

[CHITSAUKO 28:01]

Kanzuru Inoona nezvoKupinza Mabasa Muindasitiri yezvoKurima muZimbabwe: Chibvumirano Chinoitwa neMapoka Anomirira Vashandi neVashandirwi Chakanyorwa Pasi (Mashandiro neMitemo Inofanirwa kutevedzerwa)

ZVIRI KUZIVISWA kuti Gurukota reBazi rinoona nezveVashandi veHurumende, Mabasa neMagariro eVanhu richitevedza zviri muchikamu 80(1) choMutemo weVashandi [*Chitsauko 28:01*], rakaburitsa Chibvumirano Chinoitwa neMapoka Anomirira Vashandi neVashandirwi sezviri muUrongwa hunonatsurudza chibvumirano chakaburitswa muMutemo 116 wa2014.

Chibvumirano ichi chanyoreswa zviri pamutemo pachitevedzerwa chikamu 79 choMutemo uyu.

URONGWA

KANZURU INOONA NEZVOKUPINZA MABASA MUINDASITIRI
YEZVOKURIMA MUZIMBABWE

CHIBVUMIRANO CHINOITWA NEMAPOKA ANOMIRIRA VASHANDI
NEVASHANDIRWI CHAKANYORWA PASI (MASHANDIRO NEMITEMO
INOFANIRWA KUTEVEDZERWA)

Zvichiendererana nezvinotsanangurwa neMutemo weVashandi (*Chikamu 28:01*), Chibvumirano ichi chakaitwa pakati pe*Zimbabwe Agriculture Employers' Organisation (ZAEO)*, *Zimbabwe Farmers' Union (ZFU)*, *Zimbabwe Commercial Farmers' Union (ZCFU)*, *Commercial Farmers' Union (CFU)*, *Zimbabwe Tea Growers' Association (ZTGA)*, *Zimbabwe Tobacco Association (ZTA)*, *Timber Producers' Association (TPA)*, *Zimbabwe Sugarcane Employers Organisation (ZSEO)*, *Zimbabwe Kapenta Producers Association (ZKPA)*, *Zimbabwe Indigenous Agriculture Association (ZIAA)* uye vamiririri vezvokurima zvirimwa zvomumapindu nemaruva (avo vanoziyikanwa “senhengo dzevashandirwi”) vari muchikamu chimwe chete uye *General Agriculture and Plantation Workers' Union of Zimbabwe (GAPWUZ)*, *Horticulture, General Agriculture and Plantation Workers' Union of Zimbabwe (HGAPWUZ)* uye *Kapenta Workers Union of Zimbabwe (KWUZ)*.

Nhengo dzemasangano eVashandirwi neVashandi dzichava nhengo dzeKanzuru Inoona nezvoKupinza Mabasa muIndasitiri yezvoKurima muZimbabwe.

KURONGWA KWEZVIKAMU

Chikamu

1. Musoro, zvichatariswa uye mashandisirwo echibvumirano.
2. Kutanga kushanda kwechibvumirano.
3. Kubviswa kwechibvumirano chekare.
4. Tsananguro yemazwi.
5. Mashandisirwo echibvumirano.
6. Kuisa vashandi mumaghiredhi nemihoro yavo.
7. Mari inopiwa pamusoro pemihoro.
8. Maawa anoshandwa.
9. Kushanda kwenguva pfupi.
10. Kuhwerengedza mihoro.
11. Mibhadharo yokushanda nguva yakadarikidza yakatarwa.
12. Mari dzinobatwa.
13. Kubhadharwa kwemihoro.
14. Mugwazo uye kushanda uri patikiti.
15. Urongwa hwokupa vashandi mari mushure mokuita basa nemazvo.
16. Urongwa hwakasarudzika: vanoshanda munguva yakatarwa.
17. Mazuva okuzorora.
18. Zororo rakasarudzika.
19. Zororo rinopiwa mudzimai akazvitakura.
20. Zororo rinopiwa voruzhinji.
21. Zvinopiwa mushandi munguva yourwere.
22. Chibvumirano chokupinda basa.
23. Kuramba uri pabasa kwenguva refu.
24. Nhorooondo yemashandiro.
25. Mari inobhadharwa mushandi paanosiya basa.
26. Kuwaniswa kwechibvumirano.
27. Mitemo inofanirwa kutevedzerwa nezvirango zvinopiwa.
28. Mari dzinobhadharwa kuKanzuru.

29. Mvumo yekusatevedzera zviru mugwaro rino.
30. Zvirango.
31. Kutora mhiko.

URONGWA HWOKUTANGA: Kuisa vashandi mumagiredhi.

URONGWA HWECHIPIRI: Mari inopiwa pamusoro pemihoro.

URONGWA HWECHITATU: Mari inobhadharwa mushandi paanosiya basa.

URONGWA HWECHINA: Kuburitswa pachena kwemari dzinofanirwa kubhadharwa pamwedzi woga woga kuKanzuru Inoona nezvoKupinza Mabasa muIndasitiri yezvoKurima muZimbabwe.

URONGWA HWECHISHANU: Mari Inofanirwa Kubhadharwa kuBoka Rinomiririra Vashandi/Fomu Rokubatirwa Mari.

URONGWA HWECHITANHATU: Mari Inofanirwa Kubhadharwa kuBoka Rinomiririra Vashandi/Fomu remibhadharo.

URONGWA HWECHINOMWE: Mitemo Inofanirwa kutevedzerwa neZvirango Zvinopiwa zveKanzuru Inoona nezvoKupinza Mabasa muIndasitiri neMatanho oKutura Zvichemo.

Musoro, zvichatariswa uye mashandisirwo eChibvumirano

1. (1) Chibvumirano chino chinogona kunyorwa seChibvumirano Chiri Pakati peVashandi neVashandirwi cheKanzuru Inoona nezvoKupinza Mabasa muIndasitiri yezvoKurima muZimbabwe (Mashandiro neMitemo inofanirwa kutevedzerwa nezvirango zvinopiwa)

(2) Chibvumirano chino chichashandiswa nevashandirwi nevashandi vose vari muindasitiri yezvokurima ndokunge chisingazoshandiswi nevanotevera—

- (a) vashandi vakasarudzika; kana
- (b) mamaneja; kana
- (c) vanoshanda vakazvimiririra kunze kwokunge vari vashandirwi kana vashandi.

(3) Chimwe nechimwe chinowanikwa muChibvumirano chino chichaunza kodzero nezvimwe zvinofanirwa kutevedzerwa zvichifambirana nezviripo zvisinei nezvagara zviru mumutemo, uye hapana mushandirwi kana mushandi angakwanisa kumbosendeka padivi kodzero kana zvinofanirwa kutevedzerwa. Nyangwe

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zvakaadaro, hapana zviru mukati umu zvinozodzivisa mushandirwi kupa vashandi vake kodzero yakakura kudarika iri muChibvumirano chino.

(4) Kana Chibvumirano chino chikasvika pakuti hachichashandi, kana kuva kunze kwemasimba avari muChibvumirano kana eMutemo, kana mitemo inoitwa pasi pachu, Chibvumirano chisati chave kuzivikanwa kana kuti chave kuzivikanwa, izvi hazvina kana nenzira ipi zvayo pazvingakanganisa chidimbu chinenge chasara cheChibvumirano ichi, sezvo chiri icho chinenge chatova Chibvumirano chacho.

(5) Kanzuru Inoona nezvoKupinza Mabasa muIndasitiri yezvoKurima muZimbabwe inogona kuturikira Chibvumirano ichi kuisa mumitauro iri muBumbeiro roMutemo weRipabhuriki yeZimbabwe asi kana paita kusapindirana pakati pezvaturikirwa kubva muChibvumirano chino, Chibvumirano chakanyorwa mumutauro weChiRungu ndicho chichava nesimba uye chichatevedzerwa.

Kutanga kushanda kweChibvumirano

2. Chibvumirano Chinoitwa pakati peMapoka Anomirira Vashandi neVashandirwi ichi chichatorwa sokuti chakatanga kushanda musi wa1 Ndira, 2022.

Kubviswa kwechibvumirano chekare

3. Chibvumirano chino chichaita kuti Mutemo 116 wa2014 ubve wamira kushanda ndokunge Chibvumirano chino chisingamisi kushanda kwechimwewo chibvumirano chakaitwa pakati pevanomiririra vashandi nevashandirwi, chakaita sechoKuchengetedzeka Pabasa, Mutemo wezvoUtano neNharaunda uye zvibvumirano zvokutara mihoro yepasi inotambirwa, pasingafanirwi kudarika mihoro yepamusoro, mari inopiwa pamusoro pemihoro nemari dzinofanirwa kubhadharwa kuKanzuru.

Tsananguro yemazwi

4.(1) MuChibvumirano chino kunze kwokunge zvisiri kufambirana nezviri kutaurwa –

“Mutemo” zvinoreva Mutemo weVashandi [*Chikamu 28:01*]; “indasitiri yezvokurima” zvinoreva indasitiri iyo vashandirwi nevashandi vanouya pamwe chete kuti vaite basa rokurima zvirimwa zvokutengesa nokuunza mari, zvinosanganisira minda mikuru yemiti, zvipfuyo, huku, hove, nezvinowanikwa kubva mazviri kana kugadzirwa kwezvinobva

muzvirimwa zvichiitirwa panzvimbo yemushandirwi chero upi zvake. Indasitiri yezvokurima ichasanganisirawo zvirimwa zvemumvura nokuchengeta hove, zvirimwa zvemumapindu nemaruva, kuchengeta nyuchi, makarwe, makakanje, mhuka dzomusango, kucheka nokugadzira mapuranga uye kuchengeta matemba;

“kuvhara kambani panopera gore” zvinoreva nguva isiri pasi pemazuva gumi nemaviri ebasa apo kambani inombomira kushanda;

“indasitiri yezvirimwa zvemumvura nekuchengeta hove” zvinoreva, asi zvisingagumiri ipapo chete, mabhizimusi anoona nezve(“kurima”) pachishandiswa tekinoroji dzamazuva ano nezvisikwa zvinorarama mumvura zvakaita semakakanje, hozhwa, zvinomera mumvura, tupuka tudiki tunodyiwa tunowanikwa mumvura, marudzi ehove (setirauti, sarimoni, tarapiya), kuchengetwa kwemakarwe, kurima matemba (apo kurima matemba kunenge kusiri bhizimusi guru rinoitwa), hove, makakanje, kurima maoyisita, kurimwa kwezvinorarama mumvura, zvimiti zvemumvura (zvakaita sesora remugungwa), kurimwa kwehove dzekushongedza panzvimbo nezvimwe zvakadaro. Muindasitiri iyoyi, boka rinogona kuita zvimwe zvinhu zvakafanana nekuita kuti hove dziberekane, kutarisa kuti hove ihono kana hadzi, kuchengeta hove madzinotsotsonyerwa nokuzodziisa murwizi kana mudhamu, kuunganidza mazai, kuunganidza vana vehove, kuisa mazai munzvimbo yaanotsotsonywa, kugiredha hove, kusanduka kwekuve hono kana hadzi kwehove zvichikonzerwa nezvakanomberedza, kupa hove chokudya, kutora hove kubva mutumadziva/keji madzinokurira dzichiendeswa kutumadziva/keji kwadzinoberekera, kukohwa hove, kushambadza hove nezvimwewo.

“kutara muganhu wokumusoro” zvinoreva kubviswa kwechibvumirano chine nguva yakatarwa chichiitwa chibvumirano chisina nguva yakatarwa;

“kuramba uri pabasa” zvinoreva nguva iyo mushandi anoramba achishandira mushandirwi kwenguva refu asina kumbomira basa;

“kondirakita” zvinoreva munhu anoita chibvumirano nemushandirwi chokuita basa asi iye achizouya nevashandi vake kuzoita basa iri, nhaurirano dzemari dzichabhadharwa dzinoitwa pakati pemushandirwi nakondirakita;

“mushandi ari pakondirakiti” zvinoreva mushandi anopinda basa kuti aite basa

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rinenge rabvumiranwa chete, rine mubhadharo unenge wabvumiranwa nemushandirwi;

“Kanzuru” zvinoreva Kanzuru yeNyika Inoona nezvoKupinza Mabasa muIndasitiri yezvoKurima MuZimbabwe;

“zuva rokuzorora” zvinoreva zuva rimwe chete pavhiki apo mushandi anotarisirwa kunge asiri pabasa;

“basa rinongonyuka” ibasa rinongoerekana ravepo risina kutarisirwa nomushandirwi asi richifanirwa kuitwa ipapo ipapo kuitira kuti pasave nokukanganisika kwezvirimwa, zvipfuyo kana vashandi, kana vamwe vanhu nemidziyo iri pedyo;

“mushandi” zvinoreva munhu upi zvake anoitira mumwe basa kana kumupa rubatsiro muindasitiri yezvokurima achibhadharwa kana kuwana mubairo zvichienderana nezvavanenge vawirirana kana sezvinotaura Mutemo kana Chibvumirano chino asi pachiva nechokwadi chokuti ukama hwokushandirana hwavakwa—

- (a) muchimiro chokuti mushandi ari kuita basa achishandisa midziyo yake kana kuti ari mukushanda kwakasununguka uyewo mushandirwi anotarisirwa kuburitsa mari nemidziyo yokuti basa riitwe nokuzvipira kutakura mutoro wenjodzi dzinoitika pakuitwa kwebasa iri; kana
- (b) mune zvimwe zvimiro zvakada kufanana neukama huri pakati pemushandi nemushandirwi hunopfuura huri pakati pakondirakita akazvimirira nemushandirwi;

“mushandirwi” zvinoreva munhu upi zvake ari muindasitiri yezvokurima anopinza munhu basa kana anowanisa mumwe munhu zvinhu nokumubhadhara, kana anozvipira zviri pachena kana muzviito kubhadhara mushandi izvi anogona kuzviitirwa nevanotevera—

- (a) maneja, kana mumiririri wake anenge achitungamirira kuitwa kwebasa panguva inopinda mushandi basa; uye
- (b) gweta rinomiririra kambani; uye
- (c) munhu anoona nezvemafambisirwo emari dzekambani kana yave kuvhara kana muchengeti wezvinhu zvomushandirwi anenge aine bhizimusi rinenge rava nedambudziko rokutadza kubhadhara zvikwereti, kana achinge apiwa simba rokufambisa bhizimusi romushandirwi nevanotevera—

- (i) vanopa zvikwereti; kana
- (ii) mukuru weDare reMhosva rePamusoro, kana kuri kuti hapana rairo inenge yakapiwa nemukweretesi; uye
- (d) munhu anopiwa simba neMukuru weDare reMhosvarePamusoro rokuona nezvenhaka yakasiwa nemushandirwi; uye
- (e) munhu anochengeta mushandirwi anenge ari murwere wepfungwa sezviri muMutemo wezvoUtano hwepfungwa [*Chitsauko 15:12*], kana abvumirwa kuenderera mberi nebhezimusi remunhu iyeye pasi pezvinotaurwa muchikamu 88 choMutemo iwoyo;

“mushandi ari pakondirakiti yenguva yakatarwa” zvinoreva mushandi akaita chibvumirano chebasa chakatarwa nguva yokushanda kana zuva rokusiya basa pasingazodiwi kupa chiziviso chokusiya basa kubva kune vari muchibvumirano;

“giredhi” zvinoreva giredhi sokupiwa kwazvinoitwa muUrungwa hwoKutanga;

“muchengeti wemabhiza (kirasi 1)” zvinoreva mushandi upi zvake anogeza munogara mabhiza, kubatsira nokupa mabhiza kudya uye kufambisa mabhiza mushure mokunge abva mukudzidziswa;

“muchengeti wemabhiza (kirasi 2)” zvinoreva mushandi anopa mabhiza zvokudya, kuasunga nokuadzidzisa uye kutarisa mashandiro evanhu vanochengeta mabhiza (vemukirasi 1);

“muchengeti wemabhiza (kirasi 3)” zvinoreva mushandi anoisa mabhiza matomu, kuachengeta nokuadzidzisa asi achishanda ari pasi peanotarisa mashandiro ake uye iye achitarisawo mashandiro evanochengeta mabhiza (vari mukirasi 1 ne2);

“iye” zvinoreva munhurume kana munhukadzi. Kushandiswa kwemazwi aya muChibvumirano chino hakufanirwi kutorwa sokuti pane kusiyiwa kana kusarurwa kwevamwe vanhu vasiri vanhurume;

“Muchengeti mukuru wemabhiza (kirasi 4)” zvinoreva mushandi anochengeta nokutinha mabhiza, kugadzirisa matomu, kuona nezvemashandiro evachengeti vemabhiza (vemukirasi 1, 2, ne3), uye ari zvakare mushandi anoona nezvemahwanda emabhiza;

“indasitiri” zvinoreva indasitiri yezvokurima;

“zororo reindasitiri” zvinoreva zororo revoruzhinji;

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“maneja” zvinoreva mushandi, uyo nokuda kwechibvumirano chokupinda kwake basa kana ukuru hwake pabasa, anogona kuva nemasimba kana mvumo yokupinza vanhu basa, kuvaendesa kundosevenzera kumwe, kuvasimudzira pabasa, kumbovamisa basa kwechinguvana, kuvadzanga basa, kuvapa mibairo, kuvaranga kana kugadzirisa zvichemo zvevamwe vashandi;

“chiremba” zvinoreva munhu akanyoreswa sachiremba pasi peMutemo weVanoshanda Mune zveUtano [*Chitsauko 29:14*] kana Mutemo weVarapi Vanorapa Pachivanhu [*Chitsauko 27:14*];

“Gurukota” zvinoreva Bazi rinoona nezveVashandi veHurumende, Mabasa neMagariro aVanhu, kana rimwewo zvaro Gurukota rinenge rasarudzwa neMutungamiri weNyika kuti rione nezvekushanda kweMutemo weVashandi nguva nenguva.

“mwedzi” zvinoreva mwedzi uri pakarenda;

“Kanzuru yeNyika Inoona nezvoKupinza Mabasa” zvinoreva Kanzuru Inoona nezvoKupinza Mabasa muIndasitiri yezvoKurima muZimbabwe.

“kushanda uchidarika nguva yakatarwa” zvinoreva chero nguva inoshandwa basa iyo iri kunze kwemaawa ebasa anobvumirwa pasi pechikamu 8;

“mushandi anopinda basa kwenguva isina kutarwa” zvinoreva mushandi akapinda basa kwenguva isina kutarwa aine chibvumirano chebasa chisingatari zuva chairo rokusiya basa kana urefu hwenguva yokugara pabasa;

“zororo revoruzhinji” zvinoreva zuva rinotarwa nehutungamiri hwenyika richinzi izuva rezororo revoruzhinji pasi peMutemo weMazororo eVoruzhinji noKurambidzwa kwoKuita Bhizimusi [*Chitsauko 10:21*];

“Munyorori mukuru” zvinoreva Munyorori wezveMabasa sokutsanangurwa kwazvinoitwa muMutemo;

“mushandi wenguva pfupi” zvinoreva mushandi anopinza basa kwenguva isingapfuuri mazuva zana nemakumi masere munguva ipi zvayo ine mwedzi gumi nemiviri yakatevedzana;

“Munyorori” zvinoreva Mutungamiriri Mukuru weKanzuru yeNyika Inoona nezvoKupinza Mabasa;

“mushandi akasarudzika” zvinoreva mushandi anokwanisa chete kuita chidimbu

chebasa rinofanirwa kuitwa nemunhu ane pfungwa nenhengo dzomuviri dzakakwana nokuda kwokusakwanisa kwepfungwa nomuviri kwakaita sokuchembera, kurwara kwakanyanyisa kana kuremara;

“mugwazo” zvinoreva mashandiro okuti mushandirwi anopa mabasa anotarisirwa kuti vashandi vaite vachipedza munguva yakatarwa uye achipa vashandi mumwe mubhadharo kana vachinge vapedza basa nenguva;

“kushanda uri patikiti” zvinoreva mashandiro okuti kubhadharwa kwavashandi hakunei nenguva iyo vashandi vanenge vatora vachiitira mushandirwi basa asi vanobhadharwa kana vapedza basa ravapiwa nemushandirwi;

“nguva yaunotarisirwa kunge washanda kuti upiwe zororo” izvi zvinoenderana nemazuva anenge aunganidzwa nemushandi okuti azopiwa zororo, zvichireva nguva ipi zvayo apo mushandi anenge ashandira mushandirwi kwenguva inosvika gore;

“muhoro” zvinoreva mari inotambirwa nemushandi, asi isingasanganisiri mari inobhadharwa nokuti munhu ashanda nguva iri kunze kwemaawa ebasa kana bhonasi kana mimwe mibairo yakadaro;

“zuva rokushanda” zvinoreva zuva ripi zvaro kunze kwezuva rokusava pabasa zviri pamutemo kana rezororo revoruzhinji.

(2) Mazwi api zvawo anoshandiswa muChibvumirano chino, anotsanangurwa zvaanoreva muMutemo weVashandi [*Chitsauko 28:14*], kunze kweawo atsanangurwa muchikamu chino, achava nedudziro imwe chete neiri muMutemo.

Kuona nezveKushandiswa kweChibvumirano

5.(1) Kanzuru ichava nebasa rokuona nezvokushandiswa uye kutevedzerwa kweChibvumirano chino.

(2) Kanzuru inogona kupa mabasa kana masimba ayo pasi peChibvumirano chino kune munhu upi zvake wainenge yaona akakodzera.

(3) Kanzuru inogona panguva ipi zvayo kushandura kana kubvisa zvinenge zvatenderanwa paChibvumirano chayakaita pachezvayo kana chakaitwa nekomiti huru kana makomiti akasarudzwa neKanzuru ndokunge Kanzuru ichizopa vari muchibvumirano mukana wokupa maonero avo pasati paitwa shanduko kana kubviswa kwezvakatenderanwa.

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(4) Mushandirwi nemushandi wose ari muindasitiri yezvokurima achabatsira Kanzuru mukuferefeta zvinenge zvichionekwa neKanzuru kuti zvakakodzera maererano nokushanda kweChibvumirano chino, zvikuru kuva nechokwadi chokuti zviri muchibvumirano chino zviri kutevedzerwa.

