

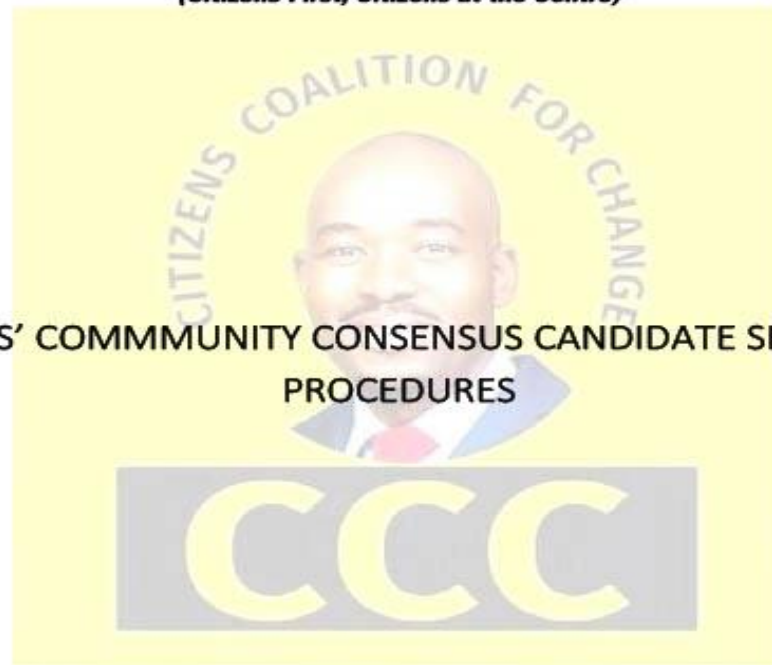


# **CITIZENS COALITION FOR CHANGE**

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*(Citizens First, Citizens at the Centre)*

## **CITIZENS' COMMUNITY CONSENSUS CANDIDATE SELECTION PROCEDURES**



**RULES AND PROCEDURES  
GUIDING THE SELECTION OF CANDIDATES FOR NATIONAL, SENATORIAL, PROVINCIAL & LOCAL  
GOVERNMENT ELECTIONS**

## ABBREVIATIONS

CNA	Citizens National Assembly
CISP	Citizens Candidates Independent Selection Panel
CVC	Candidates Vetting Committee
CSFG	Community Stakeholder Focus Groups
CGHC	Candidates Grievance Handling Committee



## PREAMBLE

*Whereas* the Citizens Coalition for Change, a Citizens Movement committed to winning BIG in all elections, Aspiring and Striving to place Citizens at the Centre of all Decision-Making processes, particularly in choosing public representatives at Presidential, Parliamentary and Local Government levels.

*Believing* in the critical role of the Community in the fight for change, and endeavouring to entrench Citizens' commitment through an active, seamless, and organic mass participation of the Citizens through a popular and consensus candidate selection process.

*Desirous* to field community embedded candidates through an ethical and societal appeal candidate selection consensus process in which communities express their free will to choose their preferred representatives for the different tiers of Government.

The Citizens Movement hereto render community-centric candidate selection procedures that speak to the above philosophy and values.

## 1.0 INTRODUCTION

1.1 The outlined Community and Citizens candidate selection procedures are premised on a Democratic Consensus grassroots driven Candidate selection process. It is these grassroots communities that would be empowered to assume greater roles in the selection of candidates that are embedded in communities and identify with their aspirations at all Governance tiers.

1.2 The candidate selection process and procedures manual align with our citizenocracy, that is, Citizens at the Center and Citizens First philosophy. Citizens shall choose the best in terms of Community track record, integrity, honor, merit, capacity, accountability, accessibility, and visibility.

