



One Nation, One Objective

FREEZIM CONGRESS CONSTITUTION

(as amended and adopted)

*“Life to the People, Wealth in the Country”
“Upenyu kuVanhu, Upfumi muNyika”
“Impilo Ebantwini, Inotho Elizweni”*

www.freezimcongress.org

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Chapter 1: Introduction and the History

From Sekuru Kaguvi, Ambuya Nehanda, Lobengula and Mzilikazi in the beginning to the times of liberation from colonial rule led by President Robert Mugabe, Joshua Nkomo, Ndabaningi Sithole and many other heroes and heroines whose history is not recorded, the spirit of the Zimbabwean has always fought to be free. To be free from all forms of bondage: – colonial, oppressive, racial, tribal, gender, poverty, diseases, and other.

In its' struggles- internal and or external, Zimbabwe fought for:

- (1) Sovereignty and territorial independence from colonialism,
- (2) The right to self democratic rule in accordance with our customs, traditions and African way of life (faith), right to vote for representatives in government; and
- (3) Equal opportunities, fairness, justice, freedom of expression, access to basic life's requirements by all, freedom to assemble and movement from one place to another in peace for all its' people.

Independence from colonial rule was achieved in 1980. And, we Zimbabweans remain indebted to those who were at the forefront of the Chimurenga liberation struggles and the struggle for social justice. Nonetheless, there are periods in our history when we did not live up to the true spirit of unity and freedom. That, we should be mindful of and ensure that such periods are not experienced again under any conditions today, tomorrow and in the future.

In human history, there are too few men and women who have dedicated their entire lives to helping others. That's what is at the heart of men and women of FreeZim Congress – helping to create and maintain a peaceful and prosperous Zimbabwe.

Therefore, we, the people of the FreeZim Congress in order to organize and perpetuate a representative, effective, caring and responsible governing party; advance the principles of democracy, social justice, equitable society, uphold civil rights, civil liberties; and advance the interest of the Nation of Zimbabwe do hereby adopt this Constitution of FreeZim Congress ("FreeZim Congress Constitution").

Chapter 2: Name, Origins and meaning

2.1 Name

The name of the organization is, and shall be, FreeZim Congress (“FREEZIM”).

2.2 Symbol

The party symbol has three (3) images of people symbolizing family, happiness, unity and support structures inside an arc shape with FreeZim Congress written in white (blue) letters on a blue (white) background. The background height is 1.005634 times the width.

2.3 Slogan

FreeZim Congress slogan is timeless, with people’s wellbeing at the centre of its existence.

“Life to the People, Wealth in the Country”

“Upenyu kuVanhu, Upfumi muNyika”

“Impilo Ebantwini, Inotho Elizweni”

2.4 Origins of the name

The name FREEZIM simply came from the fact that Zimbabwe is a free, independent country. Free in sense that its nationals have or must have the freedom of association, movement, conducting activities that promote individual, family, community, economic growth and national peace. As a country, we should be independent of historical dictation, external divisive influences and be united in our diversity to safeguard the interest and history of Zimbabwe. Acknowledging all Zimbabweans – men and women with different backgrounds, cultures, beliefs and religions who positively contributed and continue to contribute to the development of Zimbabwe as a free, peaceful and sovereign country, we commit to build on the good foundations laid by our predecessors.

FreeZim Congress as a forward-looking, progressive, serving social-workers party was conceptualized in 1986. The first organizational activities were started in 2005. In 2010, FREEZIM started recruiting membership. In a progressive, compassionate society, freedom is indivisible. The suffering, poverty, oppression and discrimination experienced by one will be experienced by many directly or indirectly. Therefore a free, open and united society is most ideal for peace and the advancement of mankind.

2.5 Founding Statement

FreeZim Congress believes in, and submits itself to, the Powers of the Creator of all that is living, the Earth and Heavens. The world has so much to give in proportion to individual efforts such that we able to live in peace and harmony with all the diversity created among us and the environment that surrounds humankind.

