



Mtsutso  
(Debate)



International  
Labour  
Organization

# TIMVERENI

**Lekani Kugwiritsa Ntchito Ana**

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





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**Mtsutso**

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

IPEC/ILO ikulimbikitsa kuti mabukuwa angathe kuyikidwa mu zilankhulo zosiyanasiyana komanso kusindikizidwanso kuti ntchito yothetsa nkhanza kwa ana ipite patsogolo. Ngati mwatanthauzira bukuli mu chinenero china kapena kusinthako mbali ina ya mabukuwa, kumbukirani kunena komwe mwatenga uthengawo ndiponso mutumizireko a ILO/IPEC mabuku kapena mbali yomwe mwasintha.

TIMVERENI–Lekani Kugwiritsa Ntchito Ana. Kulimbikitsa ufulu wa ana kudzera m'maphunziro, zaluso ndi njira zofalitsira 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.

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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](mailto:childlabour@ilo.org)  
Web site: [www.ilo.org/scream](http://www.ilo.org/scream)

**Cholinga:** Kufufuza za m'chitidwe ogwiritsa ntchito ana ndi kuchita mtsutso okhudza mchitidwewu.



**Phindu:** Kuthandiza achinyamata kuti athe kulankhula maganizo awo polimbana ndi m'chitidwe ogwiritsa ntchito ana podzera mu mtsutso. Kudziwitsa anthu momwe zinthu zilili pa m'chitidwe ogwiritsa ntchito ana.

## Nthawi

Maphunziro asanu. Akhonza kuchulukirapo ngati mutaganizira zoonjezera zina.



## Chilimbikitso

Mtsutso ndi njira yofunika kwambiri pofuna kumanga mfundo zoyendetsera dziko makamaka kumene kuli ulamuliro wa demokalase. Njirayi inayambira mu mzinda wa Athens ku Greece zaka zoposa 2,000 zapitazo. Panthawiyo mzika zimakumana ndikuchita mtsutso pa momwe boma limayenera kuyendetsedwela. Mwachitsanzo, kudzera ku mtsutso mzikazi zimakatha kugwirizana ngati kunali koyenera kuchita nkondo ndi momwe nkondoyo ingachitikire. Ankachita izi poponya voti kumapeto a mtsutso uliwonse. Kudzeranso ku mtsutso amkatha kumanga mfundo za momwe moyo wa mzika zawo udzikhalira. Masiku ano njirayi imagwiritsidwa ntchito pofuna kugawana nzeru pa momwe zinthu zikuyendera ndikuthandiza pofuna kuunika momwe zingakonzedwere ngati zikulakwika.

## Chidziwitso

Mtsutso umachitika mosiyanasiyana ku madala osiyanasiyana a m'dziko lapansi. Imodzi mwa njira zodziwika bwino ndi imene imagwiritsa ntchito ndondomeko yofanana ndi yaku nyumba ya malamulo. Mundondomekoyi, magulu awiri amatsutsana pa mutu umene waperekedwa.

Gulu limodzi limayenera kugwirizana ndi mutu woperekedwawo popereka mfundo zotsutsa zimene gulu lina likunena. Gulu lotsutsa limayenera kupereka mfundo zotsutsa amene akugwirizana ndi mutu. Ngakhale kuti chigawo ichi chikugwiritsa ntchito njira yofanana ndi yaku nyumba yalamuloyi, ndikoyenera kuti aphunzitsi akhale omasuka kugwiritsa ntchito njira imene ili yodziwika bwino ku dela lawo.



## Chidziwitso

Ndikoyenera kuyamba kuphunzitsa chigawo ichi mkatikati mwa zochitika zonse.

Kuti ntchito iyi ichitike bwino achinyamatawa ayenera kukhala atamva bwino za nkhani yokhudza m'chitidwe olemba ana ntchito ndipo ayenera kukhala akudziwa momwe angachitire kafukufuku wawo pa nkhanayi. Pa ntchito iyi ayenera kupereka mfundo zogwirizana kapena zotsutsana ndimfundo ina yake pokonza mfundo zomveka bwino mu mtsutso wawo. Choncho upangiri wathu ndi wakuti chigawo ichi chisayambe kuphunzitsidwa musanaphunzitse chigawo cha Kafukufuku ndi Kufalitsa/kupeza nkhani.

Zingakhaleenso bwino kudikira mpaka chigawo cha Kulemba mwamsangulutso. Chigawochi chikhonza kuyambidwa mutatha kapena musanayambe zigawo zokhudzana ndi zisudzo..

Chifukwa cha kuchuluka kwa anthu m'maiko komanso kukula kwa maikowa m'chitidwe wa demokalase wasintha ndipo ukusiyana ndi wa nthawi ya Greece. Ngakhale pali kusintha kotere, mitsutso imachitikabe m'midzi ndi m'malo ena ndi ena pamene yambiri imachitika ku nyumba yamalamulo. Mitsutso ina imachitika kusukulu wamba ndi ku sukulu za ukachenjede pamene ina imawerengedwa mu manyuzipepa kapena kumveka pa walesi ndipo inanso imawerengedwa pa walesi ya kanema (**television**).

Kufanana kwa mitsutso ya masiku ano ndi yakale ndikwakuti, pamitsutso yonse anthu amafuna apeze chomwe chili chabwino kuposa zonse, komanso kuti apange malamulo oyenera kutsatidwa.

Kutenga mbali pa mtsutso kumathandiza achinyamata kuti adziwe kupereka maganizo awo pa mutu umene waperekedwa mogwirizana kapena kutsutsana nawo. Achinyamatawo amayamba kuzindikira kuti akhonza kugwiritsa ntchito zimene amva ndikuphunzira pa moyo wawo. Amazindikiranso kuti akhonza kugwiritsa ntchito luso lomwe angolipeza kumene pochita kafukufuku. Poonjezerapo, mtsutso umathandiza achinyamatawa kuzindikira kuti nkhani iliyonse kuphatikizapo yogwiritsa ntchito ana imakhala ndi mbali ziwiri zosiyana. Nthawi zina zinthu sizikhala zoonekeratu ubwino kapena kuipa kwake. Chimodzimodzi nkhani yogwiritsa ntchito ana, kumakhala kovuta kwambiri kuzindikira chabwino ndi choipa.

Sipakhala mayankho apafupi. Kupereka mfundo zotsutsana ndi maganizo omwe akuoneka ngati olondola pa chikhalidwe cha umunthu kumakhala kovuta kwambiri. Koma chodabwitsa ndi chakuti iwo amene amakhala ndi ntchito yovuta kuti atembenuze maganizo a amene akuoneka ngati ndiolondola ndi amene amatsutsa mwachikoka kwambiri. Mtsutso umalimbikitsa luso la achinyamata pa momwe akhonza kukhalira ndi anzawo ndi momwe angalumikiziranirane ndi anzawowo. Kuti akwanitse kuchita izi ayenera kukhala osunga mwambo, aluso lotha kulankula kugulu la anthu, amaganizo okhazikika pa mfundo zawo komanso luso lotha kuteteza mfundo zomwe amanga ndi kuimapo.

