



**BAZI RINOONA NEZVEKUSIMUDZIRWA KWEVECHIDIKI,
BUDIRIRO NEDZIDZO YEMABASA EMAOKO**

GWARO RECHIBVUMIRANO NEVATINOSHANDIDZANA NAVO

2026

**Kuda nyika yako: Kuzvidavirira: Kushanda pamwe chete: Hunyanzvi
hutsva: Kutendeseka:**

1. NHUNGAMIDZO

Bazi rinoona nezveKusimudzirwa kweVechidiki, Budiriro neDzidzo yeMabasa eMaoko riripo sezvakatsanangurwa muBumbiro reMutemo weZimbabwe Rakagadzurudzwa (No. 20) ra2013, kuitira kuti vechidiki vose vari pakati pemakore gumi nemashanu (15) kusvika makumi matatu nemashanu (35) vakwanise kuwana zvinotevera:

- i. Dzidzo yakakodzera uye kudzidziswa zvemubati wemaoko;
- ii. Mikana yokushamwaridzana, kumiririrwa uye kutora chikamu mune zveematongerwo enyika, zve magariro, zvehupfumi nezvimwe zvikamu zveupenyu;
- iii. Mabasa uye dzimwe nzira dzekusimudzirwa mune zvehupfumi
- iv. Zviitiko zvekutandara nezvimwe zvinobetsera; uye
- v. Dziviriro kubva kumaitiro etsika magariro anokuvadza, kushandiswa zvisiri izvo nenzira dzose dzekushungurudzwa.

Bazi iri rekusimudzira nekuvandudza vechidiki rinofambirana nezvakanangwa nechinangwa cheChirongwa cheChipiri cheBudiriro yeNyika (*NDS2*) uye neHurongwa hweNyika hweKusimudzirwa kweVechidiki, apo rakanangana nekupa vechidiki hunyanzvi hwemabasa emaoko kuitira kugadzira mabasa, kukurudzira kuzviriritira, uye kuona kuti vakwanisawo kupinda mumaitirwo okutora matanho okuita sarudzo yokuita chinhu. Bazi rinobatsira mukuzadzikiswa kweMuono wa2030 nekusimudzira kukura kwehupfumi kunosanganisa vose, budiriro yemagariro, uye kurera vagari vemunyika vanoziya zvavanoita kuburikidza nezvirongwa zvakaita seHurongwa hweKudzidzisa Vechidiki muZimbabwe. Kufambirana kwazvo uku kunoita kuti vechidiki vasangova vanobatsirika nezvirongwa chete, asi kuti vave vanotungamira muzvinangwa zvenyika, zvichisimbisa hwaro hwevanhu vane unyanzvi, kuwedzera kusimbaradza kuitwa kwebasa, nekuvaka zvizvarwa zvinotirira, zvine hunyanzvi hutsva, uye zvinozvipira mukuva nebudiriro inoramba ichienda mberi.

Gwaro reChibvumirano neVatinoshandidzana Navo iri chivimbiso kune vatinodyidzana chinotsanangura kuzvipira kweBazi sezvakarongwa mune zvatinokoshesa, mabasa makuru, kodzero nezvisungo zvevatinoshandidzana navo. Gwaro reChibvumirano

neVatinoshandidzana Navo rinopa nzira dzekuwana muono wevatinoshandidzana unozobatsira pakuongorora mashandiro kuitira kuvandudza kuwaniswa kwemabasa ebetsero. Nhamba dzemahofisi eBazi dzakapiwa kuitira kutaurirana, kujekese zvinhu nokudyidzana nevanoshandidzana naro.

Bazi rinoona nezveKusimudzirwa kweVechidiki, Budiriro neDzidzo yeMabasa eMaoko rinozvipira kukukoshesa zvinotevera:

- i. Kuda nyika yako
- ii. Kuzvidavirira
- iii. Kushanda pamwe chete
- iv. Hunyanzvihutsva
- v. Kutendeseka

i. Muono

Vechidiki Vanokwanisa Kuzvimirira Vanopinda Mune zveBudiriro yeNyika panosvika 2030

ii. Chinangwa

Kuvandudza, kusimudzira nekushandisa mitemo nezvirongwa zvekusimudzirwa kwevechidiki kuti pave nebudiriro inoenderera mberi uye yakaenzanirana.

iii. Donzvo

Kuvandudza, kusimudzira nekushandisa mitemo nezvirongwa zvekusimudzirwa kwevechidiki kuti pave nebudiriro inoenderera mberi uye yakaenzanirana.

- i. **Kuda nyika yako** – Chido kana rudo nenyika yako. (kuisa Zimbabwe pekutanga)
- ii. **Kuzvidavirira** – Mamiriro ekuita zvinhu nenzira yakajeka, kuzvidavirira, kuva nemutoro, kugona kumiririra zvaunenge waita kana zvaitwa muri pamwechete nevamwe
- iii. **Kushanda pamwe chete** – Kushandisa unyanzvi hune vamwe nezvavanogona mukushanda nevanhu vose murudo neruremekedzo

- iv. **Hunyanzvi hutsva** – Kutanga nekugamuchira nzira itsva kana pfungwa dzekuvandudza kuwaniswa kwemabasa ebetsero nekukurumidza
- v. **Kutendeseka** – Kuvimbika, kutambirika, kusazungunutswa uye kutevedzera mitemo yetsika nemashandiro

2. ZVATINOKOSHESA

- i. **Kuda nyika** – Chido kana rudo nenyika yako. (kuisa Zimbabwe pekutanga)
- ii. **Kuzvidavirira** – Mamiriro ekuita zvinhu nenzira yakajeka, kuzvidavirira, kuva nemutoro, kugona kumiririra zvaunenge waita kana zvaitwa muri pamwechete nevamwe
- iii. **Kushanda pamwe chete** – Kushandisa unyanzvi hune vamwe nezvavanogona mukushanda nevanhu vose murudo neruremekedzo
- iv. **Hunyanzvi hutsva** – Kutanga nekugamuchira nzira itsva kana pfungwa dzekuvandudza kuwaniswa kwemabasa ebetsero nekukurumidza
- v. **Kutendeseka** – Kuvimbika, kutambirika, kusazungunutswa uye kutevedzera mitemo yetsika nemashandiro

