



elrc

EDUCATION LABOUR
RELATIONS COUNCIL

IBHUKWANA LE-PAIA

**Lilungiselelwe ngokwesigaba 14
soMthetho Wokugqugquzela
Ukutholakala Kolwazi Ongunombolo 2
Ka-2000 (njengoba uchitshiyelwe)**

**USUKU ELAHLANGANISWA NGALO: 14/09/2021
USUKU LOKUBUYEKEZWA KWALO: 06/11/2023**

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1. UHLU LWAMAGAMA NEZIFUSHANISO

- | | | |
|-----|-----------------------|---|
| 1.1 | “DIO” | ISekela Lesikhulu Sezolwazi |
| 1.2 | “ELRC” | UMkhandlu Wezabasebenzi Bezemfundo |
| 1.3 | “GS” | UNobhala Jikelele |
| 1.4 | “IO” | ISikhulu Sezolwazi |
| 1.5 | “UNgqongqoshe” | UNgqongqoshe Wezobulungiswa Nezokuhlunyeleliswa Kwezimilo |
| 1.6 | “PAIA” | UMthetho Wokukugqugquzela Ukutholakala Kolwazi Ongunombolo 2 Ka-2000 (njengoba uchitshiyelwe) |
| 1.7 | “POPIA” | UMthetho Wokuvikelwa Kolwazi Lomuntu Ongunombolo 4 Ka-2013 |
| 1.8 | “Umlawuli” | Umlawuli Wezolwazi |

2. INHLOSO YEBHUKWANA LE-PAIA

Leli Bhukwana Le-PAIA liwusizo emphakathini ukuze:

- 2.1 Uhlole uhlobo lwamarekhodi okungenzeka ukuthi ayatholakala kakade eMkhandlwini Wezabasebenzi Bezemfundo (ELRC), ngaphandle kwesidingo sokufaka isicelo ngokomthetho we-PAIA;
- 2.2 Uqonde indlela yokwenza isicelo sokuthola irekhodi le-ELRC;
- 2.3 Uthole yonke imininingwane efanele yokuxhumana nabantu abazosiza umphakathi ngamarekhodi ohlose ukuwathola;
- 2.4 Wazi zonke izinyathelo ezitholakala kwi-ELRC mayelana nesicelo sokuthola amarekhodi, ngaphambi kokuya kuMlawuli noma eZinkantolo;
- 2.5 Incazelo yezinsizakalo zamalungu omphakathi ezivela kwi-ELRC, nendlela yokuthola lezo zinsizakalo;
- 2.6 Incazelo yomhlahlandlela wokusebenzisa i-PAIA, njengoba ubuyekezwa nguMlawuli kanye nendlela yokuwuthola;
- 2.7 Uma inhlango izolusingatha ulwazi lomuntu, inhloso yokulusingatha lolo lwazi lomuntu nencazelo yezinhlu zezihloko zemininingwane nezolwazi noma izinhlu zolwazi oluhlobene naye;
- 2.8 Wazi ukuthi i-ELRC ihlelile yini ukudlulisa noma ukusingatha ulwazi lomuntu ngaphandle kwaseRiphabhulikhi yaseNingizimu Afrika nabantu abaluthunyelelwayo noma izinhlu zabantu okungenzeka bathunyelelwe lolo lwazi lomuntu; nokuba
- 2.9 Wazi ukuthi i-ELRC inazo yini izinyathelo zokuphepha ezifanele zokuqinisekisa ukugcinwa kolwazi luyimfihlo, ubuqotho nokutholakala kolwazi lomuntu okufanele lusingathwe.

3. UKUSUNGULWA KWE-ELRC

- 3.1 I-ELRC iwuMkhandlu wokuxoxisana owasungulwa ngokweSigaba 37(2) soMthetho Wezabasebenzi (LRA).