Achinyamatawa ayenera kupatsidwa udindo waukulu pa nkhani zimene zikuwakhudza komanso pa nkhani zokhudza malo ndi anthu omwe akukhala nawo. Cholinga cha chigawo ichi ndi kupereka udindo wochulukirapo ku gulu la achinyamatawa. Chigawochi chili ndi zolinga zingapo.

Poyamba, chithandiza kulimbikitsa zinthu zomwe achinyamatawa amva potsimikizira matanthauzo a zomwe amva. Achinyamatawa ayenera kukonza mfundo zomwe ziyenera kukhazikika pa zomwe amva komanso pa zomwe apeza mu kafufukuku amene achita.

Mothandizidwa ndi m'phunzitsi, achinyamatawa akonze mfundo ndi mau zomwe zingalimbiktse kuphunzira ndi kumvetsetsa. Pochita izi achinyamatawa adziyerekeze iwo ndi mwana ogwiritsidwa ntchito, kapena ogwiritsa ana ntchito, audindo, kapenanso munthu wina aliyense amene amuyimilire popereka mfundo zawo mu mtsutsowu. Ndi ntchito yofuna kuganiza ndi kutsata maganizo a anthu ena. Nthawi zina achinyamatawa sangagwirizane ndi mbali imene apatsidwa kuti ayimire. Izi zisawalepheretse pakuti ikhonza kukhala njira ina yapadera yophunzirira kuganiza ndi kupereka mfundo. Poto adzatha kumvetsetsa maganizo a anthu amene sakugwirizana ndi maganizo awo.



## Kukonzekera

Pali malamulo ndi ndondomeko zoyenera kutsatidwa pofuna kuchita mtsutso ndipo izi zima funika nthawi yokwanira pokonzekera. Komabe, mukhoza kuphunzitsa achinyamatawa njira zina zachidule zopangira mtsutso kudzera mu njira ya “mtsutso oyendayenda” zimene zafotokozedwa mu zochitika zoyamba. Izi zima funika kukonzekera kochepe ndipo zikhonza kutheka mu kanthawi kochepe.

Ena mwa malamulo apafupi a mtsutso akupezeka mu chigawo chowonjezera choyamba (**Annex 1**). Malamulowa akhonza kuthandiza iwo amene asanachitepo mtsutso yadongosolo mokwanira kuti amvetse momwe mitsutsoyi imakhalira. Malamulowa amathandizanso aphunzitsi ndi achinyamatawa kuti amvetse magawo osiyanasiyana amene anthu amatenga pa mtsutso komanso momwe angakonzere mau awo otialankhule.



Malamulo amene aperekedwawa ndi amene amagwiritsidwa ntchito kwambiri pamitsutso m'madela osiyanasiyana a dziko lapansi. Komabe pamakhala kusiyana malingana ndi zigawo za dziko komwe muli komanso makhalidwe a anthu ndipo tikukhulupilira kuti mudzapanga zinthu zoyenera kuti zifanane ndi dela lanu. Mukhonza kugwiritsa zimene zinalembedwa mu mabuku osiyanasiyana zokhudzana ndi mtsutso zomwe mungazipeze.

Mukhoza kupeza izi mu nyumba zowerengera ndi kubwereketsa mabuku komanso pa makina a **internet** ngati muli ndi mwayi opeza malo kapena makina otere. Kuonjezerapo, mukhoza kufunsa mabungwe opezeka m'dela lanu makamaka mabungwe oyimira anthu ogwira ntchito, amene angathe kukuthandizani k u g w i r i t s a ntchito chigawo ichi. (Onani chigawo cha Thandizo Lapadera) Ngakhale kuti mau otsimikizika pa chinthu agwiritsidwa ntchito mu chigawochi, khalani omasuka kuwatanthauzira monga momwe mukuwamvera.

### ***Thandizo Lapadera***

Mwachitsanzo, m'malo mogwiritsa ntchito mau oti "mutu" pa msonga ya mtsutso mukhonzabwino mauwa pogwiritsa ntchito mau oti "maganizo" kapena "chikhulupiliro". Izi sizovuta. M'madera ena, mtsutso wapagulu ndi mbali imodzi ya moyo wa tsiku ndi tsiku ndipo mwina achinyamatawa adazolowera kale kupanga mtsutso.

Njira zina zapadera zaperekedwa muchigawochi zokhudzana ndi madela ena a mtsutso. Ndi njira zomwe zikhonzabwino kusinthidwa malingana ndi momwe zinthu zilili ndipo aphunzitsi asamangike mu njira ina iliyonse kapena kuopsedwa ndi zimene zikutchedwa "malamulo". Ndondomeko ndi zimene ziyenera kutsatidwa. Mwaizo zokha sizomwe tikufuna tipindule.

Chigawo cha mtsutso ndichosavuta kutsatira ndi kugwiritsa ntchito. Ngati muli pa sukulu, mukhonzabwino kukhala bungwe la mtsutso lomwe aphunzitsi ake kapena oliyang'anira ake akhonzabwino kukhala ndi chidwi chotenga nawo mbali pa zochitikazi. Kuwagwiritsa ntchito anthu oterewa kukhonzabwino kulimbikitsa kulumikizana ndi magulu ena apamalo amene muli. Komabe ndikofunika kulingalira kwambiri za achinyamata mu gulu lanu ndikuonetsetsa kuti akutenga nawo mbali.

Poonjezerapo, muyenera kukumbukira kuti mabungwe ena, makamaka mabungwe oyimira anthu a pantchito alindi m b i r i yokhazikika yokhudzana ndi mtsutso monga njira yomangira mfundo imodzi pamene pali maganizo osiyanasiyana. Mitsutso pankhani zosiyanasiyana imachitika pa misonkhano ndipo mfundo yomaliza imamangidwa potsatira mitsutsoyo. Ngati mbali imodzi yolumikizitsa anthu okhala mu dela limodzi, achinyamatawa akhonzabwino kukumana ndi a ofesi ya oyang'anira anthu apantchito kuwafunsa ngati angakhale ndi chidwi chodzagwira ntchito ndi achinyamatawa pa mtsutso wapagulu. Mabungwe ambiri a oyang'anira anthu apantchito ali ndi zipangizo zokhudzana ndi mtsutso zomwe angathe kukubwerekani.



