

Agreement for the execution of tasks of translatable texts review

This agreement is made between the FreeCAD project association (the FPA), a non-profit body registered as an AISBL in Belgium under enterprise number [781867807](#) and FreeCAD contributor Sofia Fabiancic-Zühr (the CONTRIBUTOR), identified as sifabiancic.

This document constitutes a **non-employment service agreement** between these two parties, who agree to the following terms and conditions:

Purpose and objectives

The texts shown to the user in FreeCAD through the UI are generally suffering of many grammatical problems: Different tenses/forms used in different contexts, or texts that are poorly written or sometimes difficult to understand.

This is normal given that many programmers are not native English speakers, but since the English form is the base that fuels all other translations, most problems end up propagating into the translations as well. So we need to fix the English texts at the source.

The FPA is therefore appointing the CONTRIBUTOR to monitor, coordinate, normalize, and unify translatable UI strings.

Duties

During the time covered by this agreement, the CONTRIBUTOR agrees to:

- Develop guidelines
 - Create and maintain comprehensive guidelines for developers to follow when creating UI texts (e.g., preferred tone, voice, and terminology for buttons, dialogs, error messages, etc.).
 - Based on discussions held with the community, provide examples of both good and bad practices to aid understanding for all users, regardless of their linguistic background and English proficiency.
- Monitor and review

- Regularly review UI strings for consistency and grammatical accuracy, addressing issues directly or coordinating with developers for clarification when needed.
- Collaborate with translators to identify problematic source strings and prioritize necessary fixes.
- Do community support
 - Actively monitor and respond to translator queries on platforms such as CrowdIn and GitHub.
 - Work with translators to resolve challenges arising from ambiguous or poorly written strings, ensuring an efficient workflow.
- Report and document
 - Maintain a transparent log of progress, challenges, and resolved issues, providing monthly updates to the FreeCAD community.
 - Document processes and guidelines thoroughly to ensure continuity and ease of transition for future contributors.
- Invoice the FPA when the different stages of the payment schedule described below are reached
- All code developed under this agreement must be licensed LGPL 2.1 (SPDX code "LGPL-2.1-or-later"), and all non-code documentation must be licensed under an appropriate Free license recognized by OSI and FSF

The CONTRIBUTOR will allocate a total of 160 working hours to the tasks described above, to be distributed among the different tasks above as the CONTRIBUTOR sees appropriate.

During the time covered by this agreement, the FPA agrees to:

- Pay the CONTRIBUTOR the amount described below in this document when invoiced by the CONTRIBUTOR
- Help the CONTRIBUTOR to perform their part of this agreement whenever needed

Conditions and compensation

A compensation of USD 5000,00 will be paid by the FPA to the CONTRIBUTOR, according to the following schedule:

- USD 2500,00 when the CONTRIBUTOR estimates half of the working hours have been spent

- USD 2500,00 when all the working hours have been spent by the CONTRIBUTOR, and after agreement of the FPA.

Payments will be made after receiving an invoice from the CONTRIBUTOR, by bank transfer. VAT, bank transfer fees and other transfer fees will be paid by the FPA. All other fees and taxes to which the CONTRIBUTOR is subject to, such as revenue taxes or social security taxes, must be included in the invoice, and part of the total amount stated in this agreement.

All invoices sent to the FPA must imperatively show the VAT number of the FPA (BE 0781 867 807) and, unless emitted from a Belgian VAT holder or subject to any other VAT handling system in the CONTRIBUTOR's country, the mention "Reverse charged VAT according to Art 21 § 2 of the Belgian VAT Code".

The tasks described in this agreement will be organised and performed by the CONTRIBUTOR in the manner, schedule and time frame that the CONTRIBUTOR sees appropriate, from their own location, using their own equipment, and establishing their own schedule and timetable. The CONTRIBUTOR is the sole responsible for the quality of their work. There is no subordination relationship between the FPA and the CONTRIBUTOR.

This agreement is a strict non-employment agreement. The CONTRIBUTOR agrees to the conditions of this agreement as an independent worker. There is no employment relationship between the FPA and the CONTRIBUTOR. The CONTRIBUTOR is solely responsible for paying all taxes such as revenue taxes incurring from the revenues obtained from this agreement, and for paying all social security contributions needed in the CONTRIBUTOR's country, and any other expense needed to perform their work as an independent worker.

The CONTRIBUTOR will be ready at all times to prove their independent worker status by showing documents like proof of payment of revenue taxes or conformity of their situation against social security, if requested by the FPA.

The CONTRIBUTOR will not hold the FPA responsible for any injury or material loss occurring during the execution of the tasks described in this agreement.

Termination and renewal

This agreement starts from the date this agreement is signed by both parties, and terminates after all the tasks described in this agreement have been fulfilled, or the number of working hours defined in this agreement have been spent.

Both the FPA and the CONTRIBUTOR can unilaterally terminate this agreement at any time, for any reason, by simple notification to the other party. If work has been done by the CONTRIBUTOR after the last payment, the FPA will pay a last installment to be proportionally determined by the quantity of work done within the corresponding stage of the payment schedule.

This agreement is ruled by Belgian law, and the competent court is the Brussels court. However, both parties agree to always seek friendly resolution in case of conflicts, and to always consider the best interest of the FreeCAD project.

Done in Brussels on March 3rd, 2025

For the FPA

The CONTRIBUTOR

Yorik van Havre
chairman of the FPA

Sofia Fabiancic-Zühr

A handwritten signature consisting of a series of sharp, vertical, wavy lines followed by a horizontal stroke.A handwritten signature featuring a stylized, cursive 'S' followed by a horizontal line.