wobuNikazi ubeka ukwenza ngcono. Lokho kungaba mnqopho wokugqceka, ukubikwa kweendaba, ukufundisa nokurhubhulula.



7.3 ILUNGelo LOKUTHENGISWA

7.3.1 KUYINI ?

Lilungelo lokulandela, kumthetho ophathekako ongaphasi kobunikazi bomenzi lapho kufanele umenzi wobukghwari afumane iphesende ngomsebenzakhe othengiweko.

Ingeniso lemali lenzeka kilabo abenza zomvumo, abatloli njalonjalo. Nabenzi bobukghwari obubonwako kufanele bazuze nabo. Lokho kwenzelwe bona kube khona ukulingana kibo boke abenzi bobukghwari.

7.3.2 UKUTHENGISWA NGOBUTJHA KWAMALUNGELO ESEWULA AFRIKA

UmThetho wobuNikazi baka, 1978, uyalungiswa. Kulapho kulethwa umthetho wokuthengisa kabutjha kweziinto zobukghwari njengomthetho weSewula Afrika. Okwanje awukho umthetho olawula ukuthengiswa kabutjha imisebenzi wezandla nezobukghwari eendlini zama-oktjhini, amagalari nabanye abenza ababaqatjheli bobukghwari. umNyango wamaBubulo nokuthengisa kumsebenzabo ukwenza loyo mthetho. Bamajadu ukwenza loyo msebenzi. Kwenzeka ngitjho nekorweni yezokuvuma. Umthethomlingwa loyo uzokuphela ngemva kweminyaka ematjhumi amahlanu nasele loyomvumi abhubha.

umThethomlingwa ubekelwe bona waziswe ikhabinedi ngenyanga kaMrhayili 2016 ngemva kokobana usiwe ePalamende. Umthetho loyo kufanele usiwe emphakathini ukobana babeke wabo umbono. Kodwana umthetho loyo awukabi ukwenzeka ePalamende ngesikhathi nakugadangiswa incwadi le ngoRhoboyi.

7.4 UKUKHULULMA NGETJHAPHULUKA

7.4.1 Ivikeleko

UmThetho weSewula Afrika kumthetho omkhulu khulu kaRhulumende begodu kufanele usebenze. Nangabe kunezinto ezingakhambisani nomthetho lokho kuzobe kungasebenzi. Incenye yomthetho ku-16(1) womthetho sisekelo kuba lilungelo lokuzikhulumela nokuzazisa lapho kufaka khona i:

- Itjhaphuluko leendaba nemidiya;
- Ukufumana ilwazi nelemuko;
- Itjhaphuluko labenzi bobukghwari;
- Itjhaphuluko kwezefundo nemarhubhululweni.

Amalungelolo kufanele asetjenziswe kuhle kungabi khona ukulimaza elinye isiko labantu. Incenye ye-16(2) yomThetho siSekelo yeSewula Afrika ibeka bona akukafaneli kugandelelwe elinye ilungelo ngalendlela:

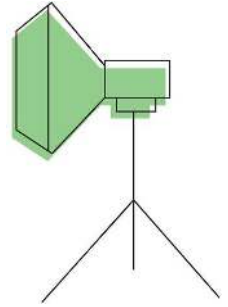
- Ukusebenzisa ipi;
- Ukubanga imiguruguru;
- Ukuzondana ngokombala, ngobutjhaba, ubulili, ikolo nokunye okungenza bona kube khona ukulimazeka komunye umuntu.
- Amalungelo womtloli

7.4.2 AMASIKO NOKUPHATHWA KWAWO

Kufanele bazi bona eSewula Afika silawulwa masiko amanengi nahlukeneko angasenza bona sibe nokwahlukana ngawo. Ukuhlonipha kuqakathekile kiloyo naloyo umhlobo. Kufanele bazi ngomlando esibuya kiwo wamakoloni kanye nomlando wethu wendabuko. Kuqakathekile bona asebenze ngobukghwari baqabangela ukuhlanganisa woke amasiko akhona ekhethwapha.

7.4.3 UKWENZA NGEFANELO

Amagalari neenhlango zizamise umhlahlandlela wokwenza bona kwenzeke ngefanelo nakukhangiswako ukwenzela bona kungabi khona izinto eziphukako kanye nokugcina isithunzi.



1. AMAREFERENSI NESEKELO

Lephrojekthi ithuthukiswe beyenziwa ngokumumethweko yiHlangano yokuziPhatha ye-I Australian Visual Arts, Craft and Design Sector, beyenziwa beyahlelwa beyagadangiswa ngebeHlangano yeLizwe Loke yobuKhgwar obuBonwako (NAVA) kanyew Nabenzi be- Saskatchewan Visual Art and Craft Sector eyenziwa ngebakwa- Canadian Artists Representation (CARFAC)

- Australia (NAVA IHlangano yokuziPhatha)
- Australia (ACGA Code of Practice for Commercial Galleries)
- Canada (CARFAC Saskatchewan Code of Practice)
- Canada (Best Practice Code for Curators – Lasalle River Accord)
- Ireland (Visual Artists Ireland Best Practice Guide)
- Art Right South Africa 'Copyright – What it means for Visual Artists' by Andre Myburgh, found on Baruffa Art Consulting website baruffa.co.za
- VANSA Internship Toolkit

2. UKUTHOKOZA

VANSA ithanda ukuthokoza umNyango wobuKghwari namaSiko ngokwenza lomsebenzi bonyana wenzeke. Ukuthokoza kutjinga kebakwa-Africalia ngokusekela ngeemali emhlanganweni ngeJohannesburg, Durban ne- Cape Town. Sithole ukuboniswa okuhle ku- Norton Rose Fulbright, Joseph Gaylard, Clive Kellner, Toby Orford, Mary Corrigan, Gwen Ansell, Gerhard Hagg, John Fleetwood no-Gillian Anstey. VANSA iyathokoza ngemifakela esezingeni eliphezulu.

VANSA ithanda ukugandelela ukuthokoza okukhulu ebantwini abanengi abazibandakanyileko ngekambiso yokuthintana komTlolo oseZingeni eliPhezulu wobuKghwari oBubonwako eSewula Afrika.

3. UKUFUNDA KABANZI

Ekhasini uzokufumana irherho leensetjenziswa ukungeza izinto ezisezingeni eliphezulu ongazihlanganisa nemigomo kilomtlo ngokweendingo zakho:

ARTERIAL NETWORK TOOLKITS

Arterial Network yihlangano yomphakathi yabakghwari, abomasiko, abomarhwebo, amarhwebo, NGO,S, iminyango karhulumente neyangeqadi, abanikeli ngeemali be-Afrika nemikhakha yamasiko. Arterial Network yakhiwe ngeemfanelo banikazi bobukghwari abasebenza e-Afrika ngeeyeleliso, ngabomthetho bobukghwari, abafunyaneni beemali nebaphasi loke. Umtlo lo ungafunyaneka ku-link.

arterialnetwork.org/resources/our_publications

ARTRIGHT

The ARTRIGHT yiphrojekthi enikela umphakathi ubukghwari obubonwako eSewula Afrika ngeensetjenziswa zasimahla zamarhwebo, zomthetho, neensetjenziswa zefundo. Umnqopho kukusiza abantu abasebenza ngobukghwari obubonwako emakorwenabo. Uzokufumana nelinye isizo lesithombe seemvumelwano, ukwenza irhwebo, ukusebenza ngentela, ukwazi ngokurarulula imiraro kanye nokulamula.

artright.co.za

BASA

IRhwebo nobuKhgwar eSewula Afrika (BASA) asiyo ikampani eyenza imali kodwana ithuthukisa ubudlelwana bokuzwana ongazuzwa miphakathi woke zombebele. I-BASA yenza amahlelo angasekela ubukghwari ngamahlelo athomako.

basa.co.za/

CAPE CRAFT AND DESIGN INSTITUTE (CCDI)

The CCDI isekela abenzi bobukghwari nokusiza ukwaziwa iphasi loke zombebele ukuthengisa ubukghwari babo. Lapho kufaka abadlali ndima, beentolo, ukuthungisa, abakhambisi bobukghwari ngaphetjheya, abanikeli nabaqatjhelu, abenzi bobukghwari, abanamakghono, amarhwebo, njalonjalo. Boke abantu labo

benza bona kube khona ukuzwana bokusebenzisana.

ccdi.org.za

IKOMITJHINI ELAMULAKO, HLANGANGA NOKUVIKELA

IKomitjhini Elamulako, Hlangana Nokuvikela (CCMA) mnyango ozijameleko eSewula Afrika owenzelwe ukulamula imibango phakathi kwabasebenzi. Izijamele begodu ayisebenzisani nombuso. Izijamele ngombana ifaka abasebenzisani abathathu, abasebenzi, abosomarhwebo kanye norhulumende. Ungayifunyana ku-link ye- CCMA website.

ccma.org.za/

IMIDLALO, ABAKGHWARI NAMALUNGELO WEENHLANGANO ZAMABATLOLI (DALRO)

I-DALRO kumnqopho osebenza ngobunikazi eyajanyiswa ngo- 1967 beyanikelwa ukulawula ubunikazi babatlolo, abenzi bobukghwari nabagadangisi. Siyabathintanisa sibenzele imvumo namaphepha ngokusebenza komsebenzabo emarhwebeni neminyangweni kaRhulumende..

Indawo ezikulu zifaka ama-editjhini neencwadi ezigadangisiweko, ukugida emphakathini kanye nemidlalo yesiteji. Ngobubukghwari bobubonwako. DALRO yenze isivumelwano ngabatloli balapha nebangaphetjheya, abaqatjheli, abagadangisi nalabo abasebenzisana nabo ngeenarha ngeenarha. Kwenza bona abantu babo bakwazi ukwenza imisebenzabo nobunikazi babo.

dalro.co.za

IKHANSELA YAMAMUZIYEMU WANGAPHETJHEYA

Ikhansela yamamuziyemu wangaphetjheya (ICOM), yenziwe ngo- 1946, ngiyo kwaphela enomthombo osezingeni eliphezulu iphasi loke. Inqophe ukuthuthukisa nokuvikela amagugu namasiko wendabuko njanganje nesikhathini esizako ngokubonakala nokungabonakaliko. Kungaba malunga ayi- 30,000 eenarheni ezi-137, i- ICO yimuziyemu esezingeni eliphezulu ekghona ukwenza imisebenzi yamagugu ngendlela efaneleko. Yenze imibiko emihle ngokusebenza kuhle nangezinga eliphezulu.

<http://icom.museum/>

INTERNSHIP TOOLKIT

VANSA's Internship Toolkit ibuya ngelemuko nokufundisa iinhlango ngobukghwari nezinye iindawo enarheni. Bafundisa ngokumumethweko kanye neendingo zabo.

<http://vansa.co.za/professional-practice/resources-tools-1/internship-toolkit-book-1-of-the-vansa-professional-practice-toolkit-series>

THE SOUTH AFRICAN NATIONAL ASSOCIATION FOR THE VISUAL ARTS (SANAVA)

SANAVA isebenza njengehlango engasiyo karhulumende ukuthuthukisa ubukghwari obubonwako eSewula Afrika. Inomlando osuka le emuva ngabo- 1851 ngesikhathi se- Cape Fine Arts Society (CFAS) ijanyiswe yi- SANAVA's umnqophayo omkhulu kukuthuthukisa ubukghwari ngamastuduyo ngaphetjheya e- Cité Internationale des Arts in Paris, France.

sanava.co.za

VANSA LEGAL HELPDESK

VANSA yenze i- Legal Helpdesk ukunikela ngelwazi elingeneleleko lasimahla emalungwinabo. I- Legal Helpdesk lisebenza ngokubambisana ne-Cilac, lapho baphendula imibuzwakho qobe ngeveke. TJHEJA-KE: I-VANSA Inikela begodu yenza umsebenzi ngaphandle kokubhadaliswa emalungwini wabo. Cilac banikeli abasemthethweni bezomthetho lapho bakunikela khona ngelwazi. Ilwazi abalunikela amalungabo eliphethwe yi- VANSA yi:

- Ubunikazi bePahla
- Ilmvumelwano, ukuthengisa nemisebenzi
- Iinhlango zamarhwebo neenhlango

<http://vansa.co.za/professional-practice/resources-tools-1/free-legal-advice-forvansa-members>

VISUAL ARTISTS IRELAND

Visual Artists Ireland inikela ngesekelo elenzekako wobukghwari kilabo abenza ubukghwari ukusekela boke abantu abanekghono lokwenza lokho. Inikela ngakho koke abangakuthoga nabenza ubukghwari . I-VAI yenze uncwadi esezingeni eliphezulu le- Survival Guide for Visual Artists efaka abosomarhwebo nabavumi zombebele. Izinzo-lwazi lifaka amavidiyo kanye neeyeleliso.<http://visualartists.ie/the-manual-a-survival-guide-for-visual-artists/>

Umtlolo wezinga eliphezulu unikela imisebenzi emihle wobuKghwari obubonwako eSewula Afrika. Ungasetjenziswa njengomtlolo ongakulindela nangendlela wokusa imikhakha yoke nokusebenzela phambili. Utlolwe ngendlela efaneleko neyenzakalako ukuze ikwazi ukusetjenziswa ebujameni bemihla namalanga.

Okumumethweko kuvulekile begodu kuhlukene ukuze abenzi bobukghwari obubonwako bathintwe, bahlele, bacoce bebakhethe bona lomtlolo bayowusebenzisa njani. Ihloso yomtlolo kukusiza ubudlelwano obuqinileko, obuphilileko nothembekileko ukuze kusekelwe ukukhula nokuthuthuka kobukghwari obubonwako.

Lomtlolo umsebenzi womNyango wobuKghwari namaSiko weSewula Afrika begodu wathuthukiswa ngebakwa-Visual Arts Network of South Africa.

www.vansa.co.za

