

# People's Party



# Constitution



## **People's Party Constitution**

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## **ARTICLE 1 - PARTY NAME**

**The name of the Party shall be PEOPLE'S PARTY (hereinafter known and referred to as PP). It shall be a body corporate with a common seal, perpetual succession and may sue and be sued in its corporate name.**

## **ARTICLE 2 - PREAMBLE**

**WE, the People's Party:**

**BELIEVING in the Almighty God, stand together with all Zimbabweans who share a community of values and ethos embodied by these words:**

***“Restoring Citizens Authority and Respect”***

**In particular, we believe:**

1. Zimbabwe is a special country liberated by those who came before us from the clutches of colonialism. We believe Zimbabwe must take its rightful place among the great nations of the world as an independent country espousing the values of the liberation struggle, the freedoms it delivered, opportunity, fairness and diversity. The liberation struggle was fought in order to deliver a new Zimbabwe that belongs to all who live in it. It is the mission of the People's Party to establish for the first time in our history, a fair and just society which will enable the people of Zimbabwe to unleash their talents and ingenuity so that their potential can be fully realised. Many of our people have left Zimbabwe due to economic collapse, lack of jobs and in search for means of survival. Zimbabwean diaspora is critical and must have a significant stake in the activities of the country like everybody else. The People's Party endeavours to respect the diaspora community and will give them the right to vote and participate in the economic activities of the country.
2. RECOGNISING the Zimbabwe Constitution of 2013 as a document realised through consultation with the people of Zimbabwe is a victory of the unjust past. The injustices suffered by the people of Matabeleland and Midlands during Gukurahundi will be fully addressed by the government of the People's Party. The injustices suffered by the people of Harare during Murambatsvina will also be fully addressed by the People's Party in government. The People's Party will institute a world standard truth and reconciliation commission underpinned by justice to look into past and current injustices/grievances and bring them to closure and promote national healing as part of nation building.
3. The inalienable rights of every Zimbabwean must be fully respected. We can't undo the past, but as a nation we have a duty to redress any disadvantages caused by Gukurahundi and Murambatsvina by giving justice so that all Zimbabweans may make equal use of their opportunities.
4. PROUD of the ethnic, cultural and religious diversity of Zimbabwe and honouring our Almighty and Sovereign God;

5. COMMITTED to creating a better Zimbabwe for current and future generations;
6. RECOGNISING the need for honest, transparent and accountable political leadership in our country;
7. INSPIRED by the indomitable spirit of the people of Zimbabwe in their daily struggles to create a modern, just, united and prosperous Zimbabwe;
8. DRIVEN by the desire to promote, protect and implement the Constitution of the Republic of Zimbabwe;
9. EXERCISING our political, social and economic rights as recognised and guaranteed by our constitution and various international human rights instruments;
10. RESOLVED to form a national, all-inclusive, democratic, transparent, accountable and progressive mass political party to actualise the hopes, dreams and aspirations of the people of Zimbabwe from all walks of life.

WE FURTHER RESOLVE that the People's Party shall ensure that the country remains a united and indivisible state proud of its diversity, and in which all persons enjoy all the rights, freedoms, liberties and protections as set out in the Constitution of Zimbabwe, to the greatest extent permissible under the law.

#### **VISION**

The vision of People's Party is to transform Zimbabwe into a unitary federal state which is just, modern and prosperous; a country united in pursuit of happiness and in which every citizen has an equal and fair chance to be their best.

#### **MISSION**

Our Party is uniquely founded in the values of the liberation struggle. The war of liberation was fought in order to create an equal and justiciable state. The war of liberation was fought to create a society where Zimbabweans of all races, tribes and faiths can freely live in it. The people of Zimbabwe through their collective effort hold the power to make Zimbabwe a shining beacon of Africa.

We stand with the hardworking, freedom-loving people of our country who want to live and raise their families in safe communities, support each other, work hard, play by the rules, reap the rewards for their efforts and build a country where all Zimbabweans, regardless of our backgrounds, make progress together;

Strong people and strong social structures such as families, in all their different manifestations, flourish in strong communities. We have a duty to do everything in our power to strengthen and support the building of durable social structures that promote cooperation in our communities, for history has shown that when Zimbabweans work together, we are unstoppable.

Families, however uniquely structured, help build successful individuals and provide them a foundation with which to make sense of the world and to realise their full potential as individuals;

A successful nation must have strong family structures, no matter how they are constituted, because no government can replace the role of family;

When individuals are deprived of the opportunity to work, their independence and dignity, as well as their ability to provide for their families and those they care for, is undermined. Therefore, our country needs an economy capable of creating jobs.

### **MOTTO**

The party motto shall be '*Power to the People*' (English) '*Simba Kuvanhu*',(Shona) '*Amandla Ebantwini*' (Ndebele).

### **VALUES**

1. Patriotism, nationalism and the respect for human rights, dignity of the person and the rule of law.
2. The establishment of a democratic, transparent and accountable government in the service of the people of Zimbabwe.
3. Participation and inclusivity of the people in governance, equality of all before the law and equity in resource allocation.
4. Establishment of an equitable and prosperous society, and empowering the people of Zimbabwe towards economic prosperity for all.
5. A pledge and commitment to fight and eliminate corruption and incidental vices at all levels of government and institutions of governance.
6. Upholding integrity, diligence, social justice and the rule of law.
7. Recognition and protection of the family as a unit and basis of our existence as a people.
8. Guaranteeing the welfare of the vulnerable in our society.
9. Conservation and sustainable use of the environment for the benefit of present and future generations.
10. Devolution of power, protection of minorities and the marginalised, and non-discrimination on the basis of race, sex, religion, ethnicity or any other bias.
11. Promotion of unity, cohesion and respect for the diversity of the people of Zimbabwe.
12. Recognition of the need to seek divine favour and blessing of our Sovereign and Almighty God.

### **ARTICLE 3**

#### **OBJECTIVES**

1. To be a national party that promotes the unity of all the people of the Republic of Zimbabwe.
2. To form a national government that will at all times act in the best interests of the people of Zimbabwe at national and devolved levels.
3. To support, promote and facilitate devolution as a system of governance in Zimbabwe.
4. To promote vigilance in safeguarding the national interests of Zimbabwe.
5. To serve as a vigorous and conscious political vanguard for eradicating tribal, racial and social bigotry, economic discrimination, and exploitation and elimination of all forms of oppression.

