



ZIMBABWE

UGATSHA LUKAHULUMENDE LOKUTHUTHUKISA ABATSHA, INTUTHUKO LOKUQEGETSHISA IMISEBENZI YEZANDLA

UGWALONDLELA LWEZINSIZAKALO KULABO ESISEBENZELANA LABO

2026

Ukuthanda Ilizwe: Umlandu: Ukusebenza ndawonye: Ukusungula Okutsha:
Ubuqotho:

1. ISANDULELO

Ugatsha Lukahulumende Lokuthuthukisa Abatsha, Intuthuko Lokuqeqetshisa
Imisebenzi Yezandla lwabunjwa kulandelwa umthetho owaguqulwayo

oweSisekamthetho seZimbabwe (No. 20) oka 2013. Luqinisekisa ukuba bonke abatsha abaleminyaka ephakathi kwelitshumi lanhlanu lengamatshumi amathathu lanhlanu batholiswe okulandelayo;

- i. Imfundo lokuqeqetshwa okufaneleyo;
- ii. Amathuba okuhlanganela, ukumelwa lokuphatheka kwezombusazwe, ekuhlanganeleni, kwezomkhonomi lakukho konke okuphathelelane lokuphila;
- iii. Ekuqhatshwa lezinye indlela zokuzithuthukisa ngomkhonomi; iv. Imidlalo lendawo zokuzilibazisa; njalo
- v. Bavikelwe emikhutshaneni yamasiko amabi, ekusetshenzisweni ngokungafanelanga lakuzo zonke inhlobo zokuhlukunyezwa.

Kungumlandu wogatsha lukahulumende ukutholisa lokuthuthukisa abasakhulayo lweyeme kunhloso yoGwalo Lwezinqumo Zentutho Yelizwe-2 akuZinqumo Zokuthuthukisa Abatsha, ngenhloso yokuhlomisa abatsha ngamakhono emisebenzi yezandla ukuze basungule imisebenzi, ukuzimela lokubona ukuba bayaphatheka kungqubo zokwenza izinqumo. Ugatsha Lukahulumende luyancedisa ekufezeni umbono ka-2030 ngokukhuthaza ukuthuthuka komkhonomi, intuthuko yomphakathi lokukhulisa izizalwane zelizwe ngokuphatheka kunhlelo ezifana lohlelo lwe- Youth Service in Zimbabwe. Usekelo lolu luqinisekisa ukuba abasakhulayo abatholiswa inhlelo zokuzithuthukisa lokuthungamela kunjongo zelizwe kuphela kodwa bamqoka ekuthungameleni phambili kunjongo zelizwe, ukukhweza inani lezisebenzi, ukuphumelelisa impumela lokubumba isizwe esimelana lenguquko, sisungula okutsha njalo sizinikela kumpumela ehambelana lesikhathi esikuso.

Ugwalondlela Lwezinsizakalo Kulabo Esisebenzelana Labo luyisithembiso kwesisebenzelana labo ngoba lusethula ukuzinikela Kogatsha Lukahulumende kulokhu elikuqakathekisayo, imisebenzi yalo emiqoka lamalungelo anikezwa esisebenzelana labo. Ugwalondlela Lwezinsizakalo Kulabo Esisebenzelana Labo lutholisa imibono evela kwesisebenzelana labo ukuze kuhloliswe indlela yokusebenza lokuthuthukisa ukutholiswa kwezinsizakalo. Indlela zokuxhumana Logatsha lukahulumende zethuliwe ukuze kube lokukhulumisana kuqinisekiswa ukuba mgceke lokuxoxisana lesisebenzelana labo.

Ugatsha Lukahulumende Olokuthuthukisa Abatsha, Intuthuko Lokuqeqetshisa Imisebenzi Yezandla luzinikele kulokhu okulandelayo olukuqakathekisayo:

- i. Ukuthanda ilizwe ii.
- Umlandu iii. Ukusebenza
- ndawonye iv. Ukusungula
- okutsha
- v. Ubuqotho

i. Umbono

Intsha ethuthukisiweyo ekuphatheka kwayo kabanzi kuntuthuko yelizwe kusiyafika umnyaka ka- 2030

ii. Inhloso

Ukuthuthukisa, ukukhuthaza lokulandela imithetho lenhlelo zokuthuthukisa abatsha ekutholiseni intuthuko eqhubekayo ngokulingana.

iii. Umlandu

Ukuthuthukisa, ukukhuthaza lokulandela imithetho lenhlelo zokuthuthukisa abatsha ekutholiseni intuthuko eqhubekayo ngokulingana.

2. ESIKUQAKATHEKISAYO:

- i. **Ukuthanda Ilizwe** -ukulangazelela kumbe uthando lwelizwe. (I-Zimbabwe kuqala)
- ii. **Umlandu** - Ukutshengisa isimo sokubamgceke, ukuba lomlandu lokumela izenzo zethu
- iii. **Ukusebenza ndawonye** - Leveraging on each other's experiences and strengths and working inclusively with love and respectUkuncedisana sisabelana ubuciko sisebenza ndawonye ngothando langenhlonipho
- iv. **Ukusungula Okutsha** - Ukuthatha inyathelo lokusungula lokwamukela indlela lemibono emitsha yokuhlomisa ekutholiseni izinsizakalo ngesikhathi esifaneleyo.