Magiredhi evashandi nemihoro yavo

6. (1) Mushandirwi achaisa mushandi oga oga mugiredhi rinokodzerana nebasa rake sezvinodiwa neUrongwa hwoKutanga uye achabhadhara mushandi iyeye mari isiri pasi peinotarirwa mushandi wegiredhi iroro neKanzuru nguva nenguva, uye hapana mushandi achatambira mari iri pasi pemari iyoyo.

(2) Mushandi uyo anoti pazuva rokutanga kwechibvumirano chinoitwa pakati pemapoka anomirira vashandi nevashandirwi chakanyorwa pasi chinoisa munganhu wemari dzapasi dzinotambirwa, kana paine mushandi anotambira mari iri pamusoro kudarika mari yepasi yakatarirwa basa raanoita nechibvumirano ichocho haafanirwi kudzikisirwa mari yaanohora nokuda kwokuvapo kwechibvumirano ichi.

(3) Kana mushandi achinzi aite basa riri mugiredhi repasi pegiredhi raanowanzoshandira anofanirwa kupiwa mari inoenderana negiredhi rebasa raanowanzowanikwa achishanda.

(4) Zvichienderana nezviri muchikamunyana (5), mushandi ari kunzi aite basa riri pamusoro pegiredhi rake achitsiva mushandi anenge asipo, achabhadharwa muhoro unoenderana nebaso iroro ipapo ipapo paanongotanga kurishanda kwenguva yose yaanenge achidiwa kuti ashande basa regiredhi iroro.

(5) Mushandi anogona kuiswa mugiredhi repamusoro achimboongo-rorwa mashandiro ake kwenguva isingadariki mwedzi mumwe chete:

Ndokunge mushandi achizopiwa mari yapamusoro inoenderana negiredhi raaiswa kubvira paanotanga basa ari mugeredhi iroro;

(a) mushandirwi asingafanirwi kuitisa mushandi basa rimwe chetero achimuongorora mashandiro ake kanopfuura kamwe chete pagore;

(b) mushure momwedzi mumwe chete achimboongororwa mashandiro ake, mushandi anogona kudzokera kubasa rake remazuva ose kana kusimudzirwa achienda mugiredhi repamusoro.

(6) Pakusimudzirwa kuenda mugiredhi repamusoro, mushandi achabhadharwa—

(a) muhoro usiri pasi pewaakapedzisira kutambira asati asimudzirwa; uye

(b) muhoro usiri pasi pemuhoro wakatarirwa giredhi iroro;

(7) Hapana mushandirwi achaderedza muhoro wemushandi kana mushandi achinge auya kubasa asi mushandirwi otadza kana kuramba kumupa basa rokuita, asi chikamunyana chino hachigoni kushandiswa apo mushandi anenge asina kuita basa raanotarirwa kuita munguva pfupi.

(8) Zvisinei nezviri muchikamunyana (7), mushandi anenge abhadharwa nguva yaasina kushanda nokuda kwemamiriro ezvinhu okuti mushandirwi haagoni kumashandura, zvakaaita semamiriro okunze akashata, mushandi anotarirwa kuti azoshanda nguva yakarasika asiri pabasa pasina mumwe mubhadharo waanopiwa kunze kwemaawa ebasa asi hapana mushandi anofanirwa kushanda kwemaawa gumi nerimwe pazuva nechikonzero chokushandira nguva yaakarasikirwa nayo.

(9) Kana basa romushandi risina kudomwa muUrongwa hwoKutanga—

(a) mushandirwi achafanoisa mushandi mugiredhi; uye

(b) mushandirwi kana mushandi achazivisa Munyori panguva iyoyo;

(c) munyori mushure mokubvunza Sachigaro weKanzuru yeNyika nezvoKupinza Mabasa, achasarudza giredhi rokufanoisa mushandi uyu rinova richazobvumiranwa neKanzuru yeNyika yezvoKupinza Mabasa pamusangano unozotevera:

Ndokunge giredhi rafanoiswa mushandi neMunyori kana giredhi rinoziswa mushandi neKanzuru yeNyika yezvoKupinza Mabasa richizoita kuti mushandi ave mugiredhi—

- i. riri pamusoro pegiredhi rinenge raiswa mushandi panguva iyoyo, mushandi haazofanirwi kupiwa muhoro mushoma kudarika muhoro wepasi wakatarirwa giredhi repamusoro iroro, kubva pazuva raanotanga kuita basa iri;
- ii. riri pasi pegiredhi romushandi panguva iyoyo, zvinenge zvisiri pamutemo kuti mushandirwi adzikise mari inotambirwa nemushandi panguva iyoyo nokuda kwekirasi yaafanoiswa neMunyori kana giredhi rokupedzisira raaiswa neKanzuru yeNyika yezveKupinda Mabasa.

Mari Inopiwa Pamusoro Pemihoro

7.(1) Mari inopiwa pamusoro pemihoro, ichiwedzera mari yagara ichitambirwa nemushandi, ichabhadharwa zvichiendererana nezviri muUrongwa hweChipiri.

(2) Mapoka anoita chibvumirano neKanzuru anogona nguva nenguva kutara mari yepasi inopiwa pamusoro pemihoro sezviri muUrongwa hweChipiri, kana dzimwe mhando dzemari dzinopiwa pamusoro pemihoro.

Maawa okuita basa

8.(1) Maawa okuita basa evashandi vose haapfuuri mazana maviri nemasere (208) pamwedzi.

(2) Mushandirwi anogona kukumbira asi asingamanikidzi mushandi kuti ashande achidarika maawa akatarwa, uye kana zvichibvira, anofanirwa kuzivisa mushandi nezvazvo pachine maawa makumi maviri nemana sezvo vashandi vanoshanda basa rinongonyuka vasingarambi chichemo chokushanda maawa ari pamusoro pemaawa enguva yebasa yakatarwa pasina chikonzero chine musoro.

(3) Mushandi oga oga achapiwa nguva isiri pasi pezuva rimwe chete pavhiki rokusava pabasa.

(4) Mushandi haatenderwi kushanda pamazuva aaine kodzero yokusava pabasa, kunze kwokunge paine zvanyuka zvisingatatarirwi zvinomumanikidza kuva pabasa kana zvimwewo zvikonzero zvakadomwa pachikamu 6 (8) cheChibvumirano chino. Kana izvi zvaitika, panofanirwa kuonekwa kuti:

- (a) mushandi haafanirwi kushanda pamazuva aaine kodzero yokusava pabasa kwemavhiki akatevedzana; uye
- (b) mushandi anenge ashanda pamazuva aaine kodzero yokusava pabasa nokuda kwezvanyuka zvamanikidza kuti ave pabasa ane kodzero yokuzopiwa mamwe mazuva okuzorora.

Basa renguva pfupi

9. (1) Hakuna mushandirwi anotenderwa kupa vashandi vake basa renguva pfupi asina kutanga awana mvumo yakanyorwa yokuita izvozvo kubva kuKanzuru yeNyika yezveKupinza Mabasa. Kana mushandirwi akumbira mvumo yokuita izvozvo, Kanzuru yeNyika yezveKupinza Mabasa ndiyo ichapa mvumo yokuti apinze vashandi basa kwenguva pfupi kwenguva isingadarika mwedzi gumi nemiviri (12) kana ichinge yagutsikana kuti-

- (a) hazvidhuri kuti kambani ipe vashandi basa renguva pfupi; uye
- (b) kambani ichazodzose vashandi vayo pakushanda kwavo kwamazuva ose munguva pfupi inotevera; uye
- (c) vashandi havazoburitswi basa kana nguva yokushanda kwenguva pfupi ichinge yapera.

(2) Mushandirwi anofanirwa kuzivisa mushandi mumwe nemumwe nezvekuzoshanda kwenguva pfupi pachine mwedzi mumwe chete kunze kwokunge kwaita chimiro chinoita kuti akumbire mvumo kuKanzuru yeNyika yezveKupinza Mabasa kuti atange kupa vashandi basa renguva pfupi nechimbichimbi.

(3) Kana mushandi apiwa chiziviso chokuti achazoshanda kwenguva pfupi zvichifambirana nezviri muchikamunyana (2) chiri pamusoro, anogona kupa mushandirwi chiziviso chokurega basa mukati momwedzi wataurwa basa risati ratanga.

(4) Panguva yokushanda kwenguva pfupi, hapana mushandi anofanirwa kubhadharwa mari iri pasi pemaawa aanenge ashanda. Kana izvi zvaitika, mushandi haafanirwi kuwana mari iri pasi nezvikamu zvitanhatu kubva muzana zvemuhoro wake waari kupiwa pavhiki roga roga.

(5) Mvumo yakanyorwa inopiwa mushandirwi neKanzuru yeNyika yezvoKupinza Mabasa yakatsanangurwa pachikamunyana (1) pamusoro, inofanirwa kupa zvinotevera:

- (a) zita remushandirwi nekero yake; uye
- (b) giredhi kana boka revashandi vari kukanganiswa nyenya iyi; uye
- (c) mushandirwi achadzosea gwaro rokumutendera kupinza vashandi vake basa kwenguva pfupi raanenge apiwa neMunyorori weKanzuru yeNyika yezveKupinza Mabasa apo vashandi vake vanotanga kushanda basa semazuva ose.

Kuhwerengedza mubhadharo

10. (1) Nechinangwa chokushandura muhoro wepamwedzi kuitira kuti –

- (a) mubhadharo wepavhiki, muhoro wepamwedzi uchadhivhaidhwa runa, chidimbu chimwe chete pazvitatu; kana kuti
- (b) mubhadharo wepazuva roga roga, uchadhivhaidhwa nemakumi maviri nezvitanhatu; kana
- (c) mubhadharo wepaawa yoga yoga yashandwa, muhoro wepamwedzi uchadhivhaidhwa nemaawa anowanzoshandwa nemushandi pamwedzi.

Mubhadharo wokushanda nguva yakapfurikidza yakatarwa

11(1) Kana mushandi akasevenza pazuva raanofanirwa kuva akazorora senzira yokupfurikidza nguva yakatarwa, mushandirwi anofanirwa kubhadharwa mushandi mari yemuhoro wake wezuva iroho yakapetwa kaviri.

(2) Kana mushandi akashanda pazuva rakatarwa nehurumende kuti izororo revoruzhinji, mushandirwi anofanirwa kumubhadhara maawa aashanda mari yakapetwa kaviri nechidimbu yemari yaanosishandira paawa yoga yoga kana kuti chikamu cheawa yoga yoga yaanenge ashanda, zvisinei nokuti basa iri raitwa mukati kana kunze kwenguva yaanotarisirwa kushanda zuva iroro pazororo iri.

(3) Kana mushandi ashanda maawa anodarika akatarwa pamwedzi, anofanirwa kubhadharwa mari inodarika yaanosibhadharwa pamashandiro emazuva ose kakapetwa kamwe chete nechidimbu, sezvinotaurwa pachikamu 8.

(4) Kana mushandirwi achida kuzobvumira mushandi kutora mazuva okuzorora pachinzvimbo chokumubhadhara mari yokushanda maawa anodarika akatarwa, anofanirwa kutanga vabvumirana nemushandi zuva rezororo kana zuva raanofanirwa kunge asiri pabasa risati rasvika.

Mari inobviswa pamuhoro wemushandi

12.(1) Hapana mari ichabviswa pamuhoro wemushandi nechikonzero chipi nechipi zvacho, kunze kwokunge:

- (a) mushandi arovha kubasa pazuva risiri rezororo revoruzhinji rakatarwa nehurumende kana pazuva raane kodzero yokuenda kuzororo remazuva akawanda. Apa mushandi anotorerwa bedzi mari inoenderana nemazuva aanenge arovha chete; kana
- (b) mari inobviswa nemushandirwi achimanikidzirwa nemutemo kuti abhadhare mushandi; kana
- (c) apo mushandi anopiwa mari yake mwedzi usati wapera, mari iyi haifanirwi kudarika zvikamu makumi maviri nezvishanu kubva muzana zvemari yose yaainayo yaunganidzwa pamwe chete pasati pabviswa dzimwe mari pamuhoro. Kana mari yakadaro ichibatwa pamuhoro womushandi, haifanirwi kudarika zvikamu makumi maviri nemashanu kubva muzana yemari yose yechikwereti chemushandi; kana kuti
- (d) mari yakabvumiranwa kuburikidza nokunyorera pasi nomushandi kuti achapota achibatirwa ichibhadhara inishuwarenzi yake, penjeni, mari yokurapwa, mari yokuviga vafi kana mari yokuva nhengo yeboka rinomiririra vashandi zviri pamutemo; kana
- (e) kuburikidza nechibvumirano chakanyoreranwa pasi nemushandi chokubhadhara mari yaakakwereta kumushandirwi zvichienderana nezvavanenge vabvumirana pakati pavo; kana
- (f) mari yakanga yabhadharwa mushandi asingafanirwi kuibhadharwa.

(2) Mari inobviswa pamuhoro wemushandi waanopiwa panguva ipi zvayo haifanirwi kudarika zvikamu makumi maviri nemashanu kubva muzana yemari yose yaanobhadharwa panguva iyoyo kunyangwe zvazvo zvichibvumidzwa kuti kana mushandi achinge asiya basa, mushandirwi ane kodzero yokubata mari yose yakatorwa nemushandi sezviri mundima (a), (c), (e) kana (f) zvechikamunyana (1).

Kubhadharwa kwemihoro

13.(1) Mushandirwi wose anofanirwa kubhadhara vashandi vake mari yomuhoro iri musvo, kana kuiisa mubhanga, kana neimwewo nzira inotenderwa nemutemo kumushandi woga woga mukati memazuva anotevera-

- (a) mazuva maviri okupera kwevhiki kana vari vashandi vanotambira pavhiki roga roga; kana kuti
- (b) mazuva mana okupera kwomwedzi kana vari vashandi vanovanotambira kupera kwomwedzi woga woga.

Ndokunge, vashandi vanofanirwa kubhadharwa mari yokushanda nguva yakapfurikidza yakatarwa, mabhonasi kana dzimwewo mari dzinopiwa pamusoro pemuhoro, mukati memazuva matanhatu okupera kwevhiki emazuva anenge achishandwa, kuvashandi vanotambira pavhiki roga roga, kana mukati memazuva matanhatu okupera kwomwedzi kuvashandi vanotambira kupera kwomwedzi woga woga.

(2) Kana mushandi asiya basa anofanirwa kupiwa mari yake yose zvayo maawa makumi masere nemaviri kubva paanenge arega basa asati adarika. Mushandirwi anofanirwa kunyorera mushandi achizvipira kuti achaita saizvozvo.

(3) Mushandirwi achanyorera mushandi achimuzivisa mamiriro akaita mari dzake dzaachabhadharwa.

Basa romugwazo nokushanda uri patikiti

14.(1) Zvinotenderwa kuti mushandi apinzwe basa achipiwa mugwazo.

(2) Mushandi anopinza basa achipiwa mugwazo anogona, kuburikidza nokubvumirana nemushandirwi kuita rimwe basa pamusoro pemugwazo waanenge apiwa izvo zvinozoita kuti apiwe bhonasi yokugona basa inova mucherechedzo wokushanda kwake zvakapfurikidza mwero.

(3) Hapana mushandirwi achapinza mushandi basa repatikiti uye hapana mushandi achazoshanda basa repatikiti.

Urungwa hwokupa vashandi mari mushure mokugona basa

15. Zvisinei nezvinowanikwa muchikamu 14, mushandirwi anogona kuva nechirongwa chokubhadhara vashandi mari iri pamusoro peyaanovabhadhara nguva dzose zvichibva pauwandu neunaku hwebasa raitwa uye chipimo chinoshandiswa kuongorora basa rinenge raitwa pamusoro perinotarisirwa mazuva ose.

Urongwa hwakasarudzika hunoitirwa mushandi: Vashandi vanoshanda kwenguva diki

16.(1) Mushandirwi anogona kupinza basa mushandi anoshanda kwenguva diki achikodzera kumupa chiziviso chokusiya basa zuva roga roga mukati memazuva manomwe okutanga asi achikodzera kuzomupa chiziviso chokusiiwa basa chevhiiki rose kana vhiki rokutanga rapfuura.

(2) Kana mushandi anopinza basa kwenguva diki adarika mazuva zana nemakumi masere pagore asina kumbomira kushanda, anenge ava kutofanirwa kuva mushandi asingatarirwi nguva yokusiya basa kubva musi waadarika mazuva zana nemakumi masere.

(3) Vashandi vanopinza basa kwenguva diki havafanirwi kutambirwa mari iri pasi pemari yakatarwa neKanzuru yeNyika yezvoKupinza Mabasa.

Zororo remazuva akawanda

17.(1) Muchikamu chino –

“nguva inoshandwa kuti munhu awane mazuva okuzorora” takanangana nemazuva ezororo anenge aunganidzwa nemushandi, zvinoreva nguva ipi zvayo yokushanda inouya mushure mokupera kwegore rokutanga romushandi achishandira mushandirwi.

(2) Kunze kwokunge paine humwe urongwa hwokubhadhara mushandi mazuva ezororo aanenge asina kutora huri nani huri muchibvumirano, zororo rinozopiwa mushandi achitambira muhora wake rinowanikwa muchikamu chino nemushandi apo anowana zuva rimwe chete pamwedzi woga woga pagore raanenge achishanda, apo anotarisirwa kunge aunganidza mazuva anokwana makumi mapfumbamwe aanozopihwa muhora ari pazororo.

Apo mushandi anenge apiwa chikamu chemazuva ake ezororo remazuva akawanda pachizosara mamwe mazuva, haarasikirwi nemazuva anenge asara

iwayo. Anokwanisa kuzoatora munguva inotevera pamwe chete nemamwe aanenge azounganidza zvakare.

(3) Kana mazuva ezororo remazuva akawanda remushandi achisanganisa zuva reMugovera, Svondo nemazuva ezororo revoruzhinji akatarwa nehurumende, achaverengwawo sechikamu chemazuva ezororo remazuva akawanda remushandi.

(4) Mushandi anenge arwara kana kukuvara paanenge ari pazororo remazuva akawanda anogona kumisa zororo iri onyorera kuti apiwe zororo reurwere.

(5) Kana mushandi asina mazuva anomubvumira kuenda kuzororo remazuva akawanda, anogona kutora zororo iri asingabhadharwe.

Zororo rakasarudzika

18.(1) Mushandirwi achapa mushandi zororo rakasarudzika risingadariki mazuva gumi nemaviri pagore achimubhadhara muhoro wakakwana ndokunge mushandi–

- (a) aonekwa nachiremba kuti ane chirwere chinotapuriranwa;
- (b) agashira samanisi rokunopa umboo mudare redzimhosva muZimbabwe;
- (c) achifanirwa kuenda kumusangano weboka rinomiririra vashandi rinoshanda zviri pamutemo mukambani yaanoshandira kana muindasitiri maanoshandira uye achienda semukokwi kana nokuda kwechigaro chaanacho muboka iroro;
- (d) ari muhusungwa hwenyaya inenge iri kuferefetwa nemapurisa;
- (e) afirwa nemudzimai kana murume, mwana wokubereka kana mwana waanochengeta zviri pamutemo;
- (f) asangana nezvimwewo zvinokodzera kuti munhu anzwirwe tsitsi.

Zororo rinopiwa mudzimai akazvitakura

19. Zororo iri rinopiwa mushandi wechidzimai akazvitakura sezvinotaurwa muMutemo weVashandi [Chitsauko 28: 01].

Zororo revoruzhinji

20. Kunze kwokunge paine chimwe chikamu chegwaro rino chinopikisa, mushandi woga woga ane kodzero yokusauya kubasa pamazuva ezororo revoruzhinji rakatarwa nehurumende asi achiwana muhoro wake wakakwana pamazuva ezororo iwaya.

Zvinopiwa mushandi munguva yourwere

21.(1) Kunze kwokunge paine umwe urongwa hunobatsira mushandi hwakabvumiranwa nemushandirwi paakapinda basa kana zvakanyorwa pane rimwewo gwaro rezvemabatsirirwo anoitwa vashandi vanenge varwara, gwaro rino rinofanirwa kutevedzwa zviru maringe nezororo renguva yourwere. Mushandi anenge arwara, kukuvara kana anenge aenda kunorapwa, zvisina kukonzerwa nokushaya hanya kwake, anofanirwa kupiwa zororo renguva yourwere.

(2) Mushandi anenge ari pabasa ane kodzero yokupiwa mazuva anosvika makumi mapfumbamwe ezororo renguva yourwere achiwana muhoro wake wakakwana pagore ripi zvoro. Mushandirwi anofanirwa kubvumidza mushandi anenge achirwara kutora zororo renguva yourwere rinosvika mazuva aya kana arikumbira aine magwaro akasainwa nachiremba ane mvumo yokurapa zviru pamutemo.

(3) Kana kuri kuti pagore ripi zvoro apo mushandi ari pabasa anenge atopiwa mazuva ake ose makumi mapfumbamwe ezororo renguva yourwere achiwana muhoro wakakwana, asi achiri kuda mamwe mazuva sekutaura kwamagwaro achiremba ane mvumo yokurapa zviru pamutemo, uye chiremba uyu achiti anoona kuti pane mukana wokuti mushandi uyu anokwanisa kuzodzoka pabasa zvakare mushure mokupiwa mamwe mazuva aya, mushandirwi anofanirwa kupa mushandi akadai mamwe mazuva makumi mapfumbamwe asi achibhadharwa chidimbu chemuhoro wake.

(4) Panguva ipi zvayo yegore apo mushandi anenge atora zororo renguva yourwere rakapfurikidza–

- (a) mazuva makumi mapfumbamwe achiwana muhoro wake wakakwana; kana
- (b) mazuva zana nemakumi masere ezororo renguva yourwere achiwana muhoro wakakwana uye chidimbu chemuhoro sezviru muchikamunyana
- (3) pamusoro;
- (c) Mushandirwi anogona kumisa mushandi uyu basa.