## 2.0 BACKGROUND

### 2.1 The Grassroots Sentiment

Zimbabwe is no exception to the increased global sentiment for citizen inclusion and leadership accountability in all governance spheres. Citizens now want a strong voice with regards to **Who** leads them, **How** they lead them, and **What** they say about their issues. In response to this growing sentiment, the Citizens movement seeks to present candidates that are a product of broad citizen consultations and inclusion in an effort to entrench the new culture of Citizen engagement, Participatory democracy, and Democratic accountability. It is this new culture which will ensure that the 'Silent Majority' of citizens have the buy-in and ownership of all governance processes from the grassroots up to the National governance stratum.

### 2.2 Citizen Powers and Authority

In line with the request from citizens, the Movement is putting emphasis on citizen participation and choices. No imposition of candidates. The power is with the citizens. Where there are ties between candidates, citizens will be expected to decide on their own the best candidate. No endorsement, impositions, or appointments.

### 2.3 Motivating the Base

This Community Consensus candidate selection approach has a differential advantage to the generality of the Citizens which includes:

- i) ensuring active participation of all citizens even at the lowest strata.
- ii) non-discrimination of citizens as there is equity and equal opportunities for all citizens to be heard.
- iii) Enhancing the Movement's Accountability to the citizens.

### 3.0 OBJECTIVES OF THE COMMUNITY CONSENSUS CANDIDATE SELECTION PROCESS

The objectives of this Community Consensus candidate selection procedures are as follows:

- 3.1 To empower Citizens and Communities in selecting candidates for public office
- 3.2 To outline clearly laid out practicable candidate selection procedures with well-defined Rights, Obligations and Appeals mechanisms.
- 3.3 To entrench mutual respect and trust between the movement and citizens through a fair, credible, and transparent consensus-built candidate selection process.
- 3.4 To secure highly marketable candidates whose actions and persona resonate with the needs and aspirations of grassroots communities.
- 3.5 To enhance participatory democracy and democratic accountability between the Movement's public office bearers and the Citizens.
- 3.6 To proffer candidates that reflect the Citizens Movement's true characteristics of diversity, equity and inclusion, particularly with regards to Persons with disabilities, gender, ethnicity, color or creed.

### 4.0 RIGHTS AND OBLIGATIONS

#### 4.1 Citizen and Community Membership

##### 4.1.1 Rights of Citizens and Community Membership

Every individual member of the citizens movement, who satisfies the Movement's eligibility requirements shall have the following rights with regards the candidate selection process:

- a) To be nominated as a candidate
- b) To nominate candidates and proffer individual opinions on nominated candidates during the Citizen Caucuses
- c) To be informed of the candidate selection procedures and the process outlines
- d) To appeal if aggrieved by the decision, conduct, or acts of omission or commission of the candidate selection process, and in instances of perceived deviations from the laid down procedures, aims, values or objectives of the process.

##### 4.1.2 Obligations of the Citizens and Community membership

Every individual member of the Citizens Movement who satisfies the Movement's eligibility requirements has the following duties:

- a) To participate in the Candidate selection process as a candidate, nomination of candidates or as a participant in the Citizens caucuses
- b) To respect and observe the Citizens Movement's regulations on candidate selection.
- c) To uphold the aims and objectives of the Community candidate selection process and not act in a manner that prejudices or undermines the process.
- d) To exercise fairness and non-discrimination by ensuring diversity, equity, and inclusion in the nomination of candidates particularly with regards to:
  - i) gender parity, and

- ii) Persons with Disabilities
- e) To conduct oneself in a manner that will not bring the candidate selection process nor the name of the Movement into disrepute.
- f) To be disciplined and not engage in illegal or corrupt electoral practices, including vote buying, intimidation, violence and tampering with the stakeholders or street / village registers.
- g) Not to interfere nor disrupt the candidate selection process or the authorized officials conducting the process.

