

CONSTITUTION

of the United Zimbabwe Alliance, UZA



Adopted by the Inaugural Conference of the United Zimbabwe Alliance held in June 2021.

For more information:

www.unitedzimbabwe.org

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PART I

INTRODUCTION

This, the document contained herein, shall be the binding terms of reference that shall, unless otherwise as amended, serve as the Constitution of the United Zimbabwe Alliance, UZA. The Party Constitution shall be a sacred document that no member of the Party shall overlook, violate or trample upon. The Party Constitution shall be applicable to all members, structures and organs of the Party equally and without discrimination on any basis.

The leadership and members of the Party are committed to engaging the people of Zimbabwe in public affairs and nation building with unity and transparency and to preserving the natural endowments of our country for the benefit of every man, woman and child in this great nation.

PART II

PREAMBLE TO THE PARTY CONSTITUTION

The United Zimbabwe Alliance (UZA) is a political Party and citizens platform committed to championing engagement of all people of Zimbabwe for the protection and realisation of national unity, dignity, posterity, and justice.

UZA exists for the betterment of the lives of Zimbabweans through the safeguarding of a democratic, free and transparent society that is conducive to the prospering of all the citizens.

Our Party upholds the freedom, dignity and social well-being of the people of Zimbabwe. We bring forward a new vision for Zimbabwe, one in which all citizens are equal before the laws of the country and share the same basic rights and political, cultural, religious and racial tolerance. UZA rejects all forms of prejudice and discrimination based on colour, race, religion, disability, sex or sexual orientation, and we are equally opposed to any forms of unjustifiable and entrenched privilege and inequality.

Our Party seeks to champion good governance and plural politics characterised by the constructive engagement of all political parties for the good of the nation. We aim to create a wealthy nation through a sustainable economy with equal access for all citizens to economic resources as well as freedom and security of enterprise. UZA will work towards upholding the principles of economic empowerment, social justice and the unconditional respect for property rights. We strongly believe that the ultimate role of the state is to protect the property and entrepreneurial rights of its people and to safeguard their economic interests for the prosperity of the entire nation.

We will work towards the decentralisation of power from the government to the people as well as governing with the people and for the people of Zimbabwe. UZA seeks to further strengthen the democratic process through the creation of a serving and representative form of government buoyed by visionary parliamentary systems and an unfettered judiciary system. UZA will seek to uphold the free flow of fair, accurate and balanced information. All rights to free speech, association, congregation, to workshop, and to vote will be fully safeguarded.

UZA will work towards partnership and community building in all spheres of life with greater emphasis being placed on the involvement of the individual at every level. Above all, the rights and freedoms of the individual will be an integral part of policy formulation at the heart of the UZA government. We strongly believe that community solidarity, a common sense of belonging and a willingness to work for the common good in the local and wider Zimbabwean community, is essential to the creation of a good quality of life for all.

PART III

ARTICLE 1: NAME, LOGO, SYMBOL & SLOGAN OF THE PARTY

- 1.1 The name of the Party is the “United Zimbabwe Alliance” hereinafter referred to as ‘UZA’ or simply, ‘the Party’ where and as necessary.
- 1.2 The Party shall have a logo that serves to depict the Party in a manner reflective of national unity and the diversity of the Zimbabwean people. The logo shall be altered or transformed as necessary to conform with any relevant circumstances warranting such alteration as agreed by the Executive Directorate and approved by the Party Conference.
- 1.3 The Party's symbol is a hand covering a fist. The symbol shall be altered or transformed as necessary to conform with any relevant circumstances warranting such alteration as agreed by the Executive Directorate and approved by the Party Conference.
- 1.4 The Party shall have a slogan that will serve as an underlining phrase for all Party statements, communications and literature. The slogan shall be changed as necessary in keeping up with prevailing dictates that may warrant such changes.

ARTICLE 2: FOUNDING VALUES AND OBJECTIVES OF THE PARTY

- 2.1 A grassroots Party that appeals to all Zimbabweans new and old to the politics of our country with no particular emphasis on any one constituency of the Zimbabwean population.
- 2.2 Good stewards of our environment, preserving Zimbabwe’s natural endowments for the benefit of every man, woman and child, now and in the future by developing and implement sustainable ecological policies and ensuring that human activity does not impair biodiversity and the environment.
- 2.3 Promote and support scientific research and innovation.
- 2.4 Ensure political accountability at all levels of the Party’s activities, engaging all Zimbabweans in policy formulation, public affairs and nation building with emphasis being placed on solidarity, a sense of belonging and individual involvement.
- 2.5 Uphold the independence of the judiciary and the separation of powers to ensure that all citizens are equal before the laws of the country.
- 2.6 Protect political, cultural, religious and racial tolerance, freedom, dignity and social well-being of all people of Zimbabwe affording everyone the same basic rights to free speech, association, congregation, to workshop, and to vote.
- 2.7 Reject all forms of prejudice and discrimination based on colour, race, religion, disability, sex or sexual orientation and oppose unjustifiable and entrenched privilege and inequality.
- 2.8 Support a politically plural Zimbabwe espousing constructive engagement of all political parties in good governance and plural politics for the good of the nation.

- 2.9 Secure the future and heritage of the people of Zimbabwe through responsible custodianship and sustainable economic empowerment of all citizens with equal access to economic resources as well as freedom and security of enterprise, social justice and unconditional respect for property rights and entrepreneurial rights.
- 2.10 Govern with the people and for the people of Zimbabwe as a serving and representative form of government with decentralised power and strong democratic process.
- 2.11 Ensure the accurate and truthful dissemination of historical information pertaining to the liberation and independence of our country.
- 2.12 Obey and defend the Constitution and laws of the Republic of Zimbabwe.