6. To implement political, economic, social and cultural policies, including Vision 2030 and future national visions and strategies for a modern, prosperous Zimbabwe which will raise the standards of living for all Zimbabweans.
7. To promote a national value system and national social transformation policies that will build a cohesive, stable and productive society.
8. To conserve and protect the natural resources, environment and wildlife of Zimbabwe for the benefit of present and future generations.
9. To strive for Southern African unity and integration in every sphere of economic, social and political life based on economic prosperity, social justice, human dignity, and the sovereignty of all African states.
10. To encourage and subscribe to the need for the creation of space for groups and individuals in the enjoyment of their human rights, freedoms and liberties.
11. To establish partnerships and/or associations with local, foreign and international organisations whose objectives are similar to those of People's Party.

## **ARTICLE 4 – MEMBERSHIP**

### **MEMBERSHIP**

1. Membership of the party is acquired by application, recommendation, nomination and registration.
2. The National Executive Committee shall have the power to create or establish such categories of membership for the advancement of the interests and objectives of the Party as circumstances may warrant.
3. Applications for membership may be made online and at the party offices.
4. Any adult person being a citizen of Zimbabwe who accepts to adhere to the constitution, objects, policies, programmes, directives and discipline of the Party is eligible to be a member of the Party.
5. Those eligible and desiring membership of the Party may apply either verbally or in writing to any authorised official or agent of the Party for enrolment, or through any approved digital platform for enrolment.
6. Every member shall pay such fees as may be prescribed from time to time by the National Executive Council.
7. On payment of the prescribed fee, a member shall be issued with a membership number in a digital format, or a party card and/or certificate.
8. Subject to this Constitution:
  - A. Every applicant for membership shall be deemed to accept this constitution including the party's principles, vision, mission, values and objectives, and to support the party's candidates at elections.
  - B. Every member shall be entitled to participate in election of the members of the Polling Station Executive Committee.
  - C. Every member shall be entitled to seek and to vote in any elective position of and in the party.

- D. Every member shall with the approval of the Secretary General be entitled to inspect the party constitution, party register, party manifesto and audited financial documents.
- E. Every member is entitled to apply for the party nomination in the general elections.

#### **ARTICLE 5 – TERMINATION OF MEMBERSHIP**

1. A member shall cease to be a member if he or she:
  - A. Submits to the Secretary General of the party a letter of resignation signed by him or her;
  - B. Accepts an office or promotes the activities of any other political party;
  - C. Contravenes the Party's constitution or the code of conduct;
  - D. Has had his or her membership terminated upon a disciplinary procedure.
  - E. Has failed to pay the subscriptions or any other dues after a letter of warning by NEC.
2. A member who ceases to be a member shall not be entitled to any refund of the subscription fee paid by him or her and will remain liable to pay such subscription as the member may not have paid.
3. The party shall have a right to lay any claims against any person who has
  - A. terminated their membership of any monies due and owing from them, or
  - B. for any damage or loss occasioned to party property, which was in his or her
  - C. custody, possession, or control prior to termination of membership provided
  - D. that the provisions of this paragraph shall apply to officers of the party.
  - E. Any person prior to termination of his membership may if he or she so wishes to re-join the party, apply for readmission through their party branch which shall process the application and make recommendation to the NEC for a final decision.

#### **ARTICLE 5 - ORGANISATION AND PARTY STRUCTURE**

##### **Guardian Council**

- a. The Guardian Council shall be made up of the Party Leader, two deputy Party Leaders, the Secretary General, the Treasurer, the National Chairperson and the Organising Secretary.
- b. Any conscious issue in the leadership and general members without prejudice to due process must be referred to the Guardian Council and the decision rendered by simple majority will be final.
- c. Seating in the Guardian Council all members are equal and all official titles fall off.

##### **Executive Council**

Members of executive council are elected or selected from their provinces and appointed into positions by the Presidium.

##### **National People's Assembly**

- A member from every constituency (210) is voted from their constituency.
- All executive council members
  - People's Provincial Assemblies

- All MPs and Senators are ex-officio members
- All People's Provincial Executive members from main, women and youth.

### **People's Provincial Executive**

- The executive shall have 16 elected office bearers and 2 committee members from the main wing.
- It will have top 5 from women's assembly and top 5 from youth assembly.

### **People's District Assembly**

- Is made up of 5 branches and have 1250 members
- It shall have 18 elected members.

### **People's Branch Assembly**

- Made up of 5 local assemblies and 250 members
- Chairperson is elected by its members

### **People's Local Assembly**

- Made up of 50 members in a village
- Chairperson shall be elected by the members.

## **THE PLENARY OR SPECIAL SESSION OF THE PARTY**

### **(A) Plenary session**

1. The following from below shall be invited to attend the Plenary Session:
  - (a) All members of the Executive Council;
  - (b) All members of the National People's Assembly;
  - (c) All members of the People's Provincial Assemblies;
  - (d) All members of the Party in Parliament;
  - (e) All members of the Party in People's Provincial Executives;
  - (f) Three members from People's District Assemblies and
  - (g) Any other category of members agreed upon by the Executive Council for the Session.
2. A Plenary Session of the Party shall be held once each year at such time and place as may be determined by the Executive Council.
3. The National President shall preside at the said session.
4. Proof of dispatch of notice by ordinary registered post shall be considered as proof of invitation.

### **(B) Special Session**

1. In addition to the annual Plenary Session, any number of Special Sessions of the Party can be held if the Executive Council so decides or if at least 100 members of the National People's

Assembly jointly make a request to the National President to convene such Session for discussing an agenda specified in the request.

2. All members of the National People's Assembly shall be invited to the Special Session

## **ARTICLE 6– ORGANISATION AND PARTY STRUCTURE**

A special session of the National People's Council shall be summoned by the Secretary General upon the decision of the Guardian Council or upon a requisition in writing by at least one third of the delegates attending the preceding National People's Council.

### **The National Executive Council**

1. There shall be a National Executive Council (NEC) which shall be the second highest organ of the Party.
2. The National Executive Council (NEC) shall consist of the following members:
  - A. The Party Leader
  - B. The two Deputy Party Leaders
  - C. All members of the National Executive Council
  - D. All Party Members of Parliament (Senators and Members of the National Assembly)
  - E. All Party Governors and Deputy Party Governors
  - F. All Provincial Chairpersons, Secretaries, Treasurers, Organising Secretaries, Provincial Women's League Chairpersons, Provincial Youth League Chairpersons, Provincial Business Councils Chairpersons, and Provincial of Elders Councils Chairpersons.
3. The National Executive Council shall have the following functions:
  - A. To review and/or formulate policies of the Party for approval by the National People's Council.
  - B. To initiate all such activities as may further the aims and objectives of the Party.
  - C. To monitor the general activities of the Party on behalf of the National People's Council and to provide direction for such activities.
  - D. To make policy and administrative decisions on behalf of the National People's Council which (in the opinion of the National Executive Council) cannot wait until the next National People's Council meeting to present such decisions for ratification. To rally the party around issues of national importance and give general direction on such issues.
4. The National People's Council shall meet at least once every two (2) years.

