



Kulumikizana ndi anthu a m'madera kuti
atengepo mbali
(Community Integration)



International
Labour
Organization

TIMVERENI

Lekani Kugwiritsa Ntchito Ana

Kulimbikitsa Ufulu wa Ana Kudzera M'maphunziro, Zaluso
ndi Njira zofalitsira Mauthenga



TIMVERENI

Lekani Kugwiritsa Ntchito Ana

**Kulimbikitsa Ufulu wa Ana Kudzera M'maphunziro,
Zaluso ndi Njira zofalitsira Mauthenga**

**Kulumikizana ndi anthu a m'madera
kuti atengepo mbali**

Kabukuka ndi kamodzi ka mabuku a maphunziro a TIMVERENI Lekani Kugwiritsa Ntchito Ana. TIMVERENI ndi maphunziro olimbikitsa ufulu wa ana kudzera m'maphunziro, zaluso ndi njirazofalitsira mauthenga. Mabukuwa analembedwa mu chaka cha 2011 ngati mbali imodzi yapulojekiti ya IPEC/ILO ndi chithandizo chochokera ku boma la Italy.

IPEC/ILO ikulimbikitsa kuti mabukuwa angathe kuyikidwa mu zilankhulo zosiyanasiyana komansokusindikizidwanso kuti ntchito yothetsa nkhanza kwa ana ipite patsogolo. Ngatimwatanthauzira bukuli muchinenero china kapena kusinthako mbali ina ya mabukuwa, kumbukirani kunena komwe mwatengauthengawo ndiponso mutumizireko a ILO/IPEC mabukuwa kapena mbali yomwe mwasintha.

TIMVERENI – Lekani Nkhaza. Kulimbikitsa ufulu wa ana kudzera m'maphunziro, zaluso ndi njira zinazofalitsira mauthenga, Ntchito Yolimbana ndi Mchitidwe olemba Ntchito Ana pa dziko lonse, International Programme on the Elimination of Child Labour (IPEC), International Labour Office (ILO), Geneva, 2011.

ISBNN. 92-2-113 240-4

Mungathe kudziwa zambiri za TIMVERENI kuchokera ku:
International Programme on the Elimination of Child Labour (IPEC)
International Labour Office (ILO)

4, Route des Morillons, CH-1211 Geneva 22, Switzerland
Telephone: +41 22 799 77 47
Fax: +41 22 799 81 81
Email: childlabour@ilo.org
Web site: www.ilo.org/scream

Cholinga: Kuti anthu a m'madera akhale ndi chidwi komanso kuti kutengapo mbali pa ntchito zolimbana ndi kugwiritsa ntchito ana.



Phindu:

- Kuthandiza kuti anthu ambiri adziwe ndi kukhudzidwa ndi m'chitidwe olemba ntchito ana ang'ono.
- Kuona momwe anthu ambiri angatenge nawo mbali pa ntchito yolimbana ndi khalidwe lolemba ntchito (ana omwe sanafike msinkhu olembedwa ntchito).
- Kulimbikitsa udindo wa achinyamata wolimbikitsa chitukukondi kusintha zinthu m'dera lawo.

Nthawi

Maphunziro awiri kapena atatu.

Zindikirani kuti ndi pofuta kudziwa mlingo wa nthawi yomwe phunziro lingatenge. Phunziro lingatalike motsatira mavuto kapena zochitika za m'dera lanu. Mwachitsanzo; mungathe kukonza chionetsero cha mtchitidwe olemba ntchito ana kapenanso mungathe kukhala ndi zochitika zingapo zofalitsa mauthenga mu sabata imodzi. Zindikirani kuti zonsezi zimafunika kukonzekera mokwanira komanso kukhala ndi nthawi yokwanira (yokonzekera komanso ya zochikitika)



Chidziwitso

Ndikoyenera kuti phunziro ili likhale kumapeto kwa maphunziro onse a TIMVERENI chifukwa likutsendera zochitika m'maphunziro omwe mwachita kale. Ntchito yonse ya TIMVERENI yagona pa kuzindikiritsa anthu akumudzi ndi cholinga chakuti akhale ndi chidwi komanso atenge mbali pa ntchito yolimbana ndi nkhanza kwa ana. Achinyamata akulimbikitsidwa kupititsa patsogolo zolinga za TIMVERENI komanso kuti iwo adzidalire pokhala atsogoleri pa chitukuko. Udindo ngati umenewu ndi wa phindu komanso wochititsa chidwi kwa achinyamata.

Chilimbikitso



Maphunzirowa (a TIMVERENI) anakonzedwa ndi cholinga cholimbikitsa achinyamata pa ntchito yothetsa khalidwe lolemba ntchito ana aang'ono. Ngati achinyamata ataphunzitsidwa mokwanira iwo angathe kuphunzitsanso anzawo, mabanja awo komanso midzi yawo.

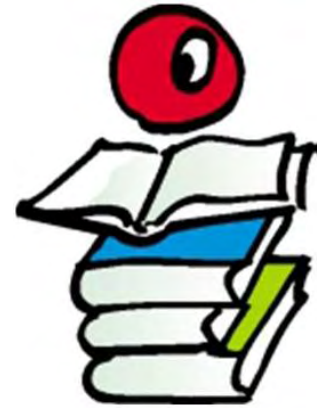
Tikulimbikitsa achinyamata kuti adziwe kuti iwo ali ndi udindo wothetsa khalidwe lolemba ntchito ana aang'ono. Izi zingatheke ngati achinyamata angafikire anthu onse powalimbikitsa kuti atenge mbali pothandiza kuti zolinga zimenezi zikwaniritsidwe makamaka kuti ana omwe akuponderezedwa athandizidwe.