ARTICLE 3: PARTY LEADERSHIP AND OFFICE BEARERS

- 3.1 Founding members of the Executive Directorate of the Party shall be confirmed during the first National Conference subject to vetting, thereafter **Article 6** shall apply.
- 3.2 The Party shall have leadership structures at national, provincial and constituency levels. This will be complimented by a network of branches that will be established throughout the country.
- 3.3 The national leadership of the Party shall be made up of the Executive Directorate comprised of the President; Vice President; National Chairperson; Secretary General; Treasurer General; National Spokesperson; Engagement & Mobilisation Secretary; Women's Affairs Secretary and Youth Secretary.
- 3.4 The National Directorate shall run the affairs of the Party at the national level in constant consultation with the Executive Directorate. The National Directorate shall include the Executive Directorate and portfolio Secretaries, namely, Finance Secretary; Security Secretary; Legal Affairs Secretary; International Relations Secretary; Special Groups Secretary; Education Secretary; Health Secretary and Agriculture Secretary.
- 3.5 **The President** of the Party shall have the role of leading the Party, while also being responsible for the coordination and oversight of Party activities at the national level. An Extraordinary National Conference shall be arranged within three (3) months in the event that the President is to be permanently replaced or is unexpectedly unable to perform his/her duties. The National Directorate shall nominate five candidates for President. The National Directorate shall vote by show of hands. Members qualified to vote shall vote only once to make one choice among the available choices of nominees.
- 3.6 The **President** of UZA shall:
 - a. Direct and lead the proceedings of the Party at the national level under the counsel of the National Directorate and advisory bodies.
 - b. Lead the Party in the Parliament and represent the Party at all national debates and forums unless where a stand-in representative has been appointed by the President.
 - c. Articulate all UZA policies and address all pertinent national issues through policy papers and guidelines where such issues need to be addressed.

- d. Chair or appoint the Chairperson for all meetings of the National Directorate and Provincial Directorate.
 - e. Serve as International Ambassador of the Party, engaging and directing international affairs.
 - f. Report to the National Conference once every year to update the national membership on the progress of Party business and to bring to the conference any issues warranting such tabling for debate and resolution.
- 3.7 Two **Vice President** shall assist the President in all the functions that fall under that office under the counsel of the National Directorate. The President shall nominate four candidates for Vice President, two from the Youth Wing and two from the Main Wing for appointment to the post of Vice President. The National Directorate shall vote by show of hands. Members qualified to vote shall vote only once in any one vote to make one choice among the available choices of nominees. The Vice Presidents shall alternate assuming the Presidential roles of the Party President where the President may be unavailable to do so. In the event that the President is to be permanently replaced, the Main Wing Vice President succeeds the President.
- 3.8 The **National Chairman** shall Chair and preside over the Party National Conference. The National Chairman shall oversee the activities of the National Conference and ensure that all the Party structures and organs abide with the resolutions passed by the National Conference. The National Chairman may also carry out any other Party functions as directed by the National Directorate. The Party President shall nominate two candidates for National Chairman. The National Directorate shall vote by show of hands. Members qualified to vote shall vote only once to make one choice among the available choices of nominees.
- 3.9 The **Secretary General** of the Party shall be the overall administrator of the Party with full responsibility of ensuring that the entire Party secretariat is fully functional. The Party President shall nominate two candidates for Secretary General. The National Directorate shall vote by show of hands. Members qualified to vote shall vote only once to make one choice among the available choices of nominees. The Secretary General shall be the minute taker at the National Conference, during all National Directorate meetings and during any extraordinary National Conferences. The Secretary General shall be the chief corresponding officer of the Party with the full responsibility of disseminating all the Party correspondence to the entire Party secretariat as well as corresponding on behalf of the Party on all administrative issues.
- The Secretary General shall assume the Presidential roles of the Party President where the President and the Vice Presidents may be unavailable to do so. The Secretary General shall be the overall record keeper of the Party and all structures of the Party outside the Presidency shall report directly to the Secretary General.
- 3.10 The **Treasurer General** shall be the sole custodian of the Party's finances and shall be appointed by the Party President. The Treasurer General shall on behalf of the Party, receipt monies and make payments as necessary from the Party bank accounts. The Treasurer General shall keep an up-to-date record of the financial position, including a register of the assets of the Party and shall report the Party financial position to the National Conference once every year in the form of a Balance Sheet and Annual Report. The Treasurer General shall be the overall fundraiser of the Party.

All Provincial and Constituency Party Treasurers shall report directly to the Treasurer General and shall submit their annual accounts and asset listings for inspection.

3.11 The **National Spokesperson** of the Party shall be the chief press officer of the Party. The Spokesperson shall speak the official position of the Party to the media and shall attend press briefings and interviews on behalf of the Party. The National Spokesperson shall liaise with the Party through the National Directorate to get an accurate position of the Party before making any official pronouncements on behalf of the Party. The National Spokesperson shall run the Party's information and communications brief and shall be responsible for the communication of any Party events and functions to the media in counsel with the National Directorate and in coordination with the Organising Department. The Party President shall nominate two candidates for National Spokesperson. The National Directorate shall vote by show of hands. Members qualified to vote shall vote only once to make one choice among the available choices of nominees.

3.12 The **Engagement & Mobilisation Secretary (EMS)** shall be solely responsible for the structural and organisational operations of the Party. The Party President shall nominate two candidates for EMS. The National Directorate shall vote by show of hands. Members qualified to vote shall vote only once to make one choice among the available choices of nominees.

The EMS shall coordinate the recruitment of new members to the Party and the Provincial and Constituency level Organising Secretaries shall report directly to the EMS. The EMS of UZA shall:

- a. Be responsible for the distribution of all Party cards and regalia in collaboration with the national Party network.
- b. Account for the sales of these to the Treasurer General.
- c. Be responsible for the logistical organisation of all Party functions in collaboration with the Youth Forum, Women's Assembly and all the other Party organs.
- d. Assist the Secretary General with the compilation of the national Party members register and shall supervise all local Party structures in doing so at local levels. The EMS shall submit an update to the Secretary General on all membership registers.

3.13 The **Women's Affairs Secretary** shall coordinate the recruitment of new women members to the Party. The Provincial level Women's Affairs Secretaries shall report directly to the Women's Affairs Secretary.