## **ARTICLE 7: GUARDIAN COUNCIL**

1. There shall be a Guardians Council
2. The Guardian Council shall have the following functions:
  - A. To act as the executive body of the National People's Council and the National Executive Council and to ensure that all decisions made by those bodies are duly carried out and all the policies are adhered to.

- B. To supervise the administrative machinery of the Party at all levels and take such measures, as it deems necessary to enforce the decisions and programmes of the Party as laid down by the National People's Council.
- C. To work in liaison with and to oversee the work of the Party Parliamentary Group, the Party Women's League, the Party Youth League, the Party Diaspora League, the Party Persons with Disabilities League, the Party Business Council, the Party Council of Elders and the Party Caucuses and Chapters.
- D. To approve the terms and conditions of services of the staff members employed by the Party.
- E. To appoint other committees as it deems necessary from time to time for specified tasks and to determine their terms of reference.
- F. To receive, consider, approve and implement reports and recommendations from the various standing, ad hoc and specialised committees or individuals;
- G. To receive and approve the annual financial budget, audited accounts and programmes for the party.
- H. To liaise and coordinate with the Elections Board in order to ensure free, fair and transparent elections of party officials at all levels and party nominations.
- I. To appoint Party representatives to other organisations to which the Party relates.
- J. To establish, coordinate and conduct various programmes aimed at stimulating Party activities.
- K. To ensure the timely preparation of the agenda and the reports of the National People's Council or National Executive Council
- L. Subject to this Constitution to appoint members of the Elections Board, Disciplinary Committee, Advisory Committees, National Council of Elders and National Business Council.
- M. To make or cause to be made rules and/or regulations for prescribing anything which requires to be prescribed under this Constitution and generally for the better carrying out of the provisions of this constitution and matters incidental thereto.
- N. To ensure proper order, discipline, and strict adherence to the Party's constitution, by-laws, and party policies by all officials, members, and all organs of the Party, and ensuring they convene their meetings as per the Constitution.
- O. Choose and second the Party Leader, Deputy Party Leaders and Secretary General by simple majority and in the same vein the Party Leader can be recalled by the Guardian Council for breaches to Party Constitution.
- P. The deliberations of the Guardian Council are protected by Official Secret Act and shall not be shared by third parties.

The National Executive Council shall meet once every four (4) months, or as need determines.

4. The Party Leader and Deputy Party Leaders may summon a meeting of NEC, or attend any meeting of NEC.

### **National Management Committee**

1. There shall be established a National Management Committee which shall be chaired and presided over by the National Chairperson and shall consist of:

- A. The National Chairperson
- B. The Secretary General

- C. The National Treasurer
  - D. The Organising Secretary
  - E. Six (6) committee members appointed by the National Executive Council from amongst the membership of NEC.
  - F. The Executive Director who shall be an ex-officio member
2. The duties and responsibilities of the National Management Committee shall include:
- A. Acting on behalf of the NEC on urgent matters where in their opinion the NEC cannot be sufficiently convened to undertake such urgent decisions.
  - B. Convening short notice executive meetings to execute the mandate of the NEC.
  - C. Setting the agenda of the NEC.
  - D. Overseeing the management and supervision of party affairs and the Secretariat on behalf of the NEC.
  - E. Approving budgetary plans on behalf of the NEC.
3. The Management Committee shall meet at least once every two (2) months.

### **National Advisory Council (NAC)**

There shall be a National Advisory Council which shall consist of members to be known as: 'National Party Secretaries' as listed below:

- 1. The members of the NAC shall be appointed by the NEC and shall be persons knowledgeable in the respective dockets to which they shall be appointed which dockets shall reflect the social and economic sectors of national development.
- 2. The members of the NAC shall be responsible for advising the NEC on matters falling within their respective dockets.
- 3. The NEC shall cause a joint meeting at least once in a year between NAC and NEC for purposes of such advice, provided any member can be asked to appear before the NEC to give such advice.
- 4. The NEC may delegate such responsibilities to any member of the NAC as it may deem appropriate.
- 5. The members of the NAC shall be entrusted with the development of policy guidelines and programmes in liaison with relevant think tanks with regard to their respective portfolios for consideration and / or adoption by the NEC.

### **List of National Party Secretaries:**

All Secretaries will be deputized.

- 1. Secretary for Resource Mobilisation and Infrastructure Development
- 2. Secretary for International Relations
- 3. Secretary for National Security
- 4. Secretary for Devolution
- 5. Secretary for Legal Affairs
- 6. Secretary for Information and Media
- 7. Secretary for Diaspora
- 8. Secretary for Land and Agriculture
- 9. Secretary for Economics and Research
- 10. Secretary for Mining and Natural Resources
- 11. Secretary for Tourism, Environment and Antiquities

12. Secretary for Education and Sports
13. Secretary for Science, Technology and Innovation
14. Secretary for People with Disabilities and Pensioners
15. Secretary for Transport, Health and Welfare
16. Secretary for Arts, Culture, Traditional and Religious Affairs
17. Secretary for Women Assembly
18. Secretary for Youth Assembly
19. Secretary for Student Affairs
20. Secretary for Northern Region
21. Secretary for Western Region
22. Secretary for Southern Region
23. Secretary for Eastern Region
24. Secretary for Central Region

#### **Foundation and Think Tank**

1. There shall be established a foundation and a think tank.
2. The foundation shall mobilise funds to augment the Party's financial resources.
3. The think tank shall be the main national development policy and research pillar
4. to develop the Party manifesto and to develop the political, social, economic and cultural proposals to NEC.
5. To promote partnerships and dialogue with local, continental and global organisations.
6. To promote economic investments and income generating activities for the Party.
7. To promote economic and social empowerment programmes for Party members, and lead social transformation programmes.
8. To promote party leadership development programmes and advise NEC on any other matters referred from time to time.