Pali njira zambiri zolimbikitsira anthu akumudzi kuti atenge nawo mbali mu ntchito za TIMVERENI. Zina mwa izi munazona kale mu maphunziro a m'mbuyomu. Nthawi zambiri timakamba za chithandizo chochokera kutali ndiponso momwe makolo, aphunzitsi ndi akatswiri ena angatenge nawo mbali. Mungathe kuwayitananso magulu ena a anthu monga atsogoleri andale, abizinezi, amabungwe (monga mabungwe a anthu a ntchito) kuti adzalankhulepo pa nkhani zowakhudza, kutenga mbali kapena kudzangowonerera nawo msonkhano. Ofalitsa nkhani angathe kutengaponso mbali pa zochitikazi makamaka pa (kampani ya mu nyuzipepala). Monga tinaona m'mbuyomu, achinyamata angathenso kugwiritsa ntchito zisudzo pofalitsa mauthenga kumudzi. Njira zina zofalitsira mauthenga kwa anthu ambiri zikupezeka mu Malangizo Ogwiritsira Ntchito Mabukuwa—(**User's Guide**)

Gawo ili likuthandizani kuti mukonze misonkhano kapena njira zofalitsira mauthenga. Mu Gawo loyamba la Zowonjezera (**Annex 1**) mupezamo chitsanzo cha momwe achinyamata anachitira ku Ireland pa nthawi yomwe timayeserera zina za mu maphunzirowa monga misonkhano yofalitsa mauthenga kumidzi.

Kukonzekera

Pali njira zambiri zofalitsira mauthenga m'mudzi. Zambiri mwa izi zikupezeka mu chitsanzo chomwe chaperekedwa mu **Annex 1**. Malo aliwonse ayenera kutsata njira zomwe zingakwaniritse zofunikira ku derako kutengera ndi momwe zinthu ziliri. Zinthu monga chikhalidwe, miyambo, zipangizo, kudzipereka ndi zina mwa zomwe zingathandize kuti musankhe njira yogwirira ntchito. Chofunika kwambiri ndi chakuti pa zonsezi achinyamata ayenera kupereka maganizo awo pa mfundo ndi zochitika zonse.



Zina mwa zomwe inu ndi gulu lanu mungachite zingathe kuyenda bwino mothandizidwa ndi anthu ena a m'dera lanu. Mwachitsanzo, ngati mutafuna kuchita chionetsero cha za luso monga zosemasema kapena zithunzi, mungathe kupempha akatswiri a luso limeneli kapena aphunzitsi ndi makolo kuti akuthandizeni. Limbikitsani gulu lonse kutenga nawo mbali pa ntchito zokonzekera monga kukapempha anthu omwe angadzathandize pa tsiku lachionetsero. Ngati munagwiritsako ntchito amisiri kapena akatswiri ena mu zochitika zina m'mbuyomu, mungathe kukawapemphanso kuti akuthandizeni.

Kupeza Thandizo

Nyimbo ndi magule ndi njira zamphamvu zofalitsira mauthenga kumudzi. Anthu achikulire ngakhale achinyamata amakondwa ndi nyimbo ndi magule ndipo izi zimathandiza kuwalumikiza pa nkhani zosiyanasiyana zomwe zikuwakhudza. Nyimbo ndi magule ndi zina mwa njira zomwe **IPEC** yakhala ikugwiritsa ntchito pa zochitika zake. Mwa chitsanzo, ana a pa sukulu ya Gabriel Peri ku France adapeka nyimbo yotchedwa "Amasuleni ana" yomwe inayimbidwa ndi gulu la oyimba a ku Italy lotchedwa Suzuki Orchestra. Izi zinathandiza kuti atsogoleri amayiko ambiri akhale okhudzidwa ndi mavuto a ana.



Mu **Annex 1** mupezamo chitsanzo cha momwe akatswiri a mbiri yakale ndi aphunzitsi a ku sukulu zaukanjede anatenga nawo mbali pa misonkhano yofalitsa mauthenga kumidzi. Anthu ngati amenewa angathe kutenga nawo mbali pa zochitika monga zokambirana, kulumikizana ndi atolankhani ngakhaleenso kulankhula ndi anthu. Gulu lanu lingathe kuwayitana anthu ngati amenewa kuti adzathandize pa zochitika monga kugulitsa za luso zomwe achinyamata akonza zosonyeza kuyipa kwa khalidwe lolemba ntchito ana aang'ono. (angathenso kuthandiza pa zochitika zina monga zosonkhetsa ndalama zomwe gulu lanu lingamagwiritse ntchito zina zothandiza pa nkhani zokhudza m'chitidwe ogwiritsa ntchito ana.

Madera ambiri kuli anthu a luso, nzeru ndi ukatswiri osiyanasiyana. Ambiri mwa iwo amakhala okonzeka kuthandiza achinyamata pa ntchito zachitukuko. Polumikizana ndi anthu amenewa, achinyamata angathe kupititsa patsogolo luso lolumikizana ndi anthu osiyanasiyana. (**Communication skills**)

Kufalitsa Uthenga Kudzera mwa Atolankhani



Atsimikizireni anthu am'gulu lanu kufunika kwa atolankhani pa zochitika zanu. Akumbutseni zomwe munachita kale pa phunziro lokhudza zofalitsa nkhani ndi mauthenga kuti alimbikitse mgwirizano ndi atolankhani pa zochitika zina zonse zofalitsa mauthenga kwa anthu.

Ndizotheka kuwapempha ofalitsa nkhani mu nyuzipepala, pa wailesi ngakhale pa wailesi ya kanema kuti athandize pa zochitika za gulu lanu pa mtengo wotsika kapenanso ulere kutengera ndi m'gwirizano omwe gulu lanu lakhazikitsa ndi atolankhani. Choncho limbikirani kuwapempha ofalitsa nkhani kuti akuthandizeni pa zomwe mukuchita.

Ntchito yoyamba: Kufalitsa mauthenga ozindikiritsa anthu

*Phunziro limodzi kapena awiri othandiza kumva maganizo osiyasiyana,
kukonzekera zochitika komanso kudziwa mlingo wa nthawi yofunika pa zochitika*

Yambani zokambirana ndi gulu lanu. Funsani mafunso othandiza kuti aliyense apereke maganizo ndi kuzamitsa mfundo zawo. Njira iyi imathandiza kuti achinyamata apereke maganizo ozama a momwe ntchito yofalitsa mauthenga ingayendere. Maganizoakaperekedwa kambiranani ndi kusankhapo maganizo omwe ndiotheka, ofunika komanso omwe ndiwovomerezeka ndi gulu lonse.

Gulu lidziwe kuti ngakhale maganizo atakhalapo, ndi udindo wa aliyense kuonetsetsa kuti maganizowo akwanitsidwa mu zochitika.

Onani zitsanzo zina zochepa pansipa za momwe mungafalitsire mauthenga. Mungathenso kupeza maganizo ena mu **Annex 1** makamaka okhudza momwe mungagwirire ntchito zanu.

