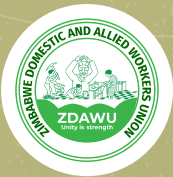


Kodzero dzevashandi vepamba



1. Mushandi wepamba ndiani?

Mutemo unotsanangura mushandi wepamba **semunhu chero upi zvake anosevenzera muimba yega kuti aite mamwe mabasa anotevera:**

i. Yadhi kana mushandi wemubindu: munhu anochengeta chero kana chivanze chese, lawn, makwenzi, hedge, fenzi nebindu reimba ipi neipi-yakazvimirira kana midziyo yesangano erubatsiro.



ii. Kubika kana muchengeti wemba: chero mushandi wemumba anenge apinzwawo basa remugadheni uye/kana mubiki/muchengeti wemba zvisinei kuti munhu uyu mushandi wemugadheni asi zvisngasanganisiri mushandi ane basa rekuchengeta mwana kana vakwegura kana vakaremara.



iii. Mureri-wemwana: mushandi wemumba anochengeta chero mwana ari pasi pemakore gumi nerimwe, zvisinei nekuti mushandi wemumba anenge apinzwawo basa remugadheni uye/kana mubiki/muchengeti wemba.



iv. Disabled or aged minder: mushandi wemumba anochengeta chero munhu akaremara zvekuti haakwanise kuzvichengeta, zvisinei nekuti hurema hwacho ndehwemuviri, pfungwa kana zera.



Aya mapoka mana anoonekwa se“magiredhi”. **Giredhi rega rega rine muhoro wepasi wakasiyana.**



Mushandirwi anokwanisa here kupa mushandi basa reipapo chete omuhoresa?

Mushandirwi haabvumirwe kupa mushandi wepamba (a) basa rekushanda ipapo (b) basa rekuita chinhu chimwechete (c) basa remubhadharo maererano nekushanda kwako.

Izera ripi rinobvumidzwa pamutemo kuita mushandi wepamba?

Makore gumi nenhanhatu dzichienda mberi.

Mushandi wepamba anokwanisa here kupinda muboka revashandi?

Mushandi wepamba ane kodzero yekuva nhengo yeboka revashandi raanoda.

2. Kondirakiti yebasa



Ndine kodzero yekunyorera chibvumirano chebasa here?

Hongu, unekodzero yekondirakiti yebasa. Vashandirwi vanofanira kupa chibvumirano chebasa chakanyorwa. Kana vakasakupa, kumbira!

Chii chandinofanira kupihwa nemushandirwi pakunyora paanenge achindipinza basa?

Vashandirwi vanofanira kunyora pasi zvinhu zvinotevera zvekondirakiti:

- Mamiriro ebasa racho, kusanganisira kuti ibasa renguva yakazara kana kuti risiri renguva yakazara uye mwero wemushandi (giredhi)



Zvakakosha: Pese nyatsoona kuti kondirakiti rako rine zvese zvakajeka zvebasa rako nezvaunotarisirwa kuita!

- Muhoro
- Nguva yekuzivisa inosungirwa kusiya basa
- Mubairo nemvumo yevashandi vemumba, zvinosanganisira:
 - kushandiswa pachena kwemvura pakushandisa pamba
 - Mari yembasera nepekugara
 - chokufambisa uye marambi
 - mabhenefiti panguva yekurwara
 - zororo rekumafuramhepo

Ndinoidirei kondirakiti rakanyorwa pasi?

Edza kuva nekondirakiti rakanyorwa pasi. Zvinokubatsira pakaita kusawirirana pabasa pachida humbowo hwekuti uri mushandirwi.

Ko kana ndisina chibvumirano chakanyorwa?

Kana iwe usina chibvumirano chakanyorwa, uchine kodzero dzebasa! Kunyangwe pasina zvbvumirano zvekunyora, chibvumirano chemuromo kana kuti wangauchishanda uye uchibhadharwa zvakanwana kukupa kodzero yekodzera dzako. **Bvunza ZDAWU kuti uwane zvizere.**

3. Muhoro

Ndine bvumo here yekupa muhoro uri pamutemo?

Hongu, une kodzero yekupihwa mari yemuhoro yepamutemo. Bvunza ZDAWU kuti imarii pamutemo parizvino yakatarwa nehurumende.

Ko kana mushandirwi wangu asingabhadhare mari shoma yepamutemo?

Unokwanisa kubvunza ZDAWU kana uri kubhadharwa mari iri kunze kwemutemo.

Pane nguva yandinofanira kubhadharwa here?

Mari yemuhoro inofanira kubhadharwa mumazuva matutu asati apera ekubhadharwa.

Mubayiro wangu unofanira kubhadharwa sei?