(5) Mushandi anogona kusarudza kutora zororo remazuva akawanda kana achinge aunganidza mazuva ake pachinzvimbo chokutora zororo renguva yourwere achipiwa chidimbu chemuhoro kana kuti asingatowane muhoro zvachose.

Chibvumirano chokupinda basa

22.(1) Panopinda mushandi basa, mushandirwi anofanirwa kumunyorera achimutsanangurira basa raanoita nemashandirwo aro kusanganisira zvinotevera –

- (a) giredhi rake; uye
- (b) muhoro waanotambira nepaunobhadharwa; uye
- (c) kuwaniswa pokugara; uye
- (d) nguva inodiwa pakupa chiziviso chokusiya basa; uye
- (e) maawa anoshandwa; uye
- (f) kubhadharwa kwebhonasi kana mari inopiwa mushandi mushure mokugona basa; uye
- (g) kuwaniswa zvinobatsira mushandi munguva yourwere; uye
- (h) kuwaniswa zororo remazuva akawanda; uye
- (i) zororo rinopiwa nekambani; uye
- (j) mutemo unofanirwa kutevedzwerwa nezvirango zvinopiwa.

(2) Chibvumirano chokupinda basa pakati pemushandi nemushandirwi chinopindwa chine nguva yakatarwa chinofanirwa kujekesa zuva rokutanga nezuva rokusiya basa uye hapanazve chiziviso chinozodiwa chokusiya basa kana zuva iri richinge rasvika kubva kumapoka maviri aya.

(3) Kana chibvumirano chokupinda basa chisingatauri zvakajeka nguva kana zuva rokusiya basa, asi chisiri chibvumirano chisina nguva yakatarwa kana chenguva pfupi, kana chinenge chichida kuti paitwe basa rakanangana nemushandi, chichatorwa sokuti chibvumirano chisina nguva yakatarwa ndokunge mushandi anopinda basa kwenguva pfupi achionekwa somushandi ari pachibvumirano chisina nguva yakatarwa apo mazuva ake anodarika mavhiki matanhatu mumwedzi mina inenge ichiteverana kubva pazuva raatanga kushanda.

(4) Kana mushandi achinge apiwa kana kubhadharirwa pokugara nemushandirwi, mushandi uyu ane kodzero yokuramba ari mumba kwenguva isingadariki mwedzi mumwe chete mushure mokusiya basa zviri pamutemo.

Kushanda usina kutarirwa nguva yokusiya basa

23.(1) Zvichienderana nemutemo chero upi zvavo, zvisungo, chibvumirano chinoitwa nemapoka anomiriria vashandi nevashandirwi, chibvumirano chokushanda usina kutarirwa nguva yokusiya basa chinopera nokufa kwemushandi, kusiya basa kwake, kuenda pamudyandigere nezvimwewo zvikonzero zvinoita kuti mushandi asiye basa.

(2) Kana kambani yave nemushandirwi mutsva, mushandi anopfuirira mberi achishandira mushandirwi uyu kana kambani iyi. Kushanduka kwemushandirwi hakukonzeri kurasikirwa nebasa kwemushandi zvinova zvichaita kuti apfuurire mberi achishandira mushandirwi mutsva:

Ndokunge, kana mushandirwi wekare achinge abhadhara mushandi mari inoenderana nokumushandira kwaakaita sokutsanangurwa kwazvinoitwa muchikamu 25, mari inozobhadharwa nemushandirwi mutsva kana mushandi achinge afa, asiya basa, ave kuenda pamudyandigere kana zvimwewo zvikonzero zvokusiya basa, inogona kutapudzwa mushure mokukubvisirwa mari yaakambopiwa nemushandirwi wekare.

Gwaro renhoroondo yemashandiro

24.(1) Mushandi anenge asiya basa nokuda kwechikonzero chipi zvachokw anogona kukumbira gwaro renhoroondo yemashandiro ake kubva kumushandirwi.

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(2) Gwaro renhoroondo yemashandiro iri richajekesa nguva yakashandwa uye basa raiitwa nemushandi.

Mari inobhadharwa mushandi paanosiya basa

25.(1) Mari inobhadharwa mushandi paanosiya basa ichahwerengedzwa kubva –

(a) musi wa1 Ndira 1978; kana

(b) pazuva iro mushandi akatanga kushanda ari pechibvumirano chisingatarirwi nguva yokusiya basa; pachishandiswa chimwe chete chezviri pamusoro.

(2) Mushandi anenge ashanda kwemakore mashanu kana kudarika ari muchibvumirano chisingatarwi nguva yokusiya basa achazobhadharwa mari yokusiya basa zvisinei nezvikonzero zvaita kuti aite saizvozvo. Achabhadharwa mari yokusiya basa isiri pasi peyahwerengedzwa pachishandiswa zvikamu zvakakodzera kubva muzana sokutsanangurwa kwazvinoitwa paUrongwa hweChitatu pachishandiswa muhoro wake wepamwedzi neuwandu hwemakore aakashanda.

(3) Kana mushandi anenge ashanda kwemakore mashanu kana kudarika ari muchibvumirano chisingatarwi nguva yokusiya basa akafa asati abhadharwa mari inobhadharwa mushandi paanosiya basa sezviri muchikamunyana 2, mari iyi inozobhadharwa senhaka yomushandi paanofa ichitorwa semari yaaifanirwa kunge akagamuchidzwa pazuva raakasiya basa.

(4) Zvisinei nezviri muchikamunyana 2 ne3, hapana mari inobhadharwa mushandi paanosiya basa inobva kuvashandirwi kana achizowana penjeni kubva

kuurongwa hwemudyandigere hwakazvimirira (hwakanyoreswa sehomwe yomudyandigere ku*Pension and Provident Funds Act [Chapter 24: 9]*) hunopa mari yakangoda kuenzana neinopiwa muchikamu chino ndokunge mushandirwi asina kutumira mari idzi kuurongwa hwemudyandigere hwakazvimirira ne*National Social Security Authority's Pension* uye humwe hurongwa hwezingangopiwa mushandi, mushandi anobhadharwa mari inopiwa mushandi paanosiya basa.

(5) Mushandirwi anogona kuudza mushandi asvika makore makumi matanhatu okuberekwa kuti achienda pamudyandigere.

(6) Mushandi achabhadharwa muhoro wake wose kusanganisira mazuva aafanirwa kunge akaenda pazororo uye nemari inopiwa mushandi paanosiya basa zvichiendarana nechikamunyana 2 chemutemo uyu panguva yaanoenda pamudyandigere.

Kuwaniswa kwechibvumirano

26. Vashandirwi vose vanofanirwa kuisa gwaro rechibvumirano chino nezvose zvakanhadzurudzwa parinowanikwa zviri nyore nevashandi vose.

Mitemo inofanirwa kutevedzerwa nezvirango zvinopiwa

27.(1) Kanzuru Inoona nezvoKupinza Mabasa muIndasitiri yezvoKurima muZimbabwe: Chibvumirano Chinoitwa neMapoka Anomirira Vashandi neVashandirwi Chakanyorwa Pasi Mashandiro neMitemo Inofanirwa Kutevedzerwa neZvirango Zvinopiwa Vashandi: Mitemo inotevedzerwa pakutonga mhosva uye Matanho oKutura Chichemo zvinova zvinopiwa muUrongwa hweChinomwe huri muchibvumirano chino ndizvo zvichashandiswa seMutemo unotevedzerwa nezvirango zvinopiwa vashandi vari muindasitiri yokurima uye uchabata vashandirwi nevashandi vose vari muindasitiri iyi:

Ndokunge kana kambani iri muchikamu chezvokurima ichishandisa mutemo unofanirwa kutevedzerwa nezvisungo zvinopiwa kuvashandi uye uchishandisika mukambani iyoyo nokufambirana neMutemo Unofanirwa Kutevedzwa weKanzuru Inoona nezvoKupinza Mabasa muIndasitiri yezvoKurima muZimbabwe: Mitemo inotevedzerwa pakutonga mhosva uye Matanho oKutura Chichemo.

(2) Zvichifambirana nezviri muchikamunyana 1, nyaya dzokutongwa kwemhosva nokutura zvichemo zvichaongororwa zvichifambirana nezviri muKanzuru Inoona nezvoKupinza Mabasa muIndasitiri yezvoKurima muZimbabwe sokuburitswa kwazvinoitwa muUrongwa hweChinomwe uye nyaya ipi zvayo yokutongwa kwemhosva kana kupa zvichemo isingatsanangurwi zvizere nemutemo ichagadziriswa nenzira inozadzisa zvinangwa zvomutemo uyu.

Mari dzinobhadharwa kuKanzuru

28.(1) Mari dzinobhadharwa kuKanzuru dzinosanganisira mari dzakatarwa neKanzuru dzinova dzakabvumirwa neGurukota. Mari idzi dzichabhadharwa kuKanzuru nemushandirwi uye mushandi woga woga ari muindasitiri iyi sokutsanangurwa kwazvakaitwa muBumbiro roMutemo reKanzuru.

(2) Mushandirwi woga woga achazadzisa nokutumira kuKanzuru mwedzi woga woga zvinotevera:

- (a) fomu rakadomwa muUrongwa hweChina uye/kana rimwewo fomu rinogona kunge richidiwa neKanzuru;
- (b) mubhadharo unodiwa kana umboo hwemubhadharo waitwa;
- (c) pfupiso inotsanangura mabhadharirwo emihoro yevashandi; uye
- (d) rimwewo gwaro rinogona kudiwa neKanzuru nguva nenguva.

Mvumo yokusatevedzera zviri mugwaro rino

29. Komiti yeKanzuru Inopa Mvumo yoKusatevedzera Zviri Mugwaro rino ichishandisa maonero ayo, zvichifambirana nemitemo yemashandiro ayo, inogona kunyorera mushandirwi kana mushandi ichipa mvumo yokusatevedzera zviri mugwaro rino kana pane zvikonzero zvinogamuchirika. Mvumo yokusatevedzera zviri mugwaro rino inogona kubviswa kana kunhadzurudzwa neKomiti iyi zvichibva pamaonero ayo ndokunge kana Komiti iyi ichizopa vane chokuita nenyaya iyi mukana wokunzwika isati yabvisa kana kunhadzurudzwa zviri mugwaro rino.

Zvirango

30. Chibvumirano chino chinosisimbisa chikamu 82(3) choMutemo weVashandi [Chitsauko 28: 01], chinoti –

(3) “Munhu wose anotadza kutevedzera zvaanofanirwa kuita nechibvumirano chinoitwa pakati pemapoka anomirira vashandi nevashandirwi pasina zvimwe zvinogona kumusungirira zvichizotadzisa kushandiswa kwechibvumirano, izvo zvinozoita kuti–

- (a) pave nekutyorwa kwemutemo wevashandi zvionozoda kuti zvigadziriswe sezviri muChikamu XII; uye

- (b) abatwe nemhosva inoita kuti abhadhare muripo une mwero usingangadarike danho rechinomwe (7) kana kuenda kujeri kwemakore asingadariie maviri, kana zvose zviri zviviri.”

Kutora mhiko

31. Kana mapoka anomiririra vashandirwi nevashandi achinge aita chibvumirano chiri mugwaro rino, vashandi veKanzuru vakanyorwa pazasi vachaita mhiko vachibvumirana nezvechibvumirano chaitwa.

Chakaitwa muHarare musi wa13 Gunyana, 2021.

F. ZONDO,
Sachigaro.

T. NYIRENDA,
Mutevedzeri waSachigaro.

D. MADYAUSIKU,
Mukuru weKambani.

URONGWA HWOKUTANGA
KUISA VASHANDI MUMAGIREDHI

Zvichienderana nezvibvumirano zvicharamba zvichiitwa ne*NEC Agriculture* pakuisa vashandi mumagiredhi, mabasa evashandi muindasitiri yezvokurima achaiswa mumagiredhi anotevera:

Giredhi A1

Mushandi anosuka zvimbuzi nokutsvaira nharaunda

Mushandi anoisa zvinhu mumabhero.

Mushandi anogadzira mabhokisi kana kumapeta

Mushandi anobatsira kuchengetedza zvakwa (mapuranga)

Mushandi anotema nzimbe

Kanzuru Inoona nezvoKupinza Mabasa Muindasitiri yezvoKurima muZimbabwe:
Chibvumirano Chinoitwa neMapoka Anomirira Vashandi neVashandirwi Chakanyorwa Pasi
(Mashandiro neMitemo Inofanirwa kutevedzerwa)

Mushandi anonhonga nzimbe

Mushandi anoshanda mukandini kana mubhawa

Mushandi anosuka mitumbi yezvipfuyo

Mushandi anoshandisa ngetani

Mushandi anogovera ngetani

Mushandi anotsvaira nokuchenesa panzvimbo

Mushandi anofoshora marasha

Mushandi anoshanda muimba inotonhora inochengeterwa nyama kana anoshanda kumafiriji

Mushandi anochenesa imba inotonhora inogara nyama

Mushandi anoona nezvepakomboni

Mushandi anoona nezvezvirimwa

Mushandi anorinda zvirimwa

Mushandi anobatsira kusvuura makavi emiti

Mushandi anosuka madhiramhu

Mushandi anoshanda panoomeswa zvinhu

Mushandi anonhonga mazai

Mushandi anobvisa kana kupatsanura zvinhu

Mushandi anochenesa papurazi

Mushandi anoshanda achitarisa fenzi

Mushandi anoshanda mumapindu

Mushandi anobatsira basa rinenge riripo panguva iyoyo

Mushandi anoita basa rinenge riripo panguva iyoyo- anoshandisa ngetani

Mushandi anoita basa rinenge riripo panguva iyoyo-anotema nzimbe

Mushandi anochenesa nharaunda

Mushandi anofudza zvipfuyo

Mushandi anoshanda kumatehwe

Mushandi anoona nezvekushanda kwemichina inotakura zvinorema

Mushandi wepamushina unoshandiswa kuisa mvura mubhoira

Mushandi anowacha /anobatsira kusuka nekuwacha

Mushandi anogamuchira kana kuunganidza zvipfuyo

Mushandi anoshanda panorongedzwa matanda akamirira kutakurwa

Mushandi anoisa mupfudze mumasaga

Mushandi anoshanda panyama

Mushandi anounganidza mitumba yezvipfuyo

Mushandi anogadzira maneti anenge abvaruka

Mushandi anoshanda panzvimbo inodyarwa nokuchengetwa miti nemaruva zvichiri zvidiki

Mushandi anoshanda panzvimbo inodyarwa nokuchengetwa miti nemaruva zvichiri zvidiki (pakambani yemapuranga)

Mushandi anosuka nyama yemukati yezvipfuyo

Mushandi anoona nezvekuchengetwa kwechikafu chemhou

Mushandi anorongedza zvinhu asingaisi mumapoka

Mushandi anoshanda mumunda mukuru munorimwa zvirimwa zvemhando imwe chete

Mushandi anopatsanura zvinhu achizviisa mumapoka azvo

Mushandi anofirita zvirimwa

Mushandi anoshandisa muchina unocheka miti yakatemwa

Mushandi anoshandisa muchina unobvisa tsvina

Mushandi anobvisa makonye esiruki mumakakuni kuti agadzire shinda

Mushandi anochengeta makonye esiruki

Mushandi anosuka dhamu rinogara tsvina dzinobva mufekitari

Mushandi anoshandisa muchina unosunga zvinhu/mushandi anosunga zvinhu

Mushandi anobatsira mhuru kuyamwa

Mushandi anoona kuti mapoka ashanda zvakanaka
Mushandi anotapudza mbesa kuti dzikure zvakanaka
Mushandi anobatsira kuisa matanda mumasvinga
Mushandi anobatsira kutakura matanda akatemwa achiisa mumuchina
Mushandi anobatsira kutakura matanda akatemwa achimaisa mune zvinotakura
Mushandi anobatsira kusarudza matanda achimaisa mumapoka
Mushandi anoshanda mumunda wemazambiringa
Mushandi anoona nezvokuunganidzwa kwemakwati
Mushandi anorinda zvinhu
Mushandi anotema miti yemuwatoro
Mushandi anoshanda panogadzirwa waini
Mushandi anoshanda muwekishopu (yematanda)

Giredhi A2

Mushandi anobatsira kugadzira zvakasiyana-siyana
Mushandi anobatsira pakugadzira magetsi
Mushandi anobatsira anochengeta nyuchi
Mushandi anochoora maburi nokuchera makomba achishandisa michina
Mushandi anonama masaga
Mushandi anotakura mabhasikiti
Mushandi anogeza huku
Mushandi anobomhesa ropa pachipfuyo chinenge chaurawa
Mushandi anoshanda muimba ine bhoira
Mushandi anobatsira bhiridha pakuvaka
Mushandi anocheke nyama yepechipfuva
Mushandi anorima achinamatidza miti yakasiyana kuti uve umwe chete
Mushandi anogamuchira masvinga emapuranga

Mushandi anochengeta mhuru

Mushandi anocheka mitumbi yezvipfuyo/ Anobvisa nyama dzemukati mezvipfuyo

Mushandi anobatsira kugadzira muchina unocheka miti uchishandisa ngetani

Mushandi anoshanda kumarasha

Mushandi anonyora zvole zvinoitika papurazi

Mushandi anocheka huku

Mushandi anobata huku

Mushandi anoturika huku

Mushandi anocheka huku zvine unyanzvi

Mushandi anoisa huku kana nhiyo mumapoka

Mushandi anochengeta vana/vakaremara nevakwegura (achiita kana kusaita mabasa epamba)

Mushandi anosunga matanda nengetani

Mushandi anoisa kofi mumapoka

Mushandi anobatsira/anodzidzira kubika

Mushandi anobatsira/anodzidzira kupa vanhu zvokudya

Mushandi anogadzira mupfudze

Mushandi anoshanda pabhandi rinofambisa zvinhu

Mushandi anobatsira pachitofu chokubika

Mushandi anoverenga zvinhu

Mushandi anobatsira pakushandisa kireni

Mushandi anoputira/anoona nezvenyama yemakarwe

Mushandi anokohwa zvirimwa

Mushandi anocheka/Anoputira nyama

Mushandi anobvisa mashizha pamiti

Mushandi anofirita mishonga pazvirimwa

Mushandi anobatsira pakubudiswa kwezvinhu

Mushandi anoona nezvekubudiswa kwezvinhu - Anoona nezvemazai

Kanzuru Inoona nezvoKupinza Mabasa Muindasitiri yezvoKurima muZimbabwe:
Chibvumirano Chinoitwa neMapoka Anomirira Vashandi neVashandirwi Chakanyorwa Pasi
(Mashandiro neMitemo Inofanirwa kutevedzerwa)

Mushandi anobikira vashandi

Mushandi anokanya furawa

Mushandi anogadzira misoro yehuku

Mushandi anononga/anounganidza mazai

Mushandi anogamuchira mazai

Mushandi anobvisa zvomukati mezvipfuyo

Mushandi anoshanda mufekitari

Mushandi anoisa minhenga yehuku yakagaiwa mumasaga

Mushandi anobvisa minhenga inenge yasarira pahuku

Mushandi anoshandisa poto inobika minhenga yehuku/Mushandi anorongedza minhenga yehuku

Mushandi anogamuchira hove

Mushandi anochengetedza zvokudya

Mushandi anodiridza achishandisa migero

Mushandi anorinda pagedhe

Mushandi anoisa zvomukati mehuku muhuku

Mushandi anoronga zvirimwa achiisa mumapoka azvo

Mushandi anoronga zvirimwa achiisa mumapoka azvo/mushandi anononga zvirimwa

Muchengeti wemabhiza wekirasi yokutanga

Mushandi anorinda panzvimbo

Mushandi anoshanda munochochonywa mazai

Mushandi anoshandisa muchina unonama zvinhu

Mushandi anofirita mishonga pazvirimwa

Mushandi anoshanda nemuchina unoita kuti mapuranga atsvedzerere

Mushandi anochengetedza pamba

Mushandi anoshanda mumba

Mushandi anogadzira magodo emvura

Mushandi anodiridzira (Zvokudiridzisa uchipfapfaidza)

Mushandi anobatsira panzvimbo inoomesa mapuranga pachishandiswa mbaura

Mushandi anobatsira murabhorotari yematanda

Mushandi anopeta makumbo nemapapiro ehuku

Mushandi anoisa zvinhu muzvifambiso/Anosenga zvinhu nomusoro/anopa zvipfuyo zvokudya /Mushandi/ Anotakura masaga

Mushandi anobatsira kurori nevhani

Mushandi anobatsira pakugadzira zvinhu zvinenge zvafa

Mushandi anocheka nyama

Mushandi anorongedza nyama

Nhume

Mushandi anokama mombe

Mushandi anocheka howa

Mushandi anononga howa

Mushandi anounganidza nyama dzemukati mezvipfuyo

Mushandi anotumwa mabasa akasiyana-siyana emuhofisi

Mushandi anoona nezvezvokudya zvembwa nekiti

Mushandi anoundura huku

Mushandi anobatsira pakuisa nokugadzira mapaipi

Mushandi anocheka huku

Mushandi anoshanda pamuchina wokusanganisa zvinhu

Mushandi anobatsira pamuchina wokusanganisa zvinhu

Mushandi anobatsira pamashandiro epambu/ Anoshanda

Mushandi anochengeta mhuka dzemusango

Mushandi anogamuchira zvinhu

Mushandi anogadzira sochisi

Mushandi anobatsira munzvimbo inogadzirwa masaha anocheka miti

Mushandi anobatsira pakuyera zvinhu pachikero

Mushandi anodiridza pachikoro

Mushandi anovhiya matehwe emhuka/kubvisa dehwe

Mushandi anogeza huku nemuchina

Mushandi anofirita

Mushandi anosvina matumbu

Mushandi anobikira vashandi

Mushandi anoona nezvezvinhu zvakaunganidzwa panzvimbo

Mushandi anoona nezvepatafura inochekerwa zvinhu

Mushandi anocheka nzondora

Mushandi anoona nezvematirera

Mushandi anobaya nhomba kuzvipfuyo/Mushandi anogura miromo yehuku

Mushandi anoongorora panonwa zvipfuyo mvura

Giredhi A3

Mushandi anobatsira pakushandisa saha inocheka matanda

Mushandi anokwenenzvera mabhodhi nomuchina kuti atsvedzerere

Mushandi anoshandisa muchina *wecanter* anokwenenzvera maparanga kuti
atsvedzerere