3. MAGWARO ANOSHANDA

- i. Bumbiro reMutemo weZimbabwe Rakagadzurudzwa (No. 20) ra2013: Chitsauko 2:20.
- ii. Mutemo weNyika weVechidiki
- iii. Mutemo weKanzuru yeVechidiki weZimbabwe [Chitsauko 25:19] wa2001

4.0 MADHIPATIMENDI NEMABASA AWO MAKURU

4.1 Madhipatimendi eZvirongwa

4.1.1 Budiriro yeVechidiki

- i. Kugadzira, kushandisa, kutarisa nekuongorora mitemo yebudiriro, zvirongwa nemapurojekiti.
- ii. Kumisikidza nzira dzekupinza nyaya dzebudiriro yevechidiki muhurongwa hwemitemo nezvirongwa zzebudiriro yenyika.

- iii. Kusimudzira kupinda kwevechidiki muhutungamiriri nematanho okuita sarudzo yokuita chinhu.
- iv. Kufambisa zvirongwa zvekugoverana ruzivo kwevechidiki.
- v. Kufambisa maitirwo ezvirongwa zvebudiriro zvinotangwa nevechidiki mumasangano akazvimirira neevoruzhinji.
- vi. Kutaurirana nezvikamu zviri muBazi uye vainoshandidzana navo pakugadzira mikana yebudiriro yevechidiki.
- vii. Kusimbaradza kupinda kwevechidiki munyaya dzokuumba runyararo.
- viii. Kushanda pamwe chete nemamwe masangano munyika, mudunhu nepasi rose muzvirongwa zvebudiriro yevechidiki.
- ix. Kuunganidza vechidiki kuti vapinde muzvirongwa zveBazi nezvimwe zvirongwa zvine chekuita nevechidiki.
- x. Kushandisa zvibvumirano zvemudunhu zvebudiriro yevechidiki munyika yedu (*African Youth Charter; SADC Declaration on Youth Development and Empowerment*).

4.1.2 Kusimudzirwa kweVechidiki Mune zveHupfumi

- i. Kugadzira, kushandisa, kutarisa nekuongorora mitemo, zvirongwa nemapurojekiti ekusimudzirwa kwevechidiki mune zvehupfumi.
- ii. Kumisikidza nzira dzekupinza nyaya dzekusimudzirwa kwevechidiki mune zvehupfumi muhurongwa hwemitemo nezvirongwa zvebudiriro yenyika.
- iii. Kufambisa maitirwo ezvirongwa zvinosimudzira hupfumi zvinotangwa nevechidiki mumasangano akazvimirira neevoruzhinji.
- iv. Kutaurirana nezvikamu zviri muBazi uye vatinoshandidzana navo pakugadzira mikana yokusimudzira vechidiki mune zvehupfumi.
- v. Kushanda pamwe chete nemamwe masangano munyika, mudunhu nepasi rose muzvirongwa zvokusimudzira vechidiki mune zvehupfumi.
- vi. Kufambisa mabasa ane chokuita nekuumbwa, kunyoreswa zviri pamutemo nekudzidziswa hunyanzvi kwemapoka evechidiki nemabhizimusi.
- vii. Kuona mashandisirwo ehomwe yemari yebudiriro yevechidiki, nzvimbo dzinotwa mabhizimusi evechidiki nedzimwe nzvimbo dzinopiwa vechidiki rubatsiro nokukurumidza munguva yenjodzi.

- viii. Kuona mikana yemabhizimusi nenzvimbo dzinowanikwa zvokushandisa uye kupa ruzivo rwemabhizimusi kune vechidiki vagara vari mumabhizimusi emubati wemaoko nevari kusimukira.
- ix. Kuronga, kuongorora, kutarisa nekuongorora mapurojekiti angada kutsigirwa nemari pasi peHomwe yeBudiriro yeVechidiki.

4.1.3 Hurongwa hweKudzidzisa Vechidiki muZimbabwe

- i. Kugadzira nokushandisa mitemo yezvirongwa zvevechidiki yekuzvipira kushandira nyika pasina muripo.
- ii. Kuumba mune vechidiki tsika dzokuda nyika yavo, kuranga, rupau rwenyika, kushandira nyika nokugona kugara zvakanaka munyika.
- iii. Kudzidzisa tsika yekushanda muhurumende nemasangano akazvimiririra kuburikidza nekuita mabasa nokuoneswa maitirwo emabasa munyika.
- iv. Kupa gwara remabasa avanogona kuita mune ramangwana, uye kudzidzisa hunyanzvi hweraramo nehwebhizimusi kuitira kuti vagone kushingirira nekuwanisa vamwe mabasa.
- v. Kuwanisa mabasa vadzidzi vakapedza zvidzidzo pasi peHurongwa hweVechidiki muZimbabwe muHurumende, mumapazi ehurumende anoshanda akazvimiririra, nemamwe masangano, pamwe nekunyoreswa kuti vapinde muzvikoro zvedzidzo yepamusoro.
- vi. Kuvandudza nekugara uchiongorora zvirongwa zvedzidzo zveHurongwa hweVechidiki muZimbabwe.
- vii. Kuita tsvakurudzo dzekuteverera kuti uone kushanda kweHurongwa hweKudzidzisa kweVechidiki muZimbabwe.
- viii. Kuona kuti mikana yekusimudzirwa kwevechidiki vakapedza zvidzidzo pasi peHurongwa hweKudzidzisa kweVechidiki muZimbabwe yawanikwa.
- ix. Kuona kuti pave nokudyidzana pakati pehurumende nemasangano akazvimiririra kuitira kubatsiridza zvirongwa zvedzidzo muZvikoro zveHurongwa hweKudzidzisa Vechidiki muZimbabwe.

