



LiNkolelo eziSibhozo zeSIZA Ethical Standard

UkuPhumeza iiNkqubo zoLawulo loShishino ngokuZiphatha ngokoMgaqo

Umqeshi kumele abe nomgaqo-nkqubo malunga nezithethe zengqesho ezinobulungisa emsebenzini kwaye anxibelelane kakuhle nabo bonke abasebenzi, kuquka nabaphi na oonokotraka ababonelela ngabasebenzi. Lo mgaqo-nkqubo kufanele uquke ukuzinikela ekugcineni nasekuxhaseni izithethe zengqesho ezinobulungisa nezihambelana nomthetho kunye neemfuneko zeSIZA Ethical Standard.



AkuVumelekanga ukuSetyenziswa kwaBasebenzi aBanyanzeliswayo

Abaqeshi nabasebenzi kufanele bazimisele ekugcineni indawo yasemsebenzini ingenabo abasebenzi abanyanzeliswayo. Bonke abasebenzi kunye nabo bakhoyo kufanele bafumane izivumelwano zengqesho ezizezabo kwaye bavumeleke ukuba bazikhethele kwaye basiphelise isivumelwano sabo sengqesho/ukuphuma kuso ngaphandle kokunyanzeliswa. Akukho msebenzi uza kufuneka abhatale idipozithi ukuze afumane umsebenzi, kwaye ishishini livumeleke ukuba ligcine iikopi kuphela zamaxwebhu ezazisi. Nayiphi na imali-mboleko okanye uncendo ngezemali kumele luhambelane nomthetho kwaye ingakhokeleli kwityala elingapheliyo.



AkuVumelekanga ukuSetyenziswa kwaBantwana

Abaqeshi abanakho ukuqesha abantwana abangaphantsi kweminyaka eli-15 ubudala kwaye kumele baphumeze amanyathelo okuthintela ukuqeshwa kwabantwana ngqo yinkampani okanye ngendlela egwegwelezayo (ababhatalwayo okanye abangabhatalwayo). Ukuba kufunyaniswe ukuba emsebenzini kuqeshwa abantwana, umqeshi kumele ajongane nalo mba ngoko nangoko ngezenzo ezibeka iimfuno zabantwana phambili. Ngabasebenzi abasebancinci abaphakathi kweminyaka eli-15 neli-17, umqeshi kumele aqinisekise ukuba ukuqeshwa kwabo kuhambelana ngokupheleleyo nomthetho kwaye afumane imvume ebhaliweyo kumgcini womntwana ngokomthetho.



UkuVumeleka kokuZibandakanya kwaBasebenzi kunye noThethathethwano Egameni laBasebenzi

Umqeshi kunye nabasebenzi kumele bamkele kwaye bahloniphe ilungelo labasebenzi lokujoyina okanye lokumisela imibutho (iikomiti zabasebenzi) okanye amaqumrhu amela iimfuno zabo kunye nelothethathethwano egameni labasebenzi (iiyuniyoni). Umqeshi akumelanga aphazamisane, acalucalule okanye abe nemikhetho kubameli okanye kubasebenzi. Abaphathi kunye nabasebenzi kufanele babe nonxibelelwano oluvela macala kwaye bawuqonde uMthetho weZobudlelwane beNgqesho, iLabour Relations Act.



AkuVumelekanga ukuCalucalula, ukuNdlandlathekisa nokuPhatha Kakubi

Umqeshi kunye nomsebenzi kumele bathathe amanyathelo kwangaphambili okuqinisekisa indawo yasemsebenzini engenacalucalulo, kundlandlathekisa nokuphatha kakubi abanye. Kufanele kube kho iinkqubo ezaneleyo zezemisebenzi nezokuqesha ukuze kukhuselwe abasebenzi kwimikhwa eyichaphazela kakubi impilo-ntle yabo kwaye kuxhaswe abo bachaphazelekayo. Bonke abasebenzi banegunya lokuphathwa ngobulungisa nangentlonipho, ukufumana amathuba afanayo kunye nokonwabela amasiko abo kunye namalungelo abo njengabantu emsebenzini, njengoko kufunwa ngokomthetho. Ishishini kufanele libonelele ngeendlela ezisebenzayo zokujongana nezikhalazo kunye neenkqubo ezisebenzayo zokwaluleka abasebenzi ngobulungisa, ukuvumela abasebenzi kunye namanye amaqela anomdla ukuba amanyelwe kwaye kusionjululwe ukungavisisani.



EZempilo noKhuseleko

Umqeshi kunye nabasebenzi kumele baqinisekise ukuba emsebenzini nakwiindawo zomsebenzi (kuquka indawo yokuhlala ukuba kufanelekile) ziyayifezekisa imimiselo yomthetho, zikhuselekile kwaye zicocokile, kwaye kumele kuthathwe amanyathelo afanelekileyo ukuthintela iingozi kunye nomonzakalo. Bonke abasebenzi kumele baqeqeshwe ngokufanelekileyo njengoko kufuneka ngokomthetho. Ishishini kumele liqinisekise ukuba kwenziwa uhlobo lwemingcipheko olunatyisweyo kwaye izithethe zezempilo nokhuseleko ziyalawulwa eshishinini.



IMivuzo, iiBhenefithi kunye neZivumelwano zeNgqesho

Umqeshi kumele aqinisekise ukuba abasebenzi abaqeshwe ngokusisigxina nabexeshana bafumana izivumelwano zengqesho ezisesikweni, iipeyisiliphu ezinomvuzo onobulungisa kunye neebhenefithi ezihambelana okanye ezigqithisileyo kwezona mfuneko zincinci zimiselwe ngumthetho. Zonke izivumelwano zengqesho kunye nepeyisiliphu kumele zicaciswe kubo bonke abasebenzi ukuqinisekisa ukuba wonke umntu uyaziqonda ukuba zithini. Naziphi iimali ezitsalwayo kumele kuvunyelwane ngazo ngawo onke amaqela abandakanyekayo nangokuhambelana nomthetho.



IiYure zokuSebenza kunye neXesha lokuSebenza Elongezelelekileyo (iOvathayimu)

Abaqeshi kufanele baqinisekise ukuba zonke iiyure zokusebenza kunye namaxesha okuphumla zihambelana nemithetho kunye nemigaqo efanelekileyo. Kumele kugcinwe iirekhodi ezichanekileyo zomsebenzi ngamnye. Naliphi ixesha lokusebenza elongezelelekileyo, ukusebenza ebusuku okanye ngempelaveki kumele kuhambelane nomthetho kwaye kufanele kuchazwe kwesi sivumelwano sengqesho kuvunyelwene ngaso.



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