

Mutemo wevanotengesa mumigwagwa nemumisika muKarozi:

Mikana nematambudziko mukuedza kuvandudza raramo
yevanotengesa mumisika nemumigwagwa



Vanotengesa mumisika nemumigwagwa chikamu chakakosha muraramo nehupfumi hwemukaKaro. Vanopa zvekushandisa nekuita nemabasa anodikanwa munzvimbo dziri pedyo uye dziri nyore nemutengo yakaderera. Vazhinji vanoita mabasa emaoko vasina zvikwanisiro. Izvi zvinoita kuti vapinde mumatambudziko akasiyana siyana anoita kuti raramo yavo ive yakaomarara.

Boka reZimbabwe Chamber of Informal Economy Associations (ZCIEA) riri kushandidzana nerimwe boka rinonzi Women in Informal Employment: Globalizing and Organizing (WIEGO) ne StreetNet International (SNI) muchirongwa chine chinangwa chekunatsurudza hurukuro pakati pevanotengesa nemakanzuru, pachishandiswa mapazi emutemo maviri anoti:

- 1. Administrative justice:** Chikwata chemutemo chinotungira vakuru vehurumende kusanganira vemakanzuru kuti vateedze gwara mukutora matanho avo zvichisanganisira kuteedza mutemo, kupa yambiro uye kupa mukana kune vachakanganiswa kushanda nguva yekutaura divi ravo.
- 2. Recommendation No. 204:** Gwara rinobva kubazi reInternational Labour Organization (ILO) mukuvandudzira mashandiro evashandi vanoita mabasa emaoko asina zvikwanisiro nekubatsira kuti vazowane zvikwanisiro. Kubva muna 2019, boka reZCIEA rakashandisa danho reR204 kunyorera pasi zvibvumirano zvekushandidzana nemakanzuru anopfuura makumi maviri (20) (kusanganisira Beitbridge, Chikomba, Chitungwiza, Gwanda, Plumtree) kusimbisa hurukuro pane zvinonetsa zvakananana.

Tirikuita chirongwa ichi kuKaro nePlumtree, madhorobha maviri uko boka reZCIEA rinoona mukana wekunatsurudza hukama nemakanzuru. Takatanga chirongwa ichi neongororo yekuda kunzwisisa kuti sei vanhu vachitengesa munzvimbo yeKaro vasina zvikwanisiro uye matambudziko avanosangana nawo nekuda kwekushanda vasina zvikwanisiro. Bepanhau iri ririkutsanangura kuti ongororo ino yakaitika sei, muchidimbu zvakananana muongororo uye matanho angatorwe kuenda mberi.

Ongororo iyi yaimboba yei uye yaisanganisira chii?

Ongororo iyi yakaitwa mugore ra2024 kuedza kupindura mibvunzo mitatu inoti:

- Ndeipi mitemo inoshandiswa mukubvumidza kana kurambidza kutengesa?
- Inomboshanda sei mitemo iyi chaizvo?
- Ndezvipi zvinhu zvinobatsira kana kukanganisa kushanda zvakanaka kwemitemo iyi?

Takashandisa nzira dzakasiyana siyana kuunganidza nhau idzi kusanganisira: ongororo yemabhuku nemitemo yevanotengesa, bvunzurudzo kune vanotengesa (40) nevatungamiri vavo, bvunzurudzo kuvakuru vemakanzuru uye hurukuru muzvikwata zvevanotengesa (13) kusanganisira murume mumwechete uyo anorarama nehurema. Kuwedzera paneizvi takaita gungano rekusimbisa zvakananana musarudzo tichigoverana zvakananana muongororo nevatungamiri veZCIEA, nhengo dzeZCIEA nevasiri.

Takadzidzei kubva mutsvagurudzo iyi?