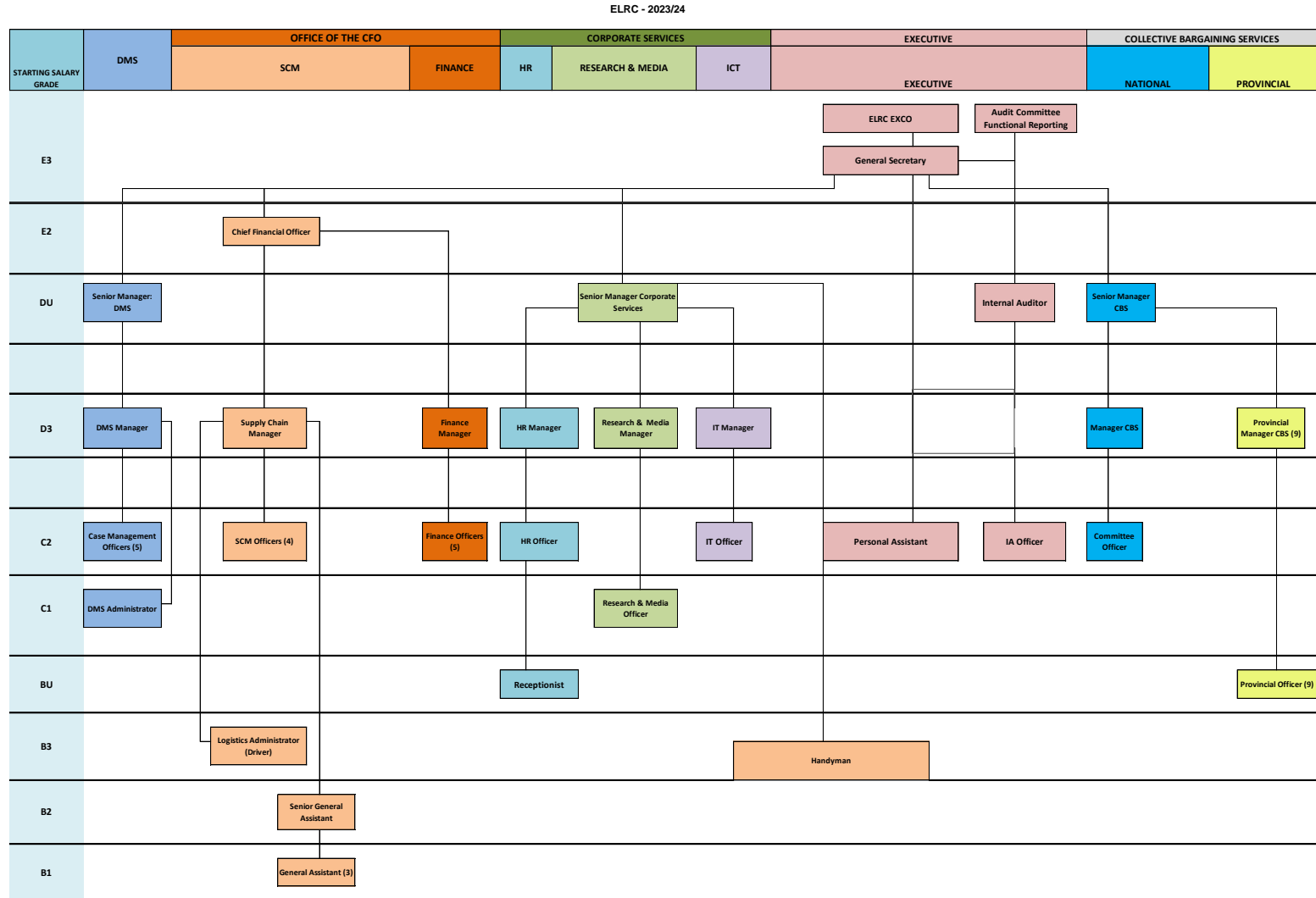
Umthetho Osebenzayo

- Umthetho Wezabasebenzi Ongunombolo 66 Ka-1995, njengoba uchtshiyelwe
- Umthethosisekelo we-ELRC

3.2 Injongo

Injongo ye-ELRC ukugqguzela nokugcina ukuthula kubasebenzi emkhakheni wezemfundo yomphakathi eNingizimu Afrika.