- v. **Ubuqotho** - Ukuba qotho, ukuthembeka, ukumela iqiniso lokulandela izimiso zokuziphatha lobuchwephetshe

3. UMTHAPHO

- i. Isisekamthetho SeZimbabwe Esiguqulwe kakutsha (No.20) Umthetho oka-2013: Isahluko 2:20
- ii. Umthetho Welizwe Ngabatsha
- iii. Umthetho Wekhansili Yabatsha EZimbabwe [Isahluko 25:19] oka 2001

4.0 INGATSHA LEMISEBENZI YAZO

4.1 Inhlelo Zezingatsha

4.1.1 Intuthuko Yabatsha

- i. Ukubumba, ukusetshenziswa lokuhlola imithetho yokuthuthukisa abatsha.
- ii. Ukuphuma lamaqhinga apha thelane lokuthuthukiswa kwabatsha kumithetho lakunhlelo zentuthuko yelizwe.
- iii. Ukukhuthaza abatsha ekuphathekeni kungqubo zobukhokheli lekubumbeni izinqumo.
- iv. Ukuphathisa kunhlelo zokuntshintshana kwabatsha besiya kwezinye indawo.
- v. Ukukhokhela ekuqhubeni inhlelo zokuthuthukisa abatsha kungatsha ezizimele zodwa lezikahulumende.
- vi. Ukukhulumisana lengatsha zikahulumende lesibambisana labo iqhaza ngokutholisa imikhandlo yokuthuthukiswa kwabatsha.
- vii. Ukuqinisekisa ukuphatheka kwabatsha ekulondolozeni ukuthula.
- viii. Ukusebenzelana lezinye ingatsha, elizweni, emkhonweni wakithi lasemhlabeni wonke jikelele ekuthuthukisweni kwabatsha.
- ix. Ukuqoqa abatsha ukuze baphatheke kunhlelo eziqondane labo ezogatsha Lukahulumende.
- x. Ukunanzelela izivumelwano lokuphatheka emihlanganweni yokuthuthukisa abatsha (African Youth Charter; SADC Declaration on Youth Development and Empowerment).

4.1.2 Ukuthuthukiswa kwabatsha kwezomkhonomi

- i. Ukubumba, ukusebenzisa lokuhlolisisa imithetho ekhangela ngokuthuthukiswa kwabatsha kwezomkhonomi, kuzinhlelo lakumaphurojekithi.
- ii. Ukuphuma lendlala zokuthuthukiswa kwabatsha kwezomkhonomi emithethweni yentuthuko yelizwe lasenhlelweni ezitshiyeneyo.
- iii. Ukuthungamela ukuqaliswa kwenhlelo zokuthuthukisa abatsha kwezomkhonomi kungatsha ezizimele zodwa lezikahulumende.
- iv. Ukuxhumana lezinye ingatsha zikahulumende lababambiqhaza ekusunguleni amathuba okuthuthukisa abatsha ngezomkhonomi.
- v. Ukubambisana lezinye inhlanganiso, elizweni, emkhonweni lasemhlabeni wonke jikelele ngenhlelo zokuthuthukisa abatsha ngezomkhonomi.
- vi. Ukuthungamela ekusungulweni, ekubhaliseni lekuqeqetsheni amaqembu abatsha lamabhizimusi.
- vii. Ukuphatha isikhwama sokuthuthukisa abatsha, amabhizimusi abatsha asacathula lokunye okuphuthumayo okwabatsha.
- viii. Ukunanzelela amathuba amabhizimusi lezisekelo zezinsizakalo lokutholisa ulwazi okukhona kubosomabhizimusi kanye lalabo abasathuthukayo.
- ix. Ukuhlela, ukuhlolisisa, ukunanzelela lokuhlola amaphurojethi angasekelwa ngemali kusikhwama sentuthuko yabatsha.
- x. Ukukhuthaza intuthuko kumabhizimusi abatsha akhona lasacathula kulandelwa umthetho kanye lokubunjwa kwamaqhinga afaneleyo

4.1.3 Izinsizakalo Zabatsha EZimbabwe

- i. Ukuphuma lokusetshenziswa kwezinsizakalo zabatsha, imithetho lamaqhinga okusebenza ngokuzithandela.
- ii. Ukuqoqozela kwabatsha ukuqakatheka kokunakekela ilizwe, imiyalo, ubuzwe, izinsizakalo lezibopho zomphakathi.

- iii. Ukufundisa ngesiko lokudlelana komphakathi lobumfihlo ngokuphathelane lobuciko bomsebenzi kanye lokusebenza.
- iv. Ukunikeza ulwazi lokukhetha imisebenzi lamakhono okuphila lawokuzisebenza ekusunguleni imisebenzi.
- v. Ukuncedisa ekutholisweni abeqeqetshisiweyo imisebenzi ngaphansi kohlelo lwezinsizakalo zabatsha eZimbabwe kuhulumende, emakampanini kahulumende lakwezinye ingatsha lokubatholisa indawo zokufunda emakolishini emfundo yaphezulu
- vi. Ukuthuthukisa lokuqhubeka kuhloliswa izifundo zokuqeqetsha Ezezinsizakalo Zabatsa eZimbabwe.
- vii. Ukuqhuba izifundo zokuhlola ukuqhutshwa kuhle kwezifundo zokuqeqetsha lugatsha Lwezinsizakalo Zabatsa eZimbabwe.
- viii. Ukuncedisa ekutholiseni amathuba okunikeza abatsha abaqeqetshiswe lugatsha Lwezinsizakalo Zabatsa eZimbabwe.
- ix. Ukuncedisa ekubumbeni ubudlelwano kungatsha zikaHulumende lezizimele zodwa ekuqeqetsheni ngezinsizakalo zabatsa eZimbabwe.