4.1.4 Kuvandudzwa kwemaBhizimusi

- i. Kuvandudza mitemo, maitiro nedzidzo inodiwa muzvikamu zvemabhizimusi ezvemari evechidiki.

- ii. Kufambisa kuvandudzwa kwebhizimusi nekusvika kune vatinodyidzana navo pakumisikidzwa kweKudyidzana pakati peHurumende nevanoshanda vakazvimiririra nekuita mibatandiswa yokusimudzira vechidiki.
- iii. Kuvandudza nekushandisa nzira dzeBazi dzekuunganidza zvishandiswa nekumiririra nyaya dzevechidiki.
- iv. Kupa rutsigiro rwehunyanzvi mukuvandudza mabhizimusi nekuona mashandisirwo enzvimbo dzinoshandiswa nevechidiki vari kutanga mabhizimusi.
- v. Kuve nefungidziro uye kugadzira nzvimbo dzinoshandiswa kutanga mabhizimusi evechidiki.
- vi. Kuvandudza nzira yekusimudzirwa kwevechidiki nekuwana mari.

4.1.5 Dzidzo yeMabasa eMaoko neKuvandudza Unyanzvi

- i. Kugadzira nekushandisa mitemo yekuvandudza unyanzvi.
- ii. Kuronga zvirongwa zvekudzidziswa hunyanzvi kwevechidiki.
- iii. Kuona kuti pave nokudyidzana pakati pehurumende nemasangano akazvimiririra kubatsiridza zvikoro zvedzidzo yemabasa emaoko.
- iv. Kuona kuti pave nokushandidzana mukati mebazi iri nemamwe mamapazi omunyika.
- v. Kuvandudza nzira dzekushandidzana nemaindasitiri.
- vi. Kupa vechidiki hunyanzvi hwebasa, mabasa emaoko uye mabhizimusi pakugadzira mabasa nekugona kuzviriritira.
- vii. Kuvandudza zvirongwa zvedzidzo zvine chekuita nedzidzo yemabasa emaoko nehunyanzvi hwebhizimusi kune vechidiki.
- viii. Kuita tsvakurudzo dzekuteverera kuti vaone kushanda kwedzidzo yemabasa emaoko.
- ix. Kumisikidza nzvimbo dzekuvamba mabhizimusi okugadzira zvinhu nokudzidziswa Pazvikoro zveDzidzo yeMabasa eMaoko.
- x. Kupinda muzvirongwa zvenyika zvekuvaka zvivakwa.
- xi. Kupa vechidiki hunyanzvi hwekutanga mabasa emaoko nekugona kugadzirisa matambudziko ehupenyu mukukura kunoita munhu, hunyanzvi hwekuita basa nokugona kuzviriritira.

xii. Kuvandudza pfungwa yokuita mabhizimusi mune vechidiki.

4.1.6 Kufambiswa kweMashoko neKumirira Nyaya dzeVechidiki

- i. Kuvandudza nekuchengetedza nzira inoshandiswa pakufambisa mashoko eBazi nevarinoshandidzana navo vemukati uye vari kunze vanosanganisira vatapi venhau.
- ii. Kutaura nezvenzira dzeunyanzvi hutsva dzeBazi nebudiriro kuburikidza nezvinyorwa zvamapepanhau, kushandisa tekinoroji, zviratidzwa nezviitiko zvevoruzhinji.
- iii. Kutungamirira mukushevedzera zvirongwa zvinosanganisa mapazi akawanda zvinodiwa mukuvandudza kugadziwa kwemapurojekiti nekubvisa zvikamu zvakamira zvoga kuburikidza nekudzidzisa vanhu kugadzirisa zvinetswa zvichenderana nenguva iyoyo nemaitiro ekutaurirana akanaka.
- iv. Kushandisa zvirongwa nzira dzinosanganisira kushambadzira, zviratidzwa, mitambo yemarodhisho, misangano nezvimwe zviitiko mukuzivisa veruzhinji.
- v. Kugadzira nekushandisa gwara rekutaurirana nevose vanoshandidzana nebazi rino.
- vi. Kuvamba nekuchengetedza huvepo hwebazi rino padandemutande kuburikidza nekushandisa webhusaiti, mapuratifomu ezvikuva zvekufambisa mashoko zvakaita semabhurogu nezvimwewo.
- vii. Kuongorora mapuratifomu (emunyika muno neekunze) eruzivo nekufambiswa kwemashoko uye kunyora mhan'aro senzira yekuzivisa vatungamiriri vebazi.

4.1.7 Hurongwa, Kuongorora neKutevera

- i. Kufambisa kugadziwa kwezvinyorwa zvehurongwa hwebazi rino.
- ii. Kufambisa nemazvo kuitwa kwetsvakurudzo nekuonesa shanduko dzinodiwa
- iii. kuvandudza zvirongwa zvevechidiki, budiriro nedzidzo yemabasa emaoko.
iii. Kugadzirisa mitemo negwara rekutarisa mashandiro ezvirongwa zvebazi nezvimwe zvikamu zvakazvimirira.
- iv. Kuongorora zvikumbiro zvehurongwa hwekutanga mabhizimusi kuti paonekwe zvingabuda mune zveupfumi nezvemari.

