



# Kusimudzira hurukuro dzinobudirira munharaunda: Gwaro rinobetsera vanoronga hurukuro muZimbabwe

Kurume 2025

Gwaro iri rakagadzirirwa kusimudzira kuitwa kwehurukuro dzinobudirira munharaunda dzeZimbabwe. Rinovakwa nehumbowo wakatorwa kubva pahurukuro dzakaitwa 13 munharaunda dzakasiyana siyana munyika yeZimbabwe kubva mugore ra2018 kusvika 2023. Dzose hurukuro idzi dzinopenengurwa nekudzeyewa muchinyorwa chakaparurwa neboka reIFIT chinconzi, Promoting Bottom-Up Dialogue: A Study of Community-Level Dialogue Experiences in Zimbabwe.

Zvakabuda mutsvakurudzo iyi zvakapamhidzirwa nekuwana rutsigiro kubva kune mapoka akati kutii anoshanda mukuronga nekuita hurukuro idzi munharaunda dzakasiyana siyana muZimbabwe. Mapoka aya anosanganisira anoti Institute for Local Governance (ILG), Youth Empowerment and Transformation Trust (YETT), Community Youth In Development Trust (CYDT), Youth in Peace Building Initiative Trust (YIPIT), Zimbabwe Women Against Corruption Trust (ZWACT) and The Zimbabwe Association of Community Radio Stations (ZACRAS).

Chinyorwa ichi chinokurudzira kuti munhu wese munharaunda ange achiva chibande chekurongwa kunoitwa zvinhu munharaunda yaagere, uye nekukurudzira nzira dzakasiyana dzekupedza kusawirirana kunyanya yehurukuro. Tsvakurudzo yakaitwa neIFIT iyi inokurudzira kukosha kwehurukuro mukubatanidza nharaunda pakupeda matambudziko adzinosangana nadzo.

IFIT inopa Kutenda kwakanyanya ku Swiss Embassy nemutungamiriri weSwitzerland muZimbabwe, vaStephane Rey, nerutsigiro rwavo ruzere rwavakatipa.





## 1 Chii chinonzi hurukuro dzemunharaunda?

Idariro, dare, musangano kana gungano rinokwezva vanhu vakasiyana siyana vagerere munharaunda kuti vasangane vachikurukura pamusoro penhau imwe chete. Chinangwa chiri chekudzeya dambudziko nekutsvaga nzira dzekuripedza pamwe chete senharaunda.



## 2 Hurukuro ingashandura sei nharaunda?

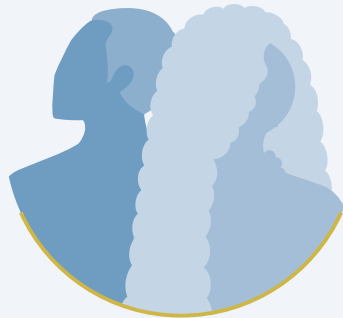
Hurukuro yakakoshera nharaunda uye inobetsera kuvaka nyika, inosimbaradza kubatana uye ichipa simba kuvanhu nenharaunda dzavo rekugadzirisa matambudziko anovavira mukunzwisana nekutaurirana. Hurukuro inzira isingapere simba yekuchengetedza runyararo munharaunda.

## 3 Ndiyani anogona kushandisa gwaro rino?

- Vatungamiriri venharaunda (Madzimambo, madzishe, masadunhu, masabhuku)
- Vagari vemunharaunda
- Vanomiririra nharaunda idzi muhurumende (makanzura)
- Makurukota ehurumende (nhengo dzepariyamende)
- Mapoka anomiririra vanhu munharaunda (CBOs) nemunyika yose (CSOs)
- Vane basa rekuronga nekutungamirira hurukuro
- Mapoka anoshandidzana nemakereke nevezve mweya
- Masangano ezvema bhizimusi
- Nzvimbo dzezve dzidzo nana muzvina fundo