Mushandi anoshandisa saha iri pafuremu

Mushandi anoshanda kuchenesa nokugadzira dzimba dzekurara

Mushandi anogadzira mabhasikoro

Mushandi anobatsira kana kuona nezvebhoira

Mushandi anoshandisa muchina wokucheka uswa

Mushandi anoshanda pamuchina unoisa zvokudya mumagaba

Mushandi anoshanda munobikwa nokudyirwa

Mushandi anoshanda nesaha rine ngetani kudimbura matanda nepakati

Mushandi anoisa zvinhu mumapoka kana kuoongorora unaku hwezvinhu
Mushandi anoshandisa muchina unosanganisa mishonga
Mushandi anoshandisa muchina *wecanter* kukwenenzvera mapuranga kuti
atsvedzerere
Mabharani wekirasi yokutanga
Mupurisa wepakomboni
Mushandi anoshanda nemuchina unosanganisa kongireti
Mushandi anobika
Mushandi anobvisa tsvina pamatehwe emakarwe
Mushandi anochengeta panogara makarwe
Mushandi anoona nezvekuberekana kwemakarwe
Mushandi anoshanda nemuchina unoburutsa zvinhu
Mushandi anobatsira pakuburitsa zvinhu (mapuranga/matanda)
Mushandi anoona nezvekuomeswa kwezvinhu
Mushandi anoshanda nemuchina unobvisa minzwa pahove
Mushandi anoshanda nemuchina unobatanidza mapuranga
Mushandi anoshandisa muchina unopedzisa basa uchiita zvokukwenenzvera
Mushandi anoongorora kuti hove ihono kana hadzi
Mushandi anokohwa hove
Mushandi anochengetedza masango
Mushandi anoona nezvokuchengetwa kwehove diki/anochengeta hove dzerudzi
rweTrout
Mushandi anoongorora mhuka dzomusango
Mushandi anonamatidza zvinhu achishandisa guruu
Mushandi anoona nezveimba inochengeterwa guruu
Mushandi anochengeta mabhiza 2
Mushandi anoshandisa muchina unogaya matombo/ mushandi anobika soya
Mushandi anoshanda pachibhokisi chinoburitsa mhepo inopisa inoomesa zvirimwa

Kanzuru Inoona nezvoKupinza Mabasa Muindasitiri yezvoKurima muZimbabwe:
Chibvumirano Chinoitwa neMapoka Anomirira Vashandi neVashandirwi Chakanyorwa Pasi
(Mashandiro neMitemo Inofanirwa kutevedzerwa)

Mushandi wechirume anoita mabasa akasiyana-siyana okuchenesa panzvimbo

Mushandi anobatsira pakudiridza zvirimwa(achishandisa pivhoti nedhiripi)

Mushandi anonyora mazita pazvinhu

Mushandi anoona nezvokuiswa kwematanda mumbaaura

Nzvimbo inotengeserwa matanda nezvimwe zvigadzirwa zvinobva kumiti nevanhu uye mapoka akasiyana-siyana

Mushandi anoongorora kuti muchina uri kushanda zvakanaka

Mushandi anoongorora kuti muchina uri kushanda zvakanaka (muchina unoisa zvinhu mumapoka zvichienderana nekukura kwazvo)

Mushandi anoshanda nemuchina

Mushandi anoshandisa muchina wekugaya nyama

Mushandi anoshandira patangi rinosanganisiwa zvinhu

Mushandi anoongorora unaku hwehowa

Mushandi anogadzira mambure

Mushandi anoita mabasa akasiyana-siyana emuhofisi/kufotokopa (pakambani yemapuranga)

Mushandi anobatanidza zvipandi zvakasiyana-siyana kuti agadzire zvinhu zvinodiwa newatengi

Mushandi anochengeta mhou

Mushandi anochengeta nhiyo dzemhou/ Anobata mhou/anotarisa nhiyo dzemhou

Mushandi anoshandisa muchina unouraya mabhakitiriya mumukaka

Mushandi anoshanda nomuchina unogadzira zvokudya zvehuku (maperetsi)

Mushandi anobvisa minzwa pahove/ anobvisa mabonzo panyama

Mushandi anodiridza achishandisa muchina wepivhoti

Mushandi anogadzira munda mukuru unorimwa mhando imwechete yechirimwa chisingakasiri kukohwewa

Mushandi anonyora zvikwangwani muminda yakarimwa

Mushandi anosuka muchina unobvisa zvomukati nemazai/mushandi anodaira nhare pakambani achidziendesa kuvanhu vakafanira

Mushandi anobvisa zvomukati memazai

Mushandi anoongorora unaku/mushandi anoongorora mashizha/anoongorora ruvara rwemashizha

Mushandi anoshanda nechikero chinoyera uremu hwezvinhu

Mushandi anoona nezvokuchengetedzeka kwechikoro

Mushandi anoshandisa muchina wekubvisa tsvina mufekitari

Mushandi anorinda (pakambani yemapuranga)

Mushandi anosuka mbeu

Mushandi anomoneredza shinda yesiriki

Mushandi anocheka zvinhu

Mushandi anoshanda nomuchina unogaya zvokudya zvezvipfuyo

Mushandi anosanganisa zvokudya zvezvipfuyo

Mushandi anobatsira pakuchengetedzwa kwemidziyo yepakambani

Mabharani anoona nezvekuchengetedzwa kwezvinhu pakambani (mapuranga)

Mushandi anoverenga zvinhu zviri kupinda nekubuda pakambani

Mabharani anoverenga midziyo iri kubuda (mapuranga)

Mushandi anoshandisa muchina unotapudza mashizha nematavi

Mushandi anogadzira nokuisa matayi

Mushandi anoona nezveutano munharaunda (mapuranga)

Hweta wechikadzi/ Hweta wechirume/anobika

Mushandi anobatsira pakuongororwa kwemvura

Mabharani wepazambuko rinoongorora uremu hwezvifambiso

Mabharani anoona nezvokuverengwa kwematanda manyoro (pakambani yemapuranga)

Mushandi anobatsira mabharani anogovera mafuta evifambiso pakambani

Giredhi B1

Mushandi anoona nezvekuisa mushonga mapuranga kuti asapfutwa (pakambani yemapuranga)

Mushandi anoshandisa saha iri pamuchina

Mushandi anochengeta nyuchi

Mushandi anochekeka nyama nokusuka saha iri pamuchina

Mushandi anoona nezveboiler

Mushandi anoshanda nemuchina unogadzira majarini

Mutungamiriri papurazi renzimbe 1

Mushandi anoona nezvekupinda nokubuda kwezvinhu (mukambani yemapuranga)

Mushandi anoshandisa saha yengetani pakucheka miti

Mushandi anogadzira masaha engetani/anobatsira pakugadzira masaha engetani

Mushandi anoongorora uremu hwezvinhu

Mushandi anogadzira chizi

Mabharani 2

Mabharani /Mushandi anoshandisa tapureta (pakambani yemapuranga)

Mushandi anoongorora munda wekofi

Mushandi anoverenga zvinhu

Mushandi anoshandisa kireni

Mushandi anoona nezvepakireshi

Mushandi anoongorora zvirimwa

Mushandi anoomesa fodya

Mushandi anoona nezvechitoro chinotengesa zvivezwa

Mabharani anoona nezvekubudiswa kwezvinhu pabhizimusi remapuranga

Mushandi anoshandisa mushina unochera maburi

Mabharani wepanochengeterwa zvinhu zvisingadi unyoro

Mushandi anoshandisa muchina unouraya utachiona

Mushandi anoshandisa muchina unouraya utachiona nenzira dzakasiyana

Mushandi anoona nezveutano papurazi

Mushandi anotarisa moto unogona kubvira munharaunda ari pachivakwa chakakwirira

Mushandi anopa rubatsiro rwokutanga kana pachinge paitika njodzi/anobatsira vakoti (pakambani yemapuranga)

Mushandi anotumbura /kusasika hove

Mushandi anoredza hove

Mutyairi anotyaira muchina unotakura mavhu nematombo

Mutyairi wemuchina unotakura zvinorema/mutyairi anoisa zvinhu ari parutivi

Mutyairi wemuchina unotakura zvinorema/mutyairi anoisa zvinhu ari parutivi/ushandi anoshandisa muchina unochera nokunokora mavhu

Mushandi anochengeta mabhiza wekirasi 3/anoongorora utano hwemabhiza

Mushandi anobika kudzimba dzevaenzi

Mushandi anogadzirisa zvinhu zvinenge zvafa zvakasiyana-siyana pakambani

Mushandi anoshandisa nemuchina wekuchochonyesa

Mushandi anoomesa mapuranga achishandisa mbaura

Koporo asina kudzidzira basa

Mutyairi wemota diki (pakambani yemapuranga)

Mushandi anoshanda nomuchina unotakura matanda

Mushandi anoona nezvekugadzirwa kwezvinhu zvinenge zvafa 1:

asina chitupa chebasa uye kuiswa mugiredhi asi aine unyanzvi hwemabasa epamba: anogadzira magetsi emumotokari; umhizha; anogadzira zvinhu zvesimbi kuveza; kuvaka; kuvaka nezvidhinha nemapuranga; zvemagetsi; fekitari kugadzira muchina yemufekitari; kugadzira pasi nesimendi; kuisa magirazi; kugadzira muchina wemagetsi unotakura zvinhu; muchina; simendi inodzivirira mvura kupinda pazvivakwa; zvemagetsi; zvombo zvinoshanda nemagetsi; kupenda/kushongedza; kunama midhuri nesimendi; kugadzira mapaipi/kugadzira migero; kuisa zvikero panzvimbo dzokushandira; kugadzira mukati mezvitoro; kupfapfaidza pendi/kutswasanudza simbi dzakamonyoroka; kuvaka nematombo; kugadzira pasi nokunama midhuri pachishandiswa tumatombo tunopenya uye kuisa mataira pasi;

Kanzuru Inoona nezvoKupinza Mabasa Muindasitiri yezvoKurima muZimbabwe:
Chibvumirano Chinoitwa neMapoka Anomirira Vashandi neVashandirwi Chakanyorwa Pasi
(Mashandiro neMitemo Inofanirwa kutevedzerwa)

kugadzira magaba/marata; kunama simbi /kuisa kasimbi katete pamusoro peimwe
simbi; kuveza nemuchina;

Mabharani anoona nezvezvinhu zvakafa zvinoda kugadzirwa

Mabharani weurongwa wezvinhu zvakafa zvinoda kugadzirwa

(pakambani yemapuranga)

Mushandi anobatsira kuronga zvinhu

Mushandi anotungamirira vashandi mumunda mukuru unorimwa mhando
yechirimwa chimwe chete chisingakurumidzi kukohwewa (pakambani
yemapuranga)

kurima

kufambisa mashoko

kudzivirira moto

nzvimbo inodyarwa nokuchengetwa miti nemaruva zvichiri zvidiki zvichimirira
kunodyarwa

namo inobuda pamiti

kurima miti

kudzurira zvirimwa

kuunganidza tupuranga tutetetete tunobuda panovezwa

Mushandi anoisa matanda mumapoka

Mushandi anogamuchira runhare

Vashandi vanotungamirira vamwe pachigayo chinogaya mapuranga wemushina:

nzvimbo inosvikira nokubuda zvinhu

kubudiswa kwezvinhu

kutakura zvinhu zvichiiswa pakakodzera

muchina unokwidza nokuburutsa zvinhu

nzvimbo inounganidzwa masvinga kana uswa hwakaoma

patafura inoshandiswa kubvisa zvisingadiwi pamapuranga

nzvimbo inochengeterwa zvinhu zvisati zvashandiswa
Mushandi anoshandisa saha:
saha rine mazino kudivi rimwe chete
saha rinochekeswa mabhodhi
muchina unopenenzvera kumucheto kwemapuranga
saha yakaita denderedzwa
saha rinocheka rakachinjika
muchina unobvisa makwati emiti
muchina unobatanidza mapuranga
muchina unokwenenzvera mapuranga kuti atsvedzerere
saha inocheka mapuranga ichitevedza urefu hwawo
muchina wokuboorea maburi
muchina unoshandiswa pakubvisa zvisingadiwi pamapuranga
Mushandi mukuru anosunga mapuranga
Mubatsiri mukuru anobatsira murabhorotari (pakambani yemapuranga)
Mushandi anonyora zvikwangwani
Mushandi anoshandisa muchina unotakura matanda kubva panzvimbo yakakwirira
achifamba nomudenga
Mabharani anoona nezvekupinda nokubuda kwezvinhu panzvimbo
yazvinochengeterwa/Munhuwo zvake (pakambani yemapuranga)
Mushandi anosona
Mushandi anotengesa zvinhu achishandisa runhare
Mushandi anotema matanda achimatengesa achishandisa runhare
Mushandi anogamuchira nhare pakambani
Mushandi anoisa mapuranga mumapoka awo
Mushandi anoongorora unaku hwemapuranga
Mushandi anoyeuchidza vamwe vashandi nezvenguva pabasa/ anotarisa nguva
pabasa

Mushandi anoshandisa giredha rinodhonzwa

Mutyairi wetarakita (kudhonza matirera)

Mutyairi wetarakita (pakambani yemapuranga)

Mushandi anotengesa muchitoro

Mushandi anotyaira giredha remhando yeTRU (pakambani yemapuranga)

Mushandi anogadzira nokuisa matayi (pakambani mapuranga)

Mushandi anonyora uwandu hwemvura yashandiswa

Mushandi anoongorora unaku hwemvura

Mabharani anoona nezvokugadzirwa kwematanda manyoro (pakambani yemapuranga)

Giredhi B2

Mushandi anotyaira chikepe/anotakura zvinhu nechikepe

Mutungamiriri wepapurazi renzimbe

Mushandi anotungamira vamwe vashandi/Foromani mudiki/anotungamira chikwata chevashandi

Mushandi anotungamirira vanovhiya mhuka

Mushandi anopenenzvera matanda kuti atsvedzerere achishandisa muchina weKanda

Mabharani 3

Koporo

Koporo (anoongorora nokuteverera)

Mushandi anonoona nezvepanochochonywa mazai emakarwe

Mutungamiriri wevashandi vanobvisa makwati

Mushandi anotyaira (motokari diki)

Mushandi anotungamirira panoomeswa zvinhu/anotungamirira vashandi pakambani

Mushandi anoshandisa saha iri pafuremu

Mushandi anotungamirira boka revashandi
Mushandi anotungamirira varedzi vehove
Mushandi anotungamirira vanochengeta mabhiza
Mushandi anotungamirira varindi vepanzvimbo/koporo
Mutyairi wemotokari inotakura zvinorema (pakambani yemapuranga)
Mushandi anoshanda pakiyosiki/muchitoro
Mushandi anobatsira murabhorotari
Mushandi anotungamira chikwata chevashandi /Foromani mudiki
Mushandi anoona nezvekugadzirwa kwezvinhu zvinenge zvafa 2: kana mabasa ose akadzidzirwa (kirasi 4)
Mushandi anosanganisa zvirimwa zvakasiyana-siyana
Mushandi anoshandisa muchina kuumba zvinhu kuti zvibude zvakanaka
Mushandi anoona nezvenzvimbo inochochonywa mazai emhou
Mabharani anoona nezvezvinhu zviri kugadzirwa (pakambani yemapuranga)
Mabharani anoona nezvezvinhu zviri kukohwewa uye kuunganidza tupuranga tutetetete tunobuda panovezwa (pakambani yemapuranga)
Mushandi anobika zvinobva pamhuka zvisingadyiwi kuti zvishandiswe rimwe basa
Mushandi anotungamirira chikamu chevashandi
Mushandi anogadzira mishina pakambani
Mushandi anotengesa muchitoro
Mushandi anouraya mhuka oshandisa matehwe kugadzira chinhu chinoita semhuka inorarama
Mutyairi wetarakita (inodhonza midziyo inoshandiswa papurazi)
Mutyairi wetarakita (muchikamu chenzimbe)
Mabharani wezvifambiso (pakambani yemapuranga)
Mushandi anoshandisa tapureta/kugamuchira vaenzi
Mushandi anoona nezvemagariro akanaka evanhu

Giredhi B3

Mushandi anogadzira zvakasiyana-siyana

Mushandi anobatsira murabhorotari

Mushandi anobatsira pakuongorora panzvimbo achishandisa muchina

Mushandi anovaka/anovaka achishandisa zvidhinha

Mushandi anoshandisa bhurudhoza (pakambani yemapuranga)

Mutungamiriri papurazi renzimbe 3

Kirasi 4 mushandi asina unyanzvi hwakakwana/ Mushandi anogadzirisa zvinhu zvinenge zvafa zvakasiyana-siyana pakambani

mushandi anogadzira magetsi emotokari

mushandi anoshanda achigadzira zvinhu zvesimbi

mushandi anogadzira magetsi

mushandi anogadzira muchina

makanika

mushandi anopenda

mushandi anogadzira nokuisa mapaipi/ anogadzira masaha

mushandi anogadzira zvinhu zvesimbi

Mabharani 4

Mushandi anoshandisa kombiyuta kunyora zvakakosha (pakambani yemapuranga)

Mushandi anoshandisa muchina wokukohwa (pakambani yenzimbe)

Mutungamiriri wekunokamwa mukaka

Mushandi anogadzira magetsi

Mutyaire wemuchina unoshandiswa pakuchera nokunokora mavhu (pakambani yemapuranga)

Mushandi anotengesa mafuta emotokari

Mushandi anotungamirira vashandi vanounganidza mapuranga apera kugadzirwa

Mushandi anogadzirisa zvinofambisa mashoko zvinenge zvafa pakambani

Mushandi anomiririra zveutano

Mushandi wezvoutsanana

Mushandi anogadzira zvinhu zvakasiyana-siyana zvinenge zvafa (pakambani yemapuranga)

Mushandi anoona nezvekugadzirwa kwezvinhu zvinenge zvafa 3: kana mabasa ose akadzidzirwa (kirasi 3)

Makanika

Mushandi anoshanda nemuchina unofonyora mapuranga kuona kuomarara kwawo

Mushandi anotyaira giredha

Mushandi anobatsira vakoti

Mushandi anotungamira pakugadzirwa kwezvinhu (pakambani yemapuranga)

Mushandi anogadzira nokuisa mapaipi

Koporo anochengetedza panzvimbo/anotungamirira vamwe vashandi (pakambani yemapuranga)

Mabharani mukuru (pakambani yemapuranga)

Mushandi mukuru anobatsira murabhorotari

Mushandi anoshandisa nomuchina wokubvisa miti yatemwa

Mushandi anoona nezvenzvimbo inochengeterwa zvinhu

Mushandi anogadzira zvinhu zvesimbi

Mushandi anoona nezvekugara zvakanaka kwevashandi

Chipangamazano wechikadzi

Giredhi B 4

Mushandi wechirume anochengeta vanakomana vanogara pachikoro

Mushandi wechikadzi anochengeta vanasikana vanogara pachikoro

Mutyairi webhurudhoza

Foromani wemusiraha

Mutungamiriri wepapurazi renzimbe 4

Mushandi anoshanda panobhadharwa mari (pakambani yemapuranga)

Mushandi anogadzira saha rengetani

Mabharani mukuru (pakambani yemapuranga)

Kirasi 3 mushandi asina unyanzvi hwakakwana/ anogadzira zvinhu zvinenge zvafa
zvakasiyana-siayana (pakambani yemapuranga)

mushandi anogadzira magetsi emotokari

mushandi anoshanda achigadzira zvinhu zvesimbi

mushandi anogadzira magetsi

mushandi anogadzira michina

makanika

mushandi anogadzira nokuisa mapai

mushandi anogadzira masaha

mushandi anogadzira zvinhu zvesimbi (*turner*)

mushandi anogadzira zvinhu zvesimbi achipisira

Mabharani 5

Mushandi anotyaira muchina wekukohwa

Munyori wezvinhu zvakavanzika pabasa

Mushandi anotyaira (motokari dzinotakura zvinorema)

Munyori wepakambani (pakambani yemapuranga)

Foromani pakambani

Foromani

Mushandi anotungamira vanhu kuona nzvimbo (asina rezinesi)

Mushandi anotyaira rori

Foromani anoona nezvokugadziriswa kwezvinhu zvakafa

Mushandi anoona nezvekugadzirwa kwezvinhu zvinenge zvafa 4: kana mabasa ose
akadzidzirwa (kirasi 2)

Mushandi anoisa nyama mumapoka adzo

mutungamiriri wepabhoira

mutungamiriri wevashandi mumunda mukuru unorimwa mhando imwe chete yechirimwa;

mutungamiriri wevashandi pamushina unofambisa moto kupisa mapaipi kugadzira mvura inopisa inopfungaira utsi

mutungamiriri wemunda unorimwa miti

muchina unoshandiswa kugaya zvinhu zvakaoma

mutungamiriri wepanochengeterwa zvinhu zvisingadi unyoro

mutungamiriri anoona nezvokuomeswa kwemapuranga pachishandiswa mbaura kukohwa

mutungamiriri anoona nezvokutorwa kwenamo pamuti

mutungamiriri anoona nezvenamo inobva pamiti

mutungamiriri wepanogayiwa matanda manyoro (pakambani yemapuranga)

mushandi anoshandisa muchina unotakura matanda kubva panzvimbo yakakwirira uchifamba nomudenga

mutungamiriri wepanogayiwa zvinhu zvinyoro

Mudzidzisi wezvehunyanzvi hwekushandisa chigayo chemapuranga

Munyoru

Sajeni anochengetedza panzvimbo/Foromani (pakambani yemapuranga)

Sajeni

Sajeni (anoongorora nokutevera)