4. UKWAKHEKA KWE-ELRC



4.1 AmaKomiti E-ELRC

- 4.1.1 IKomiti Labaphathi
- 4.1.2 IKomiti Lokucwaningwa Kwamabhuku Nezingozi
- 4.1.3 IKomiti Elincane Lezezimali
- 4.1.4 IKomiti Elincane Lezabasebenzi
- 4.1.5 IKomiti Elincane Lezomthetho

4.2 Imisebenzi

Imisebenzi esemqoka yoMkhandlu iwukusiza ngezixazululo zezingxabano nokuzigwema nosizo ngezixoxo zabasebenzi nabaqashi. UMkhandlu uhlinzeka ngezinsizakalo zokuxazulula izingxabano ngenjongo yokuvimbela nokuxazulula izingxabano zabasebenzi kwezemfundo futhi wenze imisebenzi yokuxazulula izingxabano ngokwesigaba 51 soMthetho Wezabasebenzi Ongunombolo 66 Ka-1995. Izinsiza zokuxoxisana kwabasebenzi nabaqashi zihlinzekelwa ukugququzela ukuxoxisana phakathi kwabasebenzi nabaqashi kuzo zonke izindaba abanentshisekelo efanayo kuzo nokuba bafinyelele izivumelwano bebonke futhi bazilandele.

5. IMINININGWANE YOKUXHUMANA ESEMQOKA EKUTHOLENI ULWAZI LWE-ELRC

5.1 ISikhulu Esiphezulu Sezolwazi

Igama: Nksz U Ndobeni
Ucingo: (012) 663-7446
Imeyli: UnathiN@elrc.org.za
Inombolo yefeksi: (012) 643-1601

5.2 ISekela Lesikhulu Sezolwazi

Igama: Nksz B Loxton
Ucingo: (012) 663-7446
Imeyli: BerniceL@elrc.org.za
Inombolo yefeksi: (012) 643-1601

5.3 Ongaxhumana nabo ngokuvamile maqondana nokuthola ulwazi

Imeyli: enquiries@elrc.org.za

5.4 Kuzwelonke / Ekomkhulu

Ikheli Leposi: Private Bag X126
Centurion
0046

Ikheli Lomgwaqo: 261 West Avenue
Centurion
0046

Ucingo: (012) 663-7446

Imeyli: enquiries@elrc.org.za

Iwebhusayithi: www.elrc.org.za

5.5 Amahhovisi Ezifundazwe

E-EASTERN CAPE

Ikheli Lomgwaqo: 12 Clifford Street, 2 Floor, Esplanade Suite No. 6, Quigney, East London, 5201
Inombolo Yocingo: (043) 722 5858

E-FREE STATE

Ikheli Leposi: P.O. Box 2386
Ikheli Lomgwaqo: 73 Aliwal Street, Omni Building, Ground Floor, Bloemfontein, 9300
Inombolo Yocingo: (051) 430-8927
Inombolo Yefeksi: (051) 430 5803

E-GAUTENG

Ikheli Leposi: P O Box 5980, Johannesburg, 2000
Ikheli Lomgwaqo: 20 Albert Street, Office 301/302, Bramfisher Building Johannesburg, 2000
Inombolo Yocingo: (011) 331-0061

KWA-ZULU NATAL

Ikheli Lomgwaqo: 146 Problem Mkhize, Morningside, Durban 4001
Inombolo Yocingo: 073 530 7873

E-MPUMALANGA

Ikheli Lomgwaqo: 37 Brown Street, Midcity Building, 6th Floor, Office No. 6/7/10, Nelspruit CBD, 1240
Inombolo Yocingo: (013) 751-2838

E-NORTHERN CAPE

Ikheli Lomgwaqo: 15 Spencer Lane, Belgravia, Kimberly, 8301
Inombolo Yocingo: (053) 832-0247/8
Inombolo Yefeksi: 086 528 7371