#### 4.2 COMMUNITY STAKEHOLDERS

##### 4.2.1 The Rights of Community Stakeholders

All eligible citizen movement's stakeholders, and subject to their incorporation into the stakeholder databases shall have the following rights:

- a) To nominate appropriate candidates that satisfy the set criteria and attributes.
- b) To be heard and proffer opinion on nominated candidates
- c) To participate in building consensus amongst the candidates
- d) To privacy and confidentiality

##### 4.2.2 The Obligations of Community Stakeholders

- a) To exercise utmost integrity and honesty in nominating eligible and deserving candidates.
- b) To respect and observe the Citizens Movement's regulations on candidate selection regarding the mandate of Community stakeholders.
- c) To conduct oneself in a manner that will not bring the candidate selection process nor the name of the Movement into disrepute.
- d) To be disciplined and not engage in illegal acts of corruption, bribery or other candidate selection malpractices that could impact on the credibility and integrity of the process.
- e) To exercise fairness and non-discrimination by ensuring diversity, equity, and inclusion in the nomination of candidates particularly with regards to:
  - iii) gender parity; and
  - iv) Persons with Disabilities

#### 4.3 CANDIDATES

##### 4.3.1 The Rights of Nominated Candidates

All successful and eligible nominated candidates shall be accorded the following rights:

- a) Fair adjudication and transparency in the candidate selection process
- b) The right to be heard.
- c) Participation in all processes relating to the selection of candidates.
- d) To fair opportunities regardless of disability, gender, ethnicity, color, or creed.

##### 4.3.2 The Obligations of Nominated Candidates

All successfully and qualifying nominated candidates shall have the following obligations:

- a) To respect and adhere to the principles, values, and aims of the Citizens Movement, and objectives of the Candidate selection process
- b) To conduct oneself in a manner that is not prejudicial to the reputation and integrity of the movement, nor hinder the fulfillment of the candidate selection process objectives.
- c) To uphold and respect the outcome of the Candidate selection process.

- d) To be disciplined and not engage in illegal or corrupt electoral practices including vote buying, intimidation, Violence and tampering with the stakeholders or street / village registers.

## 5.0 WHO QUALIFIES TO BE A CANDIDATE?

### 5.1 Statutory Legal Requirements

Aspiring candidates must meet the candidacy qualifications prescribed in the Constitution and the Electoral Act Chapter 2:13 as follows:

- a) Is a registered voter, and Council candidates should be registered in the ward aspiring to stand in.
- b) Has reached the minimum age prescribed for candidacy:
  - i) Presidency 40 years
  - ii) House of Assembly 21 years
  - iii) Councilor 21 years
  - iv) Senate 40 years
  - v) House of Assembly Youth quota 35 years
- c) Does not have a criminal record.
- d) Has not been declared insolvent.
- e) Rates clearance for Council candidates and any other Council dues.

### 5.2 Citizen Movement's Good Standing Requirements

- a) Aspiring candidates must abide by the rules, regulations, values, principles, and objectives of the Citizens Movement as follows:
  - i. Residency requirements at the Ward or Constituency contesting in
  - ii. Quantifiable voter registration mobilisation
  - iii. Code of Ethics declaration
  - iv. Solemn Declaration
  - v. Asset Declaration
  - vi. Clean criminal record
  - vii. School of Ideology and Leadership (SOLID) Certification
  - viii. Rates Clearance certification for aspiring local authority candidates
  - ix. Vetting and fitness certification
- b) Evidence of Active involvement and participation in activities that advance the agenda of the Movement.

### 5.3 Good Standing Community Requirements

The following shall be considered in determining the good standing statuses of eligible candidates in communities:

- a) Ordinarily resident in the Constituency or ward desired to contest in;
- b) Community moral integrity
- c) Evidence of organic links with the community in various local developmental initiatives, events, and activities
- d) Demonstratable effective Community Mobilisation capacity

### 5.4 Other Qualification Considerations

The following additional requirements shall be considered:

- a) The Candidate's track record in the national democratic discourse
- b) Proven loyalty to the movement