## Zofunika

- Pepala ndi cholemba
- Zokuthandizani pakafufuku wa mchitidwe ogwiritsa ana ntchito Makina a internet ngati muli ndi mwayi otere.
- Chipinda choti mukhonzza kupangiramo mtsutso, ndi malo okwanira kukhala anthu odzamvera ngati mukupanga mtsutso okhudza anthu a kunja.
- Chimkuzamau kapena zipangizo zina zomwe zingagwiritsidwe ntchito pa nthawi ya mtsutso.



## Kuyamba

### ***Phunziro limodzi***

Choyamba pa gawo ili ndikupanga zinthu zothandiza kuti achinyamatawa amvetse kuti mtsutso ndi chiyani ndipo ndi chifukwa chiyani uli othandiza pa maphunziro. Gawo loyambali liyenera kuchitika ndi anthu onse amugulu la anyamatawa, ngati nkotheke, muwalole kukhala momasuka, monga mopanga bwalo lozungulira pang'ono. Panthawi iyi sayenera kulemba chilichonse.

Ngati cholinga chanu ndikuchita “mtsutso oyendayenda” okha ndi gulu lanu, mukhonzza kuyambiratu kupanga zochitikazi osadikira zina zonse za mudela ili. Koma ngati mukufuna kuyambitsamtsutso wandondomeko, ndiye muyenera kuyamba mwakambirana kaye m'mene mungachitire.

Onani pazophatikiza 1 (***Annex 1***) kuti muwone momwe zingakuthandizireni. Apo ayi, gwiritsani ntchito njira wamba ndi njira za zomwe dela lanu linazolowera pa mtsutso. Foto kozo zina zolinga za mtsutso: kuti mutu umakhazikitsidwa ndipo anthu kapena magulu awiri amapereka mfundo zogwirizana kapena kutsutsana nawo mutuwo pamaso pa anthu onse odzamvera ndi othandizira kuongolera mtsutsowo. Mwachidule, potsatila kuperekedwa kwa mfundo zotsegulira mtsutsowu, mbali iliyonse imaloledwa kuyankhapo pa mfundo zomwe mbali yowatsutsa yapereka ndikuzitsutsa ngati njira yokopera mitima ya anthu omvera komanso ku peza ma points kuchokera kwa



owongolera mtsutso. Malinganandi momwe aphunzitsi komanso gulu la achinyamata aonera, kukhonza kukhala kololedwa kuti anthu odzamvelera afunse mafunso kapena apereke ndemanga zogwirizana ndi ina iliyonse ya mbali ziwilizi.

Auzeni achinyamata kuti amene akutenga mbali pa mtsutsowu apatsidwa nthawi yoyenera, mwachitsanzo, mpaka poyambira pa kukumana kwachiwiri, kuti akonzekere mauawo oyamba, njira yawo imene adzagwiritse ntchito, komanso kusankha owatsogolera ngati atafuna kutero. Chofunika kwambiri pa nkhaniyi sikupambana pa mtsutsowu koma kuonetsetsa kuti pali kutengako mbali pakafukufuku ndi kukonza mfundo zogwirizana kapena kutsutsana ndi mutu wa mtsutso. Mwanjira iyi, popeza mutu wa mtsutso udzakhala okhudzana ndi mutu wa mchitidwe ogwiritsa ana ntchito, achinyamatawa adzakakamizidwa kupanga kafukufuku wa zinthu zomwe anayera kuzidziwa koyambilira pa m'chitidwewu.

Atsimikizireni kuti adzathandizidwa pa zokonzekera zawo ndi kuti zolankhula zawo siziyenera kukhala zazitalizitali. Njira yabwino ndikulankhula mwachidule ndi molunjika chomwe mukufuna kunena pogwiritsa ntchito zitsanzo zamphamvu polimbikitsa mfundo. Ndikoyenera kufotokozera achinyamatawa kuti zotsatira zomaliza pa mtsutso ndizofunika kwambiri ndipo pofuna kuti zotsatirazi zikhale zabwino, ndikoyenera kuwaphunzitsa mwapadera momwe angalankhulire pa gulu.

Apanso, ngati muli ndi mwayi opeza thandizo lapadera, ligwiritseni ntchito.

Pamene magulu a mtsutso asankhidwa ndipo akonzeka kuti ayambe kukonza mauawo oyamba, afunika akhale pa malo achete pamene akakambirane za njira imene angagwiritse ntchito, kuchita kafukufuku wawo ndikukonza zamomwe akufuna kuchitira zonse. Ndipanthawi imeneyi pamene achinyamatawa amafuna koposa thandizo lochokera kwa aphunzitsi. Malo abwino koposa pa nthawi iyi ndi chipinda chophunziliramo kumene aliyense ali ndi polembapo ndi zolembera.

Pa mtsutso osintha malo ndibwino kwambiri kukhala ndi achinyamata onse popeza muzikalimbikitsa onsewa pa momwe angalankhulire ngati munthu payekhapayekha pamaso pa anzawo. Ndi ufulu wa munthu aliyense, kuphatikizapo ana ndi achinyamata, kulankhula zakukhosi kwawo. Ndipo pa mtsutso osintha malo ndikofunika kwambiri kuti aliyense athe kulankhula zakukhosi kwake.

Mtsutso wadongosolo ukhonza kukhala pakati pamagulu awiri kapena pakati pa munthu ndi nzake. Mtundu wa mtsutso umene musankhe utengera kuchuluka kwa anthu amene muli nawo. Cholinga chachikulu ndi kulimbikitsa achinyamata kuti azitha kulankhula zakukhosi ngati munthu payekha ndi kuti akule m'maganizo. Ngati gulu ndilalikulu mukhoza kupanga magulu a mtsutso a anthu awiri kapena atatu (atatu ndi amene amakonda kupangidwa, koma akhoza kusinthidwa, koma asaposere pamenepa). Kumbukirani kuti aliyense wamuguli azikalankhula mfudo zofanana ndi za mzake choncho kukhala ndi gulu laling'ono kumachepetsa kubwerezabwereza zomwe wina walankhula kale. Ngati muli ndi gulu lalikulu, zikhonza kukhala bwino kukhala ndi mitu iwiri kapena itatu ya mtsutso, ndikusankha magulu awiri kuti alankhulepo zogwirizana kapena zotsutsana pa mutuwu.