The UZA Women's Affairs Secretary shall work closely with the Engagement & Mobilisation Secretary and Youth Secretary and is responsible for shaping and executing the Women's Affairs policies, objectives and activities. The Women's Affairs Secretary will also engage women in Party activities and promote, represent and recognise the interests of women in all aspects of the Party.

In an election, the Party President shall nominate two candidates for the Women's Affairs Secretary at the Executive Directorate level. The National Directorate shall vote by show of hands. Members qualified to vote shall vote only once to make one choice among the available choices of nominees.

3.14 The **Youth Secretary** shall coordinate the recruitment of new youth members to the Party. The Provincial level Youth Secretaries shall report directly to the Youth Secretary.

The Youth Secretary shall work closely with the Engagement & Mobilisation Secretary and is responsible for shaping and executing the Youth policies, objectives and activities. The Youth Secretary will also engage youth in Party activities and promote, represent and recognise the interests of youth in all aspects of the Party.

In an election, the Party President shall nominate two candidates for Youth Secretary at the Executive Directorate level. The National Directorate shall vote by show of hands. Members qualified to vote shall vote only once to make one choice among the available choices of nominees.

ARTICLE 4: NATIONAL SECRETARIAT

- 4.1 Members of the National Secretariat shall be committed and active members of the Party.
- 4.2 The Party shall engage paid employees as part of the National Secretariat of the Party with such structures and offices as defined by the Provincial Directorate and the National Directorate. All employees in the National Secretariat are to be vetted by the Legal and Security Committees and confirmed by the Executive Directorate.
- 4.3 Members of staff (National Secretariat) who wish to contest in any election for a political post of any form shall resign from the National Secretariat six months prior the date of election in order to qualify as a political candidate with UZA.
- 4.4 No member of the National Secretariat shall hold a position in the Party structure.

ARTICLE 5: LIABILITY AND INDEMNITY

- 5.1 When acting within the scope of their authority and with approval, no official, volunteers, or members of any Committee established by the Party shall be responsible for any debts, claims, demands, liabilities or commitments of any kind to the Party. The Party shall hold harmless each such person against any debt, action, claim, demand, liability or commitment whatsoever.
- 5.2 The Party shall not be liable or responsible for any damages incurred directly or indirectly by the actions of a member, or members of the Party, unless such action has been expressly approved by the Party, and to the extent of any such liability or responsibility being incurred by the Party, the member causing the same shall indemnify the Party.
- 5.3 Senior office bearers of the Party and members of the National Directorate and Provincial Directorate shall be indemnified through the assets of the Party against all expenses and damages incurred by them, as a result of any liability incurred due to good faith errors or omissions during the execution of their duties.

ARTICLE 6: STRUCTURES AND ORGANS OF THE PARTY

- 6.1 UZA shall be comprised of the following organizational structures that will form the organs of the Party:
 - a. The National Conference, the form and function of which is determined by the National Executive, shall elect or dissolve the Executive Directorate
 - b. The Provincial Conference that shall elect or dissolve the National Directorate

- c. The Constituency Conference that shall elect or dissolve the Provincial Directorate
 - d. The Ward Conference that shall elect or dissolve the Constituency Directorate
 - e. The Polling Station Conference that shall elect or dissolve the Ward Directorate
- 6.2 Failure of Conferences to elect their representatives within the prescribed period of three (3) months entails that the Executive Directorate shall have the power to nominate members from the defaulting Provinces, Constituencies, Wards and Polling Stations.
- 6.3 In the event of a resignation of an Office Bearer at any level within the Party structures, the Executive Directorate shall elect a person to fill that vacancy pending the next National Conference. The Office Bearer having resigned in turn becomes ineligible to contest in any election for a political post of any form for a period of eighteen months following the date of resignation.
- 6.4 The individual Party members shall form the Wards of the Party; these shall make up the Constituencies of the Party; and shall constitute the Provinces that shall make up the national structure of the Party.
- 6.5 The Party shall have a Provincial Directorate with streamlined structures supporting the Executive Directorate and National Directorate as outlined in **Article 14**.
- 6.6 The Party shall have a Constituency Directorate that shall have streamlined structures supporting the Executive Directorate, National Directorate and Provincial Directorate as outlined in **Article 15**.

ARTICLE 7: MEMBERSHIP OF THE PARTY

- 7.1 The Party shall have Individual member and Organisational member levels. Organisational members can include but are not limited to human rights organizations, trade unions, youth organizations, professional organizations, co-operative societies, religious organizations, pressure groups, advocacy groups, and any other such groups meeting the prescribed criteria for purposes of the UZA constitution.
- 7.2 Active Member status shall only be provided to members who have paid the membership subscription fee prescribed by the Party. At three (3) months of active membership, members who are natural persons shall have the right to vote, nominate or be nominated into positions in the Party Structures. Non subscribed members shall not have voting rights or any rights that come with such Active Member status.
- 7.3 Party members agree to:
- 7.3.1 Protect, promote the good name and integrity of the Party
 - 7.3.2 protect and advocate for unity in the Party
 - 7.3.3 abide by and publicly uphold the decisions of the Party
 - 7.3.4 carry out assigned duties faithfully, honestly and to the best of their ability
 - 7.3.5 participate fully in the activities of the Party and ensure that the local organs of the Party work effectively and accountably
 - 7.3.6 pay membership dues and contribute funding or in-kind resources in support of special programmes or when needed
 - 7.3.7 disclose to the Party any conflict of interest