4.1.4 Intuthuko Yamabhizimusi

- i. Ukubumba imithetho, ingqubo lokuqeqetsha lapho okudingakala khona kumabhizimusi abatsha.
- ii. Ukukhokhela ukuthuthuka kwamabhizimusi lezinye ingatsha ekusunguleni ubudlelwano kungatsha zikahulumende lezizimele zodwa kanye lokuhlanganela kwabatsha ekuzithuthukiseni.
- iii. Ukuthuthukisa lokulandela izimo zokuqoqa impahla lokusekela.
- iv. Ukupha usekelo ekuthuthukiseni ezamabhizimusi lokukhokhela imisebenzi yabatsha.
- v. Ukupha umqondo lendlela yokubumba amakampani abatsha.
- vi. Ukuthuthukisa indlela zokuphakamisa losekelo lwemali

4.1.5 Ukuqeqetsha kumisebenzi yezandla lokuthuthukiswa kwamakhono

- i. Ukubumba lokusetshenziswa kwemithetho yokuthuthukisa amakhono.

- ii. Uluhlu lwenhlelo zokuqeqetshwa kumakhono kwabatsha.
- iii. Ukuncedisa ekuxhumaniseni ubudlelwano phakathi kwengatsha zikahulumende lezizimele zodwa kundawo zokuqeqetsha imisebenzi yezandla.
- iv. Ukuncedisa ekuxoxisaneni kugatsha zikahulumende.
- v. Ukuthuthukisa amaqhinga okuxoxisana labama-indasitiri.
- vi. Ukuhlomisa abatsha ngamakhono ezandla, ukufundisa lamabhizimusi ukuze basungule imisebenzi bezimele bodwa njalo bazimele.
- vii. Ukubumba uhlelo lokuqeqetsha imisebenzi yezandla lokuthuthukisa amakhono amabhizimusi kwabatsha.
- viii. Ukuqhuba izifundo zokuhlola impumela yokuqeqetshwa kumisebenzi yezandla.
- ix. Ukusungula amakampani kundawo zokufundela imisebenzi yezandla ukuze amabhizimusi enze impahla lokufundisa abatsha.
- x. Ukuphatheka ekuthuthukisweni kwezakhiwo zelizwe.
- xi. Ukuhlomisa abatsha ngamakhono afaneleyo awempilo bengakaqali izifundo zezandla ngokukhula komuntu, ubuchwepheshe lokuzimela.
- xii. Ukuthuthukisa umqondo wamabhizimusi kwabatsha.

4.1.6 Ukukhulumisana lokukhankasa

- i. Ukuthuthukisa lokulondoloza indlela yokukhulumisana yogatsha Lukahulumende lababamba iqhaza akubalisela abasakazi.
- ii. Ukulandisa indlela zikahulumende zokusungula okutsha lempumela emibhalweni, ebulenjini, embukisweni lemibuthanweni etshiyeneyo.
- iii. Ukukhokhela kunhlelo zokuthuthukisa amacebo amapurojethi ngokuxoxisana.
- iv. Ukuphatheka kunhlelo zokwazisa lokufinyelela umphakathi ezibalisela imikhankaso, imibukiso yemigwaqweni, imibuthano yokuxoxisana lemicimbini.
- v. Ukubumba lokulandela izinqumo zogatsha Lukahulumende lababambisana laye iqhaza zokukhulumisana.

- vi. Ukukhuthaza lokubona ukuthi ugatsha Lukahulumende luyatholakala ebulenjini, enkundleni zokuxhumana lakwamanye amathekinoloji aqhamukayo lezinkundla.
- vii. Ukuhlolisisa inkundla zolwazi lwakithi loluvela kwamanye amazwe lokulobela iziphathamandla zogatsha Lukahulumende imibiko.

4.1.7 Ukubunjwa komthetho, Ukuhlola Lenhlolisiso Yempumela

- i. Ukuthungamela ekubunjweni kwemibhalo yogatsha Lukahulumende yamasu;
- ii. Ukuthungamela inguquko zocwaningo lokupha amacebo okuthuthukisa abatsha kanye lenhlelo zokuqeqetsha imisebenzi yezandla;
- iii. Ukuhlela imithetho lezimiso zokuhlola impumela lenhlelo yogatsha lamakampani kahulumende;
- iv. Ukuhlolisisa iziphakamiso zokuntshala izimali lenhlelo zamabhizimusi ekuhlolisiseni lempumela yomnotho wemali;
- v. Ukuthuthukisa lokugcina inani labatsha, ukubapha amandla, lokuthuthukisa injongo zokuhlela;
- vi. Ukuhlolisisa ukuqhutshwa kwezivumelwano, izigaba lezimiso zesabelo lamanye amazwe kwabatsha, intuthuko lokuqeqetsha abatsha;
- vii. Ukunakekela umbikolwazi lokuqondisa kuntuthuko ezikhangelelwey inyanga zonke langemva kwesikhathi.
- viii. Ukukhokhela kungqubo zesimo sokuhlola lempumela.
- ix. Ukulonda ingqubo lokuqhutshwa kwenhlelo zogatsha lukaHulumende kuqathaniswa lezikhathi ezihleliweyo kuqinisekiswa ukuba okuqakathekileyo kuyaphumelela.
- x. Ukulandelela ingqubo ngokuqhutshwa kwenhlelo zogatsha lukahulumende kulandelwa izimiso ezimisiweyo ngesikhathi esibekiweyo kuqinisekiswa ukuba okuhlosiweyo kuyaphumelela kubuye kulondolozwe
- xi. Develop monitoring and evaluation strategies for the MinistryUkuthuthukisa amaqhinga okuhlola lempumela.
- xii. Ukuqhuba izifundo zokuchwayisisa impumela yokungenela kogatsha lukaHulumende.
- xiii. Ukuthungamela ekuhlaziyeni kwemibiko esuka kunhlangothi ezitshiyeneyo zogatsha lukahulumende lokuloba imibiko.
- xiv. Ukuqeqetsha izisebenzi ngenhlelo zokuhlola lempumela lamaphurojekithi.