2.6 Ideology

In a fair, just and equitable society there should be access to basic needs such as water, food, shelter and health facilities by all. Natural resources must be used for the benefit of the nation through developmental and social services delivery. The State, with servant-leadership style of government is central and last resort provider of social services at a cost but with community-centered support structures.

2.7 Objectives

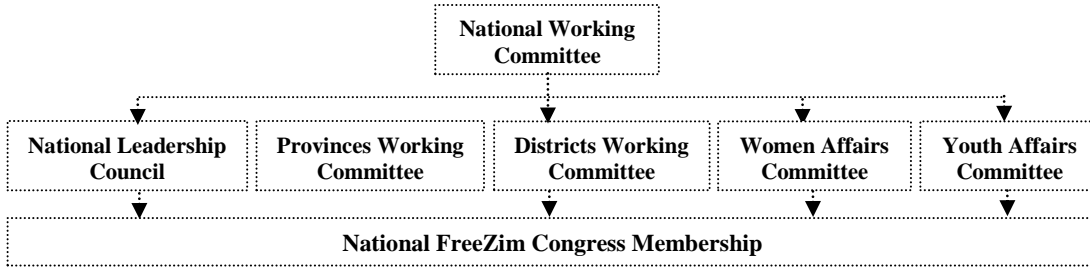
FreeZim Congress has a singular objective – *i.e.*,

To democratically govern and lead in the economic and social development of a free prosperous Zimbabwe on behalf and for the benefit of all Zimbabweans in a responsible, transparent, accountable and impartial manner.

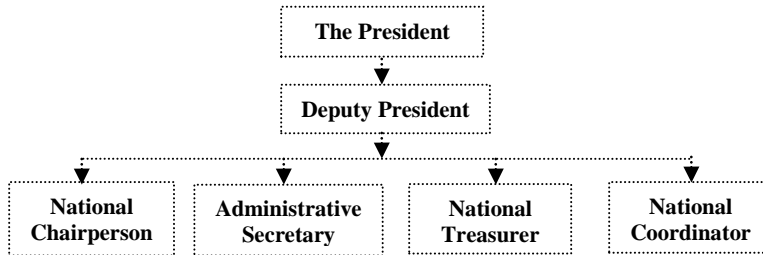
Chapter 3: Organizational structure

The party leadership structures are as follows: (1) National Leadership Council, (2) Provinces Working Committee, (3) Districts Working Committee, (4) Wards Working Committee, (5) Cells Working Committee, (6) Women Affairs Committee and (7) Youth Affairs Committee.

The party representative structure is as follows:



The Party, in terms of responsibility and accountability is led by the National Leadership Council (NLC) whose hierarchy is depicted below.



National Representative Structures

3.1 National Working Committee (NWC)

Composition

(i) National Leadership Council (NLC), (ii) Provinces Working Committee (PWC), (iii) Districts Working Committee (DWC), excluding their deputies.

Responsibilities

This is the body responsible for and accountable to national party structures membership and the country on a full time basis. It's responsible for
 (a) Leading FreeZim Congress's structures decision-making;
 (b) Implementing and monitoring party decisions and activities; and
 (c) State of the nation in terms of welfare, development and security.

3.2 The National Leadership Council (NLC)

Composition

(i) The President, (ii) Deputy President, (iii) National Chairperson, (iv) Administrative Secretary, (v) National Treasurer and (vi) National Co-ordinator.

Responsibilities

The NCL is responsible for the functioning of the party and fulfillment of this Constitution's objectives and that of Zimbabwe. The President is the Head and First Secretary of the party accountable to the party and people of Zimbabwe - giving strategic and developmental direction and upholding the country's constitution.

3.3 Provinces Working Committee (PWC)

This is made up of committees from all provinces of Zimbabwe.

Composition

(i) Chairperson, (ii) Secretary, (iii) Treasurer, (iv) Coordinator, (v) Deputies (i)-(iv)

The provincial chairperson, secretary, treasurer and co-coordinator represent the PWC in the NWC. Deputies attend in the absence of the above officials.