## 4 Zvaunofanira kucherechedza usati watanga?



### Nzwisisa nharaunda yako

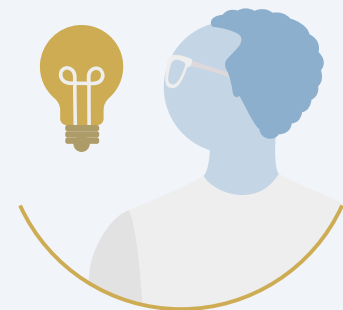
- Nharaunda yoga yoga yakasiyana neimwe, ine mazera akasiyana, inoda zvakasiyana uye yakasangana nezvakasiyanawo.
- Nharaunda yoga yoga ine chitendere chayo, zvainotenda, tsika nemagariro aya akasiyana nedzimwe.
- Tsvagayi pamunokwanisa kupinda napo munharaunda angave maDzishe, makanzura kana mapoka agara anoshanda munharaunda iyi.
- Ivayi neruzivo rwenhorondo yenharaunda iyi unogona kukonzeresa kupokana nemagamuchirwo angangoitwa hurukuro nenharaunda iyi.
- Tsvagay mapoka nevanhu vakakosha kunde varipo kuitira pashaiwe vanosiwa, hurukuro ive yemunhu wose uye ive nechiremerera.



### Nzwisisa nhau iripo

Nhau rinogona kuva njodzi kana dambudziko rikuru rikukanganisa munhu wese nemapoka ose munharaunda nenzira dzakasiyana siyana. Kuigadzirisa zvinoda hurukuro yakasimba kuti nhau iyi inyatsonzwisika kuti ingapedzwe seyi.

- Rongayi musangano wekuti vanhu vasarudze Nyaya yavari kuda kuita hurukuro pamusoro pezvayo munharaunda yavo.
- Nzwisisa kuti nhau inogona kuonekwa nenzira dzakasiyana siyana zvichienderana nemagariro nemararamiro enharaunda yoga yoga.



### Usanonotse hurukuro yakakosha!

Kumirira nguva inake zvogona kunonotsa hurukuro. Nharaunda hadzifanirwe kunonoka kutanga kutaura pamusoro penhau dzikuvanetse sezvo mukana uyu unogona kupfura kana kuvharika.

## 5 Ndedzipi mhando dzehurukuro dziripo?

### Mhando



#### Bvunzurudzo

Hurukuro yekuti vagary vemunharaunda vanobvunzwa vachitaura zvavanofunga pamusoro penhau iripo/dambudziko riripo vachipa mafungiro avo kuti ringapedzwe sei.



#### Kuyanisanisa

Nzira iyi inotungamirirwa nemuyanisanisa anobetseredza kuti mapoka arikunetsana akwanise Kuwana paanonzwanana vogadzirisana.



#### Nhaurirano

Kutaurirana kwemapoka akunetsana pasina munhu pakati kusvika vawirirana pane zvavari kunetsana.

### Chayakanakira

- Rinokurudzira munhu wese ave nechibande nekuva renharaunda
- Rinopa pfungwa dzakawanda dzakasiyana siyana
- Rinogamuchirika munharaunda nezvarino buritsa

- Akutungamirira haana divi uye anerutsigiro rwemapoka ose
- Muyananisi anotsigira zvabuda muhurukuro.
- Zvawiriranwa zvosara nenharaunda ichiita
- Inokurudzira kunzwanana nemushandira pamwe

- Varikupokana vanobuditsa mhinduro pakati pavo ve.
- Inokurudzira kunzwisana nekuregererana
- Inogona kukasika kupera uye haina

### Chayakaipira

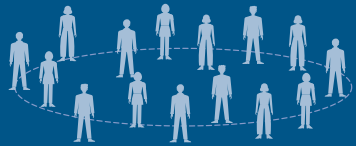
- Rinotora nguva yakareba kupera nezvekushandisa zvakawanda
- Pane njodzi yekuneta kana zvarebesesa
- Hapana chisungo chekuti zvataurwa ndozvichaitwa
- Vanotaurisa vanogona kufushira mazwi evamwe

- Kusaenzana kwemasimba kunogona kuvhiringa zvino-buda muhurukuro iyi
- Huchenjeri nekusava nedivi kwemuyanisanisi kwakakosha

- Simba rikawandira divi rimwe zvobuda zvogona kurerekera divi rimwe
- Pakasaita kuwirirana ruvengo runogona kutowedzera

## 6 Hurukuro dzinoitwa nenzira dzipi?

### Nzira



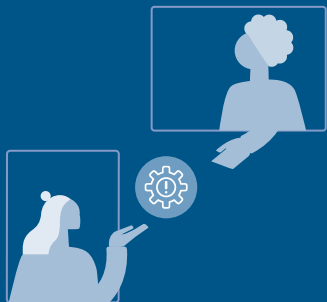
#### Musangano

Vanhu vanogara mudenderedzwa vose vachipihwa mukana wekutaura zvavanofunga panhau iripo.