4.1.8 Imali lokuphatha

- i. Ukuhlela lokulawulwa kwemali.
- ii. Ukuphathwa kwemali.
- iii. Ukubika ngokusemthethweni kanye loku. iv. Ukuqoqa impahla.
- v. Ukuphathwa kwempahla.
- vi. Ukuphathwa kwezindlu zokugcinela impahla. vii. Ukuphathwa kwezokuhambisa.
- viii. Ukuphathwa kwezolwazi lokusetshenziswa kwamakomputha. ix. Ukuthungamela kwezokwakha lokuphathwa kwezakhiwo.
- x. Ukupha izinqumo ngempahla ezidingakalayo (izisebenzi, imitshina lokokusebenzisa) kusukela ekuqaliseni kusiyafika emaphethelweni kulandelwa imali elawuliweyo.
- xi. Ukuhlela indlela zokwakha lezikhathi ezizathathwa ukuze kubanjwe isikhathi sokuqeda.
- xii. Ukuncedisa ekuthengeni imitshina lempahla lokuhlolisisa ukuba ziyanela.
- xiii. Ukulandela ukuhlelwa, ukulawulwa lengqubo zokugwema imali lamaphurojekithi. xiv. Ukukhokhela ekuhleleni izilinganiso zePSIP zemali etholakeleyo lesetshenzisiweyo.
- xv. Ukukhomba, ukuhlaziya lokupha izinqumo zamaphurojethi ePISP lendleko zemali yenhlelo.
- xvi. Ukubonisa isidingo sokukhweza imali yokubhadala, imali yamaphurojethi, lamakampani kulandelwa isivumelwano esikhona.
- xvii. Ukuqoqa izilinganiso zendleko zempahla ezifunakalayo kumaphurojethi.

4.1.9 Okuphathelane Lezisebenzi

- i. Ukusungula, ukuphatha lokukhangelela inguquko kungqubo yokuhlela lemigomo yogatsha lukaHulumende kulandelwa inguquko ezivunyelweyo kuzisebenzi zikahulumende
- ii. Ukukhokhela kunhlelo zokuthuthukisa izisebenzi. iii. Ukuphatha lokukhuthaza ukuziphatha lokudlelana lama-indasitiri. iv. Ukuthungamela inhlelo Zempilakahle, Ukuphepha Lokuphila kule. v.

Ukuthuthukisa inhlalakahle yezisebenzi. vi. Ukuthuthukisa okuphathelane lobulili.

vii. tUkukhokhela ukuqhutshwa kokuphathwa okusekelwa yimpumela yomsebenzi.

viii. Ukuhlelwa kohlangothi olubona ngokuqhatshwa kwezisebenzi. ix. Ukuphathwa kwemibhalo lolwazi.

x. Ukukhokhela ekubunjweni Kogwalondlela Lwezinsizakalo Zalabo Esisebenzelana Labo.

4.1.10 Izinsizakalo zomthetho

- i. Ukunikeza izeluleko Kugatsha lukaHulumende ngokuphathelane lemithetho ekuqhubeni kwayo imisebenzi yansukuzonke;
- ii. Ukuguqula imithetho kulandelwa imithetho etshiyeneyo engaphansi kogatsha lukaHulumende njalo isekela Isisekamthetho seZimbabwe, Esaqondiswa kutsha (No. 20) Umthetho ka 2013; iii. Ukubonisana lehofisi yoMmeli jikelele Welizwe ngengcazelo kumbe imibono lemilayo etshiyeneyo elawulwa lugatsha lukaHulumende;
- iv. Ukubonisana leKomitshini Yezisebenzi Zikahulumende eyohlangothi lwezinsizakalo zemithetho ngengcazelo zomthetho wezisebenzi zikahulumende, iziqondiso lengqubo;
- v. Ukuhlolisisa inguquko kumithetho elawulwa lugatsha lukaHulumende lubonisana lababamba iqhaza lokuloba isiphakamiso siqondiswe ehofisini yoMumeli Jikelele, ukuze sisekele Isisekamthetho seZimbabwe Esaguqulwa Kakutsha (No. 20) Umthetho ka 2013; vi. Ukulungiselela izivumelwano zaphandle kwamazwe lezalapha kumbe izivumelwano phakathi kogatsha lukahulumende labanye kuqondiswa yihofisi kaMumeli Jikelele;
- vii. Ukuqhuba ucwaningo lokuhlala sihambelana lokuphathelane lezemithetho (isibonelo izivumelwano, amazinga) okwenzakalayo emkhonweni lakwamanye amazwe ngokuphathelane lenjongo yogatsha lukaHulumende; viii. Ukuqoqa imibhalo yomthetho leyabaphathi bakahulumende ngokusemthethweni kulawulwa lugatsha lukaHulumende lokuzidlulisela ehofisini kaMumeli Jikelele ukuba zihlolisiswe;
- ix. Ukubonisa abakhangele ngokulawula kugatsha lukaHulumende ngokuphathelane lengqubo zokulawula lemithetho yezisebenzi zikaHulumende;

- x. Ukuqoqa imibhalo ephathelana lemithetho lengqubo zemthethwandaba; xi. Ukubika wonke amacala asemthethwandaba kubalisela lalawo angakathethwa lokwahlulelwa kwawo kugatsha Lwezisebenzi ZikaHulumende ngokuphangisa lapho nxa ephuma;
- xii. Ukuncedisa amakomithi akhangela ngokuziphatha kwabantu ekuzwisiseni ingqubo lezimiso zokuziphatha;
- xiii. Ukuqoqa izivumelwano zemkhonweni lezakwamanye amazwe ezokungena, ezokuvunyelwa lokuqinisekisa.
- xiv. Ukumela ugatsha lukaHulumende emthethwandaba; loku xv. Ukuthumeza imibiko yengqubo nyangazonke kuKomitshi Yezisebenzi ZikaHulumende.