- v. Kuvandudza nekuchengetedza dura reumbowo hwebazi reVechidiki, Budiro neKusimudzirwa senzira yekubatsiridza kuronga.
- vi. Kuongorora kushandiswa kwezvibvumirano nezvinyorwa zvemudunhu uye zvepasi rose zvakanangana neVechidiki, Budiro neDzidzo yemabasa emaoko.
- vii. Kutarisa hurongwa hwebasa rebazi rino uye kutungamirira mukuonesa zvingangoitika munguva ine urefu hwemwedzi kana nguva pfupi.
- viii. Kutungamirira kuongorora nekuteverera hurongwa hwebazi rino.
- ix. Kuteverera kufambiswa mberi kwezvirongwa zwebazi rino nechinangwa chekuona kuti zvose zvazadzikiswa uye zvachengetedzeka.
- x. Kuita tsvakurudzo neongororo.
- xi. Kugadzira nzira dzekuongorora nekuteverera dzebazi rino.
- xii. Kuita tsvakurudzo nekutevera vadzidzi vapedza senzira yekuona kushanda kwezvirongwa zwebazi.
- xiii. Kufambisa nekubudisa ongororo yemhan'aro dzabva kuzvikamu zwebazi rino.
- xiv. Kuvandudza kugona kwevashandi pakuteverera nekuongorora zvirongwa nemapurojekiti.

4.1.8 Mari neUtungamiriri

- i. Kugadzirisa hurongwa hwemafambisirwo emari.
- ii. Kuronga mashandisirwo emari.
- iii. Kuturira hurumende uye,
- iv. Kuunganidza zvishandiso nezviwanikwa.
- v. Kuronga mashandisirwo emidziyo.
- vi. Kuronga kufambiswa zvakanaka kwezvishandiswa zwebazi rese.
- vii. Urongwa hwezvifambiso.
- viii. Urongwa hweruzivo netekinoroji yemakombiyuta.
- ix. Kufambisa kuvakwa nekugadziriswa kwezvivakwa nezvimwewo zvinoshandiswa.
- x. Kuona zvinodiwa nebazi (vashandi, zvishandiso nezvinhu) kubva pakutanga kusvika pakupedza chirongwa pachionekwa huvepo hwemari.

- xi. Kuronga mabasa ese ekuvaka nekugadzira hurongwa hwezvikuamu zvepakati kuti paonekwe kuti nguva dzakatarwa dzinobatika.
- xii. Kufambisa kutengwa kwezvinodiwa kushandiswa uye kutarisa kuti matura ane zvinhu zvese
- xiii. kuti pasave nezvingashaikwe.
- xiv. Kuita hurongwa hwemari nenzira dzinotarisiwa pakufambiswa kwemapurojekiti.
- xv. Kurongedza kugadzirwa kwehurongwa hwemari hwePSIP yakanangana nemapurojekiti nezvinoshandiswa neveruzhinji.
- xvi. Kudoma, kuongorora uye kubvumidza mapurojekiti ePISP akanangana nezvinoshandiswa neveruzhinji pachitariswa mashandisirwo ezvemari.
- xvii. Kuona kuti mari yose yashandiswa pakuita mabasa akaita sekuhaya, nekufambiswa kwemapurojekiti zvaitwa zvichienderana nezvibvumirano zviripo.
- xviii. Kugadzirira fungidziro yekushandiswa kwemari yezvinhu zvinodiwa pamapurojekiti.

4.1.9 Vashandi

- i. Kuvandudza bazi rino zvichienderana neshanduko dzakatenderwa nebazi revashandi vehurumende.
- ii. Kufambisa zviringwa zvekuvandudza mashandiro evashandi.
- iii. Kusimudzira kushandidzana nekudyidzana kwakanaka mumabasa.
- iv. Kufambisa zviringwa zveutano, kuchengetedzeka uye mararamiro akanaka.
- v. Kusimudzira nyaya dzemashandiro akanaka evashandi.
- vi. Kusimudzira nyaya dzekuenzana kwemikana kwevarume nevakadzi mumabasa.
- vii. Kufambiswa kwechirongwa che *Integrated Result Based Management* chinoona bata bata nemashandiro evashandi pabasa.
- viii. Kufambisa hurongwa hwezevashandi.
- ix. Kuchengetedzeka kwemarekodhi neruzivo.
- x. Kuona kuti pagadzirwa gwaro rechibvumirano kune vatinoshandidzana navo mubazi rino.

4.1.10 Betsero dzezvemitemo

- i. Kupa mazano ezvemutemo kubazi rino panyaya dzakasiyana-siyana dzine chekuita nekufambiswa kwebasa.
- ii. Kuongorora zvinyorwa zviri pasi pebazi rino kuti zvienderane nebumbiro remutemo weZimbabwe – Rakananzurudzwa 2013 (No. 20).
- iii. Kubvunza hofisi yegweta guru rehurumende maringe nedudziro kana maonero avo pamitemo kana zvimwewo zvakasiyana-siyana zvinoitwa nebazi rino.
- iv. Kubvunza sangano rehofisi yekomisheni yevashandi vehurumende pakanangana nedudziro yezvikamu zvemutemo wevashandi vehurumende.
- v. Kuongorora shanduko dzinoitwa kumitemo nebazi rino mukudyidzana kwaro nevarinoshandidzana navo uyewo kugadzira zvinyorwa zvinonzverwa nehofisi yegweta guru rehurumende, kuti pave nekuenderana nebumbiro remutemo weZimbabwe – Rakananzurudzwa 2013 (No. 20).
- vi. Kugadzirira zvibvumirano zvemunyika ino nezvepasi rose zvichapindwa nebazi rino uyewo mamwe masangano zvichitungamirirwa nehofisi yegweta guru rehurumende.
- vii. Kuita tsvakurudzo nekuziva zvirikuitika munguva dzechizvino zvino maringe nezvemitemo (semuenzaniso, zvibvumirano, mafambisirwo ezvinhu) zviri munharaunda nepasi rose.
- viii. Kugadzirira zvinyorwa zvemutemo uye mapepa edare remakurukota ehurumende uye kuendesa zvinyorwa zvisati zvanyatsotsetsenurwa kuti zviongororwe kuhofisi yegweta guru rehurumende.
- ix. Kupa mazano kune vane masimba ekuranga mubazi rino, uye mafambisirwo ematongerwo emhosva dzepamabasa zvichienderana nemitemo yevashandi vehurumende.
- x. Kugadzirira tsamba dzine chekuita nemafambisirwo enyaya dzematware edzimhosva.
- xi. Kumhan'ara nenguva zvakubuda panyaya dzese dzabva kumatware kusanganisira zvikumbiro zvedare nemitongo kukomisheni yevashandi vehurumende.
- xii. Kubatsira makomiti ekuranga vaita mhosva pakupatsanura mitemo inofanirwa kutevedzwa mukufambiswa kwenyaya idzi.