#### Musangano

Vatungamiriri vanoparura pfungwa dziripo pamberi pevanhu, avo vanozopihwa mukana wekutaura zvavanofunga kana kubvunza mubvunzo pane zvataurwa.



#### Kutaurirana

Vanhu vanenge vakasununguka kutaura chero zvavanofunga nekuunza pfungwa itsva chero dzimwe nhau.

### Chayakanakira

- Inoyenzanisa vanhu ichikurudzira kuonesana mifungo yakasiyana
- Inogadzira nzvimbo yakasununguka kuti vanhu vose vataure
- Inopa mukana kuti pfungwa dzakawanda dzakasiyana dzinzwikwe
- Inobatsira kuumba kunzwanana nekuwirirana pane zvinobuda

- Inopa mukana wekuti pfungwa dzizivise dzichizopenengurwa neruzhinji
- Inokurudzira nharaunda yose kuti iite chibande muhurukuro
- Inosanganisa ruzhinji nevanesimba rekugadzirisa zvichemo zvavo
- Inoita kuti munhu wose azive zvi-konzero mamwe matanho akatorwa nevatungamiriri

- Inokurudzira kutaura zvakasununguka mafungiro nemaonero evanhu
- Inotendera nhau itsva dzinyuke mukutaura
- Inokurudzira muonera pamwe pakugadzirisa matambudziko
- Inopa munhu wese mukana wekuva chibande chehurukuro nezvinobuda

### Chayakaipira

- Inotora nguva yakareba kana vanhu vakawandawo
- Vanotaurisa vanogona kunyaradza mamwe mazw
- Inowanzo shaikwa simba rekuita zvisungo kana kuzoteverera zvawiriranwa
- Rinoda hunyanzvi wakanyanya kuti Nyaya isaraswe ribuditse zvobatika

- Inogona kurerekera divi rimwe pakaita munhu anoyiwa
- Nguva yekutaurirana inowanzo shomeka
- Panogona kubuda pasina chawiriranwa
- Inoda munhu akasimba kuti arambe achinangisa hurukuro kwainofanira kuenda
- Vanhu vakawandisa kutaurirana kunogona kunetsa

- Ine njodzi yekurasika kwakanyanya
- Vane simba rakanyanya pamuromo vanogona kuzonzwikwa voga
- Panogona kushaikwa chonyatsobatika kana zvinoitwa rapera
- Rinoda hunyanzvi pakuriitisa kuti pabude zvinoonekwa
- Pane njodzi yekutambisirana nguva pasina chabuda

## 7 Ndivanani vakakosha kuvepo muhurukuro?



### Mapazi ehurumende

Hurukuro dzenharaunda muZimbabwe dzinoda rutsigiro wemapazi ehurumende norutendero rwevano chengetedza mutemo. Mapoka anoronga hurukuro idzi vanofanira kubuda pachena nekutsvaga mvumo inodiwa vasati vaunganidza vanhu munharaunda.



### Sachigaro

Vana Sachigaro vane basa rakakura rekuona kuti hurukuro dzinoramba dzakanangana nenhau yaunganirwa. Vanenge varonga hurukuro idzi vanogona kuita sachigaro zvakare asi vanofanira kunge vane ruzivo nehunyanzvi wekuti hurukuro inoitiswa sei. Sachigaro anofanira kuona kuti agadzira nzvimbo yakasununguka kuti vanhu vataure nyaya dzavo pasina kutya kana kumbunyikidzika.



### Vatungamiriri vemunharaunda

Vatungamiriri vemunharaunda vakakosha pahurukuro sezvo vachiunza rutsigo nekuremekedzwa kwechiitiko ichi. Vanoronga kana vasiri vatungamiriri munharaunda vanofanirwa kugara vataura nevatungamiriri pakutanga. Vatungamiriri vanesimba rokukwanisa kuunganidza vanhu uye kuzoona kuti zvabuda muhurukuro zvaitwa.