4.1.11 Ukuhlola

- i. Linikeza inhlolisiso eziphathelane lobungozi lezinsizakalo zokubonisana kugatsha lukaHulumende lamakampani kaHulumende. ii. Lukhuthaza ukubamgceke, ukuzimela lokubusa okuhle.
- iii. Ukuhlolisisa ukuphathwa kwezemali lengqubo zazo kugatsha lukaHulumende kumbe ugatsha okubikwa kulo
- iv. Ukuhlolisisa indlela yokuqhutshwa kwemali kuphurojethi eqhutshwa lugatsha lukaHulumende kumbe labo okubikwa kubo;
- v. Ukuphatheka kunhlolisiso ngalokhu okwenziwayo kuqathaniswa lemali, kukhangelwa impumela kugatsha lukahulumende kumbe lolu okubikwa kulo;
- vi. Ukwethula lokudlulisela phambili imibiko ngemva kwenhlolisiso ngalokhu okubonakeleyo kulandelwa umthetho okusigaba 80 (5) wokuphathwa kwemali yomphakathi [Isahluko 22:19]

4.1.12 Ugatsha lokuthengwa kwempahla

- i. Ukuphuma lendlela zokuthenga impahla zogatsha lukaHulumende.
- ii. Ukuphuma lendlela eqondileyo yokuthenga impahla. iii. Ukuqoqa ingwalo zokuthenga impahla kulandelwa umthetho. iv. Ukuphuma lezimiso zamakontirakithi lendlela zokucubungula.
- v. Ukuqoqa imibiko yokuthenga impahla lokukhetha abalungele ukusithengisela.

- vi. Ukukhokhela kungqubo zokuthenga okubalisela imihlangano kungakathengiselwana, ukuchasisa lokuvula inkundla yokukhetha abalungele ukusithengisela.
- vii. Ukuphatha inhlolisiso yalabo abafisa ukusithengisela lokunye okudingakalayo.
- viii. Ukukhokhela ikomithi yogatsha lukahulumende yokuhlolisisa impumela.
- ix. Ukuloba imibiko yempumela yokuhlolisisa okubalisela amakontirakithi aphiweyo lezinqumo zosekelo lokuphiwa lawo makontirakithi.
- x. Ukukhokhela amakontirakithi lokubona ukusebenza kwawo.
- xi. Ukuqoqa imibiko yokuthenga.

4.1.13 Ubulili, Ukuziphatha Lokuhlanganela

- i. Ukukhokhela ukubunjwa, ukusebenza lokuhlolisisa impumela yokunanzelela ukulingana ngobulili, lenhloso, ukuhlanganela lemithetho yokuziphatha kuhle, izinqumo lenhlelo kugatsha Lukahulumende kuxoxiswa labaphathi bengatsha lokupha imibono kuNobhala jikelele.
- ii. Ukupha ulwazi lobuciko/ imibono ngokuqeqetshiswa, ukuthuthukisa ulwazi lokukhokhela kokuphathelane lobulili, ukuhlanganisa wonke umuntu lokuphathelane lempilakahle.
- iii. Ukuthungamela kwezokuphathwa kwemali, ukukhokhela ibhizimusi lokukhokhela iphurojethi kukhangelwa imithetho yemisebenzini lezingqubo kugatsha lukaHulumende njalo kuqinisekiswa ukuba kuyadlelana
- iv. Ukuthuthukisa lokuqinisekisa ubudlelwano lababamba iqhaza abagoqela iZimbabwe gender Commission, ezinye ingatsha zikaHulumende lenhlangothi zoluntu kukhuthazwa ukuqinisekisa ubulili, ukubambana lokuziphatha kuhle kugatsha lukaHulumende lokuqinisekisa ukuba konke kuqonde kunhloso yelizwe
- v. Ukukhokhela lokuqhuba imithetho lenhlelo eziphathelane lempilakahle yabagokekileyo kugatsha lukaHulumende.
- vi. Ukukhuthaza ukunakekela lokuqakathekisa okuphathelane lobulili lemithetho yokuziphatha, amaqhinga lenhlelo lokuqinisekisa ukuba kulolukhulumisana kubantu bonke kugatsha lukaHulumende.
- vii. Ukuqinisekisa ukuba konke okomphakathi kuyafinyeleleka njalo akwehlukanisi labo abagokekileyo.