- 7.3.8 assume all risk and related expenses and hold the Party harmless against any claim of compensation or other relief from the Party or against any other Party member or representative or staff or any person in the service of the above mentioned including any event venue or service provider with respect to injury, accident, loss, liability, cost or other misfortune which may be sustained or suffered while in a Party related activity or travel for the purpose of a Party related activity whether caused by the member's negligence or otherwise.
- 7.4 The membership fee that members pay shall:
 - 7.4.1 be determined by the National Directorate of the Party
 - 7.4.2 be acknowledged by a receipt issued in accordance with the law to the member who paid
 - 7.4.3 be divided equally between the Executive of the Party for use at the provincial level, and the Constituency in which the member resides
 - 7.4.4 apply for one year from the date on which it is initiated or renewed
- 7.5 Any member accepting membership fees on behalf of the Party from a person to renew membership or to apply for membership must:
 - 7.5.1 collect the contact information that is required on the Party membership application, and a statement that this person is not a member of another political party.
 - 7.5.2 issue a personal receipt to verify acceptance of the fee
 - 7.5.3 notify the relevant Party Treasurer within 24 hours of the membership application and fee received and make arrangements to have application and payment delivered to the Treasurer, who will verify payment and notify the relevant Party Engagement Secretary.
- 7.6 Only active members may:
 - 7.6.1 Nominate, vote for other Members and be nominated and voted for by other Members for a position of leadership in the structures of the Party or to the National Directorate.
- 7.7 A person shall cease to be a member when:
 - 7.7.1 their written or verbal resignation is received by the Party either directly or through the Membership Committee
 - 7.7.2 the member dies
 - 7.7.3 their membership expires with fees past due
 - 7.7.4 their membership is revoked due to serious disobedience of the Party Constitution or By-laws, or gross misconduct
- 7.8 Members who fail to renew their Party membership and become inactive can have their membership reinstated by renewing their membership subscription. Such reinstatement of membership shall only be effective from the date when the member's subscription has been updated.
- 7.9 Any member who ceases to be a member of the Party shall return to the Party any Party property, including funds, assets, documents, and other resources that may have been in his or her custody.

- 7.10 UZA shall not allow dual membership and no serving member of the Party shall be a member subscribed, affiliated or otherwise, of another Party. UZA membership will have to be renounced first before a member can join another Party. The same shall apply to new members coming to join UZA from other parties. Non-observance of this provision shall mean automatic expulsion or exclusion of any existing or potential member that fails to observe and abide by it.
- 7.11 Registration and subscription of members shall be done through their local or nearest branch in the first and preferred instance. However, members shall be allowed to join through the Party Headquarters where this is convenient for them to do so and does not in any way hinder or compromise the furtherance of the Party's objectives. In the same vein, members shall be allowed to join through other branches of their preferred choice even if the other branch is not their local and nearest branch.
- 7.12 Branches shall submit membership details and subscription updates to the UZA Headquarters for updating of the national database by the end of each calendar month.
- 7.13 Members shall be free to remain stand-alone members who are not affiliated or registered to any branch or Party office where such members elect to be so. Such members shall only participate in Party votes where such votes are not conducted through branches on which occasions such members shall do so in their own individual capacity.
- 7.14 UZA membership shall be denied where granting or according such membership is in direct conflict with the furtherance of the founding principles of the Party. Any such rejected members shall be free to seek recourse through the Party appeals channels, or through the national courts where this might be the preferred or suitable method of redress.
- 7.15 Members whose activities are deemed unlawful or contrary to the development and advancement of the aspirations of Zimbabwean people shall be rejected. The procedure for addressing such rejection shall be determined by the National Directorate.

ARTICLE 8: GENDER BALANCE

- 8.1 UZA shall put forward a strong case for the involvement of women in national politics and governance. The Party shall observe strict guiding principles as outlined in the Party Manifesto in seeking to enhance the involvement of women in the country's policy and mechanisms for decision making.
- 8.2 The Party's gender policy shall be applicable across the board with no discrimination or discrepancy.

ARTICLE 9: PARTY HEADQUARTERS

- 9.1 The Party shall have national headquarter premises and the location of such headquarters shall be as agreed and directed by the Executive Directorate.

ARTICLE 10: THE EXECUTIVE DIRECTORATE

- 10.1 The Executive Directorate shall be the highest organ of the Party and shall have the ultimate powers to oversee all the activities and resolutions of the Party outside the

National Conference. The Executive Directorate shall be constituted as defined in **Article 3.3.**

- 10.2 The Executive Directorate shall carry out and implement the decisions, resolutions and directives of the National Conference throughout the structures of the Party. Reports shall be channeled to the Executive Directorate from the national structures of the Party.
- 10.3 Executive Directorate meetings shall be conducted as often as required by the Party President in a form and manner deemed appropriate by the President in consultation with the Party Chairperson.
- 10.4 The Executive Directorate shall assume the overall responsibility and overriding authority to direct, oversee and coordinate the activities of the organs and structures of the Party through the national and provincial and district chapters of the Party.
- 10.5 The Executive Directorate shall ensure that the Party structures and organs fully abide with the Party Constitution and where violations of Party rules and regulations occur it shall be the responsibility of the Executive Directorate to bring the structures and organs involved into line with Party doctrine.
- 10.6 Where the Executive Directorate may move in to suspend or dissolve a Provincial structure of the Party, the Executive Directorate shall ensure that elections are held to replace that structure within a period not lasting more than twelve weeks.
- 10.7 The Executive Directorate shall be solely responsible for the coordination of Party policy formulation and dissemination of Party policy papers and other directives.
- 10.8 The Executive Directorate shall set up the policy and portfolios of the Party and shall supervise the appointment of portfolio holders who will serve as Portfolio Secretaries for the Party. The Portfolio Secretaries shall report at regular intervals as necessary to the Executive Directorate on matters of policy relevance and shall keep the Executive Directorate informed and updated on policy matters.
- 10.9 Where the Executive Directorate meets without all members present, there shall need to be a quorum of two thirds of the entire Executive Directorate composition. Such quorum shall have the power to fill in any vacant Executive Directorate posts as necessary for the continuance of the Party functionality.
- 10.10 The Constitution of the Executive Directorate shall be conducted by show of hands that will be counted only once as valid votes. Members qualified to vote shall vote only once in any one vote to make one choice among the available choices of nominees.
- 10.11 The mandate of the Executive Directorate shall last for a continuous period of five years reviewable annually at the National Conference.
- 10.12 Candidates for election to the Executive Directorate shall be nominated by the President and voted for by the National Directorate of the Party.