Ngati mungatsatire malamulo okhwimirapo pa mtsutso, mukhonza kusankha kagulu ka owongolera mtsutso (**Onani Annex 1**) amene amagamula zotsatila za mtsutso malingana ndi zimene zafotokozedwa. Ndibwino kukhala ndi chiwerengero cha anthu chomwe sichingagawidwe ndi 2 kuopa kuti pangakhale kufanana mphamvu pomalizira, choncho 3 ndi chiwerengero chabwino. Owongolera mtsutsowa akhonza kusankhidwa kuchokera mu gulu la achinyamata lomwelo ndi cholinga chakuti aliyense athe kutengako mbali pa mtsutsowo. Komabe ngati njira imodzi yolumikizansitsa anthu mu dela lanu ndi zochitikazi, mukhonza kuganizira zoitana anthu ena kuti adzakhale owongolera mtsutsowu. Mwachitsanzo mukhonza kuitana anthu ochokera mu makalasi ena apa sukulupo Muganizire mozama za kugwirizana ndi kusagwirizana kwa anthu mugulu lanu pamene mukusankha magulu a mtsutso ndi owongolera mtsutso. Yesetsaninso kuyika amuna ndi akazi mumaguluwa. Ngati mukudziwapo m'modzi kapena angapo mu gulu la achinyamatali amene angagwire bwino ntchitoyi, yesetsani kuwagawa kuti akhale mu magulu osiyana. Zikhonza kukhala zothandiza ngati mutawaika mu gulu la mbali imene ili ndi ntchito yovutirapo pofuna kutembenuza anzawo.

### Kukonza gulu



***Anthu odzamvera***

Mtsutso umasangalatsa ngati pali anthu odzamvera. Gulu la achinyamata anu likhonza kukhala lalikulu mokwanira kuti ena mwa iwo akhalenso ngati gulu lodzamvera, ndipo sipangakhalenso poyenera kuitana anthu ena. Koma ngati mukugwira ntchito pa sukulu, kapena kumalo kumene mukhonza kupeza magulu ena a achinyamata (mwachitsanzo, anthu amakalasi ena), itanani limodzi mwa magulu amenewa kuti adzamvere ngakhalenso kutenga mbali pa mtsutsowu. Izi ndi zofunika pazifukwa zitatu:

- Zimabweretsa theng'eneng'e ku magulu a mtsutso ndipo theng'eneng'eli limathandiza kuti munthu achitepo kanthu. Achinyamatawa amakhala akulankhula pa gulu pamaso pa achinyamata anzawo, chimene chimawalimbikitsa pa machitidwe awo a zinthu.
- Zimapangitsa kuti anthu ambiri aphunzirepo mwamsanga pa zimene mukufuna kuti anthu adziwe. Gulu lodzamverali limamvetsera mtsutso okhudzana ndi nkhani za m'chitidwe ogwiritsa ntchito ana ndipo limazindikira kuti amene akupereka uthengawo ndi ana anzawo. Izi zimalimbikitsa kufunika kwa zimene akumvetsera.
- Zimalimbikitsanso kudzidalira kwa munthu mwini ndi kudzinnyadira kwa achinyamata amene akutenga nawo mbali mu mtsutso poti, zonse zikatha amazindikira kuti atenganganawo mbali pa chinthu chofunika ndipo aphunzitsako ena pa zimene iwo angophunzira kumene.

Mukhonza kuwalola anthu odzamvera mtsutsowa kuti akhale ngati owongolera/oweruza pa zotsatila za mtsutso. Izi zikhonza kuchitika powalola odzamverawa kuti achite voti yosankha gulu lomwe lachita bwino pamene olankhula amaliza ndipo mfundo zonse zoombedwa mkota. Iyi ndi njira yopereka mpata kwa aliyense kuti apereke maganizo ake mwaufulu ndipo mukhonza kufunsa munthu m'modzi kapena awiri mugulu lodzamverali kuti afotokoze chifukwa chomwe avotera momwe achitiramo. Motsatana ndi zolinga za gululi, mukhonza kuganiziranso zoitanitsa anthu osiyanasiyana kuphatikizapo makolo, audindo, aphunzitsi, olemba nkhani, ogwiranawo ntchito mu delali ndi ena otere.

## Gawo loyamba la zochita: Mtsutso Osintha malo

### *Phunziro limodzi la zigawo ziwiri*

Njira yotsatirayi ndi yothandiza kwambiri poongolera mtsutso mwa njira yomasuka ndi mofuna kulimbikitsa kukhulupilirana pakati pa achinyamatawa. Imagwiritsidwa ntchito ndi mabungwe ambiri m'dziko lonse lapansi kuphatikizapo mabungwe obweretsa mtendere ndikukhululukirana polimbikitsa mbali za maganizo otsutsana kuti apeze chowayanjanitsa ndi kuti ayambe kulemekezana ndi kukambirana.

Cholinga cha mtsutsowu ndikuthandiza achinyamata kuti amvetsetse kuti pamakhala mbali zosachepera ziwiri pa nkhani iliyonse ndipo kuti palibe mbali imene amakhala yolondola kapena yolakwa. Mukaziyendetsa bwino, mtsutsowu umamanga kukhulupilirana, kulemekezana ndi kumvetsetsana pakati pa achinyamata mugululi. Izi zimapangitsa anthu kukhala omasuka kulankhula maganizo awo pa nkhani iliyonse ndichikhulupiliro choti maganizo awo adzamveka ndi kulemekezedwa. Zimathandizanso achinyamata kumvetsetsa kuti akakhala ndi maganizo pa nkhani ina iliyonse, ngakhale kuti maganizo awo akutsutsana ndi maganizo a anthu ambiri, ayenera kukhala olimba mtima pachimene iwo akukhulupilira ndipo ayenera kuchinena mosaopa kuti asekedwa kapena alangidwa. Poonjezerapo, zimathandizanso achinyamata kuti amvetsetse kuyenera kulemekezana wina ndi nzake ndi maufulu obadwa nawo, monga ufulu olankhula zakukhosi.

Njirayi imathandizanso kuti achinyamata apeze mpata olankhula makamaka kwa iwo amene amaona ngati kuti akuponderezedwa, kapena amene sadzikhulupilira mwa iwo okha kapenanso amene amawona ngati kuti sadziwa mokwanira zinthu zina posankha ngati akugwirizana kapena kutsutsana ndi mutu umene waperekedwa. Mumtsutsowu achinyamata akhonza kuonetsa kuti sakudziwa kapena kuti sanasankhe choti achite. Ubwino waukulu wa mtutsowu ndiwakuti aliyense akhonza kusintha maganizo ake nthawi ina iliyonse pamene wamva maganizo a anthu ena. Ichi ndi chinthu chofunika kwambiri kwa achinyamata, pakuti amazindikila kuti ndikotheka kusintha maganizo ndikuyamba kukhalanso ndi maganizo atsopano. Ayenera kumvetsa kuti sibwino kukhazikika m'maganizo amodzi kufila mlingo osatha kumva zimene anthu ena akunena ndiponso osatha kuvomereza kuti nthawi zina ukhonza kulakwitsa pakatanthauzidwe ka zinthu pa nkhani ina yake. Kuganiza kwa mtundu uwu ndikumene kumayambitsa mavuto osiyanasiyana m'malo ambiri makamaka kumene kuli mikangano.