E-LIMPOPO

Ikheli Leposi: P.O. Box 2100, Polokwane, 0700
Ikheli Lomgwaqo: 49 Landdros Mare Street, Std Bank Building Office No. 3005, Polokwane, 0700
Inombolo Yocingo: (015) 291-1460

E-NORTH WEST

Ikheli Lomgwaqo: Brink Street 75 Unit 2,
Rustenburg
North West
0299
Inombolo Yocingo: 060 546 8107

E-WESTERN CAPE

Ikheli Lomgwaqo: Fairway Close, Fairway Square Building, North Block 1st Floor,
Parow, 7500
Inombolo Yocingo: (021) 595-2149

6. INCAZELO YAZO ZONKE IZINYATHELO EZIKHONA MAQONDANA NESENZO NOMA UKWEHLULEKA KWE-ELRC.

- 6.1 Lezi zinyathelo ezingezansi ziyatholakala maqondana nesenzo noma ukwehluleka kwe-ELRC. Lokhu kungabandakanya:
- a) ukufaka isikhalazo sangaphakathi,
 - b) inqubo yokukhalaza kuMlawuli Wezolwazi noma kunoma iyiphi inhlango elawulayo; kanye/noma
 - c) inqubo yokuya eNkantolo enegunya ukuze uthole usizo olufanele.

7. UMHLAHLANDLELA WOKUSEBENZISA I-PAIA NENDLELA YOKUWUTHOLA LO MHLAHLANDLELA

- 7.1 Umlawuli, ngokwesigaba 10(1) se-PAIA, ubuyekeze futhi wenza ukuba kutholakale umhlahlandlela obuyekeziwe wendlela yokusebenzisa i-PAIA (“uMhlahlandlela”), ngendlela nangohlobo oluqondakala kalula, njengoba ungase udingwe umuntu ofisa ukusebenzisa noma yiliphi ilungelo okukhulunywa ngalo kwi-PAIA nakwi-POPIA.
- 7.1.1 UMhlahlandlela utholakala ngolimi ngalunye olusemthethweni.
 - 7.1.2 Umhlahlandlela oshiwo ngenhla uqukethe incazelo:
 - 7.1.2.1 yezinhloso ze-PAIA neze-POPIA;
 - 7.1.2.2 yekheli leposi nelomgwaqo, inombolo yocingo neyefeksi nekheli le-imeyli, uma likhona:
 - 7.1.2.1.1 leSikhulu Sezolwazi kuzo zonke izinhlangano zomphakathi, kanye
 - 7.1.2.1.2 neleSekela Lesikhulu Sezolwazi kuzo zonke izinhlangano zomphakathi nezizimele eliqokwe ngokwesigaba 17(1) se-PAIA¹ nesigaba 56 se-POPIA².

¹ Isigaba 17(1) se-PAIA- Ngezinhlalo ze-PAIA, inhlango ngayinye yomphakathi kufanele, kuye ngomthetho olawula ukuqashwa kwabasebenzi benhlango yomphakathi ethintekayo, iqoke inani elidingekayo lamasekela esikhulu sezolwazi ukuze leyo nhlango yomphakathi ikwazi ukufinyeleleka kangokunokwenzeka kubaceli bamarekhodi ayo.

² Isigaba 56(a) se-POPIA- Inhlango ngayinye yomphakathi nezimele kufanele yenze izinhlinzeko, ngendlela ebekwe esigabeni 17 soMthetho Wokugqugquzela Ukutholakala Kolwazi, ngezinguquko ezidingekayo, ekuqokweni kwalelo nani labantu, uma bekhona., njengamasekela esikhulu sezolwazi ngokwesidingo esikhona sokwenza imisebenzi nezibopho njengoba zibekwe esigabeni 55(1) se-POPIA.