ARTICLE 11: WOMEN'S ASSEMBLY

- 11.1 UZA shall have a Women's Assembly with the primary role of attracting and enlisting women into the structures of the Party. The Women's Assembly shall draw the support, group membership and affiliation of women's groups and organizations in the development of the UZA agenda on gender balance.
- 11.2 The Women's Assembly shall include:

1. Chairperson for the Women's Wing
2. Vice Chairperson for the Women's Wing
3. Secretary General for the Women's Wing
4. Spokesperson for the Women's Wing
5. Treasurer for the Women's Wing
6. Engagement & Mobilisation Secretary for the Women's Wing
7. Portfolio Secretaries, namely:
 - a. Youth Secretary for the Women's Wing
 - b. Finance Secretary for the Women's Wing
 - c. Defense & Security Secretary for the Women's Wing
 - d. Legal Affairs Secretary for the Women's Wing
 - e. International Relations Secretary for the Women's Wing
 - f. Special Groups Secretary for the Women's Wing
 - g. Education Secretary for the Women's Wing
 - h. Health Secretary for the Women's Wing
 - i. Social Services Secretary for the Women's Wing
 - j. Tourism & Environment Secretary for the Women's Wing
 - k. Commerce Secretary for the Women's Wing
 - l. Agriculture and mining for the women's wing

- 11.3 All persons shall have a demonstrable track record in the Party before being nominated to a Women's Assembly of UZA.
- 11.4 The Women's Assembly shall constitute an integral element of UZA gender policy formulation to ensure a comprehensive advancement of the agenda for gender emancipation. The UZA Women's Assembly shall command quasi-autonomous status but will not operate under a separate Constitution from that of the Party.
- 11.5 The Women's Assembly will be guided by and will act in accordance with the Party Constitution.
- 11.6 Membership to the Women's Assembly of the Party shall be open to all subscribed women in the Party, through affiliate organizations and supporters of the Party as outlined in **Article 7**.
- 11.7 There shall be a National Women's Assembly, a Provincial Women's Assembly, a Constituency Women's Assembly, a Ward Women's Assembly and a Polling Station Women's Assembly all with the same structures.

ARTICLE 12: YOUTH FORUM

- 12.1 UZA shall have a Youth Forum that shall spearhead youth involvement and participation in the Party's activities. The Youth Forum shall comprise of members of minimum age of 16 years up to 35 years. The Youth Forum shall command a much

more meaningful role in the Party's activities through contributions to the policy formulation process and participation on policy formulation platform of the Party.

12.2 The Youth Forum shall constitute an integral element of UZA youth policy formulation to ensure a comprehensive advancement of the agenda for youth emancipation. The UZA Youth Forum shall command quasi-autonomous status but will not operate under a separate Constitution from that of the Party.

12.3 The Youth Forum shall include:

1. Chairperson for the Youth Wing
2. Vice Chairperson for the Youth Wing
3. Secretary General for the Youth Wing
4. Spokesperson for the Youth Wing
5. Treasurer for the Youth Wing
6. Engagement & Mobilisation Secretary for the Youth Wing
7. Portfolio Secretaries, namely:
 - a. Women's Affairs Secretary for the Youth Wing
 - b. Finance Secretary for the Youth Wing
 - c. Defense & Security Secretary for the Youth Wing
 - d. Legal Affairs Secretary for the Youth Wing
 - e. International Relations Secretary for the Youth Wing
 - f. Special Groups Secretary for the Youth Wing
 - g. Education Secretary for the Youth Wing
 - h. Health Secretary for the Youth Wing
 - i. Social Services Secretary for the Youth Wing
 - j. Tourism & Environment Secretary for the Youth Wing
 - k. Commerce Secretary for the Youth Wing
 - l. Agriculture and mining for the Youth Wing

12.4 There shall be a National Youth Forum, a Provincial Youth Forum, a Constituency Youth Forum, a Ward Youth Forum and a Polling Station Youth Forum all with the same structures.

12.5 The Youth Forum will be guided by and will act in accordance with the Party Constitution.

ARTICLE 13: THE NATIONAL DIRECTORATE

13.1 The Party shall have a Main Wing National Directorate responsible for implementing the functions of the Party and National Conference. It shall run the affairs of the Party at the national level in constant consultation with the Executive Directorate.

13.2 The National Directorate shall include:

1. Executive Directorate
2. Portfolio Secretaries, namely:
 - a. Finance Secretary
 - b. Defense & Security Secretary
 - c. Legal Affairs Secretary
 - d. International Relations Secretary
 - e. Special Groups Secretary
 - f. Education Secretary
 - g. Health Secretary
 - h. Social Services Secretary
 - i. Tourism & Environment Secretary
 - j. Commerce Secretary
 - k. Agriculture and Mining Secretary
3. The Provincial Chairperson of the party's ten provinces
4. The Provincial Women's Assembly Chairperson
5. The Provincial Youth Forum Chairperson

13.3 All persons shall have a demonstrable track record in the Party before being nominated and elected to a National Directorate of UZA by the Provinces.

13.4 In an election for the Portfolio Secretaries, Provinces shall put forward candidates for consideration to the Party President. The President shall nominate four candidates for each Portfolio Secretary post. The National Directorate shall vote by show of hands. Members qualified to vote shall vote only once to make one choice among the available choices of nominees.