Vazhinji vanotengesema mamiriro emashandiro avo haana kumira zvakanaka

Pane vakabvunzurudzwa chikamu makumi matanhatu nenhanhatu kubva muzana (66%) (26 vanhu) vakati pekutengesera uye zvekushandisa idambudziko guru. Pavanotengesera inzvimbo iri kure nevanotenga. Vanoguma vave kusarudza nzvimbo dziri pedyo nevanotenga, asi dzisina kufanira, pavanosangana nematambudziko anosanganisira kumbunyikidzwa sepanotengeswa doro kana panoraswa marara. Vazhinji vanotengesera munzvimbo dzisina mvura yemumapombi, zvimbuji, pakavharwa uye pasingatorwe marara nguva dzose. Izvi zvinokanganisa raramo yevanotengesera.



Makwikwi akarerekera divi rimwe nderimwe dambudziko

Vanotengesera vashoma vakachema chema kuti kanzuru inobvumira: vasina marezinesi kuti vatengese, zvizvarwa zvekune dzimwe nyika kuti vatengese kwenguva yakareba apa vachitengesera zvisvoma ivo vakawirirana zviripamutemo kuti vatengese nhumbi dziri muhuwandu panguva imwechete, uye maawa mashoma. Zvakare varimi vanouya vachitengesera zvirimwa muhushoma ivo vachifanira kutengesera muhuwandu panguva imwechete apa vasina kubhadhara mutero. Vanotengesera vanotenda kuti izvi zvirikubvumidzwa nekanzuru ichinge yapihwa chioko muhomwe. Vamwe vanotengesera vanoti vakatoregedzawo kubhadhara mitero seratidziro yekupikisa kukanzuru yekubvumidza kwavo kutengesera kweavo vasina mutero. Mumwe wevakuru vekanzuru akati dambudziko revanobva kune dzimwe nyika zvinokonzerwa nehushoma hwevashandi mubazi remapurisa.



Vashoma vanotengesera vane mvumo yekutengesera

Chikamu chishanu muzana 5% vakabvunzurudzwa vaitengesera (2) vaine marezinesi uye chikamu makumi maviri muzana 20% (vanhu 8) ndivo vakafambira nyaya dzemarezinesi. Vanotengesera vanoti havana marezinesi nekuti:

- Havana ruzivo kuti zvinofambiswa sei;
- Zvinotora nguva yakareba uye kudhura;
- Havatende kuti vakaedza kufambira rezinesi vanoriwana;
- Vazhinji vanofambira marezinesi asi havamawane;
- Zviri nyore kuzvipa nzvimbo wega uye kubhadhara muripo;
- Vazhinji havaone kukosha kwekufambira mvumo yekutengesera kana pekutengesera pasina kunaka, pasina zvimbuji kana mvura.



Mibhadharo yekutengesa haina kujeka uye inodhura

Vazhinji vanobhadhara dhora rimwe chete RekuAmerika pazuva, zvisinei kuti vane rezinesi here kana kuti kwete. Vanotengesa vanobhadhara mari dzakasiyana siyana uye vasingazive kuti ndedzei. Mibhadharo inonyanya kuzivikanwa (USD 40 pagore yerezinesi) yakanyanyisa kuwanda kune vanotengesa. Kanzuru haipe nhau dzakakosha panyaya yemabhadharo emari dzemutero uye kuti ndedzei. Mutemo wevanotengesa (by-laws) hautaure kuti Kanzuru inobvumirwa kubhadharisa marii uye iri yei.

Vanotengesa vasina bvumo vanokwanisa kusungwa, kudzingwa kana zvinhu zvavo kutorwa zviri nyore.

Vanotengesa vakabvunzwa dambudziko guru mukushanda kwavo, chikamu makumi maviri muzana 20% (vanhu 8) vakataura kupindira kunoita kanzuru mukushanda kwavo. Vazhinji vanotengesa vakamhan'ara nhau yekutorerwa zvinhu, kusungwa nekudzingwa zvakananyanya mugore radarika. Vanotengesa vakachema chema kuti izvi zvinoitwa pasina chenjedzo uye nenzira ine hukasha mukati: *"vanoita zvehondo"*. Dzimwe dzenguva zvinhu zvinopwanyika kana kuti hazvidzoke kana zvatorwa. Pamusoro peizvi, vatengesi vanodzingwa pekutengesera zvisina yambiro kunyangwe kanzuru ichimbhora mari yemutero munzvimbo iyi.