- Sankhani tsiku lapadera lachikumbutso lomwe mudzakhale ndi ntchito yodziwitsa anthu mauthenga osiyanasiyana a mchitidwe ogwiritsa ntchito ana. Mwachitsanzo mungathe kusankha masiku apadera monga tsiku loganizira kulimbana ndi mchitidwe ogwiritsa ntchito ana (**World Day Against Child Labour – 12 June**). Mungathenso kusankh masiku omwe akunyumba yamalamulo (**Parliament**) kapena Khonsolo akukambirana nkhani yofunikira kwambiri. Masiku ena ndi monga **United Nations Day (1 May)**, Tsiku lokumbukira ufulu wa anthu ngakhalenso Tsiku la Anakubala (poganizira ana amasiye). Kusankha masiku ngati amanewa kudzath ndiza kuti zochitika zanu zilemelere komanso kukhala ndi phindu m'dera mwanu.
- Mungathenso kuchita maphunziro/misonkhano ndi ana musukulu zomwe zili m'dera lanu. Apatseni mpata achichepere a m'gulu lanu kuti achititse misonkhano imeneyi mothandizidwa ndi inu, aphunzitsi makolo kapena anthu ena a m'dera lanu. Zochitika mu maphunziro amenewa zingathe kukhala monga kupeka nyimbo kapena ndakatulo zokhudza mchitidwe ogwiritsa ntchito ana, kuyimba nyimbozo ndi kulakatula ndakatulo kwa anthu ambiri pa malo monga m'misika ndi ku ofesi ya khonsolo. Zochitika zina zingathe kukhala zinthu monga chionetsero cha lusolosiyanasiyana la ana monga kujambula zithunzi, zosemasema ndi zolukaluka zosonyeza nkhani ya mchitidwe ogwiritsa ntchito ana. Chionetserochi chingathe kuchitikira kusukulu komweko kapena malo ena. Zalusozi mungathe kuzigulitsa kuti mupeze ndalama zothandizira pa ntchito yothetsa mchitidwe ogwiritsa ntchito ana
- Mungathe kupanga chifanifani cha mchitidwe ogwiritsa ntchito ana ndi kuchiyika pa malo wonekera bwino monga pa bwalo la masewero. Ichi chingathe kukhala chizindikiro cha mavuto ndi zoyipa zonse zokhudza mchitidwe ogwiritsa ntchito ana. Kumapeto kwa zonse achinyamata akhale ndi mwambo wogwetsa kapena kuwononga chifanifani chija.





Mwambo umenewu ukusonyeza mkwiyo omwe achinyamata ali nawo pa nkhani ya mchitidwe ogwiritsa ntchito ana ndi anthu onse amene amapitirizabe khalidwe llimeli. Chifaniziro chimenechi chiyenera kupangidwa ndi zipangizo zosavuta kuwononga monga mapepala, dothi kapena nsalu. Pamwambo wogwetsa kapena kuwononga chifanifanichi, anthu oyitanidwa akhalenso ndi mpata osonyeza mkwiyo wawo pothandiza kuwononga chifaniziro cha khalidwe loyipali. Mungathe kugwiritsa ntchito moto powononga chifanizirochi. *Onetsetsanikuti pali chisamaliro chokwanira kuti mupewengozi pa nthawiyi.*

- Memani achinyamata ambiri ozungulira dera lanu kudzera m'sukulu ngakhalenso mu zochitika zina za m'mudzi. Sankhani tsiku limene mungathe kupanga mzere pogwirana manja ndi kuzungulira malo aakulu monga sukulu, ofesi ya khonsolo kapena pamsika pamene. Mzere umenewu ukuyimira achinyamata amene akulembedwa ntchito zoposa msinkhu wao. Ena mwa omwe ali pa mzerewu angathe kunyamula mapepala a uthenga ofotokoza pomwe vuto la mchitidwe ogwiritsa ntchito ana lafika pa dziko lapansi. Mauthenga ena akhale ofokotokoza za kuchuluka kwa ana omwe akugwiritsidwa/akulembedwa ntchito zoposa msinkhu wao pa dziko lonse lapansi. Mungathe kumazungulira mutagwiranabe manja kwinku mukuyimba nyimbo ndi cholinga choti anthu a m'dera lanu amvetsera mauthenga anu.
- Mungathe kusankha tsiku lokayendera ku msika ndi malo ena a malonda. Cholinga cha ulendowu ndi kuti mukawafotokozere ochita malonda kuti nkutheka kuti mwina katundu yemwe akugulitsa anapangidwa pogwiritsa ntchito ana aang'ono. Onetsetsani kuti musanapite kumalowa mwachita kale kafukufuku okwanira kuti mudziwe wina mwa katundu yemwe amapangidwa pogwiritsa ntchito ana aang'ono. Ulendowu udzathandiza ogulitsa malonda kuti adziwe zambiri za momwe katundu yemwe akugula kapena kugulitsa amapangidwira. Onetsetsani kuti musayambane ndi anthu amalonda powalankhula mwaulemu.

- Khazikitsani mgwirizano wa achinyamata pa nkhani ya mchitidwe ogwiritsa ntchito ana m'mudzi wanu ngakhale m'madera ena mu dziko lanu ngakhale ku mayiko a kunja kudzera m'masukulu. Sankhani sukulu ina iliyonse, makalabu a achinyamata, a zamasewero komanso mungathe kuphatikizapo njira zina zambiri zothandiza kukhazikitsa mgwirizano umenewu ndi cholinga chothandiza ana olembedwa ntchito yoposa msinkhu wawo.
- Limbikitsani kuti achinyamata adzitha kulumikizana polemba makalata, kuchita misonkhano mogwirizana, kusonkhanitsa chithandizo, kuyenderana, kufalitsa mauthenga a zomwe akuchita pa wailesi, mu nyuzipepala. Athandizeni achinyamata kudziwa kuti angathe kukwaniritsa zambiri akagwirana manja chifukwa muumodzi muli mphamvu.