- c) Community track-record, integrity, honor, merit, capacity, accountability, accessibility, and visibility
- d) Basic literacy levels for all MP and council candidates.
- e) Relevant professional qualifications or experience for the following specific offices:
  - i) Mayors and Council Chairpersons
  - ii) Committee Chairpersons for Parliament and Local Authorities
- f) Aptitude tests for candidate Mayors, Deputy Mayors, Council Chairpersons and Committee Chairpersons for both Local Authorities and Parliament.
- g) Proven ability for Parliamentary Candidates to read and interpret laws including National policies.
- h) Proven ability for Council Candidates to read and interpret general laws affecting local authorities, administrative by-laws, and policies.
- i) The obligation of the Citizens Movement to ensure gender parity in the selection of candidates shall apply.
- j) The obligation of the Citizens Movement to ensure inclusion of Persons with Disabilities in the candidate selection process.
- k) The obligation of the Citizens Movement to secure and encourage appropriate candidates with relevant skills, competencies and expertise shall apply.

## 6.0 CANDIDATE SELECTION PROCESS

The following process in selecting candidates shall apply:

### 6.1 Selection of Presidential, Parliamentary and Local Government Election Candidates

#### 6.1.1 Candidate Selection Process Commencement Proclamation

- a) The Citizens National Assembly (CNA) shall initiate the selection process through a proclamation directed to the citizen movement's Community stakeholders, grassroots networks of Village Point Persons (VPPs) and Street Point Persons (SPPs).

#### 6.1.2 Validation and confirmation of stakeholder databases and Street / Village Registers

Before the commencement of the selection process the Citizens Candidates Independent Selection Panel (CISP) shall validate and certify the following:

- a) the Community Stakeholder Databases in each polling area
- b) the Village / Street Registers of each polling area
- c) National voters roll for the specific ward or constituency being contested.

#### 6.1.3 Candidate Nominations

- a) The CISP shall undertake Stakeholder and Citizens candidate nomination surveys in the Ward or Constituency communities for any local candidacy preferences based on the set Candidate Survey Nomination guide.
- b) The CISP shall compile a report enlisting all names of nominated candidates including scores and comments from stakeholders.
- c) The performance Scorecards for deployed citizens, incumbent Councilors and Members of Parliament wishing to contest shall be considered during the nomination surveys.

#### 6.1.4 Candidate Acceptance Confirmation

- a) The CISP shall approach nominated candidates informing them of their nominations and ascertain their willingness for consideration as candidates.

- b) Candidates who accept the nominations shall be required to submit their CVs and other required documentation to the CISP for profiling and vetting.
- c) A candidate nominated for two (2) or more vacancies shall be given the prerogative to select his or her preference.

#### 6.1.5 Candidate Vetting

- a) The CISP shall forward the candidates' CVs and other documentation to the Candidate Vetting Committee (CVC) for profiling and vetting.
- b) The vetting shall be used to determine the following:
  - i) That the candidate satisfies all relevant qualification requirements stipulated on the candidate selection regulations.
  - ii) The security risk status of the candidates
- c) Candidates that pass the security vetting shall be issued with Vetting Certificates.
- d) The Vetting Committees shall be decentralized down to district levels.
- e) The opinions of District Cluster leaders may be solicited during the political vetting and profiling of potential candidates.
- f) A case-by-case vetting of candidates with pending court cases shall be conducted.

#### 6.1.6 Announcement of Candidates in Good Standing

The CISP shall cause for the announcement and publication of names of candidates in good standing.

#### 6.1.7 Consensus Building Caucuses

- a) The CISP shall convene Stakeholder and Citizen Caucuses where nominated candidates would present their manifestos to eligible community members.
- b) Where circumstances do not permit, the CISP shall separate the stakeholder caucuses from the Citizen caucuses.
- c) The CISP shall use a weighted average method to aggregate the evaluation scorecards including comments from the Stakeholder CSFGs and the Citizens Caucuses.
- d) The scorecards results shall be used as the basis for establishing consensus amongst the candidates and producing one candidate.
- e) Where consensus fails, the deadlock shall be referred to the CNA, or depending on the complexity of the matter, the grievance shall be forwarded to the Grievance Handling Committee for adjudication and recommendation to the CNA.
- f) The CISP shall compile the final report with the list of successful candidates and submit to the CNA.