#### **Joint NEC and National Government Forum**

1. There is established a joint National Executive Committee and National Government Forum of the Party.
2. The Party Leader or Deputy Party Leaders or the National Chairperson shall preside over a joint forum of the National Executive Council of the Party and the Cabinet Secretaries, the Principal Secretaries and Ambassadors at least once every year whenever the Party has formed the National Government.
3. The joint forum shall:
  - A. Discuss the implementation of the Party manifesto, policies and programmes by the national government and its agencies.
  - B. Evaluate the performance of the national government by the Party in the respective dockets.
  - C. Make recommendations towards effective implementation of the Party manifesto and policies.
  - D. Undertake any activities which may be incidental or ancillary to the above.

#### **Joint NEC and Provincial Government Forum**

1. There shall be established a joint National Executive Council and Provincial Government Forum of the Party.

2. The Party Leader or Deputy Party Leaders or National Chairperson shall preside over a joint forum of the National Executive Council, the Provincial Executive Council at least once every year.
3. The joint forum shall be summoned to:
  - A. Discuss the implementation of the Party manifesto, policies and programmes.
  - B. Evaluate the performance of the Provinces by the Party in the respective dockets.
  - C. Make recommendations towards effective implementation of the Party manifesto.
  - D. Undertake any activities which may be incidental or ancillary to the above.

### **Committees**

1. The National Executive Council may establish standing, ad hoc and/or specialised committees as it may deem necessary.
2. There shall be established the following Standing Committees:
  - A. Finance and Administration Committee
  - B. Programmes and Communication Committee
  - C. Political Affairs, Strategy and Elections Committee
  - D. Membership Development Committee
  - E. Logistics Committee
  - F. Legal Affairs Committee
  - G. Parliamentary and Intergovernmental Affairs Committee
3. Every Committee shall consist of not less than three (3) and not more than five (5) members of the National Executive Council.

### **The National Secretariat**

1. There shall be established a National Secretariat, which shall be headed by an Executive Director.
2. The Secretariat shall be divided into Directorates, each headed by a Director.
3. The Secretariat shall be responsible for implementing policies and programmes of the Party under the guidance of the Secretary General.
4. The Secretariat shall function directly under the office of the Secretary General, who shall file reports to NEC every six (6) months on the status and operations of the Secretariat.
5. The Secretary General shall brief the Management Committee on the affairs of the Secretariat at least once every month.

## **7.2: PROVINCES**

### **Provincial council meetings**

1. The Provincial Councils meeting shall be convened and presided over by the Provincial Chairperson at least once every year.
2. The Provincial Council shall consist of:
  - A. All members of the Provincial Council
  - B. All Constituency Delegates
  - C. Seven (7) representatives from each ward, namely: Ward Chairpersons, Ward Secretaries, Ward Treasurers, Ward Organising Secretaries, Ward Women's League, Chairpersons and Ward Youth League Chairpersons.

### **Provincial Council**

1. The Provincial Council meeting shall be convened by the Provincial Chairperson at least once every year.
2. The Provincial Council shall consist of:
  - A. The Provincial Chairperson
  - B. All members of the Provincial Executive Committee

### **ARTICLE 8 -DUTIES OF PARTY OFFICIALS**

To propose for nomination of party representatives to various bodies within the constituency

1. The Constituency Executive Committee shall meet at least once every four (4) months.

### **Constituency Secretariat**

There shall be a Constituency Secretariat, headed by the Constituency Coordinator, whose main functions shall be to manage the Constituency Office, to service the Constituency Executive Committee and to coordinate the activities of the Party in the constituency and liaise with the Provinces and the National Secretariat on all Party matters pertaining to the constituency.

### **WARDS**

#### **The Ward Council**

The Ward Council shall comprise of:

- A. All Provincial Executive Committee members
- B. All the members of the Polling Station Executive Committees

#### **Ward Executive Committee**

There shall be established Ward Executive Committees.

1. Each Ward Executive Committee shall consist of the following members:
  - A. All Ward officials
  - B. Six (6) Ward committee members
  - C. Ward member of Provincial Council
  - D. Ward Coordinator
  - E. The Party Members of the Provincial Council
2. The functions of the Ward Executive Committee shall include: keeping of all records, making the necessary returns to the constituency, organising the Party affairs at the ward, undertaking recruitment of members, building a strong grassroots party support.
3. The Ward Executive members shall hold office for a period of five (5) years and shall be elected by the Provincial Council which shall be held at least once every year.

### **ARTICLE 9 – THE PARTY SECRETARIAT**

The Party shall have the following national officials who shall be elected at the National People's Council

1. The Party Leader
2. The two Deputy Party Leaders
3. The National Chairperson
4. The Deputy National Chairperson - Operations
5. The Deputy National Chairperson - Programmes
6. The Deputy National Chairperson - Strategy
7. The Secretary General
8. The Deputy Secretary General
11. The National Treasurer
12. The Deputy National Treasurer - Operations
13. The Deputy National Treasurer – Programmes & Strategy
15. The National Organising Secretary
16. The Deputy National Organising Secretary – Recruitment
17. The Deputy National Organising Secretary – Ideological Development
18. The Deputy National Organising Secretary – Structure and Organisation
19. The Director of Elections
20. The Deputy Director of Elections - Operations
21. The Deputy Director of Elections - Programmes
22. The Deputy Director of Elections - Strategy
23. The Director of Protocol
24. The Deputy Director of Protocol
27. The Women's Assembly: National Chairperson
28. The Youth League: National Chairperson

### **8.3: PROVINCIAL, DISTRICT, BRANCH AND LOCAL ASSEMBLIES**

The Party shall have the following officials in provincial, district, branch and local assemblies which mirrors the National Positions.

### **ARTICLE 9.2– DUTIES OF THE PARTY OFFICIALS**

#### **NATIONAL OFFICIALS**

##### **The Party Leader**

The Party Leader shall:

1. Be the overall Leader of the Party and the symbol of unity.
2. Oversee, coordinate and supervise the implementation of the Party manifesto by the national government, the devolved provinces and their respective agencies under the People's Party.
3. Issue directives for the performance of specific acts or omissions thereof in furtherance of the objectives of party or fulfilment and compliance with party manifesto, programmes, values and ideals.
4. Offer leadership, political direction and guidance to the Party at all times in the discharge of its mandate.

5. Promote political harmony in the rank and file of the party but the overall authority is vested in the Guardian Council.
6. Chair all meetings of the National People's Council and National Executive Council.
7. Preside over the Party Parliamentary Caucus.
8. Promote political consultation, engagement and co-operation with other political parties and coalitions.