Mutungamiriri anoona nezvenzvimbo inochengetwa zvinhu

Foromani

Mutungamiriri anoona nezvekusarudzwa kwemapuranga achiiswa mumapoka (pakambani yemapuranga)

Chitoro chinotengeswa mapuranga (pakambani yemapuranga)

Mutungamiriri anonyora zvinhu zviru panzvimbo inoshandirwa (pakambani yemapuranga)

Mabharani wedunhu

Giredhi B5

Mutungamiriri 5 wemupurazi renzimbe

Mushandi anobhadharisa mari

Kirasi 2 mushandi asina unyanzvi hwakakwana/ anogadzira zvinhu zvinenge zvafa
zvakasiyana-siyana (pakambani yemapuranga)

mushandi anogadzira magetsi emotokari

mushandi anoshanda achigadzira zvinhu zvesimbi

mushandi anogadzira magetsi

mushandi anogadzira muchina

makanika

mushandi anogadzira nokuisa mapai/ anogadzira masaha

mushandi anogadzira zvinhu zvesimbi achipisira

Mutungamiriri wepanobviswa mhodzi dzekofi

Munyori wepakambani (yemapuranga)

Mutungamiriri wepakambani

Mutungamiriri wemumunda

Mutungamiriri wekudhamu hombe

Mushandi anoongorora nyama

Mushandi anoona nezveunaku hwezvinhu

Mukuru wechikamu

Mutungamiriri mukuru

Mabharani mukuru wezvinogadzirwa pakambani (pakambani yemapuranga)

Sajeni mukuru

Muchina unoruka siruki

Mutungamiriri/Foromani mukuru

Giredhi C1

Mutungamiriri wezvokuvaka

Mutungamiriri wezvokubika

Mutungamiriri wekutakurwa kwezinhu

Mutungamiriri wezvemadiriidziro

Mutungamiriri wemurabhorotari

Mutungamiriri wevanochengetedza panzvimbo

Mutungamiriri wemasajeni

Mutungamiriri wezvifambiso

Mabharani wepachikoro (wemari)

Giredhi C2

Mabharani mukuru wepakambani

Mabharani wepapurazi

Mukuru wevanotungamirira basa

Mushandi anoona nezvekugadzirwa kwezinhu zvinenge zvafa 5: kana mabasa ose akadzidzirwa (kirasi 1)

Mukuru wevanogadzira zvinenge zvafa

URONGWA HWECHIPIRI

MARI INOPIWA PAMUSORO PEMUHOHO

Pamusoro pemuhoro wepamwedzi wakatarwa pasati pawedzerwa kana kubviswa imwe mari, vashandirwi vanozopa vashandi vavo mari dzinopiwa pamusoro pemuhoro dzinotevera zvichienderana nechibvumirano chinaitwa nemapoka anomiririra vashandi nevashandirwi chakanyorwa pasi ne*NEC Agriculture*: —

Kanzuru Inoona nezvoKupinza Mabasa Muindasitiri yezvoKurima muZimbabwe:
Chibvumirano Chinoitwa neMapoka Anomirira Vashandi neVashandirwi Chakanyorwa Pasi
(Mashandiro neMitemo Inofanirwa kutevedzerwa)

<i>Mari yose inopiwa pamusoro pemuhoro muzvikamunyana zveIndasitiri yeZvokurima</i>	<i>Mari inopiwa pamusoro pemuhoro pamwedzi woga-woga</i> ZWL \$
<i>Mhando dzemari inopiwa pamusoro pemuhoro</i>	
Yokufambisa	Mari inenge yashandiswa inobhadharwa nemushandirwi
Pokugara	1 300.00
Mafuta	215
Light	320
Kuchengeta imbwa (ichabhadharwa vashandi vanenge vachishandisa imbwa pabasa ravo.)	Inenge iri zvikamu zvishanu kubva muzana zvemuhoro unopiwa Mushandi pasati pawedzerwa kana kubviswa imwe mari.
Pfuti (ichabhadharwa vashandi vakanzi vashandise pfuti pakuita basa ravo.)	Inenge iri zvikamu zvishanu kubva muzana zvemuhoro unopiwa mushandi pasati pawedzerwa kana kubviswa imwe mari.
Mari inopiwa mushandi kana achifambira zvine chokuita nebasa	Mari inenge yashandiswa inobhadharwa nemushandirwi

Pamusoro paizvozvo, kana mushandirwi nemushandi vemuindasitiri yezvokurima vakabvumirana kuti mushandi achavaka pokugara panharaunda/nzvimbo yemushandirwi panguva yaachange ari pabasa rake, mushandirwi achabhadhara mushandi mari yokuvaka kwaanenge aita inobhadharwa kamwe chete isiri pasi pemuhoro unopiwa pasati pawedzerwa kana kubviswa imwe mari yemazuva aanenge akashanda anokwana gumi nemana panguva yaanoipihwa.

Dzimwe mhando dzemari inopiwa pamusoro pemuhoro dzinogona kubhadharwa nemapoka ane chokuita nevashandi muKanzuru dzinosanganisira asi dzisingagumiri pane zvinotevera:

Njodzi

Kushanda vanhu vachichinjana nguva yokupinda basa

Mari dzinopiwa mushure mokupfurikidza mwero webasa rakatarwa

Bhasikoro

Uremu hwemibhadharo inopiwa pamusoro pemihoro inogona kushandurwa nemapoka ane chokuita nevashandi muKanzuru nguva nenguva.

URONGWA HWECHITATU

MARI INOPIWA MUSHANDI PAANOSIYA BASA

Nguva yakashandwa

Makore

Chikamu chemuhoro

wepamwedzi woga woga

panguva yokusiya basa

5	10
6	11
7	12
8	13
9	14
10	15
11	16
12	17
13	18
14	19
15	20
16	21
17	22
18	23
19	24
20	25
21	26
22	27
23	28

Kanzuru Inoona nezvoKupinza Mabasa Muindasitiri yezvoKurima muZimbabwe:
Chibvumirano Chinoitwa neMapoka Anomirira Vashandi neVashandirwi Chakanyorwa Pasi
(Mashandiro neMitemo Inofanirwa kutevedzerwa)

24	29
25	30
26	31
27	32
28	33
29	34
30	35
31	36
32	37
33	38
34	39
35	40

URONGWA HWECHINA

**KANZURU INOONA NEZVOKUPINZA MABASA MUINDASITIRI
YEZVOKURIMA MUZIMBABWE: CHIBVUMIRANO CHINOITWA
NEMAPOKA ANOMIRIRA VASHANDI NEVASHANDIRWI
CHAKANYORWA PASI.**

KURATIDZA MIBHADHARO YOMWEZDI WOGA WOGA

Ndira Kukadzi Kurume Kubvumbi
 Chivabvu Chikumi Chikunguru
 Nyamavhuvhu Gunyana Gumiguru
 Mbudzi Zvita Gore

Mafomu pamwe chete neumboo hwemibhadharo yakaitwa nepfupiso inotsanangura mabhadharirwo emihoro zvichatumirwa kune;

Mukuru weKambani.

KERO YEPABASA

KERO YOKUTUMIRA TSAMBA

6, Cottenham Avenue, National Employment Council for the
Greencroft Agricultural Industry in Zimbabwe
Harare P.O Box WGT 312, Westgate, Harare
E-mail: **finance@necagriculture.co.zw,**
accounts@necagriculture.co.zw
Nhamba dzenhare: 0242-303669/339890/334472/3

Fomu iri rinofanirwa kudzoswa musu wa10 mwedzi woga-woga

Nhamba yeakaundi

Zita repurazi:

Kero yepabasa:

Nhamba dzenhare:

Email Address:

Maka (✓)Chikamu chako: Zvakasiyana Kurima zvirimwa
 kurima siyana zvemumapindu
 kurima nemaruva

Matemba Mapuranga Tii nekofi

kuchengeta hove

nezvimwe zvinogara Nzimbe

mumvura

VASHANDI	CHIZVARWA CHOMUNYIKA		VASHANDI VANOBVA KUNE DZIMWE NYIKA		ZVOSE PAMWE CHETE
	MURUME	MUKADZI	MURUME	MUKADZI	
KUVA MURUME/MUKADZI					
Uwandu hwevashandi vari paba- sa zvenguva isina kutarwa, zvenguva pfupi, vari pachibvu- mirano chisina nguva yakata-					

Kanzuru Inoona nezvoKupinza Mabasa Muindasitiri yezvoKurima muZimbabwe:
Chibvumirano Chinoitwa neMapoka Anomirira Vashandi neVashandirwi Chakanyorwa Pasi
(Mashandiro neMitemo Inofanirwa kutevedzerwa)

rwa nevari pachibvumirano chenguva yakatarwa.						
Mari yose yemuhoro unopiwa pasati pawedzerwa kana kubviswa imwe mari					\$	c
Vashandi vari pabasa zvenguva isina kutarwa, zvenguva pfupi, vari pachibvumirano chisinguva yakatarwa nevari pachibvumirano chenguva yakatarwa (vachabvisa 2.5% yemuhoro unopiwa pasati pawedzerwa kana kubviswa imwe mari)					\$	c
Mari inobhadharwa nevashandirwi kuKanzuru inosvika (2.5% yemuhoro unopiwa vashandi pasati pawedzerwa kana kubvisa imwe mari)					\$	c
Zvikwereti					\$	c
Mari yose inobhadharwa Kukanzuru (kusanganisira nezvikwereti)					\$	c

Ini,, ndinotsidza kuti ruzivo rwuri pano nderwechokwadi sokuziva kwangu uye ndinonzwisisa kuti kupa ruzivo rwemanyepo pano, kungave nemaune kana kushaya hanya, zvinogona kutorwa sokupara mhosva uye/ kana kukanganisa magariro.

Kusaina.....Chinzvimbo chebasa:.....

Zuva.....

CHERECHEDZO:

1. Unofanirwa kuzivisa Kanzuru nezveVASHANDI VARI PABASA ZVENGUVA ISINA KUTARWA, ZVENGUVA PFUPI, VARI PACHIBVUMIRANO CHISINA NGUVA YAKATARWA NEVARI PACHIBVUMIRANO CHENGUVA YAKATARWA.
2. Miripo inobhadharwa kuKanzuru i5% yemihoro yepamwedzi yevashandi vese maererano nechibvumirano chakaitwa nemushandirwi nevamiriri vevashandi. Mushandirwi achabvisa 2.5% yemuhoro wemushandi pamwedzi woga woga uye iye achabhadhara chikamu chinenge chasara kuKanzuru. Mushandirwi anoendesa mibhadharo iyi kuKanzuru uye vanenge vakundikana kubhadhara vachamiswa pamberi pedare redzimhosva.
3. Ratidza zvikwereti zviri kubhadharwa mubhokisi riri pamusoro. Zvikwereti zvose zvinobereka mari inosvika 10% pagore uye zvinoramba zvichibereka pazuva roga roga kubva pazuva razvaifanirwa kubhadharwa kusvika pazuva razvinopera kubhadharwa pamwe chete nemari inenge yaberekwa.
4. Mari ichatumirwa kana kuiswa mumabhanga e*NEC AGRICULTURE* anotevera: *Stanbic Bank, Belgravia Branch, Harare Account Number - 9140002333375 KANA First Capital Bank, Westgate Branch, Harare Account Number - 21195001103. Nostro Account: Stanbic Bank, Westgate Branch, Harare, Account Number – 9140001452362 Swift Code – SBICZWHXAXXX. Ecocash Merchant Code NEC Agriculture Branches: Harare 281821, Bulawayo 281823, Marondera-281825, Chinhoyi-281827, Mutare-281829, Chiredzi-279948 neBindura-415435.*
5. Fomu rinoratidza umboo hwokubhadhara uye pfupiso yemihoroinoitwa nekambani rinofanirwa kuendeswa ku*NEC Agriculture* kuitira kuongororwa kweakaundi yako. (Ndapota, nyora nhamba dzeakaundi yako).
6. Fomu iri rinofanirwa KUNYORWA ARI MAVIRI kuitira kuti rimwe racho rigochengetwa nemushandirwi.

URONGWA HWECHISHANU

FOMU REMARI INOBHADHARWA MAPOKA ANOMIRIRIRA
VASHANDI/FOMU REMARI INOBATIRWA MUSHANDI

FOMU 1

FOMU REGAPWUZ REMARI INOBATIRWA MUSHANDI

Kanzuru Inoona nezvoKupinza Mabasa Muindasitiri yezvoKurima muZimbabwe:
Chibvumirano Chinoitwa neMapoka Anomirira Vashandi neVashandirwi Chakanyorwa Pasi
(Mashandiro neMitemo Inofanirwa kutevedzerwa)

14, Sanders House,

Fourth Floor,

Corner First Street Mall and Jason Moyo Avenue, Harare.

Ini....., ndinopa mushandirwi mvumo
yokubata \$.....somubhadharo wokuva nhengo yeBoka
Rinomirira Vashandi uye 2% ichazobatwa pamwedzi woga woga.

Basa rinoitwa nomushandi:

Murume/Mukadzi:

Nhamba yomushandi pabasa:

Zuva rakatangwa Basa:

Dunhu:

Kero yeKambani:

.....

Zvichienderana nezviri Mumutemo weVashandi [*Chitsauko 28:01*] chikamu 54,
kambani inofanirwa kubata mari yobhadhara kuBoka Rinomirira Vashandi
reGAPWUZ pakupera kwomwedzi woga woga.

Fomu rino richaramba richishandiswa kubata mari kusvikira Boka rinondimirira
razivisa mushandirwi wangu nezvokumiswa kwekubatwa kwemari richishandisa
fomu rinotenderwa nemutemo.

Siginecha: (yomushandi)

Nhengo yeBoka Rinomirira Vashandi:.....

Zuva:.....

FOMU 2

FOMU REMARI INOBHADHARWA MAPOKA ANOMIRIRIRA VASHANDI/FOMU REMARI INOBATIRWA MUSHANDI

Kapenta Workers Union of Zimbabwe

P.O. Box 77 Gawa

Kariba.

Zita nekero yomushandirwi

.....
.....
.....
.....

Dunhu:.....

Ini,, ndinopa mushandirwi wangu mvumo yokubata \$..... somubhadharo wokuva nhengo yeBoka Rinomiririra Vashandi uye.....% yomuhoro wangu wose wepa mwedzi woga woga.

Basa rinoitwa nomushandi:.....

Giredhi:.....

Nhamba yomushandi yepabasa:.....

Nhamba dzechitupa:

Zvichienderana nezviri muMutemo weVashandi [*Chitsauko 28:01*] chikamu 54, kambani inofanirwa kubata mari inobhadharwa kumunyori we*Kapenta Workers Union of Zimbabwe (KWUZ)* zuva rokupera kwomwedzi risati rasvika. Fomu rino richaramba richishandiswa kubata mari kusvikira Boka rinondimiririra razivisa mushandirwi wangu nezvokumiswa kwekubatwa kwemari richishandisa fomu rinotenderwa nemutemo.

Siginecha yomushandi:.....

Siginecha yomufakazi.....

Siginecha yenhengo yeBoka Rinomiririra Vashandi:.....

Zuva:.....

Fomu iri richachengetwa nomushandirwi.

Kanzuru Inoona nezvoKupinza Mabasa Muindasitiri yezvoKurima muZimbabwe:
Chibvumirano Chinoitwa neMapoka Anomirira Vashandi neVashandirwi Chakanyorwa Pasi
(Mashandiro neMitemo Inofanirwa kutevedzerwa)

**CHERECHEDZO-Mufakazi anofanirwa kunge achishanda nomushandi waari kufakazira.*

FOMU 3

**FOMU REMARI INOBHADHARWA MAPOKA ANOMIRIRIRA
VASHANDI/FOMU REMARI INOBATIRWA MUSHANDI**

H. GAPWUZ

**BOKA RINOMIRIRIRA VASHANDI VANORIMA ZVIRIMWA
ZVEMUMAPINDU NEMARUVA, ZVIRIMWA ZVAKASIYANA- SIYANA
NEZVIRIMWA ZVINOTORA NGUVA REFU ZVISATI ZVAKOHWEWA
MUZIMBABWE**

NHENGU: YEZIMBABWE FEDERATION OF TRADE UNIONS

Yakanyoreswa pasi poMutemo woKudyidzana neVashandi

Alfa House Room 4,

P.O Box 3360,

5, Kwame Nkrumah Avenue, Harare.

Nhamba dzenharembozha: 0712 751 180

Nhamba dzeruhare: 756494, Fax: 756493; 0772 715 431

FOMU REMARI INOBATIRWA MUSHANDI

Zita renhengo:

Isu vashandi vakasayina

.....

Tinopa mushandirwi wedu mvumo yokubata mari yakadomwa pazasi kubva pamihoro yedu/wangu:

- (a) Kubata \$1 pazuva rokupedzisira romwedzi panoendeswa fomu iri kumushandirwi somubhadharo wokuva nhengo.

- (b) Mushure maizvozvo, pachange pava kubatwa mari inosvika 2% (zvikamu zviviri kubva muzana) pazuva rokupedzisira romwedzi woga woga ichienda kuBoka Rinomiririra Vashandi.
- (c) Ndinobvuma/Tinobvuma kuti kuva kwangu/kwedu nhengo ye/dzeBoka Rinomiririra Vashandi kachatanga kubva pamwedzi wapiwa mushandirwi fomu rekubata mari uye richishandiswa kusvikira Boka rinondimiririra/rinotimiririra razivisa mushandirwi wangu/wedu nezvokumiswa kwekubatwa kwemari richishandisa fomu rinotenderwa nemutemo.

ZITA	NHAMB YOMUSHANDI YEPABASA	UWANDU HWEMARI ICHABATWA	SIGINECHA

URONGWA HWETANHATU

FOMU 1

**FOMU REMARI INOBHADHARWA MAPOKA ANOMIRIRIRA
VASHANDI/FOMU REMARI INOBATIRWA MUSHANDI**

Kanzuru Inoona nezvoKupinza Mabasa Muindasitiri yezvoKurima muZimbabwe:
Chibvumirano Chinoitwa neMapoka Anomirira Vashandi neVashandirwi Chakanyorwa Pasi
(Mashandiro neMitemo Inofanirwa kutevedzerwa)

**BOKA RINOMIRIRIRA VASHANDI VANORIMA ZVIRIMWA
ZVAKASIYANA- SIYANA NEZVIRIMWA ZVINOTORA NGUVA REFU
ZVISATI ZVAKOHWEWA MUZIMBABWE (GAPWUZ)**

P.O. Box 1952

Harare.

Nhamba dzenhare: 734141/2

Zuva:.....Dunhu:.....

Zita rekambani.....

Vanodiwa Changamire

Mukati mune mari/cheki ya.....yomubhadharo
weGAPWUZ wakabatwa kubva kumihoro yenhengo dzinotevera yomwedzi
wa.....20.....

ZITA	NHAMBWA YOMUSHANDI YEPABASA	MARI ICHABATWA

URONGWA HWECHITANHATU

FOMU 1

FOMU REMARI INOBHADHARWA MAPOKA ANOMIRIRIRA
VASHANDI/FOMU REMARI INOBATIRWA MUSHANDI
BOKA RINOMIRIRIRA VASHANDI VANORIMA ZVIRIMWA
ZVAKASIYANA- SIYANA NEZVIRIMWA ZVINOTORA NGUVA REFU
ZVISATI ZVAKOHWEWA MUZIMBABWE (GAPWUZ)

P.O. Box 1952

Harare.

Nhamba dzenhare: 734141/2

Zuva:.....Dunhu:.....

Zita rekambani.....

Vanodiwa Changanire

Mukati mune mari/cheki ya.....yomubhadharo
weGAPWUZ wakabatwa kubva kumihoro yenhengo dzinotevera yomwedzi
wa.....20.....

ZITA	NHAMB YOMUSHANDI YEPABASA	MARI ICHABATWA

FOMU 2
FOMU
REMARI

Kanzuru Inoona nezvoKupinza Mabasa Muindasitiri yezvoKurima muZimbabwe:
Chibvumirano Chinoitwa neMapoka Anomirira Vashandi neVashandirwi Chakanyorwa Pasi
(Mashandiro neMitemo Inofanirwa kutevedzerwa)

**INOBHADHARWA MAPOKA ANOMIRIRIRA VASHANDI/FOMU REMARI
INOBATIRWA MUSHANDI**

Kapenta Workers Union of Zimbabwe (*KWUZ*)

\P.O. Box 77, Gawa,

Kariba.

Nhamba dzenharembosha:

Zuva:.....

Dunhu:.....

Zita rekambani:.....

Vanodiwa Changamire

Mukati mune mari/cheki ya.....yomubhadharo
we*KWUZ* wakabatwa kubva kumihoro yenhengo dzinotevera yomwedzi
wa.....20.....

ZITA	NHAMB YOMUSHANDI YEPABASA	MARI ICHABATWA

URONGWA HWECHINOMWE

KUTONGA MHOSVA UYE MATANHO OKUTURA CHICHEMO KANZURU
YEZVOKURIMA MUZIMBABWE: MITEMO INOTEVEDZERWA
PAINOONA NEZVOKUPINZA MABASA MUINDASITIRI.