Mtsutso umenewu siuyenera kuchitikira pagulu la anthu ena, chifukwa gulu lowonelera likhonza kulepheretsa achinyamatawa kuchita bwino komanso kufooketsa zolinga za mtsutsowu ndi ntchito yolimbikitsa kukhulupilirana ndi kulemekezana pakati pawo.

**Malamulo a mtsutso**

Sonkhanitsa achinyamata amugululi kuti liimilire pakati pa chipinda ndipo fotokozani malamulo a mtsutsowu: Lengezani mutu oti akambirane.

- Amene agwirizane nawo mutuwu apite ku mbali imodzi ya malo amene muli (awa ndi malo amene muwasonyeze, mwachitsanzo, kudzanja la manja la chipinda). Amene akutsutsana ndi mutuwu apite ku mbali ina. Amene sanapange chiganizo china chilichonse akhonza kukhala pakati pompo.
- Ngati wina afuna kulankhula, ayenera kugwira "cholankhulirapo". Wina aliyense asalankhule kapena kudula amene akulankhula. Pamene olankhula watha, ena akhonza kupempha kuti apatsidwe "cholankhulirapo". Inu, aphunzitsi, mupereke "cholankhulirapo" monga momwe anthu akufunira.
- Aliyense akhonza kusintha mbali nthawi ina iliyonse, ngati atakopeka ndi mfundo zomwe zaperekedwa kapena kukakhala pakati ngati ataona kuti sakukhazikika bwino pa mfundo yake yoyamba. Wina aliyense asakhale omangidwa kapena kuchita manyazi ndikusintha maganizo ake. Kusintha mbali sichizindikiro chakufooka. Ndichizindikilo chakuti ndiwokonzeka kumva maganizo a anthu ena ndiponso mwina kuyamba kugwirizana ndi maganizo otsutsana nawo. Palibe opambana kapena olephera.

Cholinga sikukhala patsogolo kapena kupeza anthu ambiri ku mbali imodzi koma kufotokoza maganizo a munthu ndi kumvetsera maganizo a ena.





“Cholankhulirapo” chikhonza kukhala china chilichonse chimene mungasankhe. Akhonza kukhala microphone enieni (koma musawayatse). Chikhonza kukhala chipatso, ndiwo zamasamba, chinangwa, chidole, ndodo- kapena china chilichonse. Chofunika ndichimene chikuimilira; chilolezo chakuti munthu alankhule. Kukhala ndicholankhulirapo choseketsa, kumapangitsa kuti anthu asangalatsidwe ndi mtsutsowu ndipo zimathandiza kuchepetsa theng'eneng'e popangitsa gulu kuti liseke komanso chimalimbikitsa kumanga umodzi.

Muyenera kunena momveka bwino ndi motsindika pa lamulo kakuti wina asalankhule opanda “cholankhulirapo” m'manja mwake. Ndi njira yokhayi imene ingakuthandizeni kuti musungitse bata ndikuthandiza achinyamatawa kuti ayambe kumvetsa kufunika kolola ena kuti afotokoze kaye maganizo awo ngakhale atakhala kuti sakugwirizana nawo. Ichi chidzawasonyezanso za ufulu wolankhula zakukhosi ndi kuti anthu amaganiza ndi kuchita zinthu munjira zosiyanasiyana chimene sichitanthauza kuti pali okhoza kapena olakwa.

Pamene aliyense wamvetsetsa za machitidwewa mukhonza kuyamba.

- Lengezani mutu wa mtsutso ndipo onetsetsani kuti aliyense waumvetsetsa.
- Funsani ngati pali amene akufuna kuyamba mtsutso. Ngati palibe odzipereka kuyamba, limbikitsani wina aliyense ochokera mugululi amene ali ndi omutsatila ochepetsetsa kuti anene chifukwa chimene wasankhira maganizo amene wasankhawo. Zimakhala bwino ngati anthu atadzipereka, koma ngati sanadzipereke mukhonza kusankha “odzipereka”.
- Mukamva “mfundo” yoyamba muy enera kufunsa ngati wina angafune kuyankha. Apanso yang'ana odzipereka ngati ndikotheka. Perekani “cholankhulirapo” kwa odziperekayo.
- Pangitsani mtsutso monga omwe anthu akufuna kulankhulira, popereka “cholankhulirapo” kwa aliyense amene akufuna kulankhula, poonetsetsa kuti otsutsa ndi ogwirizana ndi mfundo akupatsidwa mpata mofanana.
- Onetsetsani kuti nawonso amene akhala pakati akupatsidwa mpata olankhula, kuti afotokoze chifukwa chimene iwo sanathere kupanga chiganizo chawo ndipo afunseni ngati zina mwa mfundo zomwe amva zawathandiza kupanga chiganizo chawo ndipo ngati akufuna kupita ku imodzi mwa mbali ziwirizi. Ndizoyembekezeka kuti pa nthawi ngati imeneyi m'modzi kapena awiri akhonza kukhala okonzeka kufotokoza maganizo awo.



***Mau oyambira***

- Pitilizani ndi mtsutsowu ngati muona kuti pa chidwi chopereka maganizo pakati pa achinyamatawa.

Mtsutso uliwonse umatha pamene anthu alibe zokamba kapena, mwaulamuliro wanu, mwaona kuti uthe. Muyenera kuonenetsa kuti palibe cholondola kapena cholakwika, ndi kuti simunena kuti gulu ili lapambana kapena ilo lalephera. Aliyense ali ndi ufulu okhala ndi maganizo ake. Dziko limayamba kukhala ndi mavuto ngati anthu ndi magulu aima pa zikhulupiliro ndi maganizo okhazikika pa kusamvetsetsa kwa zinthu ndipo safuna kutsutsika.

Mudzatha kuona nokha momwe chidwi cha gululi chinalili pa zokambilana. Kawirikawiri zimachitika ndi zakuti anthu ambiri amafuna kulankhula pamene odzipereka ochepa oyamba alankhula. Poonjezerapo, anthu mu gulu lanu amafuna kuyankha pa zimene ena anena.

Ngakhale kuti cholinga cha mtsutsowu ndikulimbikitsa achinyamata kuyankhulapo pa nkhani ya mchitidwe ogwiritsa ntchito ana, zikhonza kukhala zothandiza kwambiri ngati mutayamba ndi mitu ingapo yosangalatsa imene ingawapatse chidwi achinyamatawa mwanjira yapadera. Muyenera kuwapatsa mitu yankhani zimene angamasuke nazo ndipo imene singakhale yokhudzana ndi mutu ogwiritsa ntchito ana. Zigawo zoyamba za ntchitoyi ziyenera kuthandiza pomanga kukhulupilirana, chikhulupiliro ndi kulemekezana pakati pa achinyamatawa.