13.5 The quorum of the meeting of the National Directorate that can make a binding decision shall be one half or more.

13.6 The National Directorate shall:

- a. meet as soon as possible after being elected and thereafter at least once every three months
- b. make no decisions in conflict with a standing decision of the Executive Directorate
- c. engage and support Party Secretaries
- d. ensure that the provincial, constituency, ward and branch structures of the party function effectively and democratically
- e. manage Party legal matters
- f. maintain and monitor Party member registrations
- g. provide guidance to all elected Party officials

ARTICLE 14: THE PROVINCIAL DIRECTORATE

- 14.1 The Party shall have a Main Wing Provincial Directorate in all Provinces of Zimbabwe. The Provincial Directorate shall be responsible for implementing the resolutions and decisions of the Provincial Conference.
- 14.2 A person shall have a demonstrable track record in the Party before being nominated and elected to the Provincial Directorate of UZA by the Constituencies.
- 14.3 The Provincial Directorate shall include:
1. The Provincial Chairperson
 2. Vice Provincial Chairperson
 3. Provincial Secretary General
 4. Provincial Spokesperson
 5. Provincial Treasurer
 6. Provincial Engagement & Mobilisation Secretary
 7. Portfolio Secretaries, namely:
 - a. Provincial Women's Affairs Secretary
 - b. Provincial Youth Secretary
 - c. Provincial Finance Secretary
 - d. Provincial Defense & Security Secretary
 - e. Provincial Legal Affairs Secretary
 - f. Provincial International Relations Secretary
 - g. Provincial Special Groups Secretary
 - h. Provincial Education Secretary
 - i. Provincial Health Secretary
 - j. Provincial Social Services Secretary
 - k. Provincial Tourism & Environment Secretary
 - l. Provincial Commerce Secretary
 - m. Provincial Agriculture and Mining Secretary
 8. The Constituency Chairpersons
 9. The Constituency Women's Assembly Chairpersons
 10. The Constituency Youth Forum Chairpersons
- 14.4 The Provincial Directorate shall meet as soon as possible after being elected and thereafter at least once every two months. The quorum of the meeting of the Provincial Directorate that can make a binding decision shall be two thirds or more.
- 14.5 One of the main functions of Provincial Directorate is to ensure that the activities of the Party are carried out at provincial rather than national level.
- 14.6 The Provincial Directorate shall maintain the financial records and a listing of all Party assets in the Province.

- 14.7 The Provincial Directorate shall oversee and supervise all the constituencies in their jurisdictions.

ARTICLE 15: CONSTITUENCIES AND LOCAL AUTHORITIES

- 15.1 The Party shall have a Main Wing Constituency Directorate in all Provinces of Zimbabwe. The Constituency Directorate shall be responsible for implementing the resolutions and decisions of the Constituency Conference.
- 15.2 A person shall have a demonstrable track record in the Party before being nominated and voted to the Constituency Directorate of UZA by the Wards.
- 15.3 The Constituency Directorate shall include:
1. The Constituency Chairperson
 2. Vice Constituency Chairperson
 3. Constituency Secretary General
 4. Constituency Spokesperson
 5. Constituency Treasurer
 6. Constituency Engagement & Mobilisation Secretary
 7. Portfolio Secretaries, namely:
 - a. Constituency Women's Affairs Secretary
 - b. Constituency Youth Secretary
 - c. Constituency Finance Secretary
 - d. Constituency Defense & Security Secretary
 - e. Constituency Legal Affairs Secretary
 - f. Constituency International Relations Secretary
 - g. Constituency Special Groups Secretary
 - h. Constituency Education Secretary
 - i. Constituency Health Secretary
 - j. Constituency Social Services Secretary
 - k. Constituency Tourism & Environment Secretary
 - l. Constituency Commerce Secretary
 - m. Constituency Agriculture and Mining Secretary
 8. The Ward Chairpersons
 9. The Ward Women's Assembly Chairpersons
 10. The Ward Youth Forum Chairpersons
- 15.4 The Constituency Directorate shall meet as soon as possible after being elected and thereafter at least once every two months. The quorum of the meeting of the Constituency Directorate that can make a binding decision shall be two thirds or more.

- 15.5 One of the main functions of Constituency Directorate is to ensure that the activities of the Party are carried out at constituency rather than national level.
- 15.6 The Constituency Directorate shall oversee and supervise all the wards in their jurisdictions.
- 15.7 Where possible, the Party shall have constituency offices where a member of the Party is the sitting Member of Parliament (MP). The constituency office shall serve as a drop-in centre where constituents can come in to meet their own MP and present their issues to his/her attention. The constituency office shall be operated within the prescribed rules and regulations of the Party.
- 15.8 Where Councilors of UZA are elected to run a council or local authority they shall implement the local council policy of the Party and they shall run the council or local authority with the policy definitions of UZA.
- 15.9 The Association of UZA Councilors may be formed by such Councilors and the said Association shall comprise of all Party members who are members of a local authority and are members in good standing of UZA, and where established and possible, do serve in that local authority area.
- 15.10 The Constituency Directorate shall have designated offices in the Constituency from where the Party business shall be conducted.

ARTICLE 16: EXTERNAL STRUCTURES

- 16.1 In recognition of the rising number of Zimbabweans that have emigrated to other countries, UZA shall sanction the establishment of foreign structures that shall serve as the official structures of the Party in the respective foreign countries.
- 16.2 The foreign structures of UZA shall assume a format that is in conformity with the National and Provincial Structures.
- 16.3 External structures shall vote by proxy where votes have to be conducted at short notice and may be represented where such representation is possible.
- 16.4 The External structures of UZA shall operate under the same Constitutional provisions as the other internal structures and the same Party Constitution shall be the relevant documents for all of the Party's external structures.
- 16.5 Elections of office bearers for external structures shall be conducted and supervised in the same way as those of the internal structures of the Party. Where internal Party leaders from Zimbabwe cannot attend election events in person, they may appoint stand-in returning officers to oversee the elections. The results of the elections shall be declared valid by that returning officer subject to compliance with UZA electoral procedures.
- 16.6 The nominations to the positions of office bearers for external Party structures shall be conducted in the same format as that of the internal structures of the Party.
- 16.7 The National Conference of the Party shall appoint Diplomatic Representatives for the Party in foreign countries.