The Party Leader may attend or summon a meeting of any organ of the party at any time.

### **The two Deputy Party Leaders**

The two Deputy Party Leaders shall deputise the Party Leader, and shall perform such functions as the Guardian Council may direct them to do and manage clusters under them in consultation with the Party Leader.

### **The National Chairperson**

The National Chairperson shall:

1. Preside over and chair the meetings of the National Executive Council, the Management Committee and the National Advisory Committee.
2. Ensure discipline, proper conduct and order in the party in accordance with this constitution and have overall authority over all the organs of the party.

### **ARTICLE 9.1– DUTIES OF THE CHAIRPERSON**

1. On behalf of the National Executive Council oversee over all organs of the party.
2. Appoint the Chairperson and Members of the Elections Board in accordance with the Constitution.
3. Appoint the Chairperson and Members of National, Provincial and Constituency Disciplinary Committees in accordance with this Constitution.
4. Forge a strong sense of unity within party organs and amongst party ranks and ensure a pleasant working relationship between party officers and members.
5. In consultations with NEC issue policy directions and guidelines to all the party officials, members and employees from time to time.
6. Symbolise the image of the party, defend the party, its constitution, policies, interest, programmes and actions.
7. Perform such duties and exercise such powers conferred upon him or her by this constitution and take any action or give any directives which in his or her opinion will enable the party to achieve its objectives and interests.
8. Be a signatory to all Party bank accounts.
9. Subject to the provisions of this constitution or any other written law, sign the nomination certificates of all-party candidates.
10. Ensure adherence to party policy by the officials and members.
11. Continue in office and perform the duties of the office of the chairperson until a new chairperson is elected and takes the oath of office.

12. Perform such duties and functions as are inherent or customary to the office of the National Chairperson.

Upon being elected, the National Chairperson shall take an oath of allegiance to the party and such other oath of due execution of their office as may be prescribed by the NEC.

### **The Deputy National Chairpersons**

The Deputy Chairpersons shall deputise the National Chairperson in their respective portfolios.

### **The Secretary General (SG)**

#### **The Secretary General shall:**

1. Be responsible for all the Party's affairs at the National Secretariat, the organs or bodies which relate to the National Secretariat and the Party's management from the grassroots to the National level.
2. Convene meetings of the National People's Council, the National Executive Council and to take place as provided for in the Constitution and at such other times as may be decided by the National Executive Council.
3. Keep or cause to be kept a proper record of minutes of all meetings of the National
4. Be the accounting officer of the Party and mandatory signatory to the accounts of the party.
5. Be the custodian of the seal of the party at all times.
6. Be the Party's official spokesperson and custodian of legal documents.
7. Be in charge of all correspondences and communication on behalf of the Party and custodian of the party records.
8. Be a signatory to the party nomination certificates.
9. Be the secretary to the National Delegates Conference and National Executive Committee.
10. Ensure that the money allocated to the party from the Political Parties Fund is not used for purposes not authorised by the Act.
11. Keep separate books and records of accounts in the prescribed manner in respect of the funds of the Political Party and all the transactions for each financial year for which monies have been allocated from the Political Parties Fund.
12. Ensure statutory compliance and issue notices.
13. Be the secretary to the National Advisory Committee and convene all the meetings of the national organs of the Party.
14. Implement the decisions of the various organs of the party.
15. Perform any other duties conferred upon them by this Constitution or the National Executive Committee.
16. Be a member of all the Party Caucuses and shall be the custodian of the records of all the caucuses on behalf of the National Executive Council
17. Perform such duties and functions as are inherent in or customary to the office of Secretary General of a political party.

### **Deputy Secretary General**

The Deputy Secretary General shall deputise the Secretary General according to their respective portfolios.

### **The National Treasurer**

The National Treasurer shall:

1. Be in charge of policy guidelines in respect of the Party's Financial Affairs and responsible for ensuring compliance with such guidelines under the direction of the Secretary General.
2. Prepare or cause the preparation of, and submit to the National Executive Council, annual financial statements, and shall ensure that a duly audited Annual Statement of Accounts are circulated to all delegates at the time the notice convening the National People's Council is sent out and shall be a signatory to financial documents.
3. Ensure that every person handling the party finances adhere to all procedures laid down for handling of such monies or matters related thereto.
4. Be a signatory to bank accounts operated by the party.
5. Ensure the execution of prudent stewardship, standards, and best financial practices to protect party finances.
6. Perform such duties and functions as are inherent in or customary to the office of the National Treasurer.

### **The National Deputy Treasurers**

The National Deputy Treasurers shall deputise the National Treasurer according to their respective portfolios.

## **ARTICLE 9.2 THE PARTY SECRETARIAT**

### **The National Organising Secretary**

The National Organising Secretary shall:

1. Be responsible for all the political mobilisation of the party.
2. Supervise the organisation of the Party and in particular the organisation of public meetings and functions of the Party.
3. Supervise and coordinate the organisation of the National People's Council.
4. Be responsible for promoting party activities including membership recruitment at all levels.
5. In conjunction with the Secretary General coordinate the functions of the party caucuses.
6. Perform all the functions that are inherent and customary to the office of the Organising Secretary.

### **Deputy National Organising Secretaries**

The Deputy National Organising Secretaries shall deputise the National Organising Secretary according to the respective portfolios.

### **The National Chairperson: Women's Assembly**

The National Chairperson: Women's League shall:

1. Oversee the Party women's programmes and coordinate all activities relating to the female membership of the party, in liaison with the National Executive Committee.
2. Represent the interests and articulate issues concerning women's membership of the Party at the national level.
3. Submit the plan of activities and programmes of the Women's League through the office of the Secretary General for approval by the National Executive Council.
4. Submit periodical reports on the performance of their league to the office of the Secretary General.

**The National Chairperson: Youth League**

The National Chairperson: Youth League shall:

1. Oversee the Party youth programmes and coordinate all activities relating to the youth membership of the party in liaison with the National Executive Council.
2. Represent the interests and articulate issues concerning the youth membership of the Party at the National Level.
3. Submit the plan of activities and programmes through the office of the Secretary General for approval by the National Executive Council.
4. Submit periodical reports on the performance of their league to the office of the Secretary General.

**Chairperson: National Business Council**

The National Business Council Chairperson shall:

1. Oversee the Party programmes and coordinate all activities relating to business memberships of the party in liaison with the National Executive Council.
2. Represent the interests and articulate issues concerning business membership of the Party at the National Level.
3. Submit the plan of activities and programmes through the office of the Secretary General for approval by the National Executive Council, which includes resource mobilisation.
4. Submit periodical reports on the performance of their council to the office of the Secretary General.