Zvinowanikwa nevakadzi mukutengesa zvakasiyana pane vanhurume: Kanzuru dzimwe dzenguva inosiya varume vanotengesa kana vachidzingirira vanotengesa kana kukumbira tsvete yebonde kuti munhu kadzi awane pekutengesera kana kudzivirirwa panodzingwa vamwe pavanotengesera.

Mumwe wemadzimai paongororo akataura kuti kune kushungurudzwa kwavanoitwa sevanhukadzi nevarume vanenge vakadhakwa apo pavanotengesera michero pedyo nepanonwirwa doro: *"Zvidhakwa zvinotituka nekuti harasser pamusika"*.

Muhurukuro dzemadzimai oga vazhinji vakataura zvakare nyaya yekushungurudzwa kana kanzuru yauya kuzitora zvavanotengesa kana kuvadzinga. Kushungurudzwa kwevanhukadzi kwakasiyana nekunoitwa vanhurume: mapurisa echirume anogona kusiya madzimai achishanda kana kuvakumbira bonde kuti vawane kurerukirwa pakushanda kana kudzivirirwa pavanoshandira.

Matambudziko ehutongi hwemaguta anokanganisa hukama pakati pevanotengesa nekanzuru

Bumbiro guru remutemo weZimbabwe nemimwe mirairo zvinokusungira hurumende kusanganisira makanzuru emadhorobha kuti vateedze mirairo nezviga. Asi vanotengesa vanoti izvi hazvizi kuitika kazhinji. Izvi ndizvo zvidzidzo zvakanosha panyaya yehutongi hwemaguta:



- Mashandiro akajeka anoita kuti nhau dzakakosha dziwanikwa nyore, kusanganisira kuwanikwa kwebepa remutemo inoshandiswa kurambidza kana kubvumidza vanotengesa, bepa rinoratidza mari dzinofanira kubhadharwa nevanotengesa, kuwanikwa nyore uye zvine kujeka. Vanoshandira Kanzuru vanoti vanoshambadza nhau dzakakosha kuvagari vemuKaro. Asi zvinoratidza kuti nhau idzi hadzizi kusvika kuvanotengesa. Vanotengesa vanoti *"hazvikwanisike"* kuwana mitemo (bylaws) uye vanoda kunzwisisa kuti sei zvichitora nguva yakareba kugadzira mutemo uyu. Vakanyunyuta zvakare nenhau yekupinzwa kwezvematongerwo enyika mukutorwa kwematanho.
- Kuwedzera vanotengesa kupinda mugungano rekutora zvinovandudza matanho, kuvaka ruvimbo, kuva nemitemo yakaenzerana uye kukura kwenharaunda zvinoenderera mberi. Kanzuru inoti inoedzwa vanotengesa kumisingano iyi asi vanotengesa vanoti kungodeedzwa kusina chinobuda.
- Pane mukana weKanzuru kuti isimbise marongerero ainoita zvekushandisa nemashandiro. Zvekushandisa zvisihoma uye idambudziko guru. Kusarongeka mukushambadza mashoko zvinokonzerwa kusagona kushandiswa kwezvisihoma zviripo. Vanotengesa vakasimbisa nyaya yekuda kuziva mashandiro emapazi

ekanzuru uye vashandi vekanzuru vanomhan'ara nenzira dzipi pamashandiro avo. Vashandi veKanzuru vakachema chema nenhau yemisika isina kuvakwa zvakanaka kubva munguva dzehutongi hwevachena, mavakiro echinyakare anoita kuti misika inosara yave 'matongo'.