### Vagari vemunharaunda

Vagari vemunharaunda vakanyanyo kosha sezvo varivo vanofanira kuenda mberi pahurukuro. Ndivovanoziva zvikunetsa munharaunda yavo. Ndivo zvakare vane basa rekuona kuti zvabuda muhurukuro zvaitwa nekutsigira vanoronga hurukuro idzikuti dzibudirire.



### Varongi vehurukuro

Varongi vehurukuro vanofanira vari vanhu kana mapoka akavimbika anozivikanwa munharaunda achikwanisa kuunganidza vanhu. Ndivo vanoronga maitikiro achaita hurukuro nekukoka vachange varipo. Vanofanira Kuziva kuti simba rirere payi munharaunda voumba hukama nevatungamiriri vemunharaunda iyi.



### Vatsigiri vehurukuro

Ava vanofanira vari vagari vemunharaunda vanotsigira kuitwa kwehurukuro, vanopinda muvanhu, vachivakurudzira kuuya kuhurukuro. Vanogona zvakere kuita kuti nhau inyatso nzwisisika nevamwe munharaunda nekufambisa shoke rezvingaitwe kuti igadzirisike.



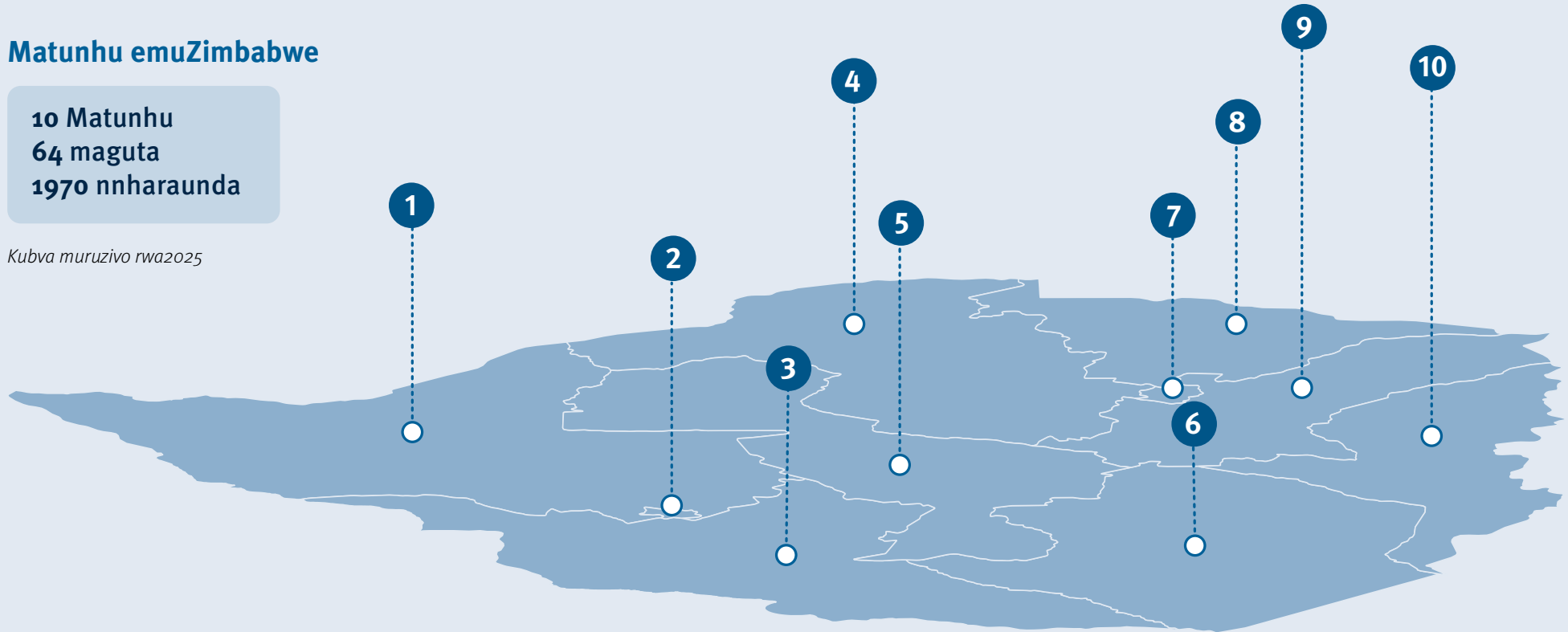
## 8 Munokoka sei vanoremekedzeka nevane simba rekuchinja zvinhu?