Responsibilities

The responsibilities are same as of the NWC but at provincial level- in particular to: Develop, monitor and report on provinces' activities – developmental or any other activities that affects provinces positively or negatively.

3.4 Districts Working Committee (DWC)

Composition

(i) Chairperson, (ii) Secretary, (iii) Treasurer, (iv) Coordinator, (v) Deputies (i)-(iv)

The district chairperson, secretary, treasurer and coordinator represent the DWC in the NWC. Deputies stand in the absence of the above officials.

Responsibilities

DWC are key delivery services structures at districts level that ensure each district:

- (i) Manages the development of projects; and
- (ii) Align district requirements with national developmental goals and programs.

3.5 Wards Working Committee (WWC)

Composition

(i) Chairperson, (ii) Secretary, (iii) Treasurer, (iv) Coordinator, (v) Deputies (i)-(iv)

The ward chairperson, secretary, treasurer and coordinator represent the WWC in the NWC. Deputies stand in the absence of the above officials.

Responsibilities

WWCs are responsible for social services' delivery at wards level and ensure that:

- (i) Party policies and programs are explained to, and information collected from Cells
- (ii) Align wards' developmental programs with communities needs.

3.6 Cells Working Committee (CWC)

Composition

(i) Chairperson, (ii) Secretary, (iii) Treasurer, (iv) Coordinator, (v) Deputies (i)-(iv)

The cells chairperson, secretary, treasurer and coordinator represent the CWC in the NWC. Deputies stand in the absence of the above officials.

Responsibilities

CWCs are key functionaries in services' delivery linking with the DWCs. Each Cell will

- (i) Propose and manage developmental projects including monitoring and reporting
- (ii) Record projects and jobs created and align these with local requirements.

3.7 Women Affairs Committee (WAC) and Youth Affairs Committee (YAC)

Each will have: (i) Chairperson, (ii) Secretary, (iii) Treasurer, (iv) Coordinator, (v) Deputies of (i)-(iv). The chairperson, secretary, treasurer and coordinator represent these structures at NWC. Deputies stand in the absence of the above officials.

WAC and YAC focus on specific matters that affect women and youth respectively and are key drivers of social cohesion and development.

Chapter 4: Membership

- (i) Membership is open to all Zimbabweans of 18 years or older who believe in, accept and abide by, the Constitution of FreeZim Congress - its policies, values, and principles.
- (ii) Membership is accepted and recognized once membership subscription fees are paid up.
- (iii) Membership fees are payable annually in advance every January.
- (iv) Confirmation of membership is via receipt of membership cards
- (v) Members must observe and obey the rules of FREEZIM, accept the Code of Conduct and not behave in a negative manner that brings FREEZIM or any of its activities into disrepute.

Acceptance of membership

- (vi) A person is accepted for membership if they are honest, respectable, responsible, accountable and generally of good character or integrity, and undertake not to violate the FREEZIM Code of Conduct in the future.

Refusal of membership

- (vii) A person will be refused membership if they are found to be unreliable, dishonest, fraudulent, corrupt and generally disruptive in nature or if motive for seeking membership is other than fulfilling the objectives of FREEZIM.

Termination of membership

- (viii) Membership shall cease
 - (a) Upon written voluntary resignation for any reason, explained or not.
 - (b) Upon forced resignation after the member is found unfit to belong to FREEZIM.
 - (c) If membership fees are not paid up three months into the membership year.

- (ix) Membership rights

Only active, paid-up members have the right to vote at FREEZIM party elections, stand for party positions, and take part in closed-door party meetings, decision-making processes and other legal activities.

4.1 Declaration of membership

On being accepted as a member, a person shall take the oath

"IID.....declare that I voluntarily joined FreeZim Congress. I am guided by its Constitution and will work to (i) fulfill its objectives, and (ii) advance the interests of the FreeZim Congress and Zimbabwe.