- Mukamaliza kupanga misonkhano ndi zochitika zanu, ndikofunika kukhala pansu ndi kukambirana ndi kuunika momwe zonse zayendera. Mukatero muyenera kupanga zinthu zingapo zomwe zidzathandize kuti ntchito zanu zikhale za phindu komanso zisayiwaliike. Poyamba muyenera kusonkhanitsa malipoti kuti asindikizidwe mu nyuzipepala ya m'dera lanu kapena dziko lonse (kapena kuwulutsidwa pa wailesi ya m'dera lanu – **community radio**). Chitani izi mofulumira anthu asanayiwale za misonkhano yanu.
- Lembani makalata owathokoza anthu onse amene anabwera ndi kuthandiza pa misonkhano ndi zochita zanu. Lembani makalatawa mothandizana ndi gulu lonse. akalatawa atumizidwe kwa anthu omwe anathandiza ndi zinthu zosiyanasiyana kuti msonkhano uchitike komanso omwe anatenga mbali mu zochitika za pamsonkhano. Kuchita izi kumathandiza kuti anthu ambiri akhale ndi chidwi chodzathandizanso pa ntchito zanu za m'tsogolo.

Limbikitsani anthu a gulu anu kuti alembe zomwe awona ndi kuphunzira pa misonkhano yomwe mwachita. (Izi zidzathandiza kuti ntchito zanu zisayiwaliike.) Gawanani zochita zothandiza kuti mbiri ya zochitachita anu zisayiwaliike monga kusonkhanitsa zithunzi za mu nyuzipepala (zokhudza zomwe munapanga), zithunzi zomwe zinatoledwa pa nthawi ya misonkhano, za luso ndi zina zambiri. Chitani izi mwachangu. Mungathe kuyika zomwe mwasonkhanitsazi ku malo komwe kumafika anthu ambiri monga ku sukulu ndi ku ofesi ya khonsolo kuti anthu awoneko ndi kudziwitsidwa zomwe munapanga pa misonkhano yanu.

Kalondolondo

Malangizo

- Onetsetsani kuti aliyense mu gulu lanu akutenga nawo mbali pa mosonkhano yofalitsa mauthengayi. Ngati wina sakuonetsa chidwi, khalani naye pansi ndikumva za vuto lake ndi maganizo ake. Choncho onetsetsani kuti mwamva maganizo awo ndi kugwira nawo ntchito.
- Chitsanzo cha mu Gawo loyamba la zowonjezera (**Annex 1**) changoperekedwa kuti chikuthandizeni kukhala ndi masomphenya. Choncho pokonza misonkhano yanu, chitani zinthu zomwe zili m'maganizo anu zomwe ndi zoyenera ndiponso zotheka mu dera lanu. Chitsanzo cha mu **Annex 1** ndi chongothandiza chabe kuwunikira zomwe mungathe kuchita monga m'mene ena anachitira m'dera lawo.
- Gwiritsanintchito zopangizo zotolera zithunzi ngati zilipo.
- Musachulutse ntchito zomwe zidzakhudze anthu a m'dera lanu pa misonkhano yanu poganizira nthawi, nyengo, zipangizo ndi zinthu zina zofunika. Sankhani ntchito z o k h a z o zomwe mwaona kuti ndi zofunika kwambiri pa gulu lanu.
- Nthabwala kapena msangulutso ndi zofunika pa nthawi imene mukukumana pa gulu lanu.
- Aliyense apatsidwe mpata wopanga zomwe akufuna ndi zomwe angathe kuchita molingana ndi udindo wawo mu gulu. Osakakamiza gulu kutsata maganizo a munthu m'modzi. Gwirani ntchito zonse mogwirizana.
- Kunyozana kapena kusekana sikololedwa. Lemekezani maganizo a wina aliyense mu gulu lanu. Kuseleulana kapena nthabwala zongochezetsana ndi zololedwa ngati sizikumphwanya ufulu wa ena.
- Gwiritsani ntchito makaka a zinthu zomwe munagwiritsako ntchito ku misonkhano yam'mbuyo kuti mukongoletse malo amene anthu a m'dera lanu akukumaniranako monga ku bwalo a mfumu, kuchionetsero cha ulimi, msonkhano wa chitukuko ngakhale ku masewero. Zinthuzi ndi monga zojambula, zosema, ndakatulo, nkhani komanso **maposters**.



- Kambiranani ndi kukonzekera mokwanira maphunziro a mkalasi kapena misonkhano yokhudza anthu a m'mudzi.
- Lembani za zomwe mukuchita ndiponso mukamaliza onetsetsani kuti mukuchita kalondolondo pa zomwe mwachita (**follow-up**).
- Limbikitsani gulu lanu za ubwino olemba makalata othokoza kwa anthu onse amene anatenga nawo mbali pa misonkhano kapena zochitika zimene munakonza. Gulu likhale ndi ubale wabwino ndi anthu onse.
- Osakakamiza wachinyamata kutenga mbali pa zinthu zomwe sangakwaniritse poopa kumuchititsa manyazi ndi kuchotsa ulemu wake monga kuphunzitsa anzake kapena kukalankhula pagulu. Aliyense apatsidwe mpata opanga zomwe angathe kupanga momasuka. Athandizeni anthu a mu gulu lanu kusankha ntchito zomwe angathe kuchita momasuka.
- Onetsetsani kuti aliyense akutenga nawo mbali pa ntchito yolembe makalata ndi cholinga chakuti apititse patsogolo luso lawo lolumikizana ndi anthu.
- Pasakhalempikisano pogwira ntchito zofalitsa mauthenga kwa anthu a m'dera lanu.
- Kambiranani mokwanira za momwe msonkhano wayendera msonkhano ukangochitika. Pa nthawi ali yense amakhala ndi chiyembekezo kuti alankhulepo za momwe zinthu zayendera. Mungathenso kukambirana za zomwe mungachite mtsogolo.



Kukambirana komaliza

Phunziro limodzi

Mukamaliza misonkhano ya m'midzi muyenera kukumana ku malo omwe mumakumaniranako. Onetsetsani kuti aliyense akhale omasuka. Mungathe kupempha munthu wina wakunja kuti akuthandizeni kutsogolerapa msonkhano wowunika zomwe mwachita. Kambiranani za zochitika zonse zimene mwapanga ndipo aliyense apatsidwe mpata opereka maganizo ake. Kodi chinasangalatsa kwambiri ndi chiyani ndipo zomwe sizinayende bwino ndi ziti? Kupereka mpata okwanira kwa aliyense kudzathandiza kubweretsa chikhulupiro kwa gulu lonse ndipo gulu lidzakhala lolimba.