ZVIRI MUKATI

Chikamu

1. Musoro wenyaya.
2. Tsananguro yemazwi.
3. Chinangwa nevavariro yoMutemo.
4. Mashandisirwo eMutemo.
5. Matanho anotorwa pakutonga Mhosva.
6. Matanho anotorwa pakutura zvichemo.
7. Kupikisa mutongo wapiwa uchipa chichemo chako kuutungamiriri hwepabasa
8. Komiti inotonga Mhosva.
9. Komiti inogamuchira Zvichemo.
10. Kuendesha zvichemo kuKanzuru Inoona nezvoKupinza Mabasa muIndasitiri yezvoKurima muZimbabwe

Nhamatidzwa

- I. Zvikamu neTsananguro yeMhosva.
- II. Zvirango.
- III. Chiziviso chokuti Uuye Kuzotongwa
- IV. Zvabuda paKutongwa kweMhosva.
- V. Kuendesa zvichemo kuKomiti inogamuchira Zvichemo.
- VI. Gwaro rinonyorwa neKomiti inogamuchira Zvichemo.
- VII. Kuendesa zvichemo kuKanzuru Inoona neZvokupinza Mabasa muIndasitiri yezvoKurima muZimbabwe

Musoro wenyaya

1. Mitemo inotevedzerwa nezvirango zvinopiwa zvinogona kushandiswa seMitemo neZvirango Zvinofanirwa Kutevedzerwa neKanzuru Inoona neZvokupinza Mabasa muIndasitiri yezvoKurima muZimbabwe: Mitemo Inotevedzerwa neMatanho Anotorwa paKutura Zvichemo ('zvichazenge zvichishandiswa soMutemo')

Tsananguro yemazwi

2. MuMutemo uno—

“Mutemo” zvinoreva Mutemo weVashandi [*Chitsauko 28:01*];

“mupari wemhosva” zvinoreva mushandi anenge ari kunzi apara mhosva;

“Komiti Inotonga Mhosva” zvinoreva Komiti Inotonga Mhosva iyo yakaumbwa nokusarudzwa sezviri muchikamu 8 choMutemo uno;

“Matanho anotorwa pakutonga mhosva” zvinoreva matanho anotorwa pakutonga mhosva akatsanangurwa muchikamu 5 choMutemo uno;

“chichemo” zvinoreva manzwiro kana mufungo wokuti panenge paitwa kusaenzaniswa kana maitiro epabasa asiri pamutemo. Izvi zvinosanganisira zvichemo zvinenge zvapiwa nevashandi maererano nemashandiro avo pabasa;

“Komiti inogamuchira Zvichemo” zvinoreva Komiti inogamuchira zvichemo yakaumbwa nokusarudzwa sezviri muchikamu 9 choMutemo uno;

“matanho anotorwa pakutambira zvichemo” zvinoreva matanho anotorwa pakutambira zvichemo akatsanangurwa muchikamu 6 choMutemo uno;

“iye” zvinoreva munhurume kana munhukadzi. Kushandiswa kwemazwi aya muChibvumirano chino hakufanirwi kutorwa sokuti pane kusiyiwa kana kusarurwa kwevamwe vanhu vasiri vanhurume;

“indasitiri” zvinoreva indasitiri yezvokurima;

“munyori wemaminetsi” zvinoreva munhu akazvimirira anenge achinyora pasi zvinenge zvichitaurwa pakutongwa kwemhosva kana pakaturwa kwechichemo;

“mhosva” zvinoreva maitiro okutyora mutemo muindasitiri yezvokurima. Mhosva idzi dzakadomwa, kutsanagurwa nokuiswa muzvikwata muNhamatidzwa 1 yoMutemo uno.

Chinangwa nevavairo yoMutemo

3. Mutemo uno unopa zvinofanirwa kutevedzerwa—

- (a) pakutonga nokugadzirisa mhosva nezvichemo pabasa; pakuongororwa kwemhosva dzaparwa nezvichemo zviri pamutemo uye pasina kurerekerwa kudivi ripi zvaro;
- (b) pakuchengetedzwa kwekodzero nebaso rinoitwa nevashandirwi pamatanho anotorwa pakutonga mhosva nokugamuchira zvichemo;
- (c) pakuchengetedzwa kwekodzero nebaso rinoitwa nevashandi pamatanho anotorwa pakutongwa kwemhosva nokutura zvichemo;
- (d) pakuchengetedzwa kwekodzero nebaso rinoitwa nemakomiti evashandi nemapoka anomirira vashandi pamatanho anotorwa pakutongwa kwemhosva nokutura zvichemo;
- (e) Kusarudza zvinganzi imhosva nezvirango zvinopiwa muindasitiri yezvokurima;
- (f) matanho anotorwa pakugadzirisa mhosva nezvichemo nenzira iri nani uye yakaenzana;
- (g) pamaitiro anokosha okudzoreredza kwete kuranga mushandi panotongwa mhosva;
- (h) pakugadzirisa makakatanwa nokukurumidza pabasa;
- (i) pakusimudzira kutevedzerwa kwomutemo pakutora matanho okutonga mhosva nokugamuchira kwezvichemo.
- (j) Pakusimudzira kudyidzana kwakanaka pakati pevashandirwi nevashandi pabasa.

Mashandisirwo eMutemo

4.(1) Mutemo uno uchandiswa nemapoka ose anowanikwa muindasitiri yezvokurima.

(2) Mutemo uno haufanirwi kutadzisa boka riri muchikamu chezvokurima kushandisa mutemo unofanirwa kutevedzerwa nezvirango zvinopiwa neboka iroro ndokunge mutemo wacho uchifambirana neMutemo uno. Mutemo unofanirwa kutevedzerwa nezvirango zvinopiwa zveboka ripi zvaro hauzoshandiswi kana usingawirirani neMutemo uno.

Matanho anotorwa pakutonga mhosva

5.(1) kana mushandirwi akafungidzira kuti mushandi apara mhosva, achaita kuti mhosva yaparwa iongororwe ndokunge—

- (a) mushandirwi asarudza munhu anoongorora mhosva iri kunzi yaparwa uyo anotarisirwa kuzopa mushandirwi zvinenge zvabuda muongororo yaanenge aita zvakanyora pasi munguva pfupi uye haafanirwi kuva nedivi raakarerekerwa kana kuve nechokuita nemhosva yaparwa;
- (b) panenge pachiiitwa ongororo, ari kupomerwa mhosva anopiwa mukana wokupa maonero ake pamhosva yaari kupomerwa kuburikidza nokunyora pasi uye mhinduro yake ichazova chikamu chezvichabuda muongororo inenge yaitwa;
- (c) munhu anenge achiongorora mhosva iyi anokwanisa kubvunza munhu upi zvake anogona kunge aine ruzivo rwunokosha pamusoro pemhosva yaari kuongorora;
- (d) munhu anenge achiongorora mhosva iri kufungidzirwa kuti yakaparwa anowaniswa mukana wokuona zvinyorwa zvomushandirwi kana zvichizomubatsira pakuita ongororo yake; uye
- (e) Zvichifambirana nechikamunyana (2), ongororo nokutongwa kwemupari wemhosva kunofanirwa kuitwa mukati memazuva makumi matatu ebasa kubva musi watanga kuongororwa mhosva yacho.

(2) Kana mushandirwi akaona kuti mhosva yemushandi inogona kukanganisa zvakananyana mari nemafambisirwo ebasa rake uye /kana mushandirwi akaona kuti kuuya kubasa kwemushandi akapara mhosva kunogona kukanganisa ongororo yemhosva yake, mushandirwi anogona kumisa mushandi basa kwenguva pfupi achipiwa muhoro kana kunyimwa achimirira kuongororwa kwemhosva yake ndokunge —

- (a) mushandi aziviswa kuburikidza negwaro rakanyorwa nezvekumiswa basa kwenguva pfupi, zvikonzero nenguva ichatorwa akamiswa basa, uye mari kana zvimwe zvaanopiwa pamusoro pemuhoro wake apo anenge akamiswa basa kwenguva pfupi;
- (b) mushandi asingamiswi basa kwenguva inodarika mazuva gumi nemana ebasa;
- (c) ongororo yemhosva yakaparwa nemushandi uye kutongwa kwayo, kana kuti chimwe chete chazvo chaitwa chikapedzwa mukati memazuva gumi nemana kutangira apo akamiswa basa kana mazuva makumi matatu apo mhosva yakatangira kuongororwa, chero chinenge chatanga; uye
- (d) Komiti Inotonga Mhosva yatadza kupa chirango chokudzina mushandi akapara mhosva mushure mokumutonga kana kuti mushandirwi akange aona kuti zvabuda muongororo hazvikodzeri kuti mushandi ari kupomerwa mhosva atongwe, mushandi anofanirwa kuzopiwa mari yemuhoro iyo akanyimwa paakambomiswa basa kwenguva pfupi.

(3) Panopera ongororo, mushandirwi achaongorora zvinenge zvabuda muongororo iyi uye anogona—

- (a) kupa mutongo wokuti hapana zvikonzero zvinogutsa zvinoita kuti mushandi anzi akapara mhosva. Mushandirwi anodzosa mushandi pabasa mukati memaawa makumi mana nemasere mushure mokupa mutongo iwoyo; kana
- (b) kupa mutongo wokuti zvikonzero zvokuti mushandi akapara mhosva zviripo, asi zvinenge zvidiki zvokuti hazvikodzeri kuti atongwe. Kana zvaro, Mushandirwi anodzosa mushandi pabasa mukati memaawa makumi manomwe nemaviri mushure mokupa mutongo iwoyo. Pamusoro pazvo mushandirwi anogona kutsiura mushandi pazvinenge zvakakodzera asi zvisinganyorwi munhoroondo yake yepabasa kana kuzoshandisa kutsiura uku pakutongwa kweimwe mhosva; kana
- (c) kupa mutongo wokuti zvikonzero zviripo zvinogutsa uye zvinoita kuti mushandi anzi akapara mhosva. Kana zvaro, mushandirwi achaita kuti mhosva itongwe kuitira kuti mhosva ibude pachena uye kupa chirango chakakodzera.

(4) kana mushandirwi akapa mutongo wokuti mushandi ari kunzi akapara mhosva atongwe, mushandirwi anopa chiziviso kuKomiti Inotonga Mhosva yakaumbwa nokusarudzwa chakanyorwa pasi chiri muchikamu 8 cheMutemo uno chezvinotevera:

Kanzuru Inoona nezvoKupinza Mabasa Muindasitiri yezvoKurima muZimbabwe:
Chibvumirano Chinoitwa neMapoka Anomirira Vashandi neVashandirwi Chakanyorwa Pasi
(Mashandiro neMitemo Inofanirwa kutevedzerwa)

- (a) mhosva iri kupomerwa mushandi;
- (b) zvinobatika zvinotsigira kuparwa kwemhosva;
- (c) umboo hwakawanikwa pakaitwa ongoro yemhosva hunoratidza kuti mushandi akapara mhosva uye umboo hupi zvaho hwunochenura mushandi kubva kumhosva yaari kupomerwa; uye
- (d) munhu anozomiririra mushandirwi panotongwa mhosva somumhan'ari.

(5) Apo Komiti Inotonga Mhosva inogamuchira chiziviso chemushandirwi chataurwa nezvacho muchikamunyana (4) Komiti Inotonga Mhosva ichaita zvinotevera;

- (a) icharonga zuva, nguva nenzvimbo ichazotongerwa mhosva;
- (b) kuzivisa mumhan'ari zuva, nguva nenzvimbo ichazotongerwa mhosva
- (c) kuzivisa mushandi ari kunzi akapara mhosva kuburikidza nokumunyorera (fomu rakapiwa munhamatidzwa III) nezvezuva, nguva nenzvimbo ichazotongerwa mhosva mukati memazuva matatu kana kudarika ebase zuva rokutongwa kwemhosva risati rasvika. Muchiziviso chakadai, Komiti Inotonga Mhosva ichazivisa ari kupomerwa mhosva zvinotevera—
 - (i) mhosva yaari kunzi akapara nezvinobatika zvinotsigira mhosva yaari kupomerwa;
 - (ii) umboo hupi zvawo hwakauganidzwa panguva yayitwa ongoro hunotsigira mhosva yaari kupomerwa;
 - (iii) umboo hupi zvawo hwakawanikwa panguva yayitwa ongoro hunogona kuchenura mushandi kubva kumhosva;
 - (iv) munhu anozomiririra mushandirwi somumhan'ari panguva inozotongwa mhosva; uye
 - (v) kodzero dzambotaurwa nezvadzo muchikamunyana (8) dzinopiwa ari kupomerwa mhosva munguva yokutongwa kwemhosva yake;
- (d) munhu ari kupomerwa mhosva ngaapiwe mutemo uno mukati memazuva matatu kana kudarika mhosva isati yatongwa pachishandisa nzira dzepakombiyuta kana kuita zvokunyora papepa.

(6) musi wokutongwa kwemhosva, Komiti Inotonga Mhosva ichaita zvinotevera—

- (a) kuverenga mhosva dziri kupomerwa mushandi;
- (b) kuverenga nokutsanangura nepapfupi kodzero dzeari kupomerwa mhosva dzakanyorwa muchikamunyana (8); uye

- (c) kubvunza vari munyaya kana paine zvisina kufambiswa zvakanaka pamatanho anotorwa pakuongorora nokutongwa kwemhosva zvakaita sokupiwa nguva shoma yokuziviswa nezvematanho achatorwa pakutongwa kwemhosva. Komiti Inotonga Mhosva ichagadzirisa uye/kana kutora matanho anokodzera kugadzirisa zvinenge zvakakanganisika zvinenge zvataurwa nevari munyaya, mhosva isati yapfuurira mberi nekutongwa.

(7) kana pachinge pagadziriswa uye/kana kutorwa matanho anokodzera kugadzirisa zvakakanganisika zvinenge zvataurwa nevari munyaya zvinova zviru muchikamunyana (6), kutongwa kwemhosva kunopfuurira mberi apo Komiti Inotonga Mhosva ichazobvunza kana ari kupomerwa mhosva ari kubvuma kuti akapara mhosva iyi ndokunge —

- (a) kana ari kupomerwa mhosva abvuma, Komiti Inotonga Mhosva ichaita kuti atsanangure mhosva yake. Apo Komiti Inotonga Mhosva inenge yagutsikana kuti mhosva yakaparwa kuburikidza netsananguro inenge yapiwa, Komiti iyi ichazonzwa kubva kune vari munyaya mashoko anoroverera mupari wemhosva kana zvichemo zvinopiwa neari kupomerwa mhosva yopa chirango zvichienderana nezviri munhamatidzwa II. Kana tsananguro inenge yapiwa isingagutsi Komiti iyi kuti munhu ane mhosva, kutongwa kwemhosva kunopfuurira zvichitorwa sokuti ari kupomerwa mhosva airamba;
- (b) kana ari kupomerwa mhosva akaramba mhosva, kutongwa kwemhosva kunopfuurira mberi seizvi:
- (i) mumhan'ari anopa pfupiso yemhosva yakaparwa;
 - (ii) ari kupomerwa mhosva achapa pfupiso yemarambiro emhosva yaari kupomerwa;
 - (iii) mumhan'ari achadoma nokutsanangura zvine udzamu mhosva yakaparwa;
 - (iv) mumhan'ari anogona kushevedza vafakazi ovabvunza zvine chokuita nenyaya yaari kumhan'ara, vanova vanogona kuzobvunzurudzwa neari kupomerwa mhosva mushure mokupa umboo;
 - (v) mushure mokunge mumhan'ari atsanangura mhosva yakaparwa uye vafakazi kana varipo vabvunzwa nokubvunzurudzwa pamusoro peumboo hwavanenge vapa, ari kupomerwa mhosva anotsanangura zvikonzero zvokuramba mhosva yaari kupomerwa zvine udzamu;
 - (vi) munhu ari kupomerwa mhosva anogona kushevedza vafakazi ovabvunza mibvunzo yakanangana nenyaya yaari kupomerwa, vanova

- vanogona zvakare kuzobvunzurudzwa nemumhan'ari mushure mokupa umboo;
- (vii) kana mumhan'ari neari kupomerwa mhosva vakapedza kutsanangura nyaya dzavo uye pasisina vafakazi vangashevedzwa, Komiti Inotonga Mhosva ichatura zvainowana pamhosva iri kupomerwa mushandi asi Komiti iyi ine mvumo yokumira kutonga mhosva kwechinguva chisingadariki maawa makumi maviri nemana kuti itarisise zvataurwa nevari munyaya kuitira kuti ione kana mushandi aine mhosva;
- (viii) kana Komiti Inotonga Mhosva ichinge yaona kuti mushandi haana kupara mhosva yaari kupomerwa, ichamuzivisa pamwe chete nemumhan'ari nezvavawana pavanga vachitonga mhosva;
- (ix) kana Komiti Inotonga Mhosva yaona kuti mushandi ane mhosva, ichamuzivisa zvabuda muongororo nechirango chinofambirana nezvakanyorwa muNhamatidzwa II. Komiti Inotonga Mhosva ichapa mumhan'ari mukana wokurovera ari kupomerwa mhosva uye ari kupomerwa mhosva achapiwa mukana wokupa zvichemo zvake pasati papiwa mutongo, asi kana pachinge papiwa chikumbiro kubva kune rimwe remapoka aya, Komiti Inotonga Mhosva inombomisa kutonga mhosva kwenguva isingadariki maawa maviri kuitira kuti vape mukana kumumhan'ari wokurovera ari kupomerwa mhosva uye ari kupomerwa mhosva awanewo mukana wokugadzirira kupa zvichemo zvake. Mushure mokuongorora zvinenge zvataurwa nevaviri ava, Komiti iyi ichapa chirango chakakodzera ndokunge yambomisa kutonga mhosva kwenguva isingadariki awa imwe chete kuti iongorore zvinenge zvataurwa nemapoka maviri aya kuitira kuti ipe chirango chakakodzera;
- (x) Komiti Inotonga Mhosva ichanyora fomu riri muNhamatidzwa IV ichipa mumhan'ari nemushandi zvikonzero zvezvavakawana muongororo uye chirango chavakapa mupari wemhosva nezvose zvakaitika paitongwa mhosva zvakanyorwa pasi mukati memaawa makumi maviri nemana okunge mhosva yapedzwa kutongwa.
- (8) panenge pachitongwa mhosva mushandi ane kodzero dzokuita zvinotevera:
- (a) kuuya sedungamunhu kuzozvimirira pamhosva yaari kupomerwa;

- (b) kutaura nyaya yake kuKomiti Inotonga Mhosva yakazvimiririra kana isina divi rayakarerekera;
- (c) kumiririrwa nomumwe mushandi, nhengo yekomiti inomiririra vashandi, boka rinomiririra vashandi kana gweta ndokunge kana achikwanisa kubhadhara boka rinomiririra vashandi kana gweta uye hapana munhu anogona kumiririra mushandi asina kupiwa mvumo naye;
- (d) kushevedza, kuongorora nokubvunzurudza vafakazi mushure mokunge vapa umboo;
- (e) kupa zvichemo asati apiwa chirango;
- (f) kuziviswa kuburikidza nokunyorerwa zvikonzero zvakaita kuti vabude nemutongo iwoyo pakatongwa mhosva;
- (g) kuziviswa kuburikidza nokunyorerwa zvakaitika paitongwa mhosva; uye

(9) Komiti Inotonga Mhosva inogona kubvunzurudza ari kupomerwa mhosva, mumhan'ari nevafakazi kuitira kunyatsonzwisisa nyaya iyi.

(10) Komiti Inotonga Mhosva inogona kutumira samanisi kumushandi kuti auye kuzopa umboo pamberi peKomiti Inotonga Mhosva ndokunge kana Komiti iyi, mumhan'ari neari kupomerwa mhosva vachizopiwa mukana wokuti vaongorore kana kubvunzurudza mushandi pamusoro peumboo hwaanenge apa.

(11) voruzhinji havafanirwi kupinda panotongwa mhosva iyi kunze kwokunge Komiti Inotonga Mhosva yaona zvakakodzera kuti vaite saizvozvo ndokunge vapiwa mvumo yakanyorwa pasi nemumhan'ari nemushandi ari kupomerwa mhosva.

(12) hapana mhosva inotongwa ruviri kunze kwokunge Boka Rinoona nezveKupikiswa kweMutongo reKanzuru Inoona nezvoKupinza Mabasa Muindasitiri yezvoKurima muZimbabwe rabhadhara mari kuti mhosva itongwe neKomiti Inotonga Mhosva.

(13) mushandi haazomiswi basa kwenguva pfupi asingahori kana ongororo yemhosva imwe cheteyo yave kuitwa kechipiri.

Matanho okutura zvichemo

6.(1) Kana mushandi akaona kuti haana kubatwa zvakanaka kana kusabatwa zvakaenzana pabasa anofanirwa kuendesha chichemo chake kumushandirwi. Mushandirwi anofanirwa kugadzirisa chichemo chaagamuchira kana kutora matanho okugadzirisa chichemo mukati memazuva mana.

(2) Kana chichemo chiri kutaurwa nezvacho muchikamunyana (1) chikasagadziriswa mukati memazuva mana kana kuti mushandi asiri kugutsikana

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nokugadziriswa kwachaitwa uye matanho atorwa nemushandirwi mukuchigadzirisa, mushandi achaendesa nyaya kuKomiti Inogamuchira Zvichemo inova yakasarudzwa uye kuumbwa zvichifambirana nezviri muchikamu (9) choMutemo uno, yakanyorwa mufomu riri muNhamatidzwa (V).

(3) Komiti Inogamuchira Zvichemo ichaongorora chichemo chayapiwa uye inogona kubvunzurudza vose vari munyaya uye nevafakazi vapi zvavo vanenge vaine chokuita nenyaya iyi.

(4) Panenge pachaitwa ongororo Komiti Inogamuchira Zvichemo ichawaniswa mukana wokuona zvinyorwa zvomushandirwi kana zvichizoibatsira pakuita ongororo yayo;

(5) Komiti Inogamuchira Zvichemo inogona kushevedza vane chokuita nechichemo kusanganisira vatadzirwa, mushandi ari kupomerwa mhosva nevafakazi kana varipo kunenge kuchitongwa mhosva uko Komiti Inogamuchira Zvichemo ichabvunzurudza vose ichiedza kugadzirisa nyaya yacho.

(6) mukati memazuva gumi nemashanu nyaya yaendeswa kuKomiti Inogamuchira Zvichemo, Komiti iyi ichapa mushandi atadzirwa nemushandirwi gwaro rezvabuda muongororo riri muNhamatidzwa VI riine zvabuda muongororo nezvinofanirwa kuzoitwa pakugadzirisa chichemo ichi kana zvimwevo zvichemo zvakafanana neichi zvichazouya mune ramangwana.