Kukurumidza kupinza mukati mehurukuro vatungamiriri vanoremekedzwa nevanesimba rekushandura zvinhu zvakakoshera kuti munokasikawo kuwona zvido zvenharaunda zwichigadzirisika, zvinoita kuti hurukuro idzi dzive nesimba nekugamuchirika munharaunda. Kugara mavakoka kunorati-dza kuti munoda hurukuro idzi dzive nezvinobatika zvinoitwa mushure dzapera. Zvakakosha Kuziva kuti vatungamiriri nevanogadzirakitemo, vanomiririra mapazi api ehurumende nesimba ravainaro, Izvi zvinoita kuti hurukuro dzive nemutsindo.

### Matunhu emuZimbabwe

10 Matunhu  
64 maguta  
1970 nharaunda

*Kubva muruzivo rwa2025*



1. Matabeleland North  
2. Bulawayo

3. Matabeleland South  
4. Mashonaland West

5. Midlands  
6. Masvingo

7. Harare  
8. Mashonaland Central

9. Mashonaland East  
10. Manicaland

## Kuziva mamiriro ehurumende yeZimbabwe kuitira pakukoka vatungamiriri

Chikero	Hutungamiriri wechinyakare	Mamiriro ehurumende
Nyika yose	<b>Mambo</b> Mukuru weboka remaDzimambo anowanikwa achigare mudare huru repariyamende. Anosarudzwa nemaDziMambo enzvimbo dzose dziri munyika pavanosangana seboka rimwe.	<b>Nhengo dzePariyamende</b> Dzinovhoterwa neruzhinji Gurukota rebazi rehurumende Rinosarudzwa nemukuru wenyika Munyorori mukuru webazi rehurumende Anosarudzwa nemukuru wenyika Sachigaro wechidumbu chepariyamende Uyu anosarudzwa nevamwe vake mupariyamende mukuwirirana kwemapato avo.
Matunhu	<b>Mumiririri wamambo/ Ishe</b> Anosarudzwa netsika dzechinyakare	<b>Nhengo yemba yeSeneti</b> Inovhoterwa pasarudzo dzenyika Gurukota rinomiririra dunhu Rinosarudzwa nemukuru wenyika Murongi mukuru wedunhu Anogadzwa nebazi rehurumende rinoona nezvemabasa
Maguta	<b>Mambo</b> Anozvarwa muimba yeumambo anozogadzwa nemukuru wenyika	<b>Murongi mukuru weguta</b> Anoiswa nebazi rehurumende rinoona nezve Mabasa ehurumende. Mukuru wekanzuru dzekumamisha Anogadzwa nekanzuru, zvotenderwa negurukota rehurumende
Nharaunda	<b>SaDunhu</b> Anosarudzwa naMambo ozogadzwa negurukota rehurumende	<b>Nhengo yekanzuru</b> Anovhoterwa neruzhinji Vagari vekomiti yebudiriro yenharaunda Vanosarudzwa nevagari vemunharaunda
Musha	<b>SaBhuku</b> Anosarudzwa naSadunhu zvobvumirwa naMambo ozogadzwa negurukota rehurumende	Vagari vekomiti inoona nezvebudiriro yemusha/bhuku Vanosarudzwa nevagari vemubhuku iriro.

## 9 Ndezvipi zvinodiwa kuti hurukuro yenharaunda ibudirire?



### Kuronga nekugadzira chinangwa

- Kuronga chinangwa chehurukuro nevagari vemunharaunda.
- Ngapave nemukana wekugadziridza chinangwa nekuwedzera nhau itsva.



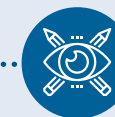
### Kusarudza nzvimbo

- Sarudza nzvimbo yakasununga inoita kuti vanhu vapombonoke kutaura maonero avo.



### Kugadzira mitemo

- Tangayi nekutsinhidzira kukosha kwe-mitemo kuti hurukuro ive nechimuko.
- Chiumbayi mitemo pamwe chete neva-rikuita hurukuro isati yatanga.
- Rambayi muchidzokera nekurangarid-zana mitemo iyi kuti hurukuro ifambe mushe.