- xiii. Kugadzirira zvibvumirano nezvisungo zvemudunhu nezvepasi rose kuti zvifambidzane nemitemo.
- xiv. Kumiririra bazi rino mumatare.
- xv. Kuendesha mhan'aro yemwedzi wega wega kukomisheni yevashandi vehurumende.

4.1.11 Ongororo inoitwa nebazi

- i. Kupa mabasa eongororo neekupa zivo kubazi rino uyewo masangano ehurumende akazvimirira.
- ii. Kusimudzira kuitwa kwebasa kana bata bata mune zvakajeka, kuzvidavirira uye hutongi hwakanaka.
- iii. Kuongorora chikamu chinomhan'ara mafambisirwo ezvemari.
- iv. Kuongorora kushanda zvakana kana zvine mwero kwemari yemapurojekiti anoitwa nebazi kana chikamu chinopa mhan'aro dzakanangana nemari.
- v. Kuita ongororo dzekukosha kwemari dzebazi rino kana zvikamu zvinopa mhan'aro dzemashandisirwo akanaka emari.
- vi. Kubuditsa nekutumira mhan'aro dzinoratidza zvakaonekwa maererano nechikamu 80 (5) cheMutemo weMafambisirwo eMari yeVoruzhinji [Chitsauko 22:19].

4.1.12 Chikamu cheutungamiriri hwekutenga zvinhu

- i. Kuronga zviitiko zvekutenga zvinhu zvebazi.
- ii. Kurovedzera maitiro akakodzera ekutenga zvinhu.
- iii. Kugadzirira zvinyorwa zvekukwikwidza pakutenga nekutengesa zvichienderana nezviri mumutemo.
- iv. Kugadzira zvinocherechedzwa uye nzira dzekuongorora mukutenga zvinhu.
- v. Kugadzirira zviziviso zvekukwikwidza uye kugadzira mazita ezvichadiwa nepapfupi.
- vi. Kugadzirira maitiro ekukwikwidza, kusanganisira misangano inoitwa kukwikwidza kusati kwatanga, kujekeswa uye kugamuchira nekuvhurwa kwezvikumero zvekukwikwidzo.
- vii. Kugadzirira kuongororwa kwezvikumero pashure pokunge paitwa sarudzo yezvatengwa.

- viii. Kufambiswa nemazvo komiti inoita ongorora yebazi rino.
- ix. mhan'aro dzeongorora, kusanganisira matsamba ekupa zvibvumirano.
- x. Kutarisisa zvibvumirano zvekutenga kana kufambiswa kwazvo.
- xi. Kunyora mhan'aro dzekutengwa kwezvinhu.

4.1.13 Kunzwira Nyaya dzeVanhukadzi, Hupenyu Hwakanaka neKusasiirira vamwe kunze

- i. Kufambisa kuvambwa kwezvirongwa nekuongorora kwemitemo ine chekuita nevanhukadzi, kusasiirira vamwe vanhu nezvirongwa zvehupenyu hwakanaka. Izvi zvinoitwa nevakuru vemapoka ari mubazi vachizoonesawo munyori mukuru webazi.
- ii. Kupa ruzivo rwehunyanzvi panyaya dzine chekuita nevanhukadzi, kusasiirira vamwe vanhu nezvirongwa zvehupenyu hwakanaka. Izvi zvinoitwa senzira yekuonesana ne munyori mukuru webazi.
- iii. Kutungamira zvirongwa zvemabhizimusi, upfumi nemapurojekiti. Izvi zvinoitwa zvakanangana nekuona kuti mitemo nehurongwa hwemaitirwo mubazi hazvina wazvasiirira.
- iv. Kuvandudza nekuchengetedza kudyidzana kwakakosha nevatinoshandidzana navo vakadai se *Zimbabwe Gender Commission*, mamwe mapazi ehurumende nemasangano everuzhinji kuti varovedzere nyaya dzine chekuita nevanhukadzi, kusasiirira vamwe vanhu vose nekurovedzera hupenyu hwakanaka. Nyaya idzi dzinoitwa zvichionekwa kuti dzapinzwa muhurongwa hwenyika.
- v. Kufambisa zvirongwa zvine chekuita nehupenyu hwevanorarama nehurema mubazi rino.
- vi. Kusimudzira kushandiswa nekuiswa kwemitemo, zvirongwa zvine chekuita nevanhukadzi uye kuona kuti kufambiswa kwemashoko nepembedzo zvaitwa nemazvo mubazi rino.
- vii. Kuona kuti zvivakwa zveveruzhinji mubazi zvinosvikika nyore uye hazvisaruri vanorarama nehurema.
- viii. Kuona kuti zvirongwa zvine chekuita nenyaya dzemadzimai, kurarama zvakanaka nekusasiya vamwe kunze dzarovedzerwa mubazi rino kuitira kuti zvinzwisisike nenhengo dzese.

- ix. Kuziva mafambiro ezvinhu echizvino zvino (emunyika nekunze kwenyika) akanakisisa anovandudza kugashira siyano iripo pavashandi vari mubazi rino.
- x. Kugadzira zvirongwa zvinobatanidza vanhu vose zvakanangana nekuvandudza utano hwemuviri nepfungwa kuvashandi vose vemubazi rino.
- xi. Kuita ongororo yemagwaro emitemo, maitiro nehurongwa hwebazi rino nechinangwa chekuona kuti nharaunda yebasa inobetseredza kuchengetedza hutano hwevashandi.
- xii. Kuona kuti zviitiko nezvirongwa zvese mubazi rino hazvisiiriri vamwe kunze uyewo nyaya dzevanhukadzi dzinoonekera nguva dzose.