- 7.1.3 Indlela nohlobo lokwenza isicelo:
- 7.1.3.1 sokuthola irekhodi lenhlangano yomphakathi eshiwo esigabeni 11³; kanye
 - 7.1.3.2 nokuthola irekhodi lenhlangano ezimele eshiwo esigabeni 50⁴;
- 7.1.4 Usizo olutholakala eSikhulwini Sezolwazi senhlangano yomphakathi ngokwe-PAIA ne-POPIA;
- 7.1.5 Usizo olutholakala kuMlawuli ngokwe-PAIA ne-POPIA;
- 7.1.6 Zonke izinyathelo ezingokomthetho umuntu angazithatha ngokuqondene nesenzo noma ukuhluleka maqondana nelungelo noma umsebenzi onikezwe noma obekwe yi-PAIA ne-POPIA, kubandakanye nendlela yokufaka:
- 7.1.6.1 isikhalazo sangaphakathi;
 - 7.1.6.2 isikhalazo kuMlawuli; kanye
 - 7.1.6.3 nesicelo enkantolo esiphikisa isinqumo sesikhulu sezolwazi senhlangano yomphakathi, isinqumo sesikhalazo sangaphakathi noma isinqumo soMlawuli noma isinqumo senhloko yenhlangano ezimele;
- 7.1.7 Izinhlinzeko zesigaba 14⁵ no-51⁶ zifuna ukuba inhlangano yomphakathi nenhlangano ezimele, ngokulandelana kwazo, zenze ibhukwana, nendlela yokulithola lelo bhukwana;
- 7.1.8 Izinhlinzeko zesigaba 15⁷ no-52⁸ ezihlinzekela ukudalulwa ngokuzithandela kwezinhlu zamarekhodi yinhlangano yomphakathi nenhlangano ezimele, ngokulandelana kwazo;
- 7.1.9 Izaziso ezikhishwe ngokwezigaba 22⁹ no-54¹⁰ mayelana nezimali okufanele zikhokhelwe izicelo zokuthola ulwazi; kanye

³ Isigaba 11(1) se-PAIA- Umceli kufanele anikezwe irekhodi lenhlangano yomphakathi uma lowo mceli ezilandela zonke izimfuneko zenqubo ekwi-PAIA eziphathelene nesicelo sokuthola lelo rekhodi; futhi ukutholakala kwalelo rekhodi kungenqatshiwe ngokwanoma yisiphi isizathu sokwenqaba esishiwo eSahlukweni 4 sale Ngxenywe.

⁴ Isigaba 50(1) se-PAIA- Ummceli kufanele anikezwe noma yiliphi irekhodi lenhlangano ezimele uma-

- a) lelo rekhodi lidingeka ukuze kusetshenziswe noma kuvikelwe noma yimaphi amalungelo;
- b) lowo muntu elandela izimfuneko zenqubo ekwi-PAIA eziphathelene nesicelo sokuthola lelo rekhodi; futhi
- c) ukutholakala kwalelo rekhodi kungenqatshiwe ngokwanoma yisiphi isizathu sokwenqaba esishiwo eSahlukweni 4 sale Ngxenywe.

⁵ Isigaba 14(1) se-PAIA- Isikhulu sezolwazi enhlanganweni yomphakathi kufanele, okungenani ngezilimi ezintathu ezisemthethweni, senze kutholakale ibhukwana eliqukethe ulwazi olusohlwini lwendima 4 ngenhla.

⁶ Isigaba 51(1) se-PAIA- Inhloko yenhlangano ezimele kufanele yenze kutholakale ibhukwana eliqukethe incazelo yolwazi olusohlwini lwendima 4 ngenhla.

⁷ Isigaba 15(1) se-PAIA- Isikhulu sezolwazi senhlangano yomphakathi, kufanele senze kutholakale ngendlela ebekiwe incazelo yezinhlu zamarekhodi enhlangano yomphakathi atholakala ngokuzenzekelayo ngaphandle kokuba umuntu acele ukuwathola.

⁸ Isigaba 52(1) se-PAIA- Inhloko yenhlangano ezimele, ngokuzithandela, ingenza kutholakale ngendlela ebekiwe incazelo yezinhlu zamarekhodi enhlangano ezimele atholakala ngokuzenzekelayo ngaphandle kokuba umuntu acele ukuwathola.