- viii. Ukuthuthukisa lokuphatha inhlelo zokuqeqeshwa ukuze zonke izisebenzi kugatsha lukaHulumende ukuze zizwisise ngokuphatheleane lobulili, ukubambana lempilakahle.
- ix. Ukunanzelela umumo phakathi laphandle kwelizwe njalo babone indlela ezinhle ezingaqhelisa ukuzwisisana emsebenzini kugatsha lukaHulumende
- x. Ukuphuma, ukuzisebenzisa lokuhlolisisa inhlelo ezigoqela umuntu wonke ukuze kuthuthukiswe impilakahle yomzimba lengqondo kuzisebenzi kugatsha lukahulumende
- xi. Ukuhlola imithetho yogatsha lukaHulumende, ingqubo lezimo kuqinisekiswa indawo yokusebenza eqhuqhuzela isiko lokuziphatha kuhle lokubumba inhlelo ezifaneleyo zempilakahle
- xii. Ukuqinisekisa ukuba konke okwenziwayo, okucatshwangayo lenhlelo kugatsha lukaHulumende zugoqela wonke umuntu lobulili izikhathi zonke

5 AMAKAMPANI KAHULUMENDE, AMAKAMPANI ABAMBISANA LOHULUMENDE, INHLANGOTHI EZIBUNJWE NGOKUSEMTHETHWENI LENHLANGOTHI EZINCEDISWA NGUHULUMENDE NGEZEMALI KUGATSHA LUKAHULUMENDE LEMISEBENZI YAYO.

5.1 Ikhansili Yabatsha EZimbabwe

- i. Iyaqondisa, ikhokhela njalo iqinisekisa imidlalo yenhlanganiso zelizwe lamaqembu.
- ii. Iqinisekisa ukuphathwa okuqondileyo kunhlanganiso zelizwe lamqembu.
- iii. Iyaphatheka kumidlalo yabatsha elizweni laphandle kwelizwe.
- iv. Iyabonisa uHulumende ngezidingo zabatsha, njalo nxa kuthe kwamukelwa ngumphathintambo, iyaqhuba amaphurojethi ahlose ukusungula imisebenzi kwabatsha, okubalisela ukuqoqwa kwezemali, ukubukisa lokuphatheleane lokuthengiselana

5.2 Ibhanga le Empowerment Limited

- i. Ukuncedisa lokukhulisa amabhizimusi abatsha lokuthuthukisa umkhonomi wabo.
- ii. Iyancedisa ukusiza abatsha abangenelisi ukufinyelela amabhanga lomkhonomi.
- iii. Iyakhuthaza ukufinyeleleka kwezemali kwabatsha lamanye amaqembu abadluliweyo.
- iv. Iyahlomisa abatsha, abampofu lalabo abathola inzuzo encane ukuphatheka kuma phurojethi ukuze benelise ukuzimela kwezomkhonomi.

6. ESISEBENZELANA LABO

6.1 Abaphakathi kwethu

i. Inhlangothi zonke kugatsha lukaHulumende	ii. Amakampani kahulumende
iii. Umphathintambo kahulumende, Umsekelo kamphathintambo kahulumende	iv. Izisebenzi

6.2 Abakwezinye Indawo

Amalunga Abaphathintambo	Abatsha
Iphalamende yeZimbabwe	Private sectorUgatsha oluzimele lodwa
Ingatsha zikaHulumende lenhlangothi zikaHulumende	Inhlangothi ezimela/ ezikhankasayo
Esincedisana labo kwezentuthuko lengatsha ezizimele zodwa	Ingatsha esikhangela ngeziqinti

Abamabhizimusi	Inhlangothi lenhlanganiso zobuchwepheshe
Ingatsha zemali	Izifundiswa
Inhlanganiso zomphakathi	Abatsha abaqhuba amabhizimusi
Abatsha Abakhubazekileyo	Inhlanganiso Zabatsha
Izivakatshi	Abatsha Abangafundiyo
Abasaqeqetshayo	Amalunga Ephalamende lamakhansila abasakhulayo
Abatholisa impahla lezinsizakalo	

7. IZIQINISEKISO ZOKUTHOLISA IZINSIZAKALO LEZIMISO ZEZINSIZAKALO

	IZIMISO ZEZINSIZAKALO	Izimiso Zokutholisa Izinsizakalo
UGATHSALUKAHULUMENDE LONKE		
i.	Ukuphathwa kwesisebenzisana labo	
	(a)Ukwamukelwa kwezivakatshi	Phakathi kwamizuzu emibili (2) bevikile
	(b) Ukwamukela ucingo	Ucingo luzasabelwa ngokukhala kwalo kwesithathu(3)

	(c) Ukwamukelwa kwezincwadi	tSizaphendula phakathi kwensuku eziyisikhombisa (7) samukele incwadi
	(d) Imibuzo ethulwe mathupha	Khonapho
	(e) Enquiry by e-mailImibuzo ethunyelwe ngeyimeli	Phakathi kwamahola angamatshumi amabili lane
ii.	Ukutholakala kwabamele ugatsha lukaHulumende kuzozonke intuthuko zabatsha lakubanikezeni amandla.	Njengokucelwa,
iii.	Ukutshengisa ukwamukela izikhalazo	Amalanga amathathu Okusebenza
iv.	Ukusekela inhlelo zogatsha liukaHulumende	Ingqubo zokukhulumisana, izimiso imithetho
v.	Ukuhlolisisa	Ukulandela inhlelo zokuhlolisisa
vi.	Ukuhlelwa Kwendawo	Ukulandela imithetho efaneleyo evela Kumhloli Wezindawo
vii.	Ukuqeqeshwa kuzinsizakalo Zalabo Esisebenzelana labo	Izimiso zokuqeqesha
viii.	Ukubukisa emicimbini yelizwe, yezabelo lezigaba	Annually minyakayonke
ix.	Ukuhlanganela emikhankasweni yokuhlanza indawo elizweni, esabelweni lesigabeni.	Inyanga zonke
x.	Siyamukela esisebenzelana labo kungakhathalekile ukuba basazisile ngaphambilini ukusivakatshela kumbe hatshi	Izikhathi zonke
xi.	Ukukhulumisana lesisebenzelana labo lesibambisana labo iqhaza ngomusa langenhlonipho.	Izikhathi zonke
xii.	Siqakathekisa ubumfihlo bolwazi.	Izikhathi zonke
INTUTHUKO YABATSHA LOKUBA THUTHUKISA		