Pobweretsapo gawo la msangulutso, mudzatha kumanga zimenezi mwamsanga ndiponso mwanjira yosaopsyeza. Mukaona kuti achinyamatawa azolowerana, mukhonza kuyambitsa zinthu zofunika zenizeni zokhudzana ndi kugwiritsa ntchito ana.

Mitu imene mungasankhe pa mtsutso ikhonza kukhala yosiyanasiyana ndipo chigawo ichi sichingakupatseni mitu yoti ikhonza kugwiritsidwa ntchito nthawi zonse. Ndi inu nokha amene mukhonza kupeza mitu yoyambira imene idzakhala ya chikoka ku gulu lanu. Zimanenera ndikumene muli, chikhalidwe chanu, miyambo yanu komanso zinthu zina.

Posankha mutu, ndikoyenera kuyang'ana kwambiri pa zinthu zimene zili zokhudzana ndi moyo wa anthu amene ali mugululi. Mwachitsanzo, ngati mudela lanu muli gulu lotchuka loyimba mukhonza kupanga chiganizo monga:



"Black Missionaries" ndi gulu la luso lambiri poyimba ndipo limalekezetsa magulu onse oyimba m'dziko muno. Ena mwa anthu a mugululi akhonza kulikonda gulu loyimbali pamene ena sangalikonde onsewa pa zifukwa zosiyanasiyana. Koma sangakhale ndi mavuto pofotokoza maganizo awo pa mutu ngati uwu ndipo ndizokayikitsa ngati angatsutsane mokweza mitima pa mutu ngati umenewu. Kapenanso, ngati masewero ena ali otchuka mu dela kapena dziko lanu, mukhonza kuyamba ndi chiganizo chokhudza gulu losewera masewerawo. Apanso izi zikhonza kugawa gululi koma mu njira yosaopsyeza gululi. Pangani ziganizo zingapo zimene mukudziwa kuti sizingayambitse theng'eneng'e mu gululi koma zingalimbikitse msangulutso pamtsutsowu.



Pamene muona kuti gululi lamvetsetsa mtsutsowu, ndi kuti aliyense akuyamba kutengapo mbali, kuti gululi lazolowerana, muyenera kuyambitsa mutu ofunikira wa zokambirana. M'musimu muli mitu ina imene ingagwiritsidwe ntchito pa mutu ogwiritsa ana ntchito. Mituyi ikuyenera kupereka maganizo ena otsutsa kwa ena.

### ***Nkhani zotsogolera***

Mituyi iyenera kukhala yopangitsa achinyamatawa kuti akhale ndichilakolako cholankhulapo pofuna kuutsa maganizo anthu. Izi zikhonza kuchitika munjira yotetezedwa bwino komanso yodzetsa msangulutso. Ndizoyenera kuti musungitse bata nthawi zonse. Mwachitsanzo, mutu ongoyerekeza oti: "Ntchito ya mzimayi pakhomo" ukhonza kuutsa maganizo pakati pa atsikana ndipo izi zikhonza kukhala zabwino. Cholinga cha mutuwu sikuumiliza gululi kuvomereza mutuwu koma kufuna kumvetsetsa momwe maganizo a anthu alili pankhaniyi, kuwadziwitsa zina ndikulimbikitsa kukambirana momasuka pakati pawo. Izi zimakonzedwa ndicholinga cholimbikitsa gululi ndi kulimbikitsa kuzolowerana osati kugawikana.

Zokambirana zakoyambilirazi ndizokhazikika pa msangulutso. Chigawo chotsatirachi ndichokhudzana ndi zinthu zofunika kwambiri, koma zonsezi ziyenera kuchitika momasuka komanso zooneka ngati zongocheza. Zokambirana ndi ndondomeko yokambirana, kumvetsera ndi kulemekezana ndizofunika kwambiri pa nthawi iyi ya mtsutso. Muyenera kuongolera bwino mtsutsowu ndikulemekeza mbali zonse. Ngati muona kuti mtsutsowu ukuoneka ngati ukweza mitima m'mwamba ndipo kuti zinthu zisokonekera,

muyenera kulowelerapo pokumbutsa gululi kuti zokambirana zonse zisakhale zopereka chigamulo pamaganizo agulu lina lililonse ndi kuti maganizo onse ayenera kulemekezedwa.

Ina mwa mitu yongoyerekeza ingathe kuphatikiza:

- Atsikana ndi anyamata ali ndi ufulu ofanana wa aphunziro
- Ntchito ya mayi pakhomo
- Bambo ndi amayi ali ndi ufulu ofanana pa malembedwe a ntchito
- Anyamata ndi atsikana ayenera kukhala ku sukulu osati ku malo a ntchito
- Anyamata ndi atsikana ayenera kuloledwa kugwira ntchito ngati atasankha kutero ndikoledwa kuti anyamata ndi asungwana agwire ntchito ngati moyo wawo watsiku ndi tsiku umadalira ntchitoyi.

Malamulo antchito oyenera ayenera kukhazitsidwa kwa anyamata ndi atsikana. Mukhonza kusankha kusayika mitu yosakwezetsa mitima m'mwamba pa mitu imene mungapereke. Mitu yapamwambayi ndi maganizo chabe ndipo ingakuthandizeni kupanga maganizo anuanu amene angakhale ogwirizana ndi malo komanso nthawi imene muli.

## Gawo lachiwiri la zochita: Mtsutso

*Maphunziro awiri ndi limodzi lazigawo ziwiri kuphatikizapo nthawi yochita kafukufuku, ndi kukonzekera*



Chinthu choyamba mu mtsutso wadongosolo ndikusankha mutu umene mbali ziwiri zitsutsanepo. Mutuwu uyenera kukhala okhudzana ndi nkhani yogwiritsa ana ntchito. Pali njira ziwiri zimene mungasankhe. Yoyamba siyosangalatsa kwenikweni, ndipo ndi imene mumasankha mutu inu eni kapena kupeza mutuwu kuchokera kwa anthu ena kudzera muzokambirana. Yachiwiri ndiyosangalatsa ndipo ndiyobweretsa msangulutso komanso m'chitidwe wa demokalase pophunzitsa. Kudzera munjiraya mumayenera kukhala pansi ndi gulu lonse ndikuitanitsa maganizo osiyanasiyana pofuna kusankha mutu oti ugwiritsidwe ntchito.