Ngati munali ndi mwayi ojambula kanema (**video**) pa zochitika za kumudzi, mungathe kukometsa msonkhanowu powonetsa kanema imeneyi kwa gulu lanu. Aliyense adzakhala ndi mpata owona m'mene anachitira pa ntchitoyi ndi kuzindikira ngati misonkhano inali yopambana. Gulu likhale ndi mpata wokambirana zomwe awona mu kanemayo. Funsanani mafunso monga, ndi chiyani chomwe chikufunika kusintha pa zomwe tawona? Kodi zomwe tapanga zikhala ndi phindu? Nanga tidzadziwa bwanjingati ntchitozathu zapindula? Kodi takwaniritsa kukopa anthu ambiri kuti athandize pa ntchito zathu? Tingatani kuti tipindule ndi chithandizo chomwe anthu angatipatse?



Kambiranan za malipoti ndi zina zomwe zalembedwa zokhudza ntchito zanu. Gulu lifotokoze maganizo awo pa zimenezi. Funsanani ngati gulu ndi lokhutira ndi misonkhano yotsatira. Kodi pakufunikanso kupanga zinthu zina zowonjezera pa misonkhano yotsatira?

Pomaliza ndikofunika kuganizira mozama za mavuto omwe ana pa dziko lonselapansi akukumana nawo polembedwa ntchito zoposa msinkhu wao. Funsani mafunso a zomwe gulu likuganiza pa za mavutowa. Kodi gulu lathandiza bwanji kuti mavutowa athe? Ngati mwasonkhetsa ndalama, kodi ndalama zimenezi muchita nazo chiyani kuti muthandize ana omwe akumalembedwa ntchito zoposa msinkhu wao? Funsani ngati pali maganizo ena opititsa patsogolo ntchito zothetsa khalidwe lolemba ana ang'ono ntchito ndi kuthandiza ana omwe akuponderezedwa ndi khalidweli. Kodi gulu lipititse patsogolo zomwe aphunzira pa zomwe achita mu pulojekitiyi ndi kupititsa patsogolo mauthenga ake? Kodi tsopano gulu lazindikira mokwanira za kuipa kophwanya ufulu ndi kupondereza ana?

Gwiritsani ntchito nthawi ya kumapetoyi poganizira mozama ngati gulu komanso aliyense payekhapayekha za phindu la ntchito zomwe gulu lagwira ndi kuganiziranso kufunika kwa gulu kwa aliyense payekha komanso gulu lonse.

Kuwunika momwe ntchito yayendera ndi kuchita kalondolondo

Zizindikiro zowunikira m'mene ntchito ngati iyi yayendera zilipo zosiyanasiyana. Zina mwa zomwe zingawunikidwe pofuna kudziwa momwe ntchito yayendera ndi zinthu monga:

- Maganizo omwe aperekedwa
- Ntchito zomwe zakwaniritsidwa
- Ntchito zotsatira zomwe zachitika
- Ngati anthu a m'midzi anatenga nawo mbali, pa ntchito ziti, anthu ake ndani ndiponso ochuluka bwanji
- Mlingo wa mauthenga omwe afalitsidwa ndiponso
- kuchuluka kwa anthu omwe amva mauthenga
- Ngati atolankhani anali ndi chidwi pa zochitika



Izi ndi zina mwa zizindikiro zomwe mungagwiritse ntchito. Ngati zimenezi zakwaniritsidwa uzani gulu kuti ntchito yayenda bwino. Misonkhano yofalitsa mauthenga ngati yomwe yalembedwa mu chitsanzo cha **Annex 1** imakhala yochititsa chidwi ndiponso yosangalatsa kwa achinyamata. Misonkhano imeneyi ikuthandizanso kuwunikira momveka bwino maphunziro omwe ali mu pulojekiti ya TIMVERENI ndipo ingathe kukhala ndi phindu lalikulu kwa anthu omwe yawakhudza.

Gawo lino lingathe kukhala lomaliza pa zinthu zomwe gulu lanu lingapange mu ndondomeko ya maphunziro awa. Gawoli likupereka mwayi kwa achinyamata kuti agwiritse ntchito luso ndi nzeru zomwe apezeka mu pulojekiti imeneyi. Mulinso ndi mwayi owunika momwe mwagwirira ntchito yanu komanso phindu lake. Cholinga chenicheni cha mabukuwa ndi kuthandiza achinyamata kuti akhale odalirika pa ntchito yobweretsa kusintha ndi chitukuko m'madera awo. N g a t i zimenezi zingatheke ndiye kuti pulojekiti imeneyi idzakhala yopambana.

Choncho tikuyembekeza kuti zotsatira za maphunzirowa ndi kuzindikiritsa ndi kusintha khalidwe pakati pa achinyamata m'magulu awo komanso anthu onse a m'dera lawo.

Annex 1

Ntchito zothandiza kuti anthu akumudzi atenge nawo mbali pa nkhani yothetsa nkhanza kwa ana mu dziko la Ireland: Nkhani ya Chitsanzo

Nkhani imene ili pansiyi ndi chitsanzo cha zimene achinyamata angathe kuchita ngati njira zothandizira kuti anthu am'dera lawo adziwitsidwe za mavuto omwe ana akukumana nawo chifukwa cholembedwa ntchito zoposa msinkhu wao. Pali njira zambiri zimene mungathe kutsata koma uwu ndi m'ndandanda wa zomwe zinachitika ku dziko la Ireland pa nthawi imene timayeserera zomwe zalembedwa m'mabuku a TIMVERENI.

Kuyambira pachiyambi pa ntchitoyi, achinyamata a ku Ireland anawonetsetsa kuti anthu adziwitsidwe bwino za zomwe iwo amakonzekera kuchita. Njira zambiri zodziwitsira anthu zinagwiritsidwa ntchito monga kulemba makalata ku nyuzipepala, kukumana ndi atolankhani a pawailesi. Ngati njira imodzi yomvetsetsa bwino za vuto la mchitidwe olemba ntchito ana, achinyamata anachita kafukufuku wa pa makina a komputa (**internet**), anacheza ndi atsogoleri a ndale ndiponso kulemba makalata ku boma, makhansala, mabungwe a anthu a pa ntchito komanso mabungwe ena omwe sayimira boma ndiponso anthu ena osiyanasiyana.