**National Chairperson: Council of Elders**

The National Chairperson of the Council of Elders shall:

1. Oversee the Party programmes and coordinate all activities relating to elder membership of the party in liaison with the National Executive Council.
2. Represent the interests and articulate issues concerning elder membership of the Party at the National Level.
3. Submit the plan of activities and programmes through the office of the Secretary General for approval by the National Executive Council.
4. Submit periodical reports on the performance of their council to the office of the Secretary General.

## **ARTICLE 10**

### **NOMINATIONS**

The party shall conduct open, free, fair and transparent nominations in national and Provincial elections through consensus and the secret ballot.

### **PRESIDENTIAL CANDIDATE**

Unless otherwise provided for in written agreement between the Party and any other party or coalition, the Party Presidential and Deputy Presidential candidates shall:

1. Be fully paid up members of the Party and shall provide copies of the following:
  - A. Detailed Curriculum Vitae
  - B. National Identity Card
  - C. Voters Card or evidence of registration as a voter
  - D. Relevant academic and / or professional certificates
2. Be nominated by the National People's Council in accordance with the Party Nomination Rules and Regulations.
3. Meet all the requirements for presidential elections under the Zimbabwe Constitution, this Constitution, the Electoral laws or any other law in force for the time being in the Republic of Zimbabwe.
4. Sign an agreement with the Party binding them to abide by all duties and obligations required of them by the Party.

### **PARLIAMENTARY CANDIDATES (SENATE AND NATIONAL ASSEMBLY)**

Unless otherwise provided for in a written agreement between the Party and any other Party or parties or coalition of parties; any parliamentary candidate seeking nomination on a Party ticket shall:

1. Apply in writing to the Guardians Council and provide copies of the following:
  - A. Detailed Curriculum Vitae
  - B. National Identity Card
  - C. Voter's Card or evidence of registration as a voter
  - D. Academic and/or professional certificates
2. Pay to the Party a non-refundable nomination fee as may be determined by the Zimbabwe Electoral Commission from time to time.
3. Be nominated in accordance with the Party Nomination Rules and Regulations.
4. Meet the requirements under the Zimbabwe Constitution, this Constitution and the Electoral laws or any other law for the time being in force in the Republic of Zimbabwe.
5. Sign an agreement with the Party binding themselves to abide by all duties and obligations required of them under the Party Constitution.

## **ARTICLE 11 – PARTY DISCIPLINE**

### **NATIONAL DISCIPLINARY COMMITTEE**

There shall be established a National Disciplinary Committee.

1. The National Disciplinary Committee shall be composed of not less than three (3) and not more than seven (7) members including the chairperson.
2. The Chairperson of the National Disciplinary Committee shall be appointed by the National Chairperson in consultation with the National Executive Council.
3. The Chairperson of the National Disciplinary Committee shall be a person who is qualified to be a judge of the High Court of Zimbabwe.
4. The National Disciplinary Committee shall have both original and appellate jurisdiction to hear and determine matters relating to or concerning discipline within the party.
5. The Members of the National Disciplinary Council shall be appointed by the National Executive Council from among persons who are:
  - A. Citizens of Zimbabwe of above the age of 18 years
  - B. Reputable, knowledgeable competent and impartial
  - C. Persons not holding any other office in the party
  - D. Paid up members of the party
6. The members of the National Disciplinary Committee shall appoint one from among them to be the Deputy Chairperson and who shall be of the opposite gender to the Chairperson.
7. The National Disciplinary Committee shall have appellate jurisdiction to hear appeals and shall have original jurisdiction to hear matters referred to it by the National Chairperson, Secretary General or the National Executive Council.
8. The National Disciplinary Committee shall have the power to impose any penalty provided for under this Constitution.
9. The decision of the National Disciplinary Committee shall stand until and unless set aside, varied or substituted by the National Executive Council.
10. The National Disciplinary Committee shall make rules, regulations and guidelines governing the procedures to be employed by it.
11. In all cases before the National Disciplinary Committee, every person appearing for a hearing shall be entitled to a fair hearing and be accorded an opportunity to defend themselves and may be represented by an advocate or any other party member.
12. The National Disciplinary Committee shall report its findings and decisions to the National Executive Council for adoption, ratification, variation or substitution.

**ARTICLE 11.1 – PARTY DISCIPLINE: MATTERS CONSTITUTING DISCIPLINARY MEASURES**

1. Disciplinary action shall be instituted against a member in cases of:
  - A. Gross misconduct
  - B. Corruption
  - C. Misappropriation of Party funds and/or misuse of Party facilities
  - D. Disloyalty to the Party
  - E. Allegiance to another political party
  - F. Acting or advancing positions contrary to the party position

- G. Failure, refusal or neglect to carry out directives or instructions of the Party
  - H. Failure to make remittance/or pay dues to the Party
  - I. Lack of respect to decisions of the party and the organs of the Party
  - J. Failure to abide by the Code of Conduct of the Party
  - K. Any other act or omission that may bring the party into disrepute
2. The National Chairperson may in consultation with the National Executive Council, appoint a Commission to investigate the affairs of any, Province, Branch and Local or organ of the party.
  3. The National Chairperson may refer any disciplinary matter to any disciplinary organ established under this constitution.
  4. The National Chairperson may act on any recommendations made by the commission and any action or decision taken by them in pursuance of the said recommendations shall be valid unless and until such time as the National Executive Council may ratify or set aside, or substitute the same.

#### **ARTICLES 11.2 - PENALTIES FOR DISCIPLINARY MEASURES**

1. In the discharge of its disciplinary mandate the National Executive Council may:
  - A. Suspend a member
  - B. Expel a member
  - C. Fine a member
  - D. Remove the whip from a member of committees of Parliament.
  - F. Review its own decision
  - G. Substitute or uphold penalty imposed by any disciplinary organ
2. The decision of the NEC shall stand notwithstanding any right of appeal.
3. The decision of the NEC shall be final.