Further, I respect, acknowledge and honour all those who fought, sacrificed and lost their lives for the liberation of Zimbabwe from colonial rule; and commit myself to a free, fair, just, non-discriminatory and equitable society for the betterment of Zimbabwe and all its inhabitants.

Further, I declare that I have not committed any crime in Zimbabwe and elsewhere. I shall be accountable, responsible and not abuse any public office should I be elected and will be answerable in court of law should charges be brought against me.

SignedDate.....

Chapter 5: Code of Conduct and Disciplinary Matters

FREEZIM Code of Conduct

Members must

- C1. Abide by the Constitution of FreeZim Congress
- C2. Be honest, respectful, reliable and of integrity
- C3. Behave in a responsible, accountable and exemplary manner at all times
- C4. Communicate and report all important matters arising at party structures in writing
- C5. Show commitment to FREEZIM and Zimbabwe and willingness to help, work for their own-good and that of others with humility
- C6. Not be involved in
 - (i) Killing(s)
 - (ii) Adultery
 - (iii) Rape
 - (iv) Fraud
 - (v) Stealing – directly or by conversion
 - (vi) Discriminatory practices – based on tribalism, racism, gender and or other, such as nepotism; and
 - (vii) Activities that will bring FREEZIM into disrepute such as insubordination, sowing divisions and failure to execute written party instructions

Disciplinary Matters

- D1. There shall be Disciplinary Committees (**DC**) made up of the chairperson, secretary and coordinator or their deputies at all party structures levels
- D2. The Member to which disciplinary procedures are being taken is allowed to be represented by any FREEZIM Member or any independent person of their choice (at the Member's cost if any costs are involved)
- D3. Disciplinary action shall be instituted only after a Member has been found to be at fault through a fair and transparent process
- D4. A Member will be informed in writing of the conclusion of the disciplinary process
- D5. If found to be at fault the faulting Member will be warned, fined, suspended or expelled from the party. The corrective measure is determined by the DC
- D6. Members found to have violated Code of Conduct, any of (i)-(vii) of C6, will be expelled from FREEZIM immediately, but have the right to appeal to the next higher level of the party structures.

Complaints

All complaints must be in writing and signed by the complainant, secretary and coordinator at any party structure level.

Disciplinary procedure / Lodging complaints

- 1. A charge /complaint is brought to the attention of a Member in writing
- 2. A Member is given seven (7) days to respond in writing
- 3. The DC will set a date for hearings within seven (7) days of receiving written response from the Member in question
- 4. The DC must preside over matters for a maximum of two (2) days and inform the Member in writing of the findings and any corrective measures recommended
- 5. The Member either accepts, objects or appeals against the findings in writing
- 6. The findings or summary of corrective measures are all recorded and signed by all parties to the disciplinary procedure

Chapter 6: Organization activities

The activities of FREEZIM are divided into two:

(A) Political and government administration; **(B)** Developmental initiatives and management

(A) Political and government administration

FreeZim Congress, first as a social-workers democratic party, and secondly, as a leader in government administration, its political activities will include to:

- (i) Recruit and grow membership of FREEZIM;
- (ii) Form, organize and manage its structures to effectively carry out the party's objectives and mandate given by the people it serves;
- (iii) Uphold FREEZIM Constitution - its objectives, values and all contained therein, and ensure its not in conflict with the interest of the nation of Zimbabwe;
- (iv) Respond to general social and political activities within and outside Zimbabwe, and to manage the effect of those activities on the lives of Zimbabweans anywhere in the world and visitors of Zimbabwe where possible;
- (v) Listen, involve and assist communities in organizational and developmental matters and provide decisive progressive leadership; and
- (vi) Inform membership and communities on crucial activities and decisions taken by leadership.

(B) Developmental activities

Through its developmental agency, Zimbabwe Development Forum (ZDF), FREEZIM would work with various stakeholders to:

- (i) Identify, establish and promote relevant self-sustaining community projects for employment and wealth creation;
- (ii) Review communities' social development programs and present them to government;
- (iii) Create the platform to interact with governing structures, communities and established businesses to discuss Zimbabwe developmental needs; and
- (iv) Present solutions to social challenges facing communities and the country.