(7) Mukati memazuva matatu okugamuchira gwaro rinobva kuKomiti Inogamuchira Zvichemo, mushandirwi achasarudza zvikamu zvaanoda kutevedzera kusanganisira izvo zvaanenge achida kuvandudza uye achazivisa mushandi anenge aendesa chichemo chake neKomiti Inogamuchira Zvichemo kuburikidza negwaro rakanyorwa achitsanangura matanho aagamuchira achipa zvikonzero zvaita kuti asagamuchire kana kugamuchira achivandudza mamwe ematanho abva kuKomiti Inogamuchira Zvichemo.

(8) Zvikamu zvegwaro rezvakabuda muongororo yeKomiti Inogamuchira Zvichemo zvakatorwa kuti zvishandiswe nemushandirwi ndizvo zvichashanda pabhizimusi rake.

(9) Mushandi anogona kumiririrwa nomumwe mushandi, nhengo yekomiti inomiririra vashandi, boka rinomiririra vashandi kana gweta ndokunge kana achikwanisa kubhadhara boka rinomiririra vashandi kana gweta uye hapana munhu anogona kumiririra mushandi asina kupiwa mvumo naye;

Kupikisa mutongo wawapiwa kuvatungamiriri vepabasa

7.(1) Boka ripi zvaro rinowanikwa muindasitiri yezvokurima richishandisa mutemo wezvinofanirwa kutevedzerwa nezvirango zvinopiwa kana chimwe chibvumirano chinaitwa pakati pemushandirwi nemapoka anomiririra vashandi kumisikidza matanho anotorwa pakupikisa mutongo wawapiwa kuutungamiriri hwepabasa, apo panotarisirwa kuti:

- (a) mushandi anogona kupikisa mutongo unenge wapiwa neKomiti Inotonga Mhosva apo mushandi anga ari iye ari kupomerwa mhosva kana paakabatwa aine mhosva; kana
- (b) mushandi anogona kukumbira kuti matanho akatorwa pakuongorora mhosva yakaitwa kana yaari kupomerwa aongororwe zvakare; kana
- (c) mushandi anogona kupikisa magadzirisirwo anenge aitwa chichemo chake neKomiti Inogamuchira Zvichemo kana kugadzirisa, kuongorora kana mabaturwo anenge aitwa chichemo chemushandi; kana
- (d) mushandi anogona kukumbira kuti matanho akatorwa pakuongorora chichemo chaakapa aongororwe zvakare;
- (e) mushandi anogona kupikisa mutongo waakapiwa nemushandirwi wezvokurima zvinofanirwa kutevedzerwa zveKomiti Inogamuchira Zvichemo zvinova ndizvo zvinofanirwa kushandiswa pabhizimusi remushandirwi.

(2) mutemo wezvinofanirwa kutevedzerwa nezvirango zvinopiwa kana chimwe chibvumirano chinaitwa pakati pemushandirwi nemapoka anomiririra vashandi kumisikidza matanho anotorwa pakupikisa mutongo wawapiwa kuutungamiriri hwepabasa sezviri muchikamunyana (1) zvichabatsira —

- (a) kumisikidzwa uye kuona vanopinda muBoka Rinoona nezveKupikiswa kweMutongo richave richiona nezvokupikisa mutongo wapiwa kuvatungamiriri vepabasa uye kufambirana kwazvo nematanho okupikisa mutongo wapiwa sezviri mumutemo wevashandi kana muchibvumirano chinaitwa pakati pemushandirwi nemapoka anomiririra vashandi;
- (b) matanho anofanirwa kutevedzwa pakupikisa mutongo wawapiwa kuutungamiriri hwepabasa nemaitirwo azvo;
- (c) kuzivisa mushandi nemushandirwi panotangira kupikiswa mutongo wapiwa kuutungamiriri hwepabasa;
- (d) kodzero yomushandi yokunzwika neBoka Rinoona nezveKupikiswa Mutongo sezviri mundima (a) pasati paitwa mutongo wezviri kupikiswa;

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- (e) maonero eBoka Rinoona nezvoKupikisa Mutongo sezviri mundima (a) kusiyanisa, kuisa parutivi kana kutsiva mutongo upi zvawo wapiwa nemushandirwi pazvikamu zvezvinofanirwa kutewedzerwa zveKomiti Inogamuchira Zvichemo zvinova zvichazoshandiswa neboka;
- (f) maonero eBoka Rinoona nezvoKupikisa Mutongo sezviri mundima (a) richaendesa nyaya kuKomiti Inotonga Mhosva neKomiti Inogamuchira Zvichemo nenzira kwadzo;
- (g) maonero eBoka Rinoona nezvoKupikisa Mutongo sezviri mundima (a) okuendesa nyaya kumushandirwi ine chokuita nemutongo wawapiwa pazvikamu zvezvinofanirwa kutevedzerwa zvakapiwa neKomiti Inogamuchira Mhosva zvinova zvichazoshandiswa neboka;
- (h) kusakwanisa kweBoka Rinoona nezvoKupikisa Mutongo sezviri mundima (a) kupa chirango chakakura kudarika chinopiwa neKomiti Inotonga Mhosva; uye
- (i) gwaro kana pfupiso inoratidza kupikiswa kwemutongo kana ongororo yezvakaitwa nemutongo wakazotevera zvainyorwa panguva yaitongwa mhosva nepakaitwa mutongo zvinofanirwa kupiwa mushandirwi uye mushandi nguva iripo.
- (j) Hakuna mutemo unofanirwa kutevedzerwa nezvirango zvinopiwa vashandi kana chibvumirano chinoitwa pakati pemushandirwi nemapoka anomiririra vashandi chinomiskidza maitirwo okupikisa mutongo wawapiwa kuutungamiriri hwepabasa zviri muchikamunyana (1) uchazobatsira kuti upikise mutongo wawapiwa ruviri panyaya imwe chete.

(4) Mushandi anogona kupikisa mutongo waapiwa kuutungamiriri hwepabasa mukati memazuva manomwe mushure mokuipiwa mutongo neKomiti Inotonga Mhosva kana zvikamu zvegwaro rezvabuda muongororo reKomiti Inogamuchira Zvichemo zvakatorwa kuti zvishandiswe nemushandirwi ndizvo zvichashanda pabhizimusi rake.

(5) Boka Rinoona nezvoKupikisa Mutongo richagadzirisa zvine chokuita nokupikisa mutongo mukati memazuva gumi nemana.

Komiti Inotonga Mhosva

8.(1) Kana mushandirwi asarudza kuti mhosva itongwe achazivisa mushandi nekomiti inomirira vashandi kana iripo. Izvi zvinozoita kuti Komiti Inotonga Mhosva iumbwe nokusarudzwa kuti iite mabasa anotevera:

- (a) kutungamirira kutongwa kwemhosva;
- (b) kuona kuti kutongwa kwemhosva kwaitwa pachitevedzerwa zviri muMutemo uno;
- (c) kuita basa ripi zvaro rapiwa Komiti Inotonga Mhosva sezviri mumutemo uno; uye
- (d) kuita basa ripi zvaro rangonyuka pamusoro pemabasa agara achiitwa neKomiti Inotonga Mhosva

(2) Mushure mokunge mushandirwi apa chiziviso sezviri muchikamunyana (1) Komiti Inotonga Mhosva ichaumbwa nokusarudzwa sezvinotevera:

- (a) Pakambani ine komiti inomiririra vashandi, Komiti Inotonga Mhosva ichava nevanhu vaviri vanosarudzwa nemushandirwi uye vanhu vaviri vanosarudzwa nekomiti inomiririra vashandi. Mushandirwi achasarudza nhengo yeKomiti Inotonga Mhosva kuti ive Sachigaro weKomiti Inotonga Mhosva iyi;
- (b) Pakambani isina komiti inomiririra vashandi kana kuti komiti iyi yakaramba kusarudza nhengo dzeKomiti Inotonga Mhosva, Komiti Inotonga Mhosva ichava nemunhu mumwe chete anosarudzwa nemushandirwi uye mushandi achasarudzwa neari kupomerwa mhosva ndokunge kana ari kupomerwa mhosva aramba kusarudza nhengo yeKomiti Inotonga Mhosva, mushandirwi achasarudza mumwe munhu achazomiririra nhengo yechipiri yeKomiti Inotonga Mhosva. Kana Komiti Inotonga Mhosva yaumbwa nokusarudzwa sezviri mundima ino, mushandirwi achazosarudza nhengo imwe chete inozoshanda yakamiririra Sachigaro weKomiti Inotonga Mhosva.

(3) Sachigaro weKomiti Inotonga Mhosva achaona kuti Komiti iyi yaita basa rayo zvichifambirana neMutemo uno uye ndiye achatungamirira pakutongwa kwemhosva.

(4) Chipi zvacho chinotwa kana danho rinotorwa zvichibva pamaonero eKomiti Inotonga Mhosva zvichaitwa kana zvichifambirana nemaonero enhengo zhinji dzeKomiti iyi uye kana pasina maonero evazhinji, maonero aSachigaro

weKomiti iyi ndiwo anoshandiswa akamirira zvinoitwa nematanho anotorwa neKomiti iyi.

(5) Komiti Inotonga Mhosva inogona kusarudza munhu asina divi raakarerekera kana asinei nenyaya yacho kuti anyore maminetsi. Munyori wemaminetsi uyu anopinda munenge muchitongwa mhosva achinyora zvose zvinenge zvichiitika imomo. Gwaro rezvinenge zvanyorwa rinozopiwa Komiti iyi panopera kutongwa kwemhosva.

(6) Kana nhengo yeKomiti Inotonga Mhosva yasiya chigaro kuburidza nokufa kana kusiya basa muKomiti iyi:

- (a) zviru muchikamunyana (2) zvichashandiswa paine shanduko pazvinogoneka pakusarudza mumwe munhu anotsiva nhengo inenge yasiya chigaro; uye
- (b) hapana matanho okutonga mhosva anomiswa kana kudzokororwa nokuda kwokusiya basa kwenhengo yeKomiti Inotonga Mhosva uye nokuda kwemumwe munhu asarudzwa kuti apinde pachinzvimbo chakasiwa. Kunzwa zvinenge zvichitaurwa neari kupomerwa mhosva uye mushandirwi kunobatsira kuti kutongwa kwemhosva kumbomiswa kana kuti kudzokororwe kuitira kuti pave nokutonga mhosva pachitevedzerwa mutemo.

Komiti Inogamuchira Zvichemo

9.(1) Kana mushandi achida kuendesa chichemo kuKomiti Inogamuchira Zvichemo sezviru muchikamu 6, mushandi achazivisa mushandirwi nekomiti Inomirira Vashandi kana iripo nezvaari kuda kuita, kana zvichinge zvadaro Komiti Inogamuchira Zvichemo ichaumbwa nokusarudzwa kuti iite basa rinofanirwa kuitwa neKomiti Inogamuchira Zvichemo sezviru muMutemo uno uye kuita basa riri zviro rangonyuka pamusoro pemabasa agara achiitwa nekomiti iyi.

(2) Pachipiwa chiziviso nemushandirwi sezviru muchikamunyana (1) Komiti Inogadzirisa Mhosva ichaumbwa nokusarudzwa sezvinotevera:

- (a) muboka rine komiti yevashandi, Komiti Inogamuchira Zvichemo ichava nevanhu vaviri vanosarudzwa nemushandirwi uye vanhu vaviri vanosarudzwa nekomiti inomiririra vashandi. Mushandirwi achasarudza nhengo yeKomiti inogamuchira zvichemo kuti ive Sachigaro weKomiti Inogadzirisa Zvichemo;

(b) pakambani isina komiti inomiririra vashandi kana kuti komiti iyi yakaramba kusarudza nhengo dzeKomiti Inogamuchira Zvichemo, Komiti Inogamuchira Zvichemo ichava nemunhu mumwe chete anosarudzwa nemushandirwi uye mushandi achasarudzwa neari kupomerwa mhosva ndokunge kana ari kupomerwa mhosva aramba kusarudza nhengo yeKomiti Inogamuchira Zvichemo, mushandirwi achasarudza mumwe munhu achazomiririra nhengo yechipiri yeKomiti Inogamuchira Zvichemo. Kana Komiti Inogamuchira Zvichemo yaumbwa nokusarudzwa sezviri mundima ino, mushandirwi achazosarudza nhengo imwe chete inozoshanda yakamiririra Sachigaro weKomiti Inogamuchira Zvichemo.

(3) Sachigaro weKomiti Inogamuchira Zvichemo achaona kuti Komiti iyi yaita basa rayo zvichifambirana neMutemo uno uye ndiye achatungamirira pakutongwa kwemhosva.

(4) Chipi zvacho chinotwa kana danho rinotorwa zvichibva pamaonero eKomiti Inogamuchira Zvichemo zvichaitwa kana zvichifambirana nemaonero enhengo zhinji dzeKomiti iyi uye kana pasina maonero evazhinji, maonero aSachigaro weKomiti iyi ndiwo anoshandiswa akamirira zvinoitwa nematanho anotorwa neKomiti iyi.

(5) Komiti Inogamuchira Zvichemo inogona kusarudza munhu asina divi raakarerekera kana asinei nenyaya yacho kuti anyore maminetsi. Munyori wemaminetsi uyu anopinda munenge muchitongwa mhosva achinyora zvole zvinenge zvichiitika imomo. Gwaro rezvinenge zvanyorwa rinozopiwa kuKomiti iyi panopera kutongwa kwemhosva.

(6) kana nhengo yeKomiti Inogamuchira Zvichemo yasiya chigaro kuburidza nokufa kana kusiya basa muKomiti iyi:

(a) zviru muchikamunyana (2) zvichashandiswa paine shanduko pazvinogoneka pakusarudza mumwe munhu anotsiva nhengo inenge yasiya chigaro; uye

(b) hapana matanho okugamuchira zvichemo anomiswa kana kudzokororwa nokuda kwokusiya basa kwenhengo yeKomiti Inogamuchira Zvichemo uye nokuda kwemumwe munhu asarudzwa kuti apinde pachinzvimbo chakasiwa. Kunzwa zvinenge zvichitaurwa neari kupomerwa mhosva uye mushandirwi kunobatsira kuti kutongwa kwemhosva kumbomiswa kana kuti kudzokororwe kuitira kuti pave nokutonga mhosva pachitevedzerwa mutemo.

*Kuendeswa kwezvichemo kuKanzuru Inoona neZvokupinza Mabasa muIndasitiri
yeZvokurima muZimbabwe*

10.(1) Mushandi anogona kuendeswa zvichemo kuKanzuru Inoona neZvokupinza Mabasa muIndasitiri yeZvokurima muZimbabwe izvo inogona kugadzirisa, zvinosanganisira nyaya dzekudziringwa basa zvisiri pamutemo uye kusabatwa zvakakanaka kwevashandi.

(2) Hakuna chichemo chakatarwa maererano neMutemo uno chichaendeswa kuKanzuru Inoona nezvoKupinza Mabasa muIndasitiri yezvoKurima muZimbabwe.

(3) Mushandi anogona kupa chichemo sezviri Chikamunyana (1) kuburikidza nokuzadzisa uye kuendeswa fomu riri munhamatidzwa VII kuKanzuru Inoona nezvoKupinza Mabasa muIndasitiri yezvoKurima muZimbabwe uye/kana fomu ripi zvaro rinogona kunge richidiwa neKanzuru iyi.

(4) Kanzuru Inoona nezvoKupinza Mabasa muIndasitiri yezvoKurima muZimbabwe ichagadzirisa, kana kuedza kugadzirisa zvinhu zvose zvataurwa muchikamu chino uye mukuita izvi, inogona kuda kuti mapoka ari munyaya ataure nemuromo kana kuti anyore zvichemo zvawo.

NHAMHATIDZWA I

MAPOKA NETSANANGURO DZEMHOSVA

Mhosva dziri muindasitiri yezvokurima dzakadomwa, kutsanangurwa uye dziri mumapoka adzo sezvinotevera:

Boka I

MHOSVA DIKI

1. “Kusava pabasa pasina mvumo kana chikonzero chine musoro” zvinoreva: Kubva pabasa kana panzvimbo paunoshanda usina kupiwa mvumo kana kuva nechikonzero chine musoro.
2. “Kurovha kubasa” zvinoreva: Kusaenda kubasa pasina mvumo yemushandirwi kwezuya rimwe kana maviri akatevedzana pasina chikonzero chine musoro.
3. “Kukoka vashandi kumusangano wevashandi zvisina mvumo” ;kana mushandi akaita musangano wevashandi munguva yebasa mushure mokuipiwa mvumo

nemushandirwi nechinangwa chokusarudza nhengo dzekomiti inomiririra vashandi kana chimwe chikonzero chipi zvacho haazobatwi nemhosva iyi.

4. “Kusagona kuchengeta nguva” zvinoreva
 - (a) kunonoka kusvika kubasa; kana
 - (b) kukurumidza kubva pabasa;
 - (c) kuwedzera nguva dzokuzorora kana kungozorora-zorora zvisina mvumo panguva yebasa.
5. “Kuita basa zvisingagutsi” zvinoreva:
 - (a) Kukundikana kuita basa zvinogutsa pasina chikonzero chine musoro; kana
 - (b) kukundikana kupedza basa rakatarwa pasina chikonzero chine musoro; kana
 - (c) kushaya hanya nebasa; kana
 - (d) kuita usimbe kana kunzvenga basa nemaune.

Boka II

MHOSVA DZIRI PAKATI NEPAKATI

1. Kusateerera mitemo yokuchengetedzeka uye/kana youtsanana inosanganisira kutadza kupfeka mbatya dzokuzvidzimirira kunjodzi zvichireva:
 - (a) kutadza kutevedzera mitemo yokuchengetedzeka neyoutsanana; kana
 - (b) kuramba kupfeka kana kushandisa zvipeko zvekuzvidzimirira kunjodzi kana midziyo.
2. Kusarongeka uye/kana kusazvibata zvinoreva:
 - (a) kusataura zvakanaka kana kushaya hunhu pabasa kana;
 - (b) kuita zvinhu zvinogona kukonzera kuti mushandirwi arasikirwe nezvinhu zvake; kana
 - (c) kusaremekedza mushandirwi; kana
 - (d) kukonzera kana kutyityidzira kukuvadza vamwe vashandi/ mushandirwi/ vatengi; kana
 - (e) kushaya hunhu.
3. Kuzvidza mitemo kana matanho akamisikidzwa nemushandirwi zvinoreva: Kutadza kutevedzera mitemo kana matanho akapiwa nemushandirwi sezvinotsanangurwa kana kubuda nenzira yakavanzika muchibvumirano chebasa.

4. “Kushandisa mutauro unotsamwisa kana kutuka” zvinoreva: Kutaura mashoko api neapi anotsamwisa anoratidza kunyomba, ruvengo kana kuzvidza chero munhu upi zvake kana boka revanhu.

Boka III

MHOSVA HURU

1. “Kutaura zvakavanzika usina kupiwa mvumo nemushandirwi” zvinoreva: Kutaura zvakavanzika zvomushandirwi pamusoro pezvinoitwa uye matanho anotorwa nemushandirwi mune zvokurima kana zvimwewo zvine chokuita nebhizimusi remushandirwi zvisingakonzeri kuti arasikirwe nezvinhu zvake.
2. “Kudhakwa” zvinoreva: Kuenda kubasa wakadhakwa nedoro kana zvimwe zvinodhaka zvausina kunyorera nachiremba.
3. “Kushaya hanya kunoita kuti mushandirwi arasikirwe kana kuparadzirwa midziyo yake” zvinoreva: Kurasikirwa kana kuparadzwa kwemidziyo yomushandirwi nokuda kwokushaya hanya kwemushandi pasingapiwi tsananguro inogutsa.
4. “Kushandisa zvinhu zvemushandirwi zvisiri pamutemo kuti uwane chouviru” zvinoreva: Kushandisa zvinhu zvemushandirwi nemaune uye nemaitiro anopikisana nabasa razvo.
5. “Kurovha basa zvakanyanyisa” zvinoreva: Kurovha basa zvakanyanya pasina mvumo yemushandirwi kwemazuva ebasa matatu kusvika kumana (3-4) akatevedzana pasina chikonzero chinogutsa.
6. “Kurara pabasa” zvinoreva: Kurara panguva yaunotarisirwa kunge uchishanda.
7. “Kuputa fodya munzvimbo isingatenderwi” zvinoreva: Kuputa fodya munzvimbo isingabvumirwi.

Boka IV

MHOSVA DZAKAKURISA

1. “Kurovha basa kwemazuva mashanu kana kupfuura akatevedzana pasina chikonzero chine musoro kana mvumo” zvinoreva: Kurovha basa pasina mvumo uye chikonzero chine musoro kwemazuva mashanu (5) kana kupfuura akatevedzana.
2. “Maitiro api zvawo anopesana nezviri muchibvumirano chebasa” zvinoreva: Maitiro api zvawo anopesana nezviri muchibvumirano chebasa anogona kuita kuti ukama huri pakati pemushandirwi nemushandi husagadzirisika, kunze kwokuti mushandi angangobatwa nemhosva pamhosva iyi kana maitiro ake asina kunaka asingaonekwe seimwe mhosva.
3. “Kurova” zvinoreva: Kushandiswa kwechisimba, kusanganisira kuedza kushandisa simba, pamushandirwi, mumwe mushandi kana mumwe munhu nechinangwa chokukuvadza muviri wake apo ari panzvimbo yemushandirwi kana panguva yebasa.
4. “Chitsotsi” zvinoreva: Kushandisa nzira dzechitsotsi uchinyepera mushandirwi, mumwe mushandi, kana mutengi nechinangwa chokuti arasikirwe kana kuti uchiona kuti pane mukana mukuru wekuti arasikirwe nemidziyo yake.
5. “Kusagona kuita basa zvachose kana kukundikana kuita basa nemazvo” zvinoreva: Kukundikana kuita basa pamwero wounyanzvi nokukurumidza kunotarisirwa, zvinoita kuti mushandirwi arasikirwe nemidziyo wake.
6. “Kushaya hanya kwakanyanyisa” zvinoreva: Kushaya hanya mukuita basa rako kuti ukwanise kudzivirira zviitiko nemhosho dzinogona kukonzera kurasikirwa kukuru, njodzi kana kukuvara.
7. “Kugaroshaya hanya nebasa kwakanyanya” zvinoreva: kushaya hanya nebasa rako nguva nenguva kunokonzero kana kunogona kukonzera kuti mushandirwi arasikirwe nezvinhu zvake.
8. “Kuratidzira zvisiri pamutemo” zvinoreva: Kuratidzira zvisiri pamutemo uye/kana kupesvedzera vamwe vashandi kuti vapinde mukuratidzira kusiri pamutemo.
9. “Kupesvedzera vanhu kuti vaite mhirizhonga” zvinoreva: Kupesvedzera mumwe mushandi kana munhu kuti aite mhirizhonga pabasa.
10. “Kudhakwa kusvika pakukundikana kuita basa nemazvo” zvinoreva: Kudhakwa nedoro kana zvimwe zvinodhaka zvausina kunyorerwa nachiremba kusvika padanho rokutadza kuita basa nemazvo.
11. “Kushaya unyanzvi uhwo wawakaudza mushandirwi kuti unahwo” zvinoreva: Kukundikana kuita basa nemazvo nechikonzero chokushaya unyanzvi kana dzidziso iyo mushandi akanyepera mushandirwi kuti anayo.