5.0 MABASA EMAKAMBANI EHURUMENDE NEMASANGANO ARI PASI PEBAZI RINO ANOWANA RUBATSIRWO KUBVA KUHURUMENDE

5.1 Kanzuru yeVechidiki MuZimbabwe

- i. Kufambisa nekutaririra bata bata dzemasangano nemakirabhu emunyika.
- ii. Kuona kuti utungamiriri hwemasangano nemakirabhu emunyika afambiswa nemazvo.
- iii. Kutora chikamu muzviitiko zvevechidiki zvenyika uyewo zvepasi rose.
- iv. Kupa hurumende mazano pane zvinodiwa nevechidiki; uye kuburikidza nemvumo yegurukota, kuita mapurojekiti akagadzirirwa kuwaniswa kwemabasa kune vechidiki, kusanganisira kutsvaka mari, nekushambadza zviitiko.

5.2 Bhanga reEmpower Bank Limited

- i. Kuvandudza mabhizimusi evechidiki nechinangwa chekuwanisa mabasa uye kusimudzira upfumi hwenyika.
- ii. Kuona kuti vechidiki vasina homwe dzemari mumabhangi vapinzwa munyaya dzeupfumi munyika.
- iii. Kusimudzira kuwaniswa kwemari kune vechidiki nemamwewo mapoka anotarisirwa pasi.
- iv. Kuwanisa vechidiki nevamwewo vanotambura mikana yekuita mapurojekiti anovabatsira kuti vazvimirire munyaya dzekuvandudza upfumi.

6. VATINOSHANDIDZANA NAVO

6.1 Vemuno

i. Zvikamu zvese zviri mubazi	ii. Makambani ehurumende
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iii. Gurukota, weGurukota	Mutevedzeri	iv. Vashandi
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6.2 Vekunze

Makurukota ehurumende	Vechidiki
Paramende yeZimbabwe	Masangano akazvimirira
Mamwewo mapazi atinodyidzana nawo nezvikamu zvehurumende	Mapoka anokurudzira
Vatinodyidzana navo mune zvebudiro nevemasangano asiri ehurumende	Vemakanzuru
Vemabhizimusi	Nyanzvi kubva kune mamwe masangano
Masangano emari	Vedzidzo yepamusoro
Masangano anobva munharaunda	Vechidiki mumabhizimusi
Vechidiki vanorarama nehurema	Masangano evechidiki
Vashanyi	Vechidiki vachangobva kuchikoro
Vadzidzi vari kudzidziswa	Vamiririri vechidiki veParamende neveKanzuru
Vanotitengesera mabasa ebetsero nezvinhu	

7. ZVITSIDZO NEZVIYERO ZVEKUFAMBISWA KWEBASA

	ZVITSIDZO	Nguva Yakatarwa Yekuendeswa Kwemabasa
Bazi rose		
i.	Kubata vatinoshandidzana navo zvakanaka	
	(a) Kugamuchira vashanyi	Mukati memaminitisi maviri (2) vasvika
	(b) Nhare	Nhare inofanira kudavirwa isati yarira kanodarika katatu
	(c) Tsamba dzenguva nenguva	Kupindura mukati memazuva manomwe (7) ebasa kubva pazuva ragamuchirwa mashoko
	(d) Mibvunzombonanano	Pakarepo
	(e) Mibvunzo netsambanhare	Maawa makumi maviri nemana (24) asati apfuura
ii.	Kupa humiririri hweBazi pazviitiko zvose zvebudiro nekusimudzirwa kwevechidiki.	Semakumbirirwo,
iii.	Kuzivisa kugashirwa kwezvichemo zviri pamutemo	Mazuva matatu ebasa
iv.	Kusimudzira zvirongwa zvebazi	Sezvinotaurwa mumagwaro ekufambiswa kwemashoko
v.	Ongororo dzemari	Sezvinotaurwa mumagwaro eongororo dzemari
vi.	Urongwa hwezvenzvimbo	Sezvinotaurwa mumagwaro ezvenzvimbo

vii.	Dzidziso yevatinoshandidzana navo	Sezviri pamipimo yedzidziso
viii.	Kuratidza pazviitiko zvese zvenyika, zvedunhu nezvenharaunda	Gore negore
ix.	Kutora chikamu mumishandirapamwe yenyika yakanangana nekuchenesa nharaunda	Pamwedzi wega wega
x.	Kutarisira vatengi vane nguva dzakatarwa kana vasina nguva dzakatarwa	Nguva dzose
xi.	Kudyidzana nevatengi nevainoshandidzana navo neruremekedzo	Nguva dzose
xii.	Kutevedzera kuvanzika uye kusazivikanwa kweruzivo	Nguva dzose
BUDIRIRO NEKUSIMUDZIRWA KWEVECHIDIKI		
i.	Kuvandudza nekushandisa mitemo yevechidiki	Nguva dzose
ii.	Kufambisa kutora chikamu kwevechidiki mubudiriro yenyika	Kufambisa kutora chikamu kwevechidiki mubudiriro yenyika
iii.	Kufambisa zvirongwa zvekudyidzana kwevechidiki mudunhu	Nguva nenguva
iv.	Kupinza budiriro yevechidiki muzvirongwa nemapurojekiti ebudiriro yenyika	Nguva nenguva
v.	Kufambisa zvirongwa zvekuzvipira kwevechidiki	Nguva nenguva
vi.	Kuwanisa mikana yekupa mari neyekusimudzirwa kwevechidiki mune mabhizimusi ese	Nguva nenguva
vii.	Kutarisa nekuongorora mapurojekiti anoda kutsigirwa nemari	Kamwe pamwedzi mitatu
viii.	Kusimudzira nekutsigira hunyanzvi hutsva nezvigadzirwa	Sezvazvakumbirwa,
ix.	Mabasa ekuvandudza bhizimusi	Sezvazvakumbirwa,
x.	Kuvandudza hutungamiriri	Nguva nenguva
xi.	Kupa zvitupa	Gore negore