⁹ Isigaba 22(1) se-PAIA- Isikhulu sezolwazi senhlangano yomphakathi okucelwa kuyo ulwazi, kufanele ngesaziso sifune ukuba umceli akhokhe imali ebekiwe yesicelo (uma ikhona), ngaphambi kokuthi kuqhutshekwe nokusingathwa kwesicelo.

¹⁰ Isigaba 54(1) se-PAIA- Inhloko yenhlangano ezimele okucelwa kuyo ulwazi kufanele ngesaziso ifune ukuba umceli akhokhe imali ebekiwe yesicelo (uma ikhona), ngaphambi kokuthi kuqhutshekwe nokusingathwa kwesicelo.

7.1.10 Nemithethonqubo eyenziwe ngokwesigaba 92¹¹.

7.2 Amalungu omphakathi angahlola noma enze amakhophi oMhlahlandlela emahhovisi ezinhlango zomphakathi noma ezizimele, kubandakanye nehhovisi loMlawuli, ngezikhathi zokusebenza ezijwayelekile. Umhlahlandlela ungatholakala futhi-

7.2.1 Ngesicelo eSikhulwini Sezolwazi;

7.2.2 Kuwebhusayithi yoMlawuli (<https://www.justice.gov.za/inforg/>).

8. INCAZELO YEZIHLOKO ZOLWAZI OLUGCINWE YINHLANGANO NEZINHLU ZAMAREKHODI AGCINWE YI-ELRC

Izihloko zamarekhodi agcinwe nguMkhandlu	Izinhlulo zamarekhodi agcinwe ngokwesihloko ngasinye
Imibhalo Yamasu, Izinhlelo, Imibiko	Imibiko Yonyaka; Imibiko Yekota; Izinhlelo Zamasu; Izinhlelo Zokusebenza Zonyaka; Imibiko Yocwaningo; Izinqubomgomo Namabhukwana
Ezabasebenzi Ne-ICT	<ul style="list-style-type: none"> - Izinqubomgomo nezinqubo zabasebenzi - Izikhala zomsebenzi ezikhangisiwe - Amarekhodi abasebenzi - Ukufunda nokuthuthukisa isib: ukuthuthukiswa kwamakhono nezinhlelo zokuqeqesha - Uhlelo lokuqashwa ngokulingana kanye nezibalo - Ulwazi lwe-biometric - Ama-imeyli aqukethe ulwazi oluyimfihlo - Amaphasiwedi
Ukuxoxisana Phakathi Kwabasebenzi Nabaqashi	<ul style="list-style-type: none"> - Izivumelwano Ezibandakanya Bonke - Amaminithi emihlangano - Ukuqoshwa kwemihlangano
Ukulawulwa Kwezinxabano	<ul style="list-style-type: none"> - Izinqumo zokulamula nokuqoshwa kwemihlangano yazo - Amafayela wamacala namaformu okudlulisela anolwazi lomuntu amayelana naye. - Ama-imeyli ezinhlangothi ezixabene nawoKhomishana
Ukuphathwa Kwezimali Nokuthengwa Kwempahla	<ul style="list-style-type: none"> - Imininingwane yezezimali - Umhlinzeki we-<i>database</i>

¹¹ Isigaba 92(1) se-PAIA sihlizeka ngokuthi –“uNgqongqoshe, ngesaziso kuSomqulu, angenza imithethonqubo mayelana -

(a) nanoma yiluphi udaba oludingwa noma oluvunyelwe yilo Mthetho ukuba lukhishwe;

(b) nanoma yiluphi udaba oluphathelele nezimali ezikhokhwayo okukhulunywe ngazo esigabeni 22 no-54;

(c) nanoma yisiphi isaziso esidingwa yilo Mthetho;

(d) imibandela efanayo okufanele isetshenziswe yisikhulu sezolwazi senhlangano yomphakathi lapho sinquma ukuthi yiziphi izinhlu zamarekhodi okufanele enziwe atholakale ngokwesigaba 15; kanye

(e) nanoma yiluphi udaba lokuphatha noma lwenqubo oludingekayo ukuze zisebenze izinhlinzeko zalo Mthetho.”