#### 6.1.8 Announcement and Declaration of successful candidates

- a) After the receipt of the final report of the CISP, the CNA shall cause for a meeting to adopt the report.
- b) The final list of candidates as approved by the CNA shall be declared and announced to the public.

### 6.2 Selection of Party List Candidates for Senate, House of Assembly (Women and Youth Quotas), Local Authorities (Women Quota) and Provincial Councils

- 6.2.1 The eligible Communities / Citizens shall nominate names for the party list positions available.
- 6.2.2 CISP shall receive the nominations.
- 6.2.3 Candidates with the Highest Number of nominations shall be top of the List in their logical order whilst guided by the rules of the Zebra System for Senate candidates.
- 6.2.4 The final Proportional Representation list should be distributed in such a way that there is fair representation of Senatorial clusters.



- 6.2.5 Notwithstanding the frequency of the nominations, the CNA may take into consideration other relevant factors to nominate certain individuals to any proportional seat to ensure inclusivity.

### 6.3 POWERS OF THE CNA IN THE CANDIDATE SELECTION PROCESS

- a) The authority for adjudication where consensus becomes impossible is reserved to the CNA which shall make its final decision based on the recommendations of the Grievance Handling Committee, score cards results and comments from the CSFGs or Citizens Caucuses, and or any other plausible consideration which it deems desirable.
- b) The CNA may
- c) consider other factors and attributes pertinent to the finalisation of candidate lists.
- d) The CNA shall have the authority to disqualify candidates that breach the prescribed candidate selection regulations.
- e) The CNA shall also have the powers to bar citizen members or stakeholders that infringe the candidate selection regulations or disrupt the proceedings of the candidate selection processes.
- f) The CNA shall set the timelines for the candidate selection process.
- g) The CNA shall assess the independence and integrity of the proposed Committee members before appointment.

### 7.0 CANDIDATE SELECTION COMMITTEES

The Citizens Movement shall strive to ensure inclusivity, diversity, plurality and gender balance in the appointment of members to all the Candidate Selection Committees.

#### 7.1 Citizens Candidates Independent Selection Panel (CISP)

- 7.1.1 The CNA shall establish the CISP and outline its mandate;
- 7.1.2 Members of the CISP shall consist of independent external stakeholders or members of the movement that are credible and independently minded.
- 7.1.3 The CISP shall be responsible for the selection of candidates for all contested seats and party list vacancies at Presidential, Parliamentary and Local Government levels;
- 7.1.4 The National CISP shall consist of eleven (11) distinguished persons of repute with proven National or regional credentials.
- 7.1.5 The Chairperson of the National CISP shall be appointed by the President, whilst the vice chairperson and Secretary shall be elected from amongst the members.
- 7.1.6 Members of the CISP shall not be persons aspiring for any party position nor elective. Public office and shall recuse themselves in instances of conflicts of interest.
- 7.1.7 The CISP shall perform the following duties:
  - a) Operationalise the candidate selection regulations.
  - b) Validate and audit the following databases in preparation for candidate selection:
    - i) Community stakeholder databases
    - ii) the Village and Street Registers
    - iii) The voters roll
  - c) Ensure parties to the candidate selection process comply with the set rules and guidelines for the process.
  - d) Conducting the Candidate Nomination surveys
  - e) Presiding over the candidate validation, verification, and ranking processes
  - f) Produce and submit to the movement the report on candidate selection and the candidate scorecards including recommendations.
  - g) Appointing any independent individuals or organisations to assist in the fulfilment of its mandate with the concurrence of the NCA.
  - h) Referring candidate selection conflicts or complaints to the CNA for onward submission to the Grievance Handling Committee (GHC).
- 7.1.8 A secretariat shall be seconded to assist with the administrative function of the CISP which includes:

- a) Scheduling of meetings and setting venues
- b) Consolidating Databases for the stakeholders and citizens caucuses.