### Kugadzira muono nekuita zvisungo

- Ipayi vagari vemunharaunda mukana wekugadzira muono mumwe maererano nenharaunda yavo.
- Muono uyu ngaunyorwe wegoverwa vagary vose kuti vakurudzirwe kushandira pamwe.



### Kupenengura nekuzivisa zvikuitika

- Penengurayi zvakabuda muhurukuro idzi kubva kuvagari vemunharaunda.
- Shandisayi ruzivo rwamunowana kunatsurudza maitiro ehurukuro idzi.



### Zvekuita hurukuro yapera

- Shandayi mofe kunyatfonyora zvakajeka zvofanirwa kuitwa kuti zvabuda muhurukuro zvibudirire, muchipa vanhu kana mapoka evanhu bafa rokuita.
- Tarayi nguva yekuti zvinhu izvi zvo-fanira kunge zvapera.



### Kuchengetedza magwaro

- Shandisaayi nzira dzinehungwaru dzekufambisa mashoko kugara muchizivisa vagary zvikuitika nezvikuitwa mushure mehurukuro, kuti vanhu varambe vane chvimbo muhurukuro.
- Nyorerayi vakakosha vanenge vakundikana kuuya kuhurukuro izvo zvamakawirirana.



### Hunyanzvi pakutungamirira hurukuro

- Ivayi nechokwadi kuti vakuitisa hurukuro vane ruzivo rwenzira dzakasiyana siyana kuti hurukuro idzi dzisakanganwisa neku-shaya ruzivo kwevanhu ava.

## 10 Ndezvipi zvinonyanya kuvhiringidza hurukuro?

- Zvimhinga mupinyi hazvishaikwe panoitwa hurukuro, zvakanosha kuti mugare makazvichenjererera nekugadzira gwaro rekuona kuti ndezvipi zvingavhiringa hurukuro, zvinganyanyo vhiringa chii, uye zvingakundika sei.

Muyenzaniso wekuita izvi uripazasi apa, imi gadzirayi gwaro rinoenderana nezvamuri kuita nekusangana nazvo:

Chimhinganiso/njodzi	Mukana wekuitika	Kukura kwenjodzi iyi	Zvingadzivirirwe sei	Anofanira kugadzirisa izvi
Kushomeka kwevanhu kana pfungwa dzinobuda	Pakati nepakati	Kwakanyanyisa	Shambadzirayi hurungwa wehurukuro iyi muchishandisa vatungamiriri munharaunda, tsvagayi zvekupa vanhu sechikafu nemari dzokufambisa.	Vakuronga hurukuro Vatungamiriri Vatsigiri vehurukuro
Kushomeka kwezvekushandisa	kwakaderera	Kwakanyanya	Nyatsotorayi nguva kuronga nekuunganidza zvole zvinodiwa kuti hurukuro iyitike, tsvagayi nzvimbo isinganetse kusvika.	Vakuronga hurukuro
Kuvhiringwa nezvekunze	Kwakanyanyisa	Kwakanyanya	Rongayi pamwe nevanesimba munharaunda, tsvagayi mvumo kumapurisa.	Vakuronga hurukuro
Kupokona muhurukuro	kwakanyanya	Pakati nepakati	Gadzirayi mitemo pakutanga, vanoitisa ngavave neruzivo rwekuchengetedza runyararo.	Arikuitisa hurukuro

## 11 Zvinodiwa kuti hurukuro iyenderere mberi



Tenderayi nguva dzese kuti nharaunda dziumbe chinangwa chehurukuro kubva pakutanga ive hurukuro yavo.



Garayi muchizivasa munhu wose ane chibande pahurukuro kuti zvakanwiranwa zvave papi uye zvikufambiswa sei.



Ngapave nenzira yakanaka yokuti zvawiriranwa pahurukuro zvisiwe mumaoko evachashanda kugadzirisa zvinhu, vachishandidzana zvakanaka nenharaunda nevakaronga hurukuro yacho.



Buritsayi pachena zvakanaka zvabuda muhurukuro nezvinenge zvichinetsa kuti pasave nechitsotsi kana kuvanzirana.