Achinyamatawa anakonza malo mu nyumba yowerengera mabuku ndi kuyikongoletsa ndi zinthu zosiyanasiyana kuphatikizapo mabuku komanso ma poster a mauthenga a mchitidwe olemba ntchito ana. Izi zinathandiza kuti achinyamata mu gululi ndi anthu ena awerenge ndi kudziwa nkhani za mchitidwe olemba ntchito ana mozama. Izi zinathandizanso kuti achinyamata agwiritsenso luso lomwe linaphunzitsidwa mu phunziro la Kafukufuku ndi Mauthenga. Gululi linapanganso mtsutso pa mutu wakuti **"Ana ayenera kupezeka ku sukulu osati ku malo a ntchito"**. Mtsutsowu anaupanga ndi ana a pasukulu ndipo mwa anthu ena omwe anayitanidwa kudzaonerera anali a khansala a m'derali. Anakonzanso mpikisano wokonza ma poster pa nkhani ya TIMVERENI ndikuthandizanso kupeza opambana. Kunakonzedwanso magule kuti apeze ndalama zothandizira ana a ku dziko la **Nepal** omwe anali atangoleka kumene kugwiritsidwa ntchito zoposa msinkhu wao. Anagwiranso ntchito ndi katswiri olemba nkhani zopeka

komanso munthu wina wa luso lojambula omwe anathandizana kupanga chinsalu cholembapo mauthenga pa mutu wa mchitidwe olemba ntchito ana.

Popitiriza ntchitoyi, iwo anakonzanso masewero azisudzo mothandizidwa ndi katswiri wina wa zisudzo m'dera lawo. Achinyamatawa pamodzi ndi anzawo komanso aphunzitsi awo anasangalala kwambiri ndi kukhudzidwa ndi seweroli. Ngakhale zinali choncho iwo sanakhutitsidwe kuti akwaniritsa kufalitsa mauthenga kwa anthu monga momwe anaphunzirira mu maphunziro a TIMVERENI chifukwa ili linali sewero la pa sukulu chabe.

Koma cholinga chenicheni chinali kuwaphunzitsa achinyamata a m'gululi kuti akhale odziwa mokwanira ndi okonzeka kukafalitsa mauthengawa kwa anthu ambiri.

Gulu loyendetsa ntchito yoyeserera maphunzirowa linawona kuti kunali kofunikanso kuti anthu ena ambiri atenge nawo mbali mu gawo limeneli monga alangizi, atsogoleri komanso ena okhudzidwa mkati komanso kunja kwa dzikoli, ndi cholinga chakuti anthu ambiri adziwe zomwe achinyamata angathe kuchita atalimbikitsidwa ndi kupatsidwa zowayenereza.

Monga zinalembedwa kale mu Ndondomeko ya Kagwiritsidwe ka Ntchito, alangizi komanso magulu awo ayenera kukhala ndi masomphenya. Ngati alangizi ndi magulu awo alibemasomphenya, sangathe kudziwa mphamvu ndi lusolomwe alinalo choncho sangathe kukwaniritsa zofuna zawo. Ndi zodziwika kuti achinyamata angathe kukwaniritsa maloto awo akawona kuti akuthandizidwa ndi kupatsidwa chilimbikitso mokwanira.

Choncho, pa ntchito yoyesererayi, alangizi anakambirana ndi gulu za kufunika kwa kulumikizana ndi anthu a m'dera lonse. Pambuyo pake anagwirizana kuti amalize gawoli ndi zochitachita zofalitsa mauthenga kwa anthu onse m'derali kwa sabata la thunthu. Anagwirizananso kuti kumapeto kwa zonse kudzakhale sewero la zisudzo komwe anthu onse a m'derali adzayitanidwe.

Sabata yofalitsa mauthenga

Gulu linagawana maganizo pa zinthu zomwe angathe kuchita mu sabata yofalitsa mauthenga ndipo onse agwirizana kutsata ndondomeko ili pansiyi.

Njira zofalitsira mauthenga

Gulu linasankha njira zitatu zothandiza kufalitsa mauthenga kwa anthu onse a m'dera lawo. Njirazi zinali kalata ya Mpingo, nyuzipepalala ndi wailesi.

- **Kalata ya Mpingo (malo opemphererako)**

Mpingo wa aKatolika ndi odalirika kwambiri mu dziko la Ireland makamaka M'madera a ku midzi ngakhale dziko lonse la Ireland. Parish (tchalichi) ili

ndi nyuzipepala yake ndipo abusa anapemphedwa kuti alembemo za zochitika zomwe achinyamata amakonzekera kuchita kwa sabata limodzi. Abusa ena analengezanso m'mipingo yawo pomaliza mapemphero.

- **Nyuzipepalala**

Nkhani zokhudza khalidwe lolemba ntchito ana ang'ono zinasindikizidwa mu nyuzipepalala nthawi ya zochitachita isanafike. Chidziwitso cha ndondomeko ya misonkhano yonse chinayikidwanso mu nyuzipepalalayi mothandizidwa ndi katswiri wojambula pa komputa. Kumapeto a zonse, lipoti lofotokoza momwe zonse zinayendera linalembedwanso mu nyuzipepalalayi.

- **Wailesi**

Achinyamata anakonza chidziwitso chapadera momwe analankhula wokha za zomwe zidzachitike mu sabata ya zochitachita zawo. M'mawu awo anafotokoza kukula kwa vuto lolemba ntchito ana ang'ono ndiponso anadandaula kuti vutoli likukula chifukwa cha kusalabadira kwa anthu ambiri.

Kuphunzitsana wina ndi mzake

Nthawi zambiri njira yophunzitsana pakati pa achinyamata imakhala yamphamvu ndiponso yaphindu kuposa momwe angaphunzitsire anthu achikulire. Choncho pa nthawi iyi, gulu linapatsidwa mwayi kuti ayesere pawokha kukhala “aphunzitsi” kwa tsiku limodzi.

Maphunziro anakonzedwa potsatira zokambirana ndi aphunzitsi akulu a sukulu ziwiri za pulayimale za m'derali. Achinyamatawa anawakonzera kuti aphunzitse makalasi awiri a ana a zaka za pakati pa 11 ndi 12 mu mphindi makumi asanu ndi anayi (90 minutes).