#### **ARTICLES 12 - CODE OF CONDUCT FOR MEMBERS**

All members shall subscribe to the following Code of Conduct in their public affairs in addition to any further statutory or other requirements stipulated by the party and without limitation to the following:

1. All members of the Party shall conduct themselves with the highest standard of personal integrity and honour and shall not involve themselves in dishonourable conduct which includes:
  - A. Corrupt application of public resources
  - B. Discrimination on grounds of race, tribe, place of origin, sex or religion
  - C. Practice nepotism, tribalism, clannism and favouritism
  - D. Incitement of people against the Party, its members or against other Zimbabweans
2. Leaders of the Party shall bind themselves by signing the Party's Code of Conduct.
3. Failure to comply with the Party's Code of Conduct shall constitute a disciplinary offence.

#### **ARTICLE 13 - THE PARLIAMENTARY CAUCUS**

There shall be a People's Party Parliamentary Group which shall be a caucus of members of the National Assembly and Senate elected on the party ticket or nominated by the party to the respective Houses.

1. The Chairperson in consultation with the National Executive Council shall within thirty (30) days of the declaration of results of a general election convene a meeting of the People's Party Parliamentary Group at a place specified in the notice of the meeting at which the agenda shall be:
  - A. Election of the National Assembly Leader
  - B. Election of the Senate Leader
  - C. Election of a Chief Whip for each House
  - D. Election of Deputy Chief Whip for each House as well as secretary to the Joint Parliamentary Group
2. A member of the National Assembly or Senate shall not without justification oppose party positions and policy in Parliament. Provided a member shall not be construed to have opposed a party position where the same was not communicated in writing.
3. A member of the National Assembly or Senate who opposes party positions without any reasonable justification shall be liable to having the whip removed and disciplinary action.
4. Party positions shall be agreed on at meetings of the Party Parliamentary Group wherein decisions on any matter shall be determined by consensus or a simple majority vote and be communicated to all members accordingly.
5. The Party Leader shall preside over meetings of the Parliamentary Caucus.
6. The Parliamentary Caucus shall meet at least twice every year.

#### **ARTICLE 14 – QUORUM**

##### **QUORUM**

1. The quorum for all meetings of all the Party Organs shall be one third (1/3) of all the members entitled to attend.
2. Where a quorum is not achieved in the first meeting, a second meeting shall be convened not later than three months thereafter whereof the meeting shall proceed notwithstanding that the quorum of one third (1/3) of all the members entitled to attend is not achieved.

#### **ARTICLE 15: THE PARTY SEAL, SYMBOL, FLAG**

1. The Party shall have a seal whose design shall be approved by the National Executive Council. The seal shall:
  - A. Be kept in the custody of the Secretary General and shall be affixed on documents or other items duly approved by the National Executive Council
  - B. Be authenticated by the signatures of the National Chairperson and the Secretary General and in their absence by other persons duly authorised in writing by the National Executive Council
  - C. When authenticated as provided in Clause 1(c) of this Article, the affixation of the seal on the document approved as provided in Clause I(b) of this Article, shall be presumed to have been duly authorised and the contents of the document so affixed shall, as against third parties, be binding on the Party.
  - D. The seal may be amended as circumstances and interests of the party may dictate, provided that sufficient public notice shall be given of such amendment and any documents previously sealed shall continue to be valid as against the party.

2. The Party shall have a symbol with or without a caption or slogan, whose use shall be governed by the following general rules:

A. The Party may use the party symbol on any party material, insignia, badge, tie, apparel, umbrella, document or anything on which it is intended to propagate the image of the party.

B. The Party shall have a flag whose design and colours shall be approved by the National Executive Council

C. Party Officials and Officers shall endeavour to hoist and fly the party flag at all party establishments, functions and activities. Provided that such hoisting and flying shall be subservient to that of the National Flag and the Presidential Standard.

3. The Party may have a fraternity salute for public identification and salutation of members among themselves and for general party enthusiasm and activism.

4. It shall be the duty of the National Executive Council to take any action within its power and means to defend, preserve and protect as the case may be, the dignity of the party symbol.

## **ARTICLES 16 – FINANCE**

### **FINANCE**

1. The source of funds of the Party shall include the following:

A. Membership dues

B. Grants, donations and legacies

C. Net income from publications and other saleable items offered for sale to the public

D. Revenue from all forms of investments, which the Party may undertake directly or indirectly

E. Such public funds as may be provided by the Constitution of Zimbabwe and Parliament

F. Any other lawful source of funds

2. Officials of the party, and bodies created by it, may not incur expenditure in excess of the funds put at their disposal without prior authority in writing from the National Executive Council.

3. The financial year of the party shall be the 30th day of April in every year.

4. The Party shall establish rules and regulations to govern the collection, keeping and disbursement of finances.

5. The annual membership shall be as may be fixed from time to time by the National Executive Council, in accordance with following general rules:

A. The National Executive Council shall have power to reduce or waive membership fees.

B. In any case of failure to pay membership fee within the time fixed for such payment, the National Executive Council may in its discretion extend the time so fixed.

6. Any funds received by the party from the state shall be used in accordance with the law regulating the use of such funds.

7. The receipts and payments of the party shall be audited annually by an auditor appointed by the Guardians Council for that purpose.

8. The Secretary General shall be the accounting officer of the party.

## **ARTICLE 17 - AUDITORS**

1. The party through the NEC shall appoint reputable auditors.

2. All the party accounts, records and documents shall be open for inspection by the auditors at any time.

3. The Treasurer shall produce and submit audited accounts to the National Executive Committee not more than three (3) months after April 30th every year.
4. The auditors shall be paid such fees for their services as may be approved by the National Executive Council.
5. The auditors shall not be office bearers of the party and/or member of the party.

#### **ARTICLE 18: INSPECTION OF ACCOUNTS AND REGISTER OF MEMBERS**

The books of account and all documents thereto and the register for members shall be available for inspection at the registered office of the party by any officer or member, by giving not less than fourteen (14) days' notice in writing.

#### **ARTICLE 19: PRESS AND PUBLICATIONS**

1. The party may own and operate a printing press and/or electronic media and may have an interest in shares in any existing printing press and /or electronic media.
2. The party may publish its own literature, periodicals, magazines, pamphlets and books for own use, sale and /or use by the public.

#### **ARTICLE 20: GENERAL LEADERSHIP PROVISIONS**

1. In nominating or electing persons to the party or public offices, the party shall at all times take into account the competence integrity and honesty of the nominees, social, cultural, geographical and religious diversity of Zimbabwe, and the principles of youth and gender equity and disability.
2. In constituting party organs, no one gender shall comprise more than two thirds (2/3) of the membership.
3. The term of office for all elected leaders under this constitution shall be five (5) years commencing on the date of ratification of this constitution and Integrity Act and all other relevant provisions of the law governing public leadership.
4. Nothing in this constitution, its rules, regulations or procedures shall preclude the NEC acting on its own or through the Guardians Council from taking or making decision that it deems proper and fit in the interest of the Party.