Kukhala ndi mitu ingapo kumathandiza chifukwa mukhonzza kukonzza mtsutso yoposa umodzi. Izi zimathandiza kuonetsetsa kuti gulu lonse latengako mbali pa mtsutsowu. Mutu oyamba omwe unagwiritsidwa ntchito mongoyeselera unali oti: "Aloreni ana akhale ku sukulu osati ku malo a ntchito". Pongofuna kutsimikiza kuti kudalira momwe anthu akumvera mumtima mwawo kuti ana sayenera kugwiritsidwa ntchito sikokwanira nthawi zonse, gulu limene limkatsutsana ndi mutuwu ndilimene linapambanapa mtsutsowu. Gululi linaunikira gulu lomvera ndi loyendetsa mtsutso kuti kungowachotsa ana kumalo ogwira ntchito osachitapo kanthu pankhani ya umphawi, kusowa kwa ntchito, ndi kusowa kwa mwayi opitira ku sukulu, zingapangitse kuti ana ogwira ntchitowo pamodzi ndi mabanja awo akhale mu umphawi wadzaoneni komanso mwina owatengera ku imfa.

Mutatha kugwirizana ndi gululi pa mutu oti usankhidwe pa mtsutsowu, gawo lachiwiri ndi kusankha magulu oti atsutsane.

Ngati mukudziwa kuti anthu ena ali ndi mfundo zamphamvu kusiyana ndi anzawo, onetsetsani kuti onse oterewa asakhale mugulu limodzi ndipo muonetsetse kuti ambiri akhale kumbali imene kuli ntchito yovutitsa pofuna kutsutsa anzawo. Izi zimathandiza kuti pakhale kufanana mphamvu, kupangitsa kuti owongolera mtsutso akhale ndi ntchito yeniyeni yowongolera mtsutsowo ndiponso

### Chidziwitso

Chigawo cha mtsutso chikhonza kukhala chotalikirapo. Ngati, mwakonzza mpikisano ukhonzza kukhala wautali. Konzekerani bwino ndipo onetsetsani kuti aliyense akhale ndi chochita. Mwinanso mukhonzza kuwasankhira mutu umodzi ndikupanga magulu angapo kuti muonetsetse kuti aliyense watengako mbali, mwachitsanzo magulu atatu ogwirizana ndi mfundo ndi magulu atatu otsutsa. Gulu lililonse liyenera kupita kukachita kafukufuku ndi kukalemba zimene zikutanthauza kuti aliyense akhale otanganidwa. Pakhonzza kukhala kubwerezabwereza koma aliyennse ayenera kulemba ndi kuchita zinthu munjira yakeyake. Pofuna kuti pasapezeke ongokhala ndibwino kusankhiratu mitu yochulukirapo omanso magulu angapo apadera. Owongolera mtsutso akhonzza kusankhidwa patangotsala nthawi pang'ono kuti mtsutso uyambe- palibe kukonzekera kwa padela kwa owongolelera mtsutso kupatulapo kuonetsetsa kuti mtsutso ukuyenda mosakondera mbali ina iliyonse ndikuti opambana wasankhidwa motsatira mfundo zomwe anapereka pa mtsutsowo osati pa momwe munthu akuganizira. Izi zimapangitsa kuti aliyense wa mu gululi akhale ndi ntchito yoti agwire. Izinso zimatengera kukula kwa gulu lanu ndi zipangizo zomwemulinazo.

kupangitsa mtsutso kukhala osangalatsa kwambiri kwa omvetsera.

### **Kukonzekera mtsutso**

Kenaka magulu a mtsutso ayenera kukumana ndi kugwirizana njira zimene akagwiritse ntchito pa mtsutso wawo, kusankha nthumwi imene ikayankhe pazimene owatsutsa akanene ndipo ayenera kuyamba kafukufuku ndi kulemba zimene akalankhule. Apa ndipamene msangulutso umayamba. Muta funa, mukhonza kuwaonetsa ochita mtsutsowa za mu **Annex 1** kuti ziwathandize kumvetsetsa udindo wawo ndi zimene ayenera kuchita. Apa zambiri zimakhallira ndi momwe mukufunira kutsatira malamulo a mtsutso; ngati mukufuna kuwatsata mwandondomeko kapena ayi. Inu ndi munthu kapena anthu akunja othandizira muli ndi ntchito yaikulu yoti mugwire pa gawo limeneli. Magulu a mtsutsowa amafunika kuthandizidwa popanga njira za momwe achitire mtsutso wawo, kumvetsetsa za momwe angayankhire ku zolankhula za owatsutsa, kupanga kafukufuku, kelemba, komanso m'mene angalankhulire. Kuti izi zichitike gulu lilonse liyenera kukumana pa malo abata. Akhonza kukumana panja ngati nyengo ili bwino, kapena kukhala mu nyumba yowerengera ndi kubwereketsa mabuku, muchipinda chophunzilirira, muchipinda chochitira misonkhano kapena kungogawana mu timagulu tating'onoting'ono mu chipinda chimene muli.

Maganizo ali m'musiwa akhonza kukhala othandiza. Simalamulo okhazikika kwambiri pa mtsutso wadongosolo, oma ili sivuto. Tsatirani dela lililonse la malamulowo limene mulipeze kuti ndilo thandiza.

- **NJIRA:** Apa gulu la achinyamatali limafuna malangizo a momwe khoza kuchitira kafukufuku, kulemba ndikulankhula zomwe konzekera. Ndikofunika kuti olankhula aliyense adziwe zimene mzake wamugulu lake akalankhule. Kubwerezabwereza zomwe wina wanena kale sibwino chifukwa zimapangitsa kuti oweruza mtsutso ndi anthu odzamvera ataye chidwi ndi mtsutsowu. Limbikitsani gululi kuti liganizire mosamala mutu wa mtsutso ndikuti ayesere kuuphwanya mu mfundo zosiyanasiyana zimene ziyenera kukambidwa pogwirizana kapena kutsutsana nazo.

Njira yabwino ndiyakuti membala aliyense wagululi azame pa mutu umodzi kapena ingapo popanga kafukufuku wake ndi polemba mfundo zake, ndicholinga chakuti pamene adzikalankhula, akhonza kulankhula zolimbikitsa mfundo imodzi imene mbali yawo yatenga. Nthawi zina zimakhala bwino kuti munthu odziwa kulankhula kwambiri akhale komalizira popeza iye ndi amene amaomba nkota wa zonse zomwe anzake alankhulapo kale ndipo izi zimakhala ndi chikoka.

- **YANKHO** Mamembala agululi amakhala ndi mwayi oyankha pa zimene owatsutsa alankhula. Gululi liyenera kukhala ndi chithunzithunzi cha mfundo zazikulu zimene owatsutsa akuyembekezera kukanena ndipo onse, pamodzi, ayenera akonze

mfundo zawo zokayankhapo. Mfundo izi zikhonza kukonzedwa bwino pamene kafukufuku ndi kulemba zayambika.