ARTICLE 17: NATIONAL CONFERENCE AND EXTRAORDINARY CONFERENCE

- 17.1 The UZA National Conference shall be the supreme electoral organ of the Party with overall powers over all the organs and structures of the Party. All the powers for the

- direction of Party policy, organization and affairs shall be vested in, and exercisable by the Party Conference. There shall be a National Conference to be held annually until such time as the National Executive determines that it can be held less frequently.
- 17.2 The main function of the National Conference shall be to debate, set the general direction of and formally adopt the policy process of the Party. All the decisions of the Party Conference shall be binding on each and every member of the Party.
 - 17.3 The National Conference may, where necessary, determine the processes and formats of its business in general accordance with the Party Constitution and voting on all National Conference business shall be by way of secret ballot.
 - 17.4 All the working committees and ad hoc committees of the Party shall be set up at the National Conference
 - 17.5 To constitute a quorum, attendance to the National Conference shall comprise a minimum of 50% of delegates broken down as follows:
 - a) All the members of the National Directorate
 - b) All members of the Provincial Directorate
 - c) The top six (6) elected officials of the Constituency Directorate, to include the Chairperson, Secretary General, Spokesperson, Secretary, Treasurer, Engagement & Mobilisation Secretary
 - 17.6 To qualify as a delegate a Party member shall have served for a minimum period of two (2) years with the body that he/she will represent prior to the holding of the National Conference.
 - 17.7 The National Party Conference shall be held in accordance with the UZA Constitution. There may be changes to the procedures and direction of the National Conference as necessary, but this shall only reflect such necessity to change the procedures and direction.
 - 17.8 An Extraordinary UZA National Party Conference may be convened by the Executive Directorate at any time where such a conference has been requested by a majority of the Provinces and Districts for a specific purpose or purposes.
 - 17.9 The notification of such conference shall be given in a period not less than 4 weeks or 28 calendar days. The delegates to such an Extraordinary UZA Party Conference shall be determined by the Executive Directorate with due regard to the representation of provincial and district structures of the Party in proportion to their membership subscription. Invited guests and observers may also be invited to such a National Conference.

ARTICLE 18: PARTY MEETINGS AND VOTES

- 18.1 Party Meetings shall be conducted as soon as relevant structures have been put in place to conduct, direct and coordinate Party business as necessary. Executive Directorate and National Directorate meetings shall be held in a business and formal environment unless where such meetings are Congresses, National Conferences and Extraordinary sessions or rallies that are too large to be conducted in a formal manner.
- 18.2 Only members authorized to hold and host meetings on behalf of the Party shall be seen to be doing so. Any members seen holding meetings without the requisite authority to do so shall be guilty of an offence or breaching the Party Constitution and Code of Ethics and such members shall be subject to disciplinary procedures.

- 18.3 Unless where there is a vote by secret ballot, Party votes shall be conducted by show of hands that will be counted only once as valid votes. A member of the Party shall vote only once in any one vote to make one choice among the available choices of nominees.
- 18.4 During the National Conference the National Chairperson shall conduct the vote, count the votes and shall immediately declare the result of the vote of which the winning nominee/s shall be the declared winner/s of the vote. Where the vote is tied and level the National Chairperson shall cast the deciding vote.

ARTICLE 19: TERMS OF OFFICE

- 19.1 The Executive Directorate shall determine duration for which elected members will serve at the Executive Directorate, National Directorate, Constituency Directorate Ward and Polling station levels. Elected members will continue to serve until new members are elected to replace them.

ARTICLE 20: PARTY FINANCES AND ASSETS

- 20.1 All finances received on behalf of the Party from donations or from the government shall be put under the stewardship of the Treasurer General of the Party.
- 20.2 The receipts and payments of the Party shall be subject to an annual audit by a qualified and practicing auditor appointed by the Executive Directorate. The auditor may be changed as necessary in safeguarding the interests of the Party.
- 20.3 The Party's financials shall run along the calendar year at the turn of which the Party books shall be balanced accordingly.
- 20.4 The Treasurer General of the Party shall prepare the Party's books for auditing and shall advise the Executive Directorate of the Party immediately where significant discrepancies appear in the Party's financial records. The sale of Party regalia and hire of Party property shall be audited in the same way and discrepancies shall be reported in the same format.
- 20.5 The Executive Directorate shall determine the rate of conference delegate fees and membership fees as needed.

ARTICLE 21: LEGAL STATUS AND CONTRACTUAL LIABILITY

- 21.1 UZA shall assume legal status thereby according it the legal capability and rights to sue and to be sued, to bind and to be bound by others within the prescription of the laws of Zimbabwe.
- 21.2 The party shall be able to acquire, invest in and dispose of property, both movable and immovable in its own name or in those names appointed by it and shall have the powers as vested in it by its Constitution to advance for its own good, the founding principles, aims, and objectives through activities appointed by the Executive Directorate.
- 21.3 For purposes of the business transactions of the party, only the members so appointed by the Executive Directorate shall have the authority to bind UZA to or to create a legal relationship with any outside party. Any other person purporting to act in the legally binding name of the Party shall be required to produce official party authorization from

an appointed person as outlined in this Article that must clearly state the authority of the person sanctioning such contracting and extent of the Party's contractual liability.

ARTICLE 22: AMENDING AND INTERPRETING THE PARTY CONSTITUTION

- 22.1 The Executive Directorate shall have authority to decide on any matter in relation to which the interpretation of this Constitution is in doubt and to make provision for any matter on which this Constitution is silent. No other member or organ of the Party shall have the mandate to so interpret any matters pertaining to the Constitution without the express sanction of the Executive Directorate.
- 22.2 The Party Constitution shall only be amended through the authority of a resolution of the National Party Conference specifically moved for purposes of amending the Constitution and any resolution not expressly passed for that purpose and that is not consistent with the Party Constitution shall have no effect for that purpose.
- 22.3 Any such amendments to the Constitution shall only take effect if approved by a 75% majority of delegates voting at the National Party Conference or Extraordinary Conference. Proposals for Constitutional amendments shall be forwarded in advance to the Secretary General of the Party 8 weeks ahead of the National Party Conference or Extraordinary Conference.