i.	Ukuthuthukisa lokulandela imithetho ephathelane labatsha	Kuyaqhubeka
ii.	Ukuncedisa ekuphathekeni kwabatsha kuntuthukoyelizwe	Kuyaqhubeka
iii.	Ukuncedisa kunhlelo zokuthumela abatsha kwezinye izabelo	Kuyaqhubeka
iv.	Inhlelo lamaphurojethi okuthuthukisa abatsha elizweni	Kuyaqhubekas
v.	Ukuncedisa kunhlelo zabatsha abaphatheka ngokuzithandela	Kuyaqhubeka
vi.	Ukusungula usekelo lwezimali kwabatsha lamathuba okubaphakamisa kwezamabhizimusi	Kuyaqhubeka
vii.	Ukukhokhela lokuhlola amaphurojethi adinga ukusekelwa ngemali	Ngemva kwenxenye yomnyaka
viii.	Ukukhuthaza lokusekela ukusungula okutsha lokubunjiweyo	Ngokucelwa,
ix.	Izinsizakalo zokuthuthuka kwamabhizimusi	Ngokucelwa,
x.	Ubukhokheli kwezentuthuko	Kuyaqhubeka
xi.	Ukunikezwa izithupha	Iminyaka yonke

8. OKUKHANGELELWEYO LAMALUNGELO

Amalungelo ogatsha lukaHulumende Kulabo Esisebenzelana Labo:

- Ukuphakamisa esikuqakathekisayo lokuqhuba izinsizakalo zethu ngobuqotho ngokukhuthala langokuzimisela.
- Ukuphatha bonke esisebenzelana labo kuhle, ngobuqotho lokungabandlululi ngobulili, ngobuzwe, ukugogeka lesimo sabo emphakathini.
- Ukuqinisekisa ukuba izikhalazo ziphendulwa masinyane njalo ngendlela efaneleyo lokuba impumela yengqubo iyethulwa.
- Ukucebeisa uHulumende Labaphathintambo ngentuthuko yabatsha, lindlela zokubaphakamisa lokuphathelane lokubaqeqetsha kumisebenzi yezandla.

- v. Ukusebenza kundawo efaneleyo, ehlanzekileyo njalo ekhululekileyo kwesisebenzelana labo lesibambisana labo iqhaza labo.
- vi. Ukusuthisa injongo zethu zemali kulabo abasitholisa izinsizakalo lakunhlangothi ezitshiyeneyo.

9. AMALUNGELO OGATSHA LUKAHULUMENDE

- i. Ukuhambisa labo esisebenzelana labo emthethweni nxa bengalandeli izimiso lemithetho ebekiweyo.
- ii. Ukuma ukupha izinsizakalo lalokhu abakhangelele ukukuphiwa kumbe ukufinyeza inzuzo nxa bengalandeli imithetho elawula izinsizakalo ezithile kumbe inhlelo.
- iii. Ukulandela imithetho.

10. AMALUNGELO ALABO ESISEBENZELANA LABO NGOKUTHOLISWA IZINSIZAKALO

- i. Ilungelo lokuphathwa ngobuntu lapho bedinga ukutholiswa izinsizakalo kugatsha lukaHulumende.
- ii. Ilungelo lokutholiswa ulwazi olufaneleyo, oluqondileyo ngesikhathi ngokusemthethweni.
- iii. Ilungelo lobumfihlo.
- iv. Ilungelo lokwethula izikhalazo kuzinsizakalo abazitholiswa lugatsha lukaHulumende.
- v. Ilungelo lokuthola ulwazi ngalokhu abakukhangeleleyo.
- vi. Ilungelo lokuqondisa lapho kube lokwephulwa komthetho.
- vii. Ilungelo lokufuna ukutholiswa izinsizakalo kugatsha lukahulumende.

11. OKUKHANGELELWE NGESISEBENZELANA LABO KUGATSHA LUKAHULUMENDE

- i. Ukutholiswa imibono ngohlonzi lwezinsizakalo eziphiwayo.
- ii. Ukusekela lokusingatha inhlelo zogatsha lukahulumende ngokuphatheka kuzo.
- iii. Ukulandelela impendulo ezsezithethe isikhathi zingaphendulwanga.
- iv. Ukulandela ingqubo lemithetho kaHulumende.
- v. Ukuhlonipha ubumfihlo.
- vi. Ukuphatha izisebenzi zogatsha lukaHulumende ngenhlonipho lokuzithandela ukuphatheka.
- vii. Ukuhlanganela labanye emihlanganweni ngesikhathi esibekiweyo.

viii. Ukubikela ugatsha lukaHulumende ngakho konke okungalingana, ukungaziphathi kuhle lokuziphatha okungekho emthethweni.

12. UKUHLOLISISA KUTSHA UGWALONDLELA

Ukuze kube lokuthuthuka ekutholiseni izinsizakalo lekubunjweni kuhle imithetho, UgwalondlelaLokutholisa Izinsizakalo Kulabo Esisebenzelana Labo luzabe luhloliswa kakutsha iminyaka yonke ngoku:

- a. Bonisana lesibambisana labo iqhaza lesisebenzelana labo anduba luhloliswe kakutsha.
- b. Hlolisa lokwethula izikhalazo, imibono lokunikeza okuvunyelweneyo ekuxoxisaneni.

