

INDLU YOLWAZI

ISIVUMELWANO SOKUNGENISWA KOMSEBENZI NGUMNIKEZELI

Inguqulelo: 1.0

Umhla Wokuqalisa Ukusebenza: 24 EyoMsintsi 2026

Umqhubi Weqonga: INTSUSA GROUP (Pty) Ltd

1. Injongo

Esi Sivumelwano Sokungeniswa Komsebenzi Somnikeli ("esi Sivumelwano") sibeka imiqathango esebenza xa umnikeli ozimeleyo engenisa umsebenzi kwi **Indlu Yolwazi ("IY")**, iqonga ledijithali lezifundo nolwazi eliqhutywa yi-INTSUSA GROUP (Pty) Ltd.

Esi Sivumelwano kufuneka sifundwe kunye **noMgaqo-nkqubo Wokungenisa we-Indlu Yolwazi** kunye **noMgaqo-nkqubo Wabucala we-Indlu Yolwazi**.

2. Ubunini Bomsebenzi

Umnikeli ugcina ubunini nelungelo lokushicilela kumsebenzi awungenisileyo ngaphandle kokuba loo malungelo adluliselwe ngokusemthethweni komnye umntu okanye umbutho.

Ukungenisa umsebenzi kwi-IY **akudluliseli ubunini okanye ilungelo lokushicilela lomsebenzi kwi-IY okanye kwi-INTSUSA**.

Apho omnye umntu okanye umbutho ungumnini wamalungelo afanelekileyo, umnikeli uyaqinisekisa ukuba unegunya okanye imvume eyimfuneko yokungenisa nokwenza umsebenzi ufumaneke nge-IY.

3. Uxanduva loMnikeli

3.1. Ngokungenisa umsebenzi, umnikeli uyaqinisekisa ukuba:

3.1.1. Ungumbhali, umbhali-mbambisene, umnini wamalungelo ogunyazisiweyo, okanye unemvume yokungenisa umsebenzi;

3.1.2. Ulwazi olunikezelwe ngexesha lokungenisa luchanekile ngokolwazi analo;

- 3.1.3. Ufumene iimvume eziyimfuneko zezinto zabanye abantu okanye imibutho;
- 3.1.4. Umsebenzi awaziwa ngokuba wophula ilungelo lokushicilela okanye amanye amalungelo asemthethweni omnye umntu;
- 3.1.5. Umsebenzi awaziwa ngokuba uqulethe ukukopa umsebenzi womnye umntu; kwaye
- 3.1.6. Umsebenzi uhambelana noMgaqo-nkqubo Wokungenisa we-Indlu Yolwazi.

- 3.2. Umnikeli uhlala enoxanduva lwamalungelo neemvume ezinxulumene nomsebenzi awungenisayo.
- 3.3. Umnikeli uyavuma ukukhulula kwaye ahlawulele i-Indlu Yolwazi kunye ne-INTSUSA GROUP (Pty) Ltd kuwo nawaphi na amabango avela kumntu wesithathu, amatyala, ilahleko, okanye iindleko zomthetho ezivela ngokuthe ngqo okanye ngokungathanga ngqo ngenxa yokwaphulwa kweCandelo 3.1.

4. Iphepha-mvume Enikwa I-Indlu Yolwazi

4.1. Ngokwamkela esi Sivumelwano nokungenisa umsebenzi, umnikeli unika i-IY **iphepha-mvume elingakhethekileyo** yokusebenzisa umsebenzi ukuya kumlinganiselo ofanelekileyo ofunekayo ukuze kuqhutywe indawo yokugcina imisebenzi ye-Indlu Yolwazi.

Eli phepha-mvume ivumela i-IY ukuba:

- 4.1.1. Yamkele kwaye igcine umsebenzi;
- 4.1.2. Iwulondoloze kwaye yenze iikopi zogcino;
- 4.1.3. Yenze iikopi zobugcisa eziyimfuneko kugcino, ukhuseleko nokuhanjiswa;
- 4.1.4. Iphonononge kwaye iqhubekise umsebenzi;
- 4.1.5. Ibonise esidlangalaleni kwaye yenze umsebenzi ovunyiweyo ufumaneke nge-IY;
- 4.1.6. Ifake umsebenzi kwisalathiso kwaye iwenze ufunyanwe lula kwi-IY;
- 4.1.7. Ibonise iinkcukacha zomsebenzi kunye neenkcukacha zemithombo; kwaye
- 4.1.8. Ibonelele ngokufikelela ngesixhobo sokufunda amaxwebhu se-IY kunye neminye imisebenzi yeqonga..

4.2. Eli phepha-mvume **alidluliseli ilungelo lokushicilela okanye ubunini** bomsebenzi kwi-IY okanye kwi-INTSUSA.

4.3. Umbhali usenalo ilungelo, ngokuxhomekeke kumalungelo abantu besithathu kunye nezinye izivumelwano ezisebenzayo, lokupapasha, lokunika iphepha-mvume okanye lokusebenzisa umsebenzi wakhe ngenye indlela kwenye indawo.

4.4. Imisebenzi epapashiweyo iya kwenziwa ifumaneka kubasebenzisi bokugqibela phantsi kwephepha-mvume yokufikelela ngokukhululekileyo ekhethwe ngexesha lokungeniswa komsebenzi (umzekelo, i-Creative Commons Attribution-NonCommercial-NoDerivatives 4.0 International), eqinisekisa ukuba umsebenzi unokufundwa kwaye kwabelwane ngawo ngeenjongo ezingezizo ezorhwebo, kuxhomekeke ekubalulweni kombhali ngokunyanzelekileyo.