- Panofanira kusimbaradzwa kweruzivo nehunyanzvi hwevanoshandira Kanzuru panyaya yemutemo inoshandiswa mukutora matanho kwavanoita kuti vagone kuvandudza zviratidzo zvekubudirira kwemaguta
- Kuedza kuvandudza chiratidzo chekupatsanura hutongi (kubva pasi kusvika kumusoro soro) zvinobatsira hutongi hwemadhorobha

Chii chave kutevera?

Zvakakosha zvakaonekwa nevanotengesa mutsvakurudzo zvinosanganisira:



1

Misika yekanzuru panzvimbo dzinowanikwa vanotenga: *"Tinoda kupihwa pakanaka pekutengesera panofamba vanhu kwete pasingafambe vanhu"*



3

Nzvimbo yekutengesera inodzivirira zuva kana mvura: *"tikawana... pane building yakanaka zvinotikoshera zvekuti kana mvura yakauya hatinaiwe"*

Mvura yemumapombi inowanikwa nyore nezvimbu zvinoshanda pachena

2



MaRezinesi ane mitengo yakaderera: *"kudzikiswa kwemari dzatinobvisa pazuva rega rega"*

4



5

Kufambiswa kwenyaya negwara (kusanganisira kupa chenjedzo neyambiro) pasati patorwa matanho ekutora zvinhu zvevanotengesa kana kuvadzinga

Kunatsurudza hurukuro pakati pevanotengesa nekanzuru chikamu chakakosha chekutanga kuti matambudziko agadziriswe. Chirongwa ichi chichakurudzira kushandiswa kwezvombo zvemitemo zviviri zvatambotaura - administrative justice neR204 - kukurudzira izvi. Chirongwa ichi chichasanganisira:

- Kusimbisa hwaro hwevashandi kuti vashandise zvombo zvemitemo zvinoti administrative justice ne R204, kuzvidzivirira nekuvandudza kodzero dzavo;
- Kukurudzira hurukuro pakati pevashandi nevakuru vekanzuru uye kufambiswa kwemashoko akakosha pakati pevashandi nemakanzuru; kusanganisira kugadzirwa kwemutemo unoshandiswa kurambidza kana kubvumidza vatengesi muKaro.
- Kuvaka hukama pakati pemagweta, kuvakurudzira kuti vashandidzane nekubatsirana nevashandi vanoita mabasa emaoko.

Mupikicha wepamberi: Kubva kuruboshwe-Wisborn Malaya, SaChigaro weZCIEA yose; Gladys Choga; Maud Mujeni, Tania Mutize; Lorraine Sibanda, Mutungamiriri weZCIEA yose, and Stancilaus Mutomba pamusangano wakaitirwa muKaro, Zimbabwe wekusimbisa zvakabuda mutsvakurudzo) **Akatora mupikitya:** Fungai Munetsi, Mubati wemashoko muZCIEA.

About the Project Partners

ZCIEA iboka rinovakwa ne nhengo, donzvo raro riri rekumirira vanoita mabasa emaoko muZimbabwe. Rine nhengo dzinozvishandira nevanoshanda mabhizimusi madiki asina kunyoreswa nehurumende nevashandi vasina kunyoreswa muZimbabwe. Visit zciea.org.zw

WIEGO iboka repasi rose rinobatsira hurongwa hwemadzimai vanoita mabasa emaoko kunyanya madzimai vanorarama muhuro. WIEGO inotenda kuti mushandi wese anofanira kuva nemukana wakaenzerana, kodzero nekudzivirirwa. Visit www.wiego.org

StreetNet International (SNI) iboka repasi rose revanoita mabasa emaoko vakazvipira, chinangwa chiri chekukurudzira nekusimudzira kuzvitonga nekubatana kusina hudzvanyiriri hwevanotengesa mumigwagwa nemumisika nevanotengesa vachibuda kune dzimwe nyika. SNI inowanikwa munyika dzinopfuura makumi mashanu (50) dzichimirira vashandi zviuru zvemuzana manomwe (700, 000). Visit streetnet.org.za