12. “Kushandisa zvinhu zvemushandirwi zvisiri pamutemo kuti uwane chouviriri” zvinoreva: Kushandisa zvinhu zvemushandirwi nemaune uye nemaitiro anopikisana nebasa razvo, zvinozokonzera kuti mushandirwi arasikirwe nezvinhu zvake.
13. “Kukanganisa mafambiro ebasa nemaune” zvinoreva: Maitiro ose asiri pamutemo kana akashata anokanganisa mafambisirwo ebhizimusi remushandirwi kana kutaura manyepo nemaune panenge pachiferefetwa zvine chekuita nenyaya dzebasa.
14. “Kushungurudza nezvine chokuita nepabonde” zvinoreva: Maitiro asingagamuchiriki ane chokuita nezvebonde anoitirwa mushandirwi, mumwe mushandi kana mutengi, kuburikidza nokutaura mashoko ane chokuita nezvebonde kana mamwe maitiro okubata bata muviri womunhu anonongedzera kune zvebonde.
15. “Kuba” zvinoreva: Kutora zvinhu nemaune uine ruzivo rwokuti mushandirwi, mumwe mushandi, kana mutengi ndiye muridzi wazvo uye ane simba pamusoro pazvo. Vashandi vachaedza kuba vachabatwa nemhosva iyi.
16. “Kuparadza midziyo yomushandirwi nemaune uye zvisiri pamutemo” zvinoreva: Kuparadza nemaune uye nenzira isiri iyo kana kuparadza midziyo yomushandirwi.
17. “Kutyora nemaune mutemo wakapihwa nemushandirwi” zvinoreva: Kuramba kana kutadza nemaune kuita basa raunenge wapiwa nemushandirwi.
18. “Kutyisidzira” zvinoreva: Kumanikidza nemaune uye nenzira isina kunaka, kana kuedza kumanikidza, mushandirwi kana mumwe mushandi kuti aite zvinopesana nezvido zvake uchimutyityidzira zvine chokuita nemari dzake, basa, chiremerera kumukuvadza kana dzimwe nzira dzinokanganisa.

NHAMATIDZWA II

ZVIRANGO

1. Zvirango zvedanho repamusoro zvinogona kupiwa neKomiti Inotonga Mhosva pamhosva yoga yoga zviri muTebhuru A iri pazasi. Zvichienderana nezviri mumutemo uno uye zvinobva pakurovererwa kwemushandi nomushandirwi pamhosva inenge yaparwa kana zvichemo zvinopiwa nemushandi zvichienderana negwaro rinotaridza nhoroondo yokutongwa kwemhosva, mashandiro uye zvimwewo zvine chokuita

- nemushandi zvinoita kuti Komiti inotonga mhosva ipe mutongo wakareruka.
2. Zvirango zvinogona kupiwa zvinoenderana neudzamu hwemhosva yacho, zvichibva kuzvidiki kuenda kune zvakaomarara:
 - (a) yambiro yemashoko iyo inozopera pazuva iro inokwanisa mwedzi mitatu mushure mokuipiwa;
 - (b) yambiro yokutanga yakanyorwa iyo inozopera pazuva iro inokwanisa mwedzi mitanhatu mushure mokuipiwa;
 - (c) yambiro yechipiri yakanyorwa iyo inozopera pazuva iro inokwanisa mwedzi mipfumbamwe mushure mokuipiwa;
 - (d) yambiro yokupedzisira yakanyorwa iyo inozopera pazuva iro inokwanisa mwedzi gumi nemiviri mushure mokuipiwa;
 - (e) kudzingwa basa.
 3. Kana pachinge papiwa chirango cheyambiro yemashoko, hapazonyorwi gwaro rechirango ichi richichengetwa mufaira rebasa remushandi uye Komiti Inotonga Mhosva ichatsanangurira mushandi charango ichi pamberi pevafakazi vaviri kuti:
 - (a) mushandi haafanirwi kupara dzimwe mhosva adzivirire kupiwa zvimwe zvirango;
 - (b) yambiro yemashoko inopera painokwanisa mwedzi mitatu mushure mokuipiwa;
 - (c) kudzorora kupara mhosva imwe cheteyo kana kupara mhosva iri muchikamu chimwe chete neyawakambopara chirango cheyambiro yemashoko chisati chapera zvinoita kuti upiwe chirango chakaomarara.
 4. Kana chirango chokutanga, chechipiri nechokupedzisira chakanyorwa chapiwa, Komiti Inotonga Mhosva ichazivisa mushandi kuburikidza nokunyora fomu rakapiwa muNhamatidzwa IV ichitsanangura:
 - (a) kuti adzivise zvimwe zvirango mushandi haafanirwi kupara dzimwe mhosva adzivirire kupiwa zvimwe zvirango;
 - (b) zuva richapera yambiro iyi;
 - (c) kudzorora kupara mhosva imwe cheteyo kana kupara mhosva iri muchikamu chimwe chete neyawakambopara chirango cheyambiro yemashoko chisati chapera zvinoita kuti upiwe chirango chakaomarara.

5. Gwaro reyambiro yakanyorwa yokutanga, yechipiri neyokupedzisira richachengetwa mufaira romushandi kwenguva isiri pasi pemakore matatu.
6. Mushandi achatorwa seapara mhosva kokutanga kana:
 - (a) asina kumbopara dzimwe mhosva munguva yakapfuura uye kana asina kumbopara mhosva iri muchikamu chimwe chete nemhosva yaanenge apara;
 - (b) zvirango zvakambopiwa mushandi nokuda kwemhosva dzaakapara kana dzimwe mhosva dzinowanikwa dziri muchikamu chimwe chete nemhosva yaanenge apara ipapo zvapera.
7. Mushandi achatorwa seapara mhosva yechipiri kana akapara mhosva imwe cheteyo asati apedza chirango chemhosva yokutanga pazuva raanobatwa aine mhosva yechipiri kana iri muchikamu chimwe chete neyokutanga. Chirango chemhosva yechipiri chinobva chatsiva chirango chemhosva yokutanga.
8. Mushandi achatorwa seapara mhosva yechitatu kana akapara mhosva imwe cheteyo asati apedza chirango chemhosva yechipiri pazuva raanobatwa aine mhosva yechitatu kana iri muchikamu chimwe chete neyechipiri. Chirango chemhosva yechitatu chinobva chatsiva chirango chemhosva yechipiri.
9. Mushandi achatorwa seapara mhosva yechina kana akapara mhosva imwe cheteyo asati apedza chirango chemhosva yechitatu pazuva raanobatwa aine mhosva yechina kana iri muchikamu chimwe chete neyechitatu. Chirango chemhosva yechina chinobva chatsiva chirango chemhosva yechitatu
10. Mushandi achatorwa seapara mhosva yechishanu kana akapara mhosva imwe cheteyo asati apedza chirango chemhosva yechina pazuva raanobatwa aine mhosva yechishanu kana iri muchikamu chimwe chete neyechina.
11. Kuti pave nokugutsikana, mushandi anogona kupiwa yambiro dzakasiyana siyana dzemashoko uye yambiro yokutanga, yechipiri neyokupedzisira dzakanyorwa dzisina kupera maererano nemhosva dziri muzvikamu zvakasiyana -siyana.

12. Kubviswa pagiredhi repamusoro uchiendeswa pane riri pasi hakufanirwi kutorwa sechirango chemhosva ipi zvayo kunze kwokunge mushandi atadza kuita zvinotarisirwa mugiredhi raanga ari uye zvinenge zvakakodzera kuti arambe ari pabasa achishanda ari mugiredhi repasi iri. Hakuna mushandi achaderedzwa kubva mugiredhi raari achiiswa mugiredhi raaimbova kana rimwe riri pasi peiroro.
13. Boka Rinopikisa Mutongo kuutungamiriri hwepabasa richatungamirirwa neNhamatidzwa ino pakupa chirango uye mabasa nezvinotarisirwa kuitwa neKomiti Inotonga Mhosva zviri muNhamatidzwa ino ndizvo zvichashandiswa pakuita shanduko pazvinokodzera, pazvinotumirwa kuBoka Rinopikisa Mutongo kuutungamiriri hwepabasa ndokunge boka iri risingazopi chirango chakakurisa pane chinenge chapiwa neKomiti Inotonga mhosva.

Tebhuru A: Tebhuru yeZvirango

	MHOSVA YOKUTANGA	MHOSVA YECHIPIRI	MHOSVA YECHITATU	MHOSVA YECHINA	MHOSVA YECHISHANU
Boka I - MHOSVA DIKI	Yambiro yeMashoko	Yambiro yokutanga yakanyorwa ichashanda kwemwedzi mitanhatu (6)	Yambiro yechipiri yakanyorwa ichashanda kwemwedzi mipfumbamwe(9)	Yambiro yokupedzisira yakanyorwa ichashanda kwemwedzi gumi nemiviri (12)	Kudzingwa basa
Boka II - MHOSVA DZRI PAKATI NEPAKATI	Yambiro Yokutanga yakanyorwa ichashanda kwemwedzi mitanhatu (6)	Yambiro Yechipiri yakanyorwa ichashanda kwemwedzi mipfumbamwe (9)	Yambiro yokupedzisira yakanyorwa ichashanda kwemwedzi gumi nemiviri (12)	Kudzingwa basa	—
Boka III - MHOSVA HURU	Yambiro yokupedzisira yakanyorwa ichashanda kwemwedzi gumi nemiviri (12)	Kudzingwa basa	—	—	—

Kanzuru Inoona nezvoKupinza Mabasa Muindasitiri yezvoKurima muZimbabwe:
Chibvumirano Chinoitwa neMapoka Anomirira Vashandi neVashandirwi Chakanyorwa Pasi
(Mashandiro neMitemo Inofanirwa kutevedzerwa)

Boka IV MHOSVA DZAKAKURISA	Kudzingwa basa	—	—	—	—
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NHAMATIDZWA III

CHIZIVISO CHOKUKOKA MUSHANDI KUTI AUYE KUZOTONGWA

Zita reMushandi: _____
 Zita reMushandirwi: _____
 Chinzvimbo chePabasa: _____

Unofanirwa kuuya kuzotongwa:
 Zuva: _____ Nguva: _____
 Nzvimbo: _____

Uri kunzi wakapara mhosva dzinotevera sezviri muNhamatidzwa II yeMutemo wezvinofanirwa kutevedzerwa nezvirango zvinopiwa ye yeKanzuru Inoona neZvokupinza Mabasa muIndasitiri yeZvokurima muZimbabwe Mutemo woKutonga Mhosva neMatanho Anotorwa Pakutonga Mhosva;

Tsananguro pfupi yemhosva iri kupomerwa mushandi (kusanganisira zuva nenzvimbo yakaparwa mhosva):

Tsananguro pfupi yeumbo hwakaunganidzwa paiongororwa mhosva hunotsigira mhosva iri kupomerwa mushandi:

panenge pachitongwa mhosva mushandi ane kodzero dzokuita zvinotevera:

- (a) kuuya sedungamunhu kuzozvimiririra pamhosva yaari kupomerwa;
- (b) kutaura nyaya yake kuKomiti Inotonga Mhosva yakazvimiririra kana isina divi rayakarerekera;
- (c) kumiririrwa nomumwe mushandi, nhengo yekomiti inomiririra vashandi, boka rinomiririra vashandi kana gweta ndokunge kana achikwanisa kubhadhara boka rinomiririra vashandi kana gweta uye hapana munhu anogona kumiririra mushandi asina kupiwa mvumo naye;
- (d) kushevedza, kuongorora nokubvunzurudza vafakazi mushure mokunge vapa umboo;
- (e) kupa zvichemo asati apiwa chirango;
- (f) kuziviswa kuburikidza nokunyororwa zvikonzero zvakaita kuti vabude nemutongo iwoyo pakatongwa mhosva;
- (g) kuziviswa kuburikidza nokunyororwa zvakaitika paitongwa mhosva.

Unozovizwazve kuti _____ achamiririra mumhan'ari anova mushandirwi panenge pachitongwa mhosva.

Iwe uchazopihwa rimwe gwaro roMutemo wezvinofanirwa kutevedzerwa nezvirango zvinopiwa reKanzuru Inoona neZvokupinza Mabasa muIndasitiri yeZvokurima muZimbabwe Mutemo woKutonga Mhosva neMatanho Anotorwa Pakutonga Mhosva, pachishandiswa nzira dzepakombiyuta kana rakanyorwa papepa mukati memazuva matatu kana kudarika ebasa mhosva isati yatongwa.

Kana uchida kuti pave neKomiti Inomiririra Vashandi, nhengo yeBoka rinomiririra Vashandi kana Gweta rinokumiririra chero mumwe mufakazi upi zvake kuti vauye kuri kutongwa mhosva, unofanira kugara waronga kuti vavepo.

Saina: _____ Zuva: _____
(Sachigaro weKomiti Inotonga mhosva)

Rakagamuchirwa: _____ Zuva: _____

(Siginecha yemushandi)

NHAMATIDZWA IV

ZVABUDA MUKUTONGWA KWEMHOSVA

Kanzuru Inoona nezvoKupinza Mabasa Muindasitiri yezvoKurima muZimbabwe:
Chibvumirano Chinoitwa neMapoka Anomirira Vashandi neVashandirwi Chakanyorwa Pasi
(Mashandiro neMitemo Inofanirwa kutevedzerwa)

Sachigaro – Komiti Inotonga Mhosva

Zuva

KUZIVISA KUTI WAGAMUCHIRA GWARO

Mushandirwi, mushandi pamwe nemumhan'ari vachagamuchira magwaro maviri akanyorwa zvakafanana efomu iri, mushure mokurigamuchira umwe noumwe wavo achazadzisa fomu riri pazasi odzorera rimwe racho kuKomiti Inotonga Mhosva kuti richengetwe.

Ini, _____ Semushandirwi
/mushandi/mumhan'ari ndinobvuma kuti ndagamuchira zvakabuda patongwa mhosva.

(Siginecha)

Zuva

NHAMATIDZWA V

**KUENDESWA KWECHICHEMO KUKOMITI INOGAMUCHIRA ZVICHEMO
PANOZADZISWA NEMUSHANDI**

Zita reMushandi: _____

Zita reMushandirwi: _____

Chinzvimbo chepabasa: _____

Tsanangura zvakajeka zvisina kukufadza:

Wakaendesa nyaya yako kumushandirwi here?

Hongu

Kwete

Kana wapa mhinduro yokuti HONGU pamusoro apa, tsanangura kuti wakaendesa chichemo chako rini uye kuti ndeapi matanho akatorwa nemushandirwi kugadzirisa chichemo chako kana aripo.

Ndedzipi nzira dzaunoona sedzakanaka dzingashandiswa pakugadzirisa zvichemo?

Saina _____

Mushandi

Zuva

KUZIVISA KUTI WAGAMUCHIRA GWARO

Komiti Inogamuchira Zvichemo ichagamuchira magwaro maviri akanyorwa zvakafanana efomu rino, nhengo yeKomiti iyi ichazadzisa fomu riri pazasi yodzorerera rimwe racho kumushandi kuti richengetedzwe.

Ini, _____ senhengo yekomiti inogamuchira zvichemo ndinobvuma kuti ndagamuchira fomu rinoshandiswa pakuendesa mhosva kuKomiti Inogamuchira Zvichemo.

(Siginecha)

Zuva

NHAMATIDZWA VI

GWARO RINONYORWA NEKOMITI INOGAMUCHIRA ZVICHEMO

CHERECHEDZO: FOMU RINO RINOZADZISWA NEKOMITI INOGAMUCHIRA ZVICHEMO

Zita reMushandi ane chichemo: _____

Zita reMushandirwi: _____

Chinzvimbo chePabasa: _____

Kanzuru Inoona nezvoKupinza Mabasa Muindasitiri yezvoKurima muZimbabwe:
Chibvumirano Chinoitwa neMapoka Anomirira Vashandi neVashandirwi Chakanyorwa Pasi
(Mashandiro neMitemo Inofanirwa kutevedzerwa)

Ndapota, nyora zvizere chichemo chomushandi:

Chichemo chagadziriswa here? HONGU KWETE

Kana chichemo chomushandi chakagadziriswa:

Chichemo ichi chakagadziriswa rini? Zuva: _____

Chichemo chakagadziriswa sei?

Ndeapi matanho, kana aripo anokurudzirwa neKomiti Inogamuchira Zvichemo kuti atorwe kudzivirira Zvichemo zvevashandi zvakafanana neichi mune ramangwana?

Kana chichemo chomushandi chisina kugadziriswa:

Ndezvipi zvakabuda muongororo yakaitwa neKomiti Inogamuchira Zvichemo zvakanangana nechichemo chakaunzwa nemushandi, zvinosanganisira kuti chichemo chiri pamutemo here?

Ndeapi matanho, kana aripo anokurudzirwa neKomiti Inogamuchira Zvichemo kuti atorwe pakugadziriswa chichemo chemushandi?

_____ Mhiko
yaSachigaro weKomiti Inogamuchira Zvichemo

Ini, _____saSachigaro weKomiti Inogamuchira Zvichemo ndinotsidza kuti gwaro riri pamusoro ndereKomiti Inogamuchira Zvichemo uye ndinoisa siginecha yangu pazasi.

_____ Sachigaro- Komiti
Inogamuchira Zvichemo Zuva _____

KUZIVISA KUTI WAGAMUCHIRA GWARO

Komiti Inogamuchira Zvichemo ichagamuchira magwaro maviri akanyorwa zvakafanana efomu rino, nhengo yeKomiti iyi ichazadzisa fomu riri pazasi yodzorerera rimwe racho kumushandi kuti richengetedzwe.

Ini, _____senhengo yekomiti inogamuchira zvichemo ndinobvuma kuti ndagamuchira fomu rinoshandiswa pakuendeswa mhosva kuKomiti Inogamuchira Zvichemo.

(Siginecha)

Zuva

KUZIVISA KUTI WAGAMUCHIRA GWARO

Komiti Inogamuchira Zvichemo ichagamuchira magwaro maviri akanyorwa zvakafanana efomu rino, nhengo yeKomiti iyi ichazadzisa fomu riri pazasi yodzorerera rimwe racho kumushandi kuti richengetedzwe.

Ini, _____senhengo yekomiti inogamuchira zvichemo ndinobvuma kuti ndagamuchira fomu rinoshandiswa pakuendeswa mhosva kuKomiti Inogamuchira Zvichemo.

(Siginecha)

Zuva

KUZIVISA KUTI WAGAMUCHIRA GWARO

Mushandirwi nemushandi vose vachagamuchira magwaro maviri akanyorwa zvakafanana efomu rino, mumwe nemumwe achazadzisa fomu iri odzorerera rimwe racho kuKomiti Inogamuchira Zvichemo kuti richengetwe.

Kanzuru Inoona nezvoKupinza Mabasa Muindasitiri yezvoKurima muZimbabwe:
Chibvumirano Chinoitwa neMapoka Anomirira Vashandi neVashandirwi Chakanyorwa Pasi
(Mashandiro neMitemo Inofanirwa kutevedzerwa)

Ini, _____ seMushandirwi/mushandi ndinobvuma
kuti ndagamuchira gwaro reKomiti Inogamuchira Zvichemo.

(Siginecha)

Zuva

NHAMATIDZWA VII

KUENDESA ZVICHEMO KUKANZURU INOONA NEZVOKUPINZA MABASA
MUINDUSITIRI YOZVOKURIMA MUZIMBABWE

CHERECHEDZO; *Fomu iri richazadziswa ari maviri rimwe chete richiendeswa kuKanzuru Inoona nezvoKupinza Mabasa muIndusitiri yozvoKurima muZimbabwe ichiwana kopi imwe chete uye nyakutura chichemo achichengeta gwaro rimwe chete zvakare rakadhindwa neKanzuru Inoona nezvoKupinza Mabasa muIndusitiri yozvoKurima muZimbabwe.*

Zuva

1. Zvine chokuita nemushandi:

Zita:kuva Munhurume kana munhukadzi:

Kero:.....
.....

Nhamba Dzenhare: *Email:*

2. Zvine chokuita nemushandirwi:

Zita:

Kero:

Nhamba Dzenhare: *Email:*

3. Chibvumirano chokupinda basa

- (a) Mitemo yezvoKurima
- (b) Kutanga basa.....
- (c) Kusiya basa.....
- (d) Mhando yebasa.....
- (e) Mhando yechibvumirano chebasa
- (f) Muhoro..... Wepazuva/mavhiki maviri/pamwedzi

4. Mhosva dzinopomerwa mushandi:

- i.
- ii.
- iii.

iv.

v.

Siginecha: Nhamba dzeChitupa:

Chinyorwa chiri kuendeswa kuZimbabwe Government Gazette Chakanyorwa musi wa18 Kurume, 2022.

Chakatsikiswa neGovernment Printer, Harare.