Izihloko nguMkhandlu	zamarekhodi agcinwe	Izinhlu ngokwesihloko	zamarekhodi ngasinye	agcinwe
		- - Izinkontileka		
		- - Irejista Yempahla Enganyakazi		

9. IZINHLU ZAMAREKHODI E-ELRC ATHOLAKALA NGAPHANDLE KOKUBA UMUNTU KUDINGEKE AFAKE ISICELO

9.1 Uhlu olungezansi lwendlala izinhlu zamarekhodi oMkhandlu atholakalayo ngaphandle kokuba umuntu afake isicelo sokuwathola ngokoMthetho. Lawa ngamarekhodi ikakhulu atholakala kuwebhusayithi ye-ELRC futhi umuntu angavele awadawunilode noma awacele ngocingo noma ngokuthumela i-imeyli noma incwadi.

Izinhlu	Uhlobo Lwemibhalo	Litholakala Kuwebhusa yithi	Litholakala ngesicelo
Imibhalo yamathenda	<ul style="list-style-type: none"> - Amathenda akhangisiwe - Amagama abathole abathenda 	X	
Umthetho /Imithethonqubo	<ul style="list-style-type: none"> - Umthethosisekelo we-ELRC - UMthetho Wokuqashwa Kothisha - UMthetho Wezikole ZaseNingizimu Afrika - Umthethosisekelo WeRiphabhulikhi YaseNingizimu Afrika - Ukwakhiwa Kwezikhala Zothisha - UMqulu Wamalungelo - UMthetho Wezemfundo Nokuqeqeshwa Okuqhubekayo - UMthetho Wezabasebenzi - UMthetho Womkhandlu Wothisha BaseNingizimu Afrika - UMthetho Wenqubomgomo Yezemfundo Kazwelonke - Imigomo Nemibandela Yokuqashwa Kothisha 	X	
Imibhalo Yamasu (Izinhlelo Nombiko)	<ul style="list-style-type: none"> - Iphrofayili yenhlangano (incazo-jikelele, izinhloso, imisebenzi) - Imibiko Yonyaka - Imibiko Yekota - Isu Lokusebenza - Uhlelo Lokusebenza Lonyaka - Izinhlelo Zamasu Nokusebenza 	X	

Izinhlw	Uhlobo Lwemibhalo	Litholakala Kuwebhusa yithi	Litholakala ngesicelo
USomqulu Kahulumeni	- Izinyathelo Zokuphatha Abasebenzi (PAM)	X	
Izivumelwano Zabasebenzi Nabaqashi	- Izivumelwano zikazwelonke nezezifundazwe	X	
Izinsiza Zokulawula Izingxabano	- Amafomu okudlulisela mathupha - Isicelo sedijithali ye-DMS	X	X
Izinto zangaphandle ezishicilelwe	- Umbiko Wezabasebenzi - Umlamuli Omusha - Education Indaba - Ukuyofunda Emazweni Omhlaba - IBhukwana Le-ELRC Corporate Identity - IBhuku Lothisha Lenqubomgomo Ye-ELRC	X	