Mutu omwe unasankhidwa unali Wokonza (Nkhani ndi) Zithunzi zomatamata (**collage**). Ana ang'ono amakonda phunziro limeneli. Aliyense wa m'gulu anapatsidwa bukhu la ndondomeko ya kaphunzitsidwe kuti akawerenge ndi kukonzekera mokwanira masuku angapo tsiku lophunzitsa lisanafike. Tsiku litafika, anayamba ndi mwambo odziwana kenako anawafotokozera cholinga cha kubwera kwao. Anawa anapatsidwa mpata ofunsa mafunso. Mu kalasi iliyonse anthu awiri anathandizana kuphunzitsa, wina amayang'anira zochitika pamene mzake ndiye amathandiza ana kuti akonze zithunzi zawo. Anagawa kalasi mu magulu angapo ndi kuonetsetsa kuti zipangizo zonse zofunikira zinakonzedwa bwino. Gulu likamaliza kukonza chithunzi ankachimata pa khoma ndi kuwafunsa anawo kuti achipatse dzina potengera ndi zomwe chithunzi chimafotokoza. Pa zithunzi zokhudza nkhanu ya mchitidwe olemba ntchito ana, ana anafunsiidwa kuti afokotoze chomwe chinawapangitsa kuti apange chithunzicho.

Zithunzi zonse zinasungidwa ndi kuwonetsedwa pa mwambo wa chiwonetsero cha zachikhalidwe omwe unachitika kumapeto a sabata ya zochitachitayi.

Pa zochitika zonse zomwe zinachitika mu sabatayi, phunziro ili ndi lomwe linaonetsa kupambana kwa pulojekitiyi. Zinaonetsanso kuti zonse za mumaphunzirowa ndi zotheka. Izi zinapereka chikhulupiro kwa onse omwe anakhudzidwa ndi ntchitoyi.

Mtsutso/zokambirana (*Roundtable discussion*)

Mtsutso unakonzedwa ndipo mutu wake unali “kuchokera ku malo a ntchito kupita ku msika wa antchito: mbiri ya mchitidwe olemba ntchito ana ku East Clare” (*East Clare ndi malo omwe amapezeka ku madzulo a dziko la Ireland komwe tinayeserera zochitika za maphunzirowa*).

Ngakhale kuti tsopano Ireland ndi dziko lolemera, sikale pamene dzikoli linali osauka ndi ndiponso lomangidwa ndi mavuto a ndale ndi chuma monga momwe maiko ena omwe ndiosauka. Alipobe anthu m'dzikoli omwe amakumbukira zomwe anaona pamene iwo analembedwako ntchito ngati ana. Panthawiyi kunali, “msika wa antchito” ku midzi ya ku Ireland, kumeneku ndi komwe alimi amapezerako antchito (*olipidwa ndalama yochepa*) nthawi yokolola. Anawa amawasunga ndi kuwadyetsa ndipo malipiro amawatumiza ku mabanja awo.

Polumikiza mbiri imeneyi ndi momwe zinthu ziliri tsopano mu mayiko momwe vutoli lilipobe, amene analankhula pa mtsutsowu anali akadaulo awiri a mbiri yakale ndipo oyendetsa zonse anali m'phunzitsi wamkulu yemwe anapuma pa ntchito yake. Nkhani zomwe zinakambidwa zinali zokhudza malo a ntchito ndi misika ya antchito ku **East Clare**. Mtsutsowu unathandiza kulunzanitsa anthu akulu ndi achinyamata ndi kuwathandiza kumvetsetsana.

Masewero a Mpira pakati pa “Oponderezedwa mchitidwe olemba ntchito ana ndi Osalabadira (*Global Indifference*)”

Ena mwa achinyamata anali okonda masewero a mpira ndipo anapereka maganizo akuti pakhale masewero ampira omwe osewera ake adzakhale achinyamatawo ndi anthu ena otchuka. Iwo anaganiza kuti ayitane anthu angapo otchuka m'deralo ndi cholinga chakuti anthu ambiri adzakopeke ndi kubwera ku mpirawo. Iwo anasankha anthu otchuka a masewera osiyanasiyana monga mpira wachitanyu komanso masewera otchuka a ku Ireland. Kuphatikizapo anthu otchukawa iwo anasankhanso anthu ena a m'dera lawo monga m'phunzitsi wamkulu ndi aphunzitsi ena a pasukulu yawo kuti adzasewere nawo mpirawo.

Mu sabata imeneyi, achinyamata ambiri sanagone tulo kuganizira za mpira umenewu. Kunapangidwa magulu awiri odzapikisana ndipo timu ya achinyamata anatchedwa "Oponderezedwa" pamene timu ya anthu otchuka anayipatsa dzina lakuti "Osalabadira". Oyimbira mpirawu ngati **"referee"** anali m'phunzitsi wa m'derali yemwe ali odziwika bwino pa masewero a mpira. Panali chipangano chakuti pakutha pa nthawi yosewera pasapezeke otsogola ngakhale kuti timu ya "Osalabadira" inali ya mphamvu zedi. Zinakonzedwanso kuti mpirawu uthere mu ma "penalties" ndipo opambana anali "Oponderezedwa". Izi zinaonetsa kuti ngakhale pali zovuta zambiri polimbana ndi kuponderezedwa kwa ana, ntchito yolimbana ndi mchitidwe olemba ntchito ana ndiyotheka.

Onenerera mpirawu pa chimkuzamawu (Comentator on public address system) anali mtolankhani otchuka pa zamasewero ndipo anakometsera mpirawu ndi nthabwala zake. Amane anajambula zithunzi za anthu otchuka komanso achinyamata analinso mtolankhani wa zithunzi ochokera ku nyumba yosindikiza nkhani.

Ku mpirawu kunabwera anthu ambiri chifukwa cholengezedwa bwino kudzera njira zambiri zofalitsira mauthenga. Mpira utatha alendo onse anali ndi mpata ocheza ndi achinyamata pa nthawi yomwe anakonza kuti alandire chakudya. Mwambowu unayenda bwino kwambiri ndipo zinali zosangalatsa kuona kuti ngati achinyamata atagwirana manja angathe kugonjetsa mavuto awo.