8. ZVISUNGO NEKODZERO

Zvisungo zvebazi kune vatinoshandidzana navo:

- i. Kusimudzira nheyo dzedu uye kuita basa redu nekutendeseka, nekushingirira uye kuzvidavirira kune vatinoshandidzana navo.
- ii. Kubata vatinoshandidzana navo vese zvakanaka, uye zvisina rusarura rwemarudzi, hwekuve munhukadzi, hwechitendero, hurema nechimiro kana nharaunda inobviwa.
- iii. Kuona kuti zvichemo zvinopindurwa nekukurumidza uye nenzira yakakodzera uye kupa mhinduro nenguva yakatarwa.
- iv. Kupa mazano kuhurumende nedare remakurukota ehurumende mazano enyaya dzebudiriro yevechidiki nedzidzo yemabasa emaoko.
- v. Kushandidzana nevose vatinoshandidzana navo munharaunda yakanaka, yakachena uye yakachengetedzeka.
- vi. Kuzadzisa zvisungo zvemari kune vanopa mabasa ebetsero uye masangano makuru anowanisa mari pasi rose.

9. KODZERO DZEBAZI RINO

- i. Kutora matanho ekumatare edzimhosva kune vose vanenge vasina kutevedza zvisungo mukushandidzana nebazi rino.
- ii. Kusapa rubatsiro kana mabheneffiti kana kushandura mabheneffiti nekuda kwekusatevedzera mitemo yakatarwa inoona nezvekuwaniswa kwerubatsiro kana chirongwa.
- iii. Kushandisa zviga zvemutemo nemagwaro emutemo.

10. KODZERO DZEVATINOSHANDIDZANA NAVO PAMUSORO PEKUWANISWA RUBATSIRO

- i. Kodzero yekubakwa zvine hunhu pavanotsvaga mabasa ebetsero kubva kubazi rino.
- ii. Kodzero yekuwana ruzivo rwakakodzera runoenderana nemitemo yakatarwa.

- iii. Kodzero yekuvanzika uye kusazivikanwa.
- iv. Kodzero yekukwidza zvichemo zvine chokuita nerubatsiro rwunopiwa neBazi.
- v. Kodzero yekuwana ruzivo rwune chekuita nezvavanotarisa.
- vi. Kodzero yekugadziriswa kana kodzero dzavo dzatyorwa.
- vii. Kodzero yekutaura rubatsiro rwaunoda kubva kuBazi.

11. ZVINOTARISIRWA NEBAZI KUBVA KUNE VATINOSHANDIDZANA NAVO

- i. Kupa muono pamusoro pemhando yerubatsiro rwakapiwa kana rakaendeswa.
- ii. Kutsigira nekugamuchira zvirongwa zveBazi kuburikidza nekupinda mazviri.
- iii. Kuteverera mhinduro dzinononoka.
- iv. Kutevedzera nekuteerera maitiro nemitemo yehurumende.
- v. Kuremekedza kuvanzika uye kusazivikanwa.
- vi. Kubata zvine ruremekedzo vashandi veBazi nevanozvipira kushanda pasina muripo.
- vii. Kubata nguva dzokupinda misangano yakarongwa.
- viii. Kumhan'ara zviitiko zvehuori, maitiro asina kunaka uye kusatevedzera mutemo kuvashandi veBazi.

12. KUONGORORWA ZVAKARE KWEGWARO

Pakusimudzira kuwaniswa kwerubatsiro uye kugadzirwa kwemitemo, Gwaro reChibvumirano neVatinoshandidzana navo richaongororwa gore roga roga kuburikidza nokuita zvinotevera:

- a. Kubvunzurudza vane chokuita nesu uye vatinoshandidzana navo gwaro risati raongororwa.
- b. Kuongorora uye kuisa zvichemo, kurudziro nezvavangada kuti zviitwe pachishandiswa miono inenge yakapiwa.

13. NZIRA DZEKUPA MUONO

Pfungwa, zvichemo, kurudziro, zvingade kuitwa, nerumbidzo zvinogona kutaurwa kuburikidza nenzira dzinotevera:

- i. **Nhare:** - Dzemunjodzi: 0712 177 113, Dzemuhofisi: 242 707741, 242 708678
- ii. **Mabhokisi ekupa mazano:** Pamahofisi ese eBazi (Hofisi yeKumuzinda, Matunhu makuru neMatunhu madiki).
- iii. **Tsambanhare :** infor@myedvt.co.zw
- iv. **Tsamba:** Mabhokisi etsamba aripo eposvo nemabhegi akazvimirira.
- v. **Dandemutande:** youth.gov.zw
- vi. **Kero yepanzvimbo:** Old Parliament Building Cnr P. Lumumba and K. Nkrumah, Harare
- vii. **Mapuratifomu** **esosharimidhiya:** Fesibhuku:
<https://www.facebook.com/myedvt>, X: <https://x.com/myedvt>
- viii. **Kupa Chichemo kune vane zviremera:** Kutura chichemo kuhutongi hune chiremera hweBazi, kusvika kune Munyori kana chichemo chisina kugadziriswa zvakanakwana pamatanho epasi.