10. IZINSIZAKALO ZAMALUNGU OMPHAKATHI EZIVELA KWI-ELRC NENDLELA YOKUZITHOLA LEZO ZINSIZAKALO

10.1 Amandla, imithwalo nemisebenzi ye-ELRC kwendlaliwe kwi-[Information Brochure](#) yayo.

11. UKUSINGWATHWA KOLWAZI LOMUNTU

Izinhlw Zezihloko Zemininingwane	Ulwazi Lomuntu Olungase Lusingathwe
Abantu Bemvelo (ezimweni eziningi)	Amagama nesibongo; imininingwane yokuxhumana (izinombolo zokuxhumana), inombolo yefeksi (lapho kufanele khona), ikheli le-imeyli; ikheli lomgwaqo, leposi noma lebhizinisi; Inombolo Ehlukile Yomuntu/Kamazisi nokuxhumana okuyimfihlo
Umuntu Ngokomthetho (UMkhandlu)	Amagama abantu okuxhunyanwa nabo; Igama lebhizinisi elisemthethweni; ikheli lomgwaqo neleposi; imininingwane yokuxhumana (izinombolo zokuxhumana), inombolo yefeksi, ikheli le-imeyli; inombolo yokubhaliswa; ezezimali; ulwazi lwezohwebo, lwesayensi nobuchwepheshe nezimfihlo zohwebo
Abasebenzi Be-ELRC	Ubulili, ukukhulelwa; isimo somshado; uhlanga, ubudala, ulimi, ulwazi lwezemfundo (iziqu); ulwazi lwezezimali (lapho kufanele); umlando wokusebenza; inombolo kamazisi; ikheli lomgwaqo neleposi; imininingwane yokuxhumana (izinombolo zokuxhumana), inombolo yefeksi, ikheli le-imeyli; ukuziphatha kobugebengu (irekhodi lobugebengu ngaphandle kwabasebenzi abadala); inhlalakahle yabo neyezihlobo zabo (amalungu omndeni) uhlanga, ezempilo, ubulili, ubuzwe, isizwe noma imvelaphi, ubulili obukhethayo, ubudala, impilo yomzimba noma yengqondo, inhlalakahle, ukukhubazeka, inkolo, unembeza, inkolelo, isiko, ulimi, ulwazi lwe-biometric yomuntu.

Okungezansi yizinhlu zabantu uMkhandlu ongase ubanike ulwazi lomuntu:

Izinhlw zolwazi lomuntu	Abanikwa Noma Izinhlw Zabanikwa Ulwazi
Inombolo kamazisi namagama, ukuhlola ubugebengu	Amaphoyisa AseNingizimu Afrika
Iziqu, ukuqinisekisa ukufaneleka	IGunya LezeZiqu ENingizimu Afrika
Umlando wezikweletu nokukhokha, ukuthola ulwazi lwezikweletu	Izikhungo Zezikweletu

11.2 Lezi zivikelo zokuphepha ezingezansi zisetshenziswa ukuze kuqinisekise ukuvikeleka okufanele nokuphelele, ubumfihlo, ubuqotho nokutholakala kolwazi lomuntu ngaphansi kwesandla soMkhandlu.

Lokhu kubandakanya okulandelayo:

- I-Virtual Private Network (VPN)
- I-Encrypted data line
- I-Antivirus
- Antimalware yama-imeyli
- Ama-username namaphasiwedi avikelwe
- I-Firewall
- Ukuhlolwa kokuchayeka
- Ukuqhubeka nokufunda ngobunjiniyela bezenhlalo

12. UKUTHOLAKALA KWALELI BHUKWANA

12.1 Leli Bhukwana litholakala ngezilimi ezintathu ezilandelayo ezisemthethweni:

- 12.1.1 IsiNgisi
- 12.1.2 IsiBhunu
- 12.1.3 IsiZulu

12.2 Ikhophi yaleli Bhukwana noma ikhophi yalo ebuyekeziwe, iyatholakala nangezindlela ezilandelayo:

- 12.2.1 Kuwebhusayithi ye-ELRC (www.elrc.org.za)
- 12.2.2 Ekomkhulu loMkhandlu ukuze lihlolwe ngumphakathi ngesikhathi samahora okusebenza ajwayelekile
- 12.2.3 Kunoma yimuphi umuntu ofaka isicelo
- 12.2.4 KuMlawuli Wezolwazi uma ufaka isicelo

12.2 Imali yekhophi leBhukwana, njengoba ishiwo kwisithasiselo B seMithethonqubo, ikhokhwa ngekophi ngayinye eyenziwe ewusayizi ongu-A4.

13. UKUBUYEKEZWA KWALELI BHUKWANA

13.1 Le ELRC, uma kunesidingo, izobuyekeza futhi ishicilele leli Bhukwana minyaka yonke.

Likhishwe ngu:



Nksz NO Foca
ISikhulu Sezolwazi
UNobhala Jikelele, ELRC