Sewero la zisudzo

Pa nthawi yomwe gulu la achinyamatali linali kutanganidwa ndi zochita zina mu sabatayi, kunalinso kukonzekera sewero la zisudzo. Kutatsala tsiku limodzi kuti awonetse seweroli iwo anayitana anthu ena a m'dera lawo kuti adzaonere kukonzekera komaliza. Anthu ambiri anakhudzidwa kwambiri ndi sewerolindipo ena anakhetsako misozi pamene ena anali kudziguguda pamtima ndi kugwirizana ndi zomwe zimanenedwa mu sewero.

Gululi linayitananso ana ang'ono a pa sukulu kuti athandize kukometsa seweroli. Anawa anawakhazika panja pa nyumba yomwe ankawonetseramo sewero ndipo anali kuonetsa ntchito zina zomwe ana ang'ono amagwira zoposa msinkhu wawo. Izi zinathandiza kuti anthu ambiri atenge nawo mbali mu seweroli.

Pa tsikuli achinyamatawa anavala zovala zakuda ndipo anabisa nkhope zawo ndi tizigoba toyera (tomwe anapangaokha mothandizidwa ndi m'misiri wina). Zigobazi zimatanthauza kusalabadira kwa anthu pa mavuto omwe ana amakumana nawo. Zimasonyezanso mantha ndiponso mphamvu za

atsogoleri. Gululi linali litangophunzira kuti kuvala motere mu zisudzo kumapereka mphamvu zomwe iwo anazigwiritsa ntchito kwa anzawo.

Patadutsa nthawi pang'ono anthu omwe amawonerera sewero la ana ang'ono panja analowa mu nyumba yamasewero ija. Anthuwa amalowa m'modzi-m'modzi ndipo asonyezedwa pokhala ndi anyamata ovala zigoba kumaso aja. Omwe anabwera ngati banja amawalekanitsa aliyense ndi kukakhala kwayekha (ana ang'ono okha ndi omwe analoledwa kukhala ndi kholo lawo). Palibe analoledwa kulankhula. Pakapezeka munthu akulankhula, amaletsedwa mwaukali pomusonyeza chala kuti akhale chete. Cholinga cha zonsezi chinali kuwaonetsa anthuwa zomwe ana amakumana nazo ngati panthawi yomwe ali ndi mantha, mu mdima, atalekanitsidwa ndi anzawo komanso makolo awo ndikuzungulidwa ndi phokosolachilendo pa nthawi yomwe amalamulidwa kuti agwire ntchito ndi anthu omwe sawalabadira za mavuto awo.

Zipupaza mkati mwa nyumbayi munayikidwa zithunzi zomwe anajambula ndi katswiri wina wakomweko. Anapachikanso chinsalu cha zolembalembalemba chomwe gululi linakonza. Mazenera anatsekedwa ndipo anayatsa magetsi osawala kwambiri. Gulu lanyimbo la pasukulu m'derali linayimba nyimbo zomvetsa chisoni.

Oyitanidwa onse atakhala pansu, achinyamata omwe anavala zigoba aja anapita kutsogolo kuti akayambe kuchita sewero. Iwo sanagwiritse zipangizo zambiri popanga sewero lawo. Anangochotsa zigoba kumaso ndikuvala zovala zawo zakuda.

Zitatha izi, anthu ambiri omwe anabwera anali ndi chidwi kufotokozera gulu la achinyamatali momwe iwo analimvera sewero ndi kuwalimbikitsa. Ena anali ndi chisoni kwambiri ndipo amakanika kulankhula. Zonsezi zinawonetsa kuti ntchito za achinyamatawa zayamba kubala zipatso. Iwo anali okondwa ndipo ananyadira ndikuzindikira kuti kupambana kwawo kunali kokhazikika.

Chionetsero cha zachikhalidwe

Zochitika za musabatayi zinafika pa chimake pa tsiku lowonetsa sewero kwa anthu onse. Zonse zinakonzedwa kuti zionetse “zachikhalidwe”. Anayamba kuwonetsa sewero pambuyo pake kunali chionetsero cha chikhalidwe chak u Ireland komanso dziko lonse moganizira mchitidwe olemba ntchito ana.

Mwambowu unapereka mwayi oganizira zomwe achinyamata angathe kuchita ndi luso komanso nzeru zawo polimbana ndi mchitidwe olemba ntchito ana atapatsidwa mpata komanso chithandizo chokwanira. Pa mwambowu kunakonzedwa mgonero. Koma achinyamatawa anawonjezako zinthu zina ku sewero lawo lomwe cholinga chakuti anthu akhalebe ndi nthumazi mpaka kuyamba mgonero. Atamaliza sewero anavalanso zigoba

zawo ndikuyima kunja kwa nyumba masewero mbali zonse za msewu. Potuluka, anthu anakumananso ndi ovala zakuda ndi zigoba aja omwe tsopano anali kuwaona ngati ozunza ana. Ovala zigobawa ndi amene anaperekeza anthu onse ku nyumba yamadyerero.

Gululi linaonanso kuti anthu ambiri anali okhudzidwa kwambiri ndi zomwe anawona ndi kumva mu sewero. Litatha sewero anthu angapo analankhula. Ena mwa olankhula anali oyimira boma, oyimira bungwe la IPEC komanso oyimira gulu la achinyamata. Zinawonekeratu kuti achinyamatawa anali okhudzidwa kwambiri ndi zomwe zinachitika. Alendo nawo anayamikira kuti mwambowu unali wopambana ndipo anthu ambiri monga atsogoleri anawonetsa chidwi chothandiza kupititsa pulojekitiyi patsogolo.

Atolankhani omwe anachokera ku nyuzipepalala zitatu, ziwiri za dziko lonse ndi imodzi ya m'deralo, ndi omwe analemba nkhani zokhudza mwambowu komanso zochitika zonse mu sabatayi. Mtolankhani wa wailesi anachezanso ndi alendo apadera angapo kumanso eni gulu. Zina zomwe analankhulana ndi mtolankhaniyu zinaulutsidwa pa wailesi.

Zolembe zina

[illegible]

Zolembe zina

[illegible]

Zolembe zina

[illegible]

Zolembe zina

[illegible]



Lekani Kugwiritsa Ntchito Ana

ILO
International programme on the
Elimination of Child Labour (IPEC)

ILO/ IPEC Malawi Project
Mantino Complex
Behind Bizonowaty filling station
PO BOX 30135
Lilongwe

Tel: (+265)-0- 1 770 388/ 199/155

www.ilo.org/ipecc