5. Ukupapashwa Nokuphononongwa

Ukungenisa umsebenzi akuqinisekisi ukuba uza kupapashwa.

Imisebenzi engenisiweyo inokuphononongwa kwaye imodareyithwe ngokuhambelana noMgaqo-nkqubo Wokungeniswa Kwemisebenzi we-Indlu Yolwazi.

I-IY ingawuvuma, iwale, iwuthintele okanye iwususe umsebenzi xa kufanelekile, kuquka imiba engenxa yelungelo lokushicilela, ubumbhali, isidima semfundo, iimfuno zomthetho okanye ukophulwa kwemigaqo-nkqubo yeqonga.

6. Amabango Elungelo Lokushicilela Nokurhoxiswa

Xa kuphakanyiswa inkxalabo esemthethweni malunga nelungelo lokushicilela, ubunini okanye omnye umba osemthethweni malunga nomsebenzi opapashiweyo, i-IY ingathintela okanye isuse okwethutyana ukufikeleleka komsebenzi esidlangalaleni ngelixa umcimbi uphandwa.

Xa kufanelekile, i-IY ingawususa ngokusisigxina umsebenzi ekufikelelekeni esidlangalaleni.

Umnikeli angacela ukurhoxiswa komsebenzi opapashiweyo. I-IY iya kuvavanya isicelo ngokuhambelana namalungelo asebenzayo, iimfuno zomthetho, ingqibelelo yezifundo kunye nomdla osemthethweni wendawo yokugcina imisebenzi.

I-IY ingacina irekhodi langaphakathi lomsebenzi osusiweyo okanye orhoxisiweyo xa oko kuyimfuneko ngokufanelekileyo ngeenjongo zomthetho, zezifundo, zokhuseleko okanye zokugcina iirekhodi.

7. Ukuqhutywa Kweqonga

I-IY ingenza utshintsho olufanelekileyo lobugcisa kwindlela imisebenzi engenisiweyo egcinwa, iqhutywa, iboniswa, ilondolozwa, ifakwa kwisalathiso okanye ihanjiswa ngayo njengoko iqonga liphuhliswa.

Olo tshintsho lobugcisa aludluliseli ubunini bomsebenzi osisiseko.

8. Iinkcukacha Zomnikeli

I-IY ingabonisa iinkcukacha ezinikezwe ngumnikeli ezinxulumene nomsebenzi opapashiweyo, kubandakanywa igama lombhali okanye ababhali, isihloko, unxulumano neziko, unyaka wokupapashwa, isifundo kwakunye nesishwankathelo.

I-IY ayiyi kuzibonakalisa ngabom njengombhali womsebenzi osisiseko, kwaye i-INTSUSA nayo ayiyi kuzibonakalisa njengombhali wawo.

9. Ulwazi Lomntu

Ulwazi oluqokelelwa ngexesha lokungenisa nokusebenzisa i-IY luya kuphathwa ngokuhambelana **noMgaqo-nkqubo Wabucala we-Indlu Yolwazi** kunye neemfuno ezisebenzayo zokhuseleko lwedatha eMzantsi Afrika.

10. Ukwamkelwa Nge-Elektroniki

Ngaphambi kokungenisa umsebenzi, umnikeli uya kunikwa ithuba lokufikelela nokuphonononga esi Sivumelwano.

Ngokukhetha ibhokisi yokwamkela nokungenisa umsebenzi, umnikeli uyaqinisekisa ukuba:

Ndisifundile kwaye ndisiqondile iSivumelwano Sokungeniswa Komsebenzi Somnikeli se-Indlu Yolwazi kwaye ndiyavuma imiqathango yaso.

I-IY ingarekhoda ngokwe-elektroniki ukwamkelwa komnikeli, kubandakanywa inguqulelo yeSivumelwano, umhla nexesha kunye neenkcukacha ezinxulumene nokungeniswa.

11. Utshintsho Kwesi Sivumelwano

I-IY ingahlaziya esi Sivumelwano xa oko kuyimfuneko ngenxa yotshintsho kwiqonga, kumthetho, kubuchwepheshe okanye kwiindlela zokusebenza.

Inguqulelo nganye iya kuba nenombolo yenguqulelo kunye nomhla wokuqalisa ukusebenza. Inguqulelo eyamkelwe ngumnikeli iya kuhlala inxulumene nerekhodi lokungeniswa elichaphazelekayo.

12. Ubunini Beqonga

Ukwamkelwa kwesi Sivumelwano akumniki umnikeli, umphononongi, iziko okanye omnye umntu othatha inxaxheba ubunini be-Indlu Yolwazi, i-INTSUSA, isoftweya yeqonga, uphawu, iziseko zobugcisa, oovimba beenkcukacha, uyilo okanye ezinye ii-asethi zeqonga.

Ukungenisa umsebenzi akudali naliphi na ilungelo lobunini kwi-IY.

13. Umthetho Olawulayo

Esi Sivumelwano siya kulawulwa yimithetho **yeRiphabliki yoMzantsi Afrika**.

14. Unxibelelwano

Indlu Yolwazi

Iwebhusayithi: www.indluyolwazi.org

I-imeyile: submissions@indluyolwazi.org