13. INDLELA ZOKWETHULA IMIBONO

Imibono, Izikhalazo, iziphakamiso, Izikhuthazo, lokuncoma kungethulwa kunkundla zokuxhumana ezethulwe ngaphansi:

- i. **Ucingo:** - Hotline: 0712 177 113, Landline: 242 707741, 242 708678 ii. **Amabhokisi okwethula iziphakamiso:** Kuwo wonke amahofisi ogatsha lukaHulumende (Ihofisi Enkulu, Ihofisi yesabelo, Ihofisi yesigaba).

iii. **Iyimelil:** infor@myedvt.co.zw iv.

Izincwadi: Kumakheli eposo esilawo.

v. **Iwebhusayithi:** youth.gov.zw

vi. **Ikheli lesakhiwo sethu:** Old Parliament P. Lumumba and K. Nkrumah,

Harare vii. **Inkundla zokuxhumana:** Ifesibhuku:

<https://www.facebook.com/myedvt>,

I-X: <https://x.com/myedvt>

viii. **Izigaba zobukhokheli:** Izigaba zogatsha lukaHulumende zobukhokheli lokulawula kusiyafika kuNobhala nxa isikhalazo singaqondiswanga ngabasezingeni eliphansi.

14. IZINQUMO LOKULUNGISISA

Izikhhalazo zonke zizaphathwa ngobumfihlo njalo ngesikhathi. Ingqubo zokukhokhela ezilandelayo ziqinisekisiwe:

- i. Ukutholiswa kwendawo efaneleyo evumela esisebenzelana labo ukuba bethule izikhhalazo zabo.
- ii. Ukwethula umbiko wokutshengisa ukwamukela izikhhalazo phakathi kwensuku zokusebenza ezintathu.
- iii. Ukuhlolisisa ngesikhhalazo esethuliweyo phakathi kwensuku ezilitshumi lane (14) zamalanga okusebenza.
- iv. Lapho esisebenzelana laye engasuthiseki ngosizo esimunikeze lona, esisebenzelana laye ulakho ukwethula isikhhalazo kumqondisi okhokhelayo.
- v. Lapho ethe wehluleka ukuthola usizo kumqondisi okhokhelayo, ulakho ukwethula isikhhalazo sakhe Kunkokheli Yogatsha, okukhangelelwe ukuba axazulule ingxaki phakathi kwamalanga amahlanu (5) okusebenza, and
- vi. Nxa esisebenzelana laye engasuthiseki ngempendulo ayinikeziweyo Yinkokheli Yogatsha, isikhhalazo sizathunyelwa kuNobhala Jikelele yena ozasihlolisisa phakathi kwamalanga amahlanu (5) okusebenza ngemva kokusamukela.

15. AMAKHELI OKUXHUMANA LATHI

All enquiries, issues and complaints that relate to the Ministry should be lodged with the Permanent Secretary Imibuzo lesikhhalazo zonke eziphathe lane logatsha lukaHulumende kumele zethulelwe uNobhala Jikelele:

Ministry of Youth Empowerment Development and Vocational Training

Cnr P. Lumumba and K. Nkrumah

Old Parliament Building

Harare

16. UKUHLOLISISA KUTSHA KOGWALONDLELA

Ugwalondlela Lwezinsizakalo Kulabo Esisebenzelana Labo luzabe luhlolisiswa kakutsha iminyaka yonke. Ukuhlolisisa kakutsha kuzaboniswa yimibono lezeluleko ezamukelweyo zivela kwesisebenzelana labo. Imibono ebhaliweyo, izikhalazo, okubukiweyo lezeluleko kumele ziphoselwe emabhokisini ezeluleko atholakala emahofisini ethu.

17. ULUHLU LWAMAKHELI OGATSHA LUKAHULUMENDE: IHOFISI ENKULU

UGATSHA	IBIZO	UCINGO	INOMBOLO KAMAKHALEKHU KHWINI
i. Permanent Secretary' Office	Mr. S. Mhlanga	0242072702	71 325 355
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	772 785
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 Inclusive	Ms. T Chindara	+26386880 08389	0772216202
ix. Director Youth Service Zimbabwe	Mr. O. Dube	+26386880 08389	774
x. Director Communication and Advocacy	Mr. R. Madzamba	+26386880 08389	077 3233167 07716801386

xi. Director Vocational Training and skills Development	Mr. I. Kutyaauripo	+26386880 08389	0773371695
xii. Director Procurement Management Unit	Mrs. M. C. Zulu	+26386880 08389	0712 906 866
xiii. Acting Director Youth Development	Mrs. T. Mupanduki	+26386880 08389	071 9 089 525
xiv. Director Information, Communication Technology	Mr N. Kupamupindi	+26386880 08389	0772910278

18. ULUHLU LWAMAKHELI OGATSHA LUKAHULUMENDE: EZABELWENI

ISABELO	ESITHOLAKALA KHONA	IKHELI LEPOSO	UKUXHUMANA LATHI
Harare	95 Jason Moyo Ave 2nd Floor Cecil House	P. Bag 7702 Causeway Harare	Mr. V. Mazvuma Deputy Director 0773804736 242253035
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. IMVUMO YOKUSETSHENZISWA KOGWALONDLELA LWEZINSIZAKALO KULABO ESISEBENZELANA LABO

ISIHLOLO SESIKHUNDLA	IBIZO	ISIGINETSHA	USUKU
Director Communications and Advocacy	Mr. R. Madzamba		
Permanent Secretary	Mr. S. Mhlanga		