#### 7.2 Community Stakeholders Focus Groups (CSFG)

- 7.2.1 The CSFG is mandated with nominating suitable candidates for all the contested vacancies, that is, Presidency, House of Assembly and Local Authority
- 7.2.2 The membership of the CSFG shall be drawn from the database of Ward stakeholders on the voters roll of that particular ward or constituency as defined in Appendix A.
- 7.2.3 The CSFG through consensus shall appoint a Chairperson, Vice Chairperson and Secretary
- 7.2.4 The quorum of a CSFG meeting shall be thirty percent (30%) of stakeholder Representation in the ward
- 7.2.5 Where conditions in a particular ward do not permit a physical meeting of stakeholders, the views of affected stakeholders shall be solicited individually.
- 7.2.6 The Ward coordinators have the responsibility of compiling the stakeholder databases for their respective wards.

#### 7.3 Citizens Caucuses

- 7.3.1 The following Citizens qualify to participate in the Citizens Caucuses:
  - a) Persons appearing on the Voters rolls and the movement's village / street registers in the concerned jurisdiction (Ward / Constituency) (Mugwazo registers)
  - b) The Citizens shall have the power to nominate and choose a candidate of their choice to represent their local area, community, or constituency.
- 7.3.2 The citizens caucuses shall proffer opinions on the nominated candidates to the CISP based on their:
  - a) Manifesto presentations
  - b) Attributes
  - c) community standing.

#### 7.4 Candidate Vetting Committee (CVC)

- 7.4.1 There shall be a five (5) member Candidate Vetting Committee (CVC) appointed by the NCA:
  - i) at National level to scrutinise the Parliamentary candidate CVs and profiles
  - ii) at District levels to scrutinise the CVs of Local Authority candidates
- 7.4.2 The mandate of the CVC shall be as follows:
  - a) To scrutinise all documents submitted by the candidates.
  - b) To profile the suitability of candidates based on prescribed candidate qualification requirements as follows:
    - i) the candidate's good standing in the movement;
    - ii) the candidate's good standing in the Community;
    - iii) the candidate's security risk status

#### 7.5 Candidate Grievance Handling Committee (CGHC)

- i) The CGHC shall be a five (5) member committee appointed by the CNA and chaired by a person with a reputable legal background.
- ii) The mandate of the committee is to adjudicate and make recommendations to the NCA over candidate selection disputes.

### 8.0 GRIEVANCE HANDLING PROCEDURES AND APPEALS

- 8.1 Any candidate or member in good standing aggrieved by the candidate selection proceedings, omission or commission and decisions shall have the right of appeal to the CNA by completing the Candidate Selection Grievance Handling Form.
- 8.2 The completed Candidate Selection Grievance Handling Forms shall be forwarded to the CGHC committee within 7 working days after the completion of the process being complained of.

- 8.3 Given the substance of the grievances raised, the CGHC shall have the authority to call upon the aggrieved parties for a hearing and or determine the matter based on the written submissions of the aggrieved parties and refer the same for confirmation by the CNA.
- 8.4 The CGHC shall present its findings and recommendations to the CNA for consideration.
- 8.5 The adjudication of candidate selection grievances should be finalised within a period of not more than seven (7) days after filing of the grievance.

#### 9.0 OVERSIGHTS AND OMISSIONS OF THE CANDIDATE SELECTION PROCEDURES

In instances of omissions and oversight on the candidate selection procedures, the CNA has the discretion to amend the regulations and make variations as and when circumstances require in concurrence with the principles, values, aims and objects of the Citizens Movement.



**APPENDIX A**

**STAKEHOLDER PROFILING**

The Stakeholders will be drawn from the leadership or representatives of the following organisations:

1	Traditional leaders
2	Business community
3	Agritex Workers
4	Teachers
5	Nurses
6	Farmer representatives
7	Informal traders
8	Village Health workers
9	Small Scale miners
10	Churches
11	Community Based Organisations
12	War Vets
13	Residents Associations
14	Trade Unions
15	Civic Society Organisations
16	Informal traders' associations
17	Community Influencers
18	Small scale miners
19	CBOs
20	School Development Committees