Chapter 7: Rules and Regulations

7(A) Elections for positions

- (1) Elections of all office bearers shall be held
 - a. Every Five (5) years
 - b. Within Ninety (90) days after a position becomes vacant due to resignation, dismissal, incapacitation or death of the incumbent
- (2) Positions in party structures are either operational or of political leadership. Operational positions are applied for and appointed based on skills and experience of the candidate.

Political leadership positions are contested for democratically by qualified eligible candidates at set elections dates. The party structures where leadership positions are contested and elected by secrete vote are in:

- a. National Leadership Council,
- b. Provinces Working Committee,
- c. Districts Working Committee,
- d. Wards Working Committee, and
- e. Cells Working Committee,
- f. Youth Affairs Committee, and
- g. Women Affairs Committee.

In the run-up to the National Elective Congress (“National Congress”), democratic elections for each of the party structures shall be conducted as indicated on the table below.

	Party Structure	Election Month	Election Day
(i)	Cells Working Committee	February	Last Saturday
(ii)	Wards Working Committee	March	Last Saturday
(iii)	Districts Working Committee	April	Last Saturday
(iv)	Youth Affairs Committee	May	Last Saturday
(v)	Women Affairs Committee	June	Last Saturday
(vi)	Provinces Working Committee	July	Last Saturday
(vii)	National Leadership Council	September	Last Saturday

- (3) Only the National Leadership Council will be elected at the National Congress
- (4) Delegates to each Party Structure Elections will assemble a day before the election day
- (5) Delegates will be made up of FREEZIM eligible voting members, invited non-voting members, media people and other guests invited at the prerogative of the NWC.

7(B) Eligibility

To represent the party at any level and the country, a candidate must be

- (i) A Zimbabwean
- (ii) Fully paid-up member of FREEZIM for the past five (5) years,
- (iii) Qualified, experienced and deemed fit for the position or job,
- (iv) Of exemplary good character satisfying the Code of Conduct C1-C6, and not under any investigations whatsoever, and
- (v) Must have been a productive adult for at least five (5) years before standing for any position, and the following age restrictions will apply

	Leadership Structure	Age Restriction
(a)	Cells Working Committee	25 years and above
(b)	Wards Working Committee	30 years and above
(c)	Districts Working Committee	35 years and above
(d)	Provinces Working Committee	40 years and above
(e)	National Leadership Council	45 years and above

7(C) Powers

(a) FREEZIM President

- (i) The President of FreeZim Congress is ultimately responsible and accountable for the performance of the party and Zimbabwe at all times. He or she should be able to show leadership that will steer the country into prosperity.
- (ii) In consultation with and support of at least 65% of NWC, the President has the power to make and effect binding decisions for the good of the party and country unless proved otherwise through factual presentations by any Member of FREEZIM.

(b) FREEZIM Structures Chairpersons

The Chairperson of each party structure – Province, District, Ward or Cell in consultation with and support of at least 65% of the structure committee members and approved by a higher party structure committee, have the power to make and implement binding decisions for the good of the party and country unless proved otherwise through factual presentations by any Member.

(c) FREEZIM Membership

Have the right and the power to vote, not to vote and to forward a motion of no confidence on any elected party structure leader or government representative as citizens.

7(D) Eligibility for NLC

To stand for election to the NLC, a Member must be nominated by at least 65% of the PWCs, WAC and YAC.

7(E) Tenor of Positions

- (i) There are, and shall be, no term limits for holding any democratically elected political administrative position.

- (ii) A vote of no confidence can be held for Members believed to be underperforming or acting in contradiction to the FREEZIM's Code of Conduct, its Constitution and or the interest of the country at large.

Chapter 8: Appendices

Glossary

Member A paid-up Member of FreeZim Congress

Zimbabwean A Zimbabwean national by birth, descent or naturalization as defined in the Constitution of Zimbabwe



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