Mushandirwi anofanira kubhadharwa mari mumaoko kana kubhanga.

Ndingawana humbowo hwekubhadharwa kwangu here?

Mushandirwi anofanira kukupa pemba rinoratidza kuti akubhadhara mwedzi wega wega.

Ndinofunga kuti muhoro wangu wakanyanya kuderera. Ndoita sei?

Dzimwe nguva mari yakatarwa pamutemo haikwanise kupa raramo kumushandi. Bvunza ZDAWU nezvemuhoro wekurarama uye kuti mungataurirana sei!



4. Kodzero yepekugara nezvimwe

Ndine kodzero yechimwe chinhu kunze kwemuhoro wangu here?

Pamusoro pemuhoro wako, unekodzero ye “miripo” iyo inosanganisira pekugara, magetsi, nemvura, kana mari.

Kune misiyano yevashandi vanogara-pamba uye anoshanda achibva kumba, sezvakatsanangurwa pazasi.

i.

Vashandi vemumba vanogara padzimba pavanoshanda

Vashandirwi vanofanira kupa vashandi vemumba vanogarapo:



pekugara mahara



mvura yekushandisa pamba



magetsi ekuvheneka mumba



magetsi, gasi, kana huni dzekubikisa

ii.

Vashandi vemumba vasingagari pamba pevashandirwi:

Vashandirwi vanofanira kupa vashandi vepamba vanogara kunze mari yemwedzi nemwedzi yepekugara, magetsi, mvura, nechokufambisa. [Bvunza ZDAWU nezvemiripo yazvino].

5. Nguva yekushanda, yezororo uye yekupfurikidza kushanda

Ndeipi nhamba huru yemaawa yandinogona kukumbirwa nemushandirwi wangu kushanda?

Iwe haugone kushanda maawa anopfuura makumi mana nemapfumbamwe (49) pasvondo kana 9 maawa ne 30 maminetsi pazuva. kana maawa akawanda unenge wakupihwa mubhadharao **wekupfurikidza maawa.**

Ndinofanira kubhadharwa mari yepamusoro here kana ndapfurikidza maawa ebasa?

Mushandirwi anofanira kukubhadhara maawa okuwedzera, sezvinotevera:

- **kubhadhara kamwe chete nechidimbu (1.5) muhoro wemushandi wekushanda nguva yakawedzerwa.**
- **kubhadhara kaviri pabasa reovhataimu pazororo reruzhinji.**

Ko kana ndiri mushandi anoshanda achibva kumba?

Mushandirwi haana mvumo yekukumbira kuti ushande kana nguva dza seveni manheru dzapfuura kunze kwekunge wabvuma. Iwe unofanirwa kubhadharwa nguva yapfurikidza kune chero basa raitwa mushure menguva dza seveni manheru.

Ndingatora zororo pakati penguva dzekushanda here?

Unekodzero yekuwana nguva dzinotevera dzekuzorora pazuva:

- kuzorora kwemaminetsi makumi matatu ekudya mukati memaawa matanhatu nehafu ekutanga ebasa.
- kuzorora kwemasikati kweawa imwe chete.
- kuzorora kwetii ingangoita maminitisi gumi nemashanu munguva yemadema zuva.
- chidimbu chimwe chezuva nezuva rakazara rinova maawa makumi maviri nemana akadungamidzana ekuzorora pasvondo.
- kuzorora panguva yezororo rega rega.
- kana uri mushand wechidzimai une mwana mucheche anoyamwa unekodzero yeawa rimwe chete kuyamwisa mwana. Unogona kusanganisa iyi nguva neawa neimwe nguva yemunombozorora kuti ave maawa maviri nechidimbu kana zvichikuitira.

6. Zororo nekuenda kumafuramhepo

Mushandirwi wako anofanira kukupa zororo rakasiyana siyana dzakatsanangurwa pazasi:

i. Zororo repagore



Mazuva mangani ezororo andinogona kutora?

Kunyangwe iwe uchifanira kuve nekodzero yemazuva makumi matatu pagore ezororo rezororo, mugore rekutanga rebasa, unoda chibvumirano chemushandi kuti utore; mushandirwi anogona kusabvuma. Mushure megore rimwe, ikodzera yako kutora zororo; nguva ichabvumiranwa nemushandirwi wako.

Chii chinoitika kana ndikasashandisa mazuva angu ezororo rezororo?

Nhamba yemazuva ezororo inounganidzwa gore rega rega kana ukasaishandisa. Mazuva ezororo anogona kuunganidzwa kusvika kumazuva makumi mapfumbamwe (90), mushure mezvo unorasikirwa nemazuva ako ezororo asina kushandiswa.

Chii chinoitika kuzororo rangu randinenge ndaunganidza ndikasatora?