- **KAFUKUFUKU NDI KULEMBA** Mukatha kukambirana ndikupatsana zimene aliyense akanene, gawo lotsatira ndi lakuti aliyense ayambe kuchita kafukufuku pa mfundo zimene akalankhule ndikuyamba kulemba. Nthawi yabwino kuti munthu alankhule pa mtsutso ndi pakati pa mphindi zitanu ndi mphindi zisanu koma osaposepa apa. Ikhonza kukhala ntchito yolemetsa mokwanira kuwafunsa achinyamata kuti kulankhule kwa mphindi zotalika chonchi. Mphindi zisanu ndi nthawi yayitali kuti munthu iyimilire ndikulankhula pamaso pa anthu. Auzitseni magulu a mtsutsowa kuti ndikoyenera kuti aganizire kwambiri za funika kolankhula mwachidule ndi mosazungulira.
- **KULANKHULA** Iyi ndi njira inanso yophunzira payokha ndipo achinyamata agulu lanu amafuna thandizo lanu. Ndi pa gawo ili la mtsutso pamene mumayamba kuona amene ali ndi mphatso yachibadwa yochitira zinthu mu gulu lanu. Kulankhula ndi chinthu chofunika kwambiri monga momwe alili mau amene munthu wakonza kuti alankhule ndipo achinyamatawa ayenera kuphunzitsidwa bwino momwe angalankhulire. Ayenera kuphunzitsidwa momwe angagwiritsire ntchito thupi lawo polankhula. Uwu ndi mpata wabwino owaphunzitsira za momwe angalembere mfundo zawo kwa nthawi yoyamba, kukonzanso mfundozo bwino lomwe, ndi kulemba timapepala tokumbutsa olankhula pamene ali kulankhula (**pa za timapepalati onani Annex 1**). Sayenera kuimilira pamaso pa anthu ndikuyamba kuwerenga masamba awiri kapena atatu azomwe akonzekera kulankhula mosapumira. Zina zothandiza kuti munthu alankhule bwino pamaso pa anthu ndi izi: kuyang'ana anthu maso ndi maso pamene ukulankhula kuti uonetse kuti ukulankhula ndi anthuwo, kulankhula momveka bwino komanso pang'ono pang'ono; kuyamba waima kaye pamene ukupereka mfundo zofunika kwambiri; kuusira moyo mwachilengedwe pamene uli kulankhula ndi zina zotere. Limbikitsani achinyamatawa kuti ayeserere kulankhula pamaso pa anzawo ndicholinga chakuti athandizane pokonzana zolakwika.

Ngati akupanga izi payekhapayekha akhonza kudziyang'anira pa kalilore. Ayenera aonetsetse nthawi imene olankhula nzawo akutenga polankhula ndikuyesetsa kupatsana malire anthawi.

Ndichinthu chabwino pa munthu ndipothandizana kuti gululi ligwire ntchito pamodzi mu njirayi. Zimalimbikitsanso mgwirizano pakati pa anthu a gulu limodzi ndikuwalimbikitsa kuti onse akufuna kukwaniritsa cholinga chofanana.



Gwirani ntchito ndi gulu lonse, pokonza chipinda m'mene mtsutso udzachitikire. Ichi chikhonza kukhala chipinda chimene mumakumanirana ndi gululi. Malingana ndi momwe nyengo ilili mukhonza kusankhanso kukakumana panja. Ngati muli ndi mwayi, mukhonza kupeza chipinda chachikulu m'mene mungathe kuyala mipando ya anthu odzamvera mtsutso, tebulo la owongolera mtsutso, ndi matebulo a magulu otsutsana komanso la wapampando wa zochitika zonse.

### **Mtsutso**



Zikhonza kukhala bwino ngati inu mutakhala wapampando chifukwa choti mukudziwa amene ali mumagulu a mtsutso ndiponso mulindichithunzithunzi cha zimene anene. Apanso, ngati njira yofuna kuphunzitsa anthu ochulukirapo mudera lanu mukhonza kuitana munthu wina kuti adzakhale wapampando wa mtsutsowo. Mwachitsanzo ngati muli pa sukulu mukhonza kupempha mpunzitsi wamkulu wa pasukuluyi kuti akhale wapampando. Ngati mukuitana anthu ochokera kwina kudzamvera mtsutsowu, mungathe kupempha wandale ochokera mu delali, kapena wapampando wa bungwe loyendetsa sukulu, ogwira ntchito ku bungwe lomwe silaboma, kapena ogwira ntchito kuunduna olemba anthu ntchito omwe ndiwodziwika bwino, mtsogoleli wa mu delalo, kapena m'modzi wa makolo k u t i akhale wapampando. Iyi ikhonza kukhala njira yabwino zedi yolumikizansitsa anthu wamba amudela lanu ndi zochitika za maphunziro, ngati mtsutsowu. Ngati mukuitanitsa munthu waulemu wapadera, mungathe kuganizirakonso zoitanitsa atolankhani kuti adzathe kufalitsa zochitika za pa mtsutsowo.

Pamene magulu onse okhudzidwa ndi mtsutsowu akhala m'malo mwawo ndipo akonzeka, wapampando ayambitse mtsutsowu ndipo auze anthu mutu wa mtsutso. Ngati sindinu amene muli wapampando, mukhonza kupereka timapepala tofotokozera momwe zinthu zilili ndi momwe zikhalire kwa amene watenga udindowu. Kenako wapampandoyu aonetse mamembala a gulu lililonse m'modzi m'modzi kwa anthu onse ndipo awaitanitse kuti ayambe kulankhula zomwe akonzekera. Malingana ndi miyambo ina, mitu ikuluikulu ya z o m w e m u n t h u walankhula imaombedwa nkota m u n t h u o t s a t i r a asanabwere kudzalankhula. Wapampando ayenera kupereka mpata mosinthanasinthana kwa mbali zonse zotsutsana: ogwirizana ndi mfundo, kutsatana ndi otsutsa mfundo.



Kutanthauzira kwa malamulo a mtsutso a mu dela lanu kumakuthandizani kudziwa momwe mfundo za mu mtsutso zikhonza kutsutsidwila. Mwachitsanzo, machitidwe ena ndi akuti olankhula m'modzi akhonza kutenga nthawi kutsutsa mfundo zomwe wina ochokera mu gulu lina wanena pamene machitidwe ena ndi akuti wapampando adikire aliyense alankhule ndipo kenako aitane w o y i m i l a wagulu lililonse kuti ayankhulepo pa zimene otsutsana nawo anene (kawirikawiri woyimilirayu amasankhidwiratu ndi guku lake nthawi isanafike).

Pambuyo pake wapampando aombe mkota wa mfundo zonse za mbali iliyonