UMGAQO-NKQUBO OSISISEKO WE-WIETA

1. UMNTU UYIKHETHA NGOKUKHULULEKILEYO INGQESHO

1.1 Akukho msebenzi wesinyanzelo nosisibophelelo omawenziwe ngamabanjwa.

1.2 Akukho mthetho ogunyazisa abasebenzi ukuba bakhuphe ``iimali zedipozithi'' okanye banikezele ngamaphepha abo okuzazisa kumqeshi wabo yaye bakhululekile ukuba bamshiye umqeshi wabo emva kokufaka isaziso soko ngethuba.

2. INKULULEKO YOKUZIBANDAKANYA NEQELA IYAHLONITSHWA KWAKUNYE NELUNGELO LABASEBENZI ABASEBENZA ENDAWENI ENYE LOKUBA BAXOXE NGEEMEKO ZENGQESHO NABAQESHI.

2.1 Abasebenzi, ngaphandle komkhethe, banelungelo lokuzibandakanya neemanyano zabasebenzi okanye baseke abazifunayo, nelungelo labasebenzi abasebenza kwindawo yengqesho enye lokuxoxa ngeemeko zengqesho nabaqeshi.

2.2 Umqeshi makazijonge ngeliso elingenagxeke iintshukumo zeemanyano zabasebenzi neentshukumo zazo zokuzigayela amalungu.

2.3 Abameli babasebenzi abacalulwa yaye bayakwazi ukuqhuba imisebenzi yabo yobumeli emsebenzini.

2.4 Apho ilungelo labasebenzi lokuzibandakanya neqela nelokuxoxa nabaqeshi ngeemeko zengqesho kushishino abasebenza kulo lithi lincitshiswe ngumthetho, umqeshi kufuneka adale isimo, hayi ukuba asithintele, apho ukuzibandakanya kwabasebenzi neqela nokuxoxa nabaqeshi ngeemeko zeengqesho kushishino abasebenza kulo kungenziwa ngokukhululekileyo nangokuzimeleyo.

3. IIMEKO EKUSETYENZWA PHANTSI KWAZO ZIKHUSELEKILE YAYE ZICOCEKILE

3.1 Kuya kubonelelwa ngeemeko zomsebenzi ezikhuselekileyo nezicocekileyo, kuqatshelwa ulwazi olukhoyo neengozi ezithile kolu shishino. Kuya kuthatyathwa amanyathelo awoneleyo ukukhusela iingozi nomenzakalo empilweni yabasebenzi odalwa okanye owayanyaniswa nomsebenzi owenziwayo, okanye owenzeka ngexesha kusetyenzwa, ngokuthi kuncitshiswe kangangoko kunokwenzeka, oonobangela beengozi abayinxalenye yendawo ekusetyenzelwa kuyo.

3.2 Abasebenzi baya kuthi rhoqo bafumane uqeqesho olungokhuseleko olushicilelweyo, yaye olo qeqesho luya kuphindwa kulungiselelwa abasebenzi abatsha okanye abafakwe kwiindawo ezintsha.

3.3 Ukuba nakho ukusebenzisa izindlu zangasese ezicocekileyo namanzi acocekileyo, yaye kuya kubonelelwa ngeendawo zokugcina ukutya ezicocekileyo, apho kuyimfuneko.

3.4 Indawo yokuhlala, apho kuthi kubonelelwe ngayo, iya kuba yecocekileyo, ekhuselekileyo, nefezekisa iimfuno ezingundoqo zabasebenzi.

3.5 Inkampani elandela lo mqathango iya kunikezela ngomsebenzi wokujongana nempilo nokhuseleko komnye wabameli abaphezulu babaphathi benkampani.

4. USETYENZISO LWABANTWANA ALUYI KUVUNYELWA

4.1 Akuyi kubakho luqesho olutsha lwabantwana njengabasebenzi.

4.2 Iinkampani ziya kuphuhlisa okanye zithabathe inxaxheba ze zenze igalelo kwimigaqo-nkqubo neenkqubo ezibonelela ngotshintsho kwiimeko zakhe nawuphi na umntwana ofunyenwe engumsebenzi ukulungiselela ukuba abe nokungenela imfundo esemgangathweni aqhube nayo de afikelele ebudaleni; amagama ``umntwana'' ``nosetyenziso lwabantwana'' achaziwe kwizihlomelo zalo mgaqo.

4.3 Abantwana nolutsha olungaphantsi kweminyaka eli-18 abayi kuqeshwa ukuba basebenze ebusuku okanye kwiimeko ezinobungozi.

4.4 Le migaqo-nkqubo neenkqubo ziya kuthi zingqinelane nezibonelelo zemigangatho emiselwe nguMbutho weZabasebenzi weZizwe ngeZizwe echaphazela usetyenziso lwabantwana.

5. KUHLAWULWA UMVUZO ANGATHI UMSEBENZI APHILE NGAWO

5.1 Imivuzo nezibonelelo ezihlawulwa ngeveki yesiqhelo kufuneka zihambelane, ubuncinane, nemigangatho yesizwe esemthethweni okanye imigangatho emiselwe lushishino, nokuba nguwuphi na umgangatho ophezulu kunomnye kule mibini. Imivuzo kufuneka ngalo lonke ixesha yanele ukuba ingahlangabezana neemfuno ezingundoqo ze ibonelele ngemadlana angathi umsebenzi ayisebenzise ngokubona kwakhe.

5.2 Bonke abasebenzi baya kubonelelwa ngolwazi olubhaliweyo nekulula ukuluqonda malunga nemiqathango yengqesho echaphazela imivuzo noluneenkcukacha ngemivuzo yexesha elithile abaza kuba belisebenzile ngalo lonke ixesha behlawulwa, oko kusenzeka phambi kokuba baqalise kwingqesho.

5.3 Utsalo lwemali emvuzweni njengesenzo soluleko aluyi kuvumeleka, ngokunjalo notsalo lwemali emvuzweni ngaphandle kwemvume evakaliswe nguloo msebenzi uchaphazelekayo nolungagunyaziswanga ngumthetho wesizwe. Zonke izoluleko kufuneka zibhalwe phantsi.