Pakupera kwebasa, iwe uchabhadharwa mari yezororo rakaunganidzwa.

ii. Zororo rekurwara



Ndingatora rinhi zororo rekurwara?

Mushandirwi anofanira kupa mushandi zororo rekurwara kana kukuvara kana kuti arikuwana rubatsiro kwachiremba.

Mangani mazuva ekurwara andinogona kutora?

Unogona kutora kusvika kumazuva makumi mapfumbamwe (90) ezororo rekurwara uchibhadhara zvizere mukati megore rimwechete rebasa. Unozofanirwa kuwana gwaro rakasainwa nana mukoti akanyoreswa kana chiremba.

Ko kana ndapedza mazuva angu makumi mapfumbamwe mugore rimwe chete uye ndichida mamwe mazuva?

Unogona kukumbira mamwe mazuva makumi mapfumbamwe. Nekudaro iwe unozopihwa **chidimbu** yemubhadharo weaya mamwe mazuva. Pazvikumbiro izvi zvekuwedzera zororo rekurwara, unofanirwa kuve uine tsamba kubva kuna mukoti akanyoreswa kana chiremba, inotaura kuti zvinokwanisika kuti unokwanisa kutanga basa mushure menguva yekurwara.

Ko kana ndichida mazuva anopfuura zana nemkumi masere ezororo rekurwara mugore?

Kana nguva yezororo rekurwara ikadarika mazuva makumi manonwe nemamwe awedzererwa makumi manomwe , mushandirwi **anogona** kukumisa basa.

Ndinogona here kushandisa mamwe marudzi ezororo pane kurwara?

Unogona kushandisa mazuva ezororo pane kutora zororo rekurwara nehafu yemuhoro kana zororo rekurwara usingabhadharwe.



iii. Zororo remushandi ane pamuviri



Ndeapi mazuva ezororo randingatora (mukadzi anoshanda mumba)?

Mukadzi mushandi wemumba unekodzero **yemazuva makumi mapfumbamwe nemasere (98)** ezororo rekusununguka uchibhadharwa zvizere.

Ndingatora rinhi zororo rangu rekusununguka/kuzvara?

Unogona kutora zororo iri mushure memazuva makumi mana nemashanu (45) ekusununguka uye mazuva makumi maviri nerimwe zuva (21) risati ratarisirwa kana rakakodzera rekusununguka.

iv. Zororo rakakosha



Chii chinonzi zororo rakakosha?

Zororo rakakosha rinopihwa nemubhadharo wakakwana risingapfuure **mazuva gumi nemaviri pagore** nekuda kwezvikonzero zvakakodzera. Izvi zvinosanganisira:

- Kufa kwemurume kana mudzimai, mubereki, mwana kana munhu waunoriritira zviripamutemo.
- Kurairwa nana chiremba kuti asashande nekuda kwechirwere chinotapukira.
- kudaidzwa kuti auye kudare semufakazi.
- Kuvharirwa kuti abvunzurudzwe nemapurisa.
- Anosungirwa kuenda **senhume kana mukuru pamusangano upi zvawo wesangano revashandi rakanyoreswa.**

v. Zororo reruzhinji



Pazororo eruzhinji ndinokwanisa here kuenda kuzororo?

Unekodzero yekuenda nemuhoro wakakwana pamazororo **kunze kwekunge** wabvuma kushanda pazororo reruzhinji. Muchiitiko ichi, unekodzero yemuhoro wezuva **uyezve** nezuva nechidimbu (1½) nguva yemuhoro wezuva kana uri mukati memaawa ekushanda enguva dzose, uye muhoro wakapetwa kana uri kunze kwemaawa ekushanda enguva dzose (nguva yakawedzerwa).

7. Zvipfeko zvekudzivirira njodzi

Ndine kodzero here yekupihwa nhumbi dzekuvirira njodzi pabasa?

Une kodzero yekuwana nhumbi dzekushandisa kudzivirira hurwere. Nhumbi idzi dzichava dzako kwapera mwedzi mitatu uchishanda.

Ndine kodzero here yekuchengetedzwa munjodzi yepabasa kana kuwana rubatsiro?

Mutemo parizvino haupe kodzero iyi.



8. Kumiswa kwebasa

Ndingasiya basa rangu sei?

Unokwanisa kusiya basa kuburikidza kupa chiziviso kumushandirwi wako pachine nguva.

Mushandirwi anokwanisa kundimisa basa here?

Kana waunoshandira achida kumisa basa, anofanira kuzviita **muchibvumirana nekunyorerana** newe. Muchiitiko ichi zvakare, chiziviso chinofanira kupiwa

Waunoshandira **anogona kumisa kondirakiti yako pasina chibvumirano chako** kana

- i.** Usingachagoni basa semuenzaniso kugumiswa basa nekuda kwekurwara kwako kwakanyanya
- ii.** Kusazvibata, semuenzaniso paunopara mhosva e.g kuba kana kuuyakubasa wakadhakwa

Nguva yekuzivisa inosiyana zvichienderana nenguva yehukama hwebasa panguva yekugumiswa. **Zviri mubhokisi pazasi zvinoratidza nguva dzekuzivisa dzakasiyana-siyana**

Nguva yekuzivisa	Kureba kwenguva yebasa
Vhiki mbiri	Mwedzi mitanhatu zvichidzika
Mwedzi mumwechete	Mwedzi inopfuura mitanhatu asi iri pasi pegore
Mwedzi miviri	Kupfurikidza gore rimwechete asi riri pasi pemakore maviri
Mwedzi mitatu	Kupfurikidza makore maviri kana panyaya yekumushandi aripakondirakiti isina nguva yakatarwa

Ko kana paine chimbi chimbi?

Kana uine chimbi-chimbi uye uchida kumiswa basa rako, haufanire kupa chiziviso chekumisa kontrakiti. Mutemo hautsanangure kuti chii chinoumba chimbichimbi kana chinogombedzera chinodiwa.Taura neZDAWU kana wapinda mudambudziko iri.

Inguva ipi yausingafanire kupa chiziviso?

- Chiziviso chokurega **hachigoni** kupiwa nemushandirwi kana uri pazororo rokurwara.
- Chiziviso chekumiswa basa hachifanire kupihwa kana munhu achiri pazororo.

Ndinofanira kugamuchira mari yekutendwa pakupera kwebasa here?

Kana wapedza makore mashanu kana anopfuura ebasa rekuenderera mberi nemushandirwi mumwe chete, pakuregedzwa (zvisinei nekuti ndiani amisa basa kana kuti nei), **mushandirwi anofanira kukubhadhara “chipo”** (chinova chitsama che mari).

Mari yechipo inoverengwa makore awakashanda zvichienderana nemari yawaitambira pamwedzi. Kuti imarii zvinosiyana nemakore awashanda asina kumbomira mukati. Mari iyi inoverengwa sezvinotevera:

$$\text{Mari yechipo} = \text{Makore awashanda} \times \text{chikamu muzana chemari yepamwedzi}$$

Mutemo unopa maverengero anoitwa mari yechipo. Bvunza ZDAWU kuwana zvizere nerubatsiro rwekuverenga mari iyi.

Chii chinonzi kuenderera mberi nebasa?

Kuenderera mberi nebasa kushandira mushandirwi mumwechete kwenguva yakati. Inoputswa chete nerufu, kusiya basa, kurega basa kana kugumiswa.

Ndinogona here kuwana chinyorwa chekushanda kwangu pandinomiswa basa?

Hazvina mhosva chikonzero chekuregedzwa kwako, unogona kukumbira, uye mushandirwi anofanira kukupa, chinyorwa chemashandiro ako pabasa.





Nezve ZDAWU

ZDAWU zvinoreva Zimbabwe Domestic and Allied Workers Union. Boka iri rakaumbwa muna 1980, ndokuzonyoreswa muna 1985.

Sei ZDAWU yakaumbwa?

- ZDAWU yakaumbwa kuchengetedza, kurwira nekuendeswa mberi kodzero dzevashandi vemudzimba vanova nhengo.

Zvinhu zvinoitirwa nhengo dzeZDAWU:

- Kumiririrwa
- Ruzivo nemazano
- Hurukuro kutaurirana nevashandirwi
- Zvirongwa zvedzidzo, dzidziso, nekusimudzira ruzivo rwevashandirwi nevashandirwi. nhengo
- Kugadzirisa zvichemo
- Kushanyirwa pamabasa tichiongorora mashandiro amurikuita?

Unova nhengo sei yeboka iri?

Kuti uve nhengo yeZDAWU, unofanira:

- Kuva mushandi wemumba kana kushandira mumwe munhu pamba pake, chero ipi nzvimbo muZimbabwe
- Zadza fomu rekunyoresa reZDAWU
- Bhadhara mari yekuva nhengo inodiwa uye mari yekunyoresa pamwedzi
- Kuwana kadhi rinotaridza kuti uri nhengo yeZDAWU

Bata ZDAWU pa Nhamba dzinoti:

Nhamba dzinoti:

242 753912, 077 2 809 743, 077 2 482 909, 077 4 075 592

Kero:

Suite 4, First Floor. Cannon House, 88 Kaguvi Street, Harare.

Email:

zdaawu@gmail.com