ARTICLE 23: PARTY DISCIPLINE, COMPLAINTS AND APPEALS

- 23.1 There shall be a Party Code of Ethics that shall bind all members of the Party and any member that breaks the Party Code of Ethics shall be subject to disciplinary proceedings.
- 23.2 The Party Constitution shall apply to all members of the Party without exception and every member of the Party shall strive to abide by the Party Constitution. Any violation of the Party Constitution and Code of Ethics as outlined in **Article 24** shall warrant the evocation of the Party's disciplinary process.
- 23.3 The Party shall have disciplinary structures at national, provincial and constituency levels. The National Disciplinary Committee shall include:
 - a. Executive Directorate Vice President
 - b. Executive Directorate Chairperson
 - c. Executive Directorate Secretary General
 - d. Executive Directorate Secretary for Mobilisation & Engagement
 - e. three members nominated by the National Directorate from outside the national structure
- 23.4 The Provincial Disciplinary Committee shall include:
 - a. Provincial Directorate Chairperson
 - b. Provincial Directorate Secretary General
 - c. Provincial Directorate Secretary for Mobilisation & Engagement
 - d. three members nominated by the Provincial Directorate from outside the provincial structures

- 23.5 The Constituency Disciplinary Committee shall include:
- a. Constituency Directorate Chairperson
 - b. Constituency Directorate Secretary General
 - c. Constituency Directorate Secretary for Mobilisation & Engagement
 - d. three members nominated by the Constituency Directorate from outside the constituency structures
- 23.6 There shall be an Appeals Committee appointed by the National Conference specifically to handle appeals of a disciplinary nature. The Appeals Committee shall serve for the same term as the Disciplinary Committee, and these shall be dissolved and renewed at the same time. The Appeals Committee shall be composed of the following office bearers Secretary for Legal Affairs at National Level and the Secretary General of the party and two other office bearers who sit in the National Directorate.
- 23.7 Offences warranting automatic Party disciplinary procedure shall comprise the following:
- a. Fraud or misappropriation of Party funds or assets
 - b. Failure to abide by the Party Constitution
 - c. Improper or disgraceful conduct that shall bring the name of the Party into disrepute
 - d. Creating unnecessary tension and animosity within the ranks of the Party
 - e. Using unorthodox means such as violence and intimidation to suppress competition from other members during Party nominations and primary elections
 - f. Conducting political activities in the name of other political organizations that are parallel to the Party
 - g. Nepotism, cronyism, corrupting behavior
 - h. Sexual, racial, or physical abuse of fellow members of the Party
 - i. Disorderly and disruptive behavior during Party proceeding to the detriment of the progression of same
 - j. Conduct that puts the unity of purpose in the Party at risk
 - k. Fueling factionalism and divisionism in the Party
 - l. Insubordination and disrespect of senior Party colleagues
 - m. Nominated National Directorate members outside the national structure.
- 23.8 Disciplinary procedures shall be evoked within the structures, location and jurisdiction of the Party where the disciplinary offence is relevant. The penalties for any proven and chargeable offences shall depend on the severity of the offence. These shall vary from a stipulated fine, reprimanding, suspension from a committee, suspension from the Party for a definite or indefinite period of time, expulsion from the Party or any other penalty as determined by the Executive Directorate from time to time.
- 23.9 A member shall be present and adequately represented during disciplinary proceedings. The outcome of the process and the decision taken shall be

communicated to the affected member in writing within three working days of finalizing the disciplinary proceedings.

23.10 The affected member shall have a right to appeal against the decision of the disciplinary authority to the Party's Appeals Committee within fourteen days (14) from the date the decision of the disciplinary authority is communicated failure of which the decision of the disciplinary authority shall be taken as final and binding. The appeal shall be determined as valid or null and void by the Party Appeals Committee as outlined in this Constitution.

23.11 Where an office holding member/s of the Party has/have become a subject/s of disciplinary procedure, such an officer/s shall cease to hold office/s and an acting person/s shall be appointed accordingly until such time that a decision on the matter has been reached. Where such official/s have been permanently removed from their position through the decision of the disciplinary authority then a substantive replacement shall be put in place through elections or appointment as necessary. The member removed from office will as such not be eligible for any UZA office for a period of 2 years thereafter.

ARTICLE 24: PARTY CODE OF ETHICS

24.1 There shall be a Party Code of Ethics that shall bind all members of the Party. Any member that breaks the Party Code of Ethics shall be subject to disciplinary proceedings.

ARTICLE 25: DISSOLUTION OF THE PARTY

25.1 A motion to dissolve the party shall be duly and properly raised if the motion is raised by a member who is eligible to vote and be voted for in terms of Article 17.6 of the Party Constitution.

25.2 For the avoidance of doubt, a motion to dissolve the United Zimbabwe Alliance shall be submitted to the Secretary General who shall lead the investigating team in the matter and write a report and submit his/her findings to the Executive Directorate.

25.3 The Executive Directorate shall convene an Extraordinary meeting of the Executive Directorate within 21 days from the day of submission of the report to determine the propriety nature of the motion. Such an Extraordinary meeting shall only be conducted with quorum of one hundred percent (100%) of the Executive Directorate in attendance. If at the meeting so convened, ninety percent of the Executive Directorate agrees to the dissolution of the party, the Party shall be lawfully dissolved. In such circumstances, the Executive shall determine or deliberate on the issues of Party assets and liabilities.

SCHEDULE I: PARTY COLORS, FLAG AND IMAGES

The Party Colors shall be Green, Yellow, Black, Red and White. The Party images shall be a hand over a fist.

SCHEDULE II: DEFINITIONS OF TERMS IN THE CONSTITUTION

Accountability - responsibility, transparency

Autonomous - self-regulating

Branch - subsidiary structure of UZA

Constitution - the Constitution of UZA

Direction - managing and regulating

Disrepute - discredit

Endorsement - approval for election purposes

Executive Committee - an administrative committee of UZA

Logo - the Party's symbol

Membership - being registered as part of and in support of UZA

Nomination - proposition for candidacy purposes

Official - assigned member of UZA

Quorum - the least number of eligible participants to a Party process

Suspension - withdrawal of status for a determinate or indeterminate period of time

Vote - formal declaration of support