14. KUGADZIRISA ZVICHEMO NOKUYANANISA

Zvichemo zvese zvichagadziriswa zvakuvarizika nokukurumidza. Matanho okugadzirisa zvichemo anotevera ndiwo anovimbiswa:

- i. Kupa mukana wakasununguka unoita kuti vatinoshandidzana navo vagone kuisa zvichemo zvavo mberi.
- ii. Kugamuchira zvichemo zvapiwa zviri pamutemo mukati memazuva matatu ebasa.
- iii. Kuferefeta zvichemo zvapiwa mukati memazuva gumi nemana (14) ebasa.
- iv. Kana watinoshandidzana naye asina kugutsikana nemhinduro yaapihwa, anozosimudza nyaya yake ichienda kune mukuru ari pamusoro.
- v. Kana watadza kuwana mhinduro kubva kumukuru, chichemo chinokwidzwa kuMukuru weBazi, uyo anozogadzirisa chichemo ichi mukati memazuva mashanu (5) ebasa, uye

- vi. Kana watinoshandidzana naye asina kugutsikana nemhinduro kubva kuMukuru weBazi, nyaya ichaendeswa kuMunzori Mukuru uyo achagadzirisa mukati memazuva mashanu (5) ebasa kubva panogamuchirwa chichemo chakanyorwa pasi chine chokuita nepanyaya yacho.

15. KERO DZEPATINOBAZIKA

Mibvunzo yose, nyaya nezvichemo zvine chekuita neBazi zvinofanirwa kuendeswa kuMunzori Mukuru:

Ministry of Youth Empowerment Development and Vocational Training

Cnr P. Lumumba and K. Nkrumah

Old Parliament Building

Harare

16. KUONGORORWA KWEGWARO

Gwaro reChibvumirano neVatinoshandidzana navo richaongororwa gore roga roga. Ongororo iyi ichaitwa zvichibva pamuono nekurudziro zvinogamuchirwa kubva kune vatinodyidzana navo. Pfungwa dzakanyorwa, zvichemo, nerumbidzo zvinofanirwa kuiswa mumabhokisi ekupa mazano, anowanikwa kumahofisi edu ese.

17. DHAIREKITORI REBAZI: HOFISI YOKUMUZINDA MUKURU

DHIPATIMENDI	ZITA	NHARE	NHAREMBOZHA
i. Permanent Secretary's Office	Mr. S. Mhlanga	0242072702	071 2 325 355
ii. Chief Director	Mr. E. Murinda	+26386880 08389	0774454183
iii. Director Finance and Administration	Mr. P. Mafusire	+26386880 08389	0774444325
iv. Director Human Resources	Mr. P. Makotsi	0242701983	078 2 403 766
v. Director Business Development	Ms. C. Murewi	+26386880 08389	0772 202 785

vi. Director Internal Audit	Ms. P. Valela	+26386880 08389	0712867336
vii. Director Strategic Monitoring and Evaluation	Dr. B. Manobo	+26386880 08389	077 2 900 095 071 9 900 095
viii. Director Gender Mainstreaming Wellness and Inclusivity	Ms. T Chindara	+26386880 08389	0772216202
ix. Director Youth Service in Zimbabwe	Mr. O. Dube	+26386880 08389	0774 773 701
x. Director Communication and Advocacy	Mr. R. Madzamba	+26386880 08389	077 3233167 07716801386
xi. Director Vocational Training and Skills Development	Mr. I. Kutyauro	+26386880 08389	0773371695
xii. Director Procurement Management Unit	Mrs. M. C. Zulu	0242799587	0712 906 866
xiii. Acting Director Youth Development	Mrs. T. Mupanduki	+26386880 08389	071 9 089 525
xiv. Director Information, Communication and Technology	Mr. N. Kupamupindi	+26386880 08389	0772910278

18. DHAIREKITORI REBAZI: MATUNHU MAKURU

MATUNHU	KERO YEPANZVIMBO	KERO YETSAMBA	VAMUNOBATA
Harare	95 Jason Moyo Ave 2nd Floor Cecil House	P. Bag 7702 Causeway Harare	Mr. V. Mazvuma Deputy Director 242253035 0773804736
Bulawayo	Mhlahlandlela Government Complex Entrance 3 1st Floor, Block B	P. Bag 2374 Bulawayo	Mr O. Mudhunguyo Deputy Director 0292882442 0776910980
Manicaland	Manicaland Composite Building Block B, 2nd Floor Robert Mugabe Street	P. Bag Q7736 Mutare.	Mr. A. Mwakipesile Acting Deputy Director 020-634745 0773 767 968 0713 329 436

Mashonaland Central	Mutungagore Government Complex 1st Floor, Bindura	P. Bag 992 Bindura	Mr B. Manyange Deputy Director 0662106817 0772 837 509
Mashonaland East	Marondera Government Offices Ground Floor Corner Morris/Second Street	P.O. Box 738 Marondera	Mr. F. Chibanda Deputy Director 0773 915358
Masvingo	Public Works Building 2nd Floor, Chrome /Minerals Road Industrial site	P Bag 9118 Masvingo	Mr. J. Mbizvo Deputy Director 039226086 0772 900 710 0717 629 073
Matabeleland North	Mhlahlandlela Government Complex 1st Floor, Bulawayo	P Bag 3386 Bulawayo	Mr. J. Makore Deputy Director 077 3 003 709
Matabeleland South	New Government Complex, 2nd Floor 3rd Avenue, Gwanda	P.Bag 78 Gwanda	Ms. M. Muleya Deputy Director 077 2 906 283
Midlands	Office No 1012 1st Floor New Government Complex, Gweru	P. Bag 9057 Gweru	Mr. T. Kagoro Deputy Director 077 2 322 309 2222972
Mashonaland West	New Government Composite Building Chris Chatambudza Road, Chinhoyi	P. Bag 7714 Chinhoyi	Mr. E. Mavune Deputy Director 0773 348 384 067 2123033/4

19. KUPIWA MVUMO YOKUSHANDISA GWARO RECHIBVUMIRANO NEVATINOSHANDIDZANA NAVO

ZITA RECHIGARO	ZITA	SIGINECHA	ZUVA
Director Communications and Advocacy	Mr. R. Madzamba		
Permanent Secretary	Mr. S. Mhlanga		