#### **ARTICLES 21: RULES, REGULATIONS AND BY-LAWS**

1. The National Executive Council shall make rules, regulations and by-laws for the implementation of this Constitution.
2. These rules, regulations and by-laws may be altered or amended by a simple majority at any regular meeting of the National Executive Council provided that no amendment shall be put to a vote unless written notice of such amendment shall have been delivered to each member at least two (2) weeks before the meeting at which the amendment is to be voted upon.

3. Any by-law may be suspended at any meeting of the National Executive Council with the approval by at least two-thirds (2/3) of the National Executive Council membership present in person.

## **ARTICLE 22: AMENDMENTS OF THE CONSTITUTION**

1. This Constitution may be amended by a resolution carried by two thirds (2/3) majority vote of the delegates entitled to attend and vote at the National Executive Council.

2. A proposal to amend this Constitution may be presented by:

A. The National Executive Council

B. A third (1/3) of the Provincial Executive Council

3. The National Executive Council, if satisfied of the necessity to amend the Constitution, shall submit the proposed amendments to the Guardians Council

4. Any member opposed to the amendment may register at a desk set up at the meeting for that purpose, and the amendment shall be construed to have failed if opposed by more than one third (1/3) of the members entitled to attend and vote at the National Executive Council.

## **ARTICLES 23 – MERGER**

1. With concurrence of the Guardians Council the National Executive Committee may pass a resolution to merge with any other political party or parties in the country where the merger involves the dissolution of the other parties to join People's Party.

2. Where a merger involves the dissolution of People's Party, the following procedure shall apply:

The National Executive Council shall constitute a panel of five persons drawn from among its members to negotiate the merger with like-minded political parties.

3. The panel shall reach out to the like-minded parties and shall only enter into structured negotiations with appointed representatives of the other parties.

4. The panel shall represent the Party in the drawing of a merger instrument, and any such instrument shall have due regard for:

i. The political objectives and values of People's Party and the interests of all members and organs of the People's Party:

ii. The symbols and flag of People's Party

iii. The current and fixed assets and liabilities of People's Party

iv. The retention of at least one third of the officials of People's Party at every organ of the merged party

v. The retention of the National Executive Director and at least two senior Officers of People's Party in the Secretariat of the merged party

D. The panel shall make its report for adoption or otherwise to the National Executive Council.

E. If the National Executive Council adopts the report of the merger negotiation panel, then the National Chairperson shall within sixty (60) days convene a meeting of a Special National People's Council at which the Motion "THAT, the People's Party resolves to merge with [list names of all Parties entering into the merger] to form, and therefore bind every registered member of People's Party to become a

member of, a new political party to be known as [give name of new party]” shall be the only agenda of the day.

F. The Secretary General shall put out a notification of the intended merger in at least two daily newspapers of national circulation and shall in the notification invite any person, group of persons or organisations owed by People’s Party to lay forth their claims.

G. If the Special National People’s Council ratifies the decision to merge with other Political Parties, then:

i. The National Treasurer shall within fourteen days settle all outstanding financial obligations where possible

ii. The National Treasurer shall close all books of account at every organ of the Party and stop every payment except that which relates to the terminal benefits of employees.

## **ARTICLES 24– COALITIONS**

1. The Secretary General shall circulate copies of the merger instrument to all delegates attending the meeting. All the organs of the Party shall within fourteen (14) days dissolve and cease to exist in the manner specified in the merger instrument.

2. The instrument of merger shall bear the signature of the National Chairperson and that of the Secretary General, with proof of concurrence of the Guardian Council and shall be sealed accordingly.

3. A decision to merge with other parties shall be by a resolution of the National Council supported by two thirds (2/3) of all members entitled to attend and vote. Provided any delegate opposed to the merger may register at a desk set up at the council for that purpose, and the merger shall be construed to have failed if opposed by more than one third of the members entitled to attend and vote at the National council.

### **24.1: COALITIONS: PRE-ELECTION COALITION**

1. The National Executive Council may pass a resolution to enter into a pre-election coalition with any political party or parties.

2. The instrument of Pre-Election Coalition shall bear the signature of the National Chairperson and the Secretary General and shall be sealed accordingly.

### **24.2: POST-ELECTION COALITION**

1. The National Executive Council may pass a resolution to commit People’s Party to a Post-Election Coalition, or terminate the same.

2. The resolution contemplated in Clause 1 above shall originate from a Post-Election Coalition Negotiation Panel consisting of the National Chairperson, the Secretary General and two other persons nominated by the National Executive Council.

3. The Post-Election Coalition shall be purely for purposes of addressing the parliamentary strength of the People’s Party in Parliament.

4. The Post-Election Coalition Negotiation Panel shall report to the National Executive Council.

5. The instrument of Post-Election coalition shall bear the signature of the National Chairperson and the Secretary General and shall be sealed accordingly.

## **ARTICLES 25 – TRANSITION**

1. Each party to the merger shall publish its audited accounts in at least one local daily newspaper not later than thirty (30) days from the date of executing the merger instrument.
2. The President of the Republic of Zimbabwe shall be the Party Leader and the Deputy Presidents shall be the two Deputies of the Party.
3. The Party Leader and the Deputy Party Leaders shall nominate interim National Officials of the party having regard to the officials and strengths of the parties being dissolved, regional, gender, youth, disability and other diversities, and the best interests of the merged party.
4. The National Executive Council shall appoint a committee which shall facilitate nomination of interim officials of the party at Provincial, Branch and Local level.
5. All interim party officials shall serve for a term not exceeding three (3) years from the date of appointment unless he/she is elected as provided under this constitution.
6. The respective merging parties shall finalise, terminate and or conclude the employment status of their employees, officers, staff and or personnel and shall each pay the terminal dues or benefits to those officers, staff and or personnel. The liabilities in respect thereof shall not be transferred to the new Party.
7. The new Party shall elect, recruit and/or appoint its officers, staff and/or personnel based on professional qualifications, experience, competence and skills and may opt to retain any employee, officer, staff or personnel of the merging parties in the same position or in a different position, provided that where the services of any such employee, officers, staff or personnel is retained, then his or her terms of service, remunerations or allowances shall not be adjusted to his or her disadvantage.
8. The assets and liabilities of the dissolved parties shall rest in the People's Party, in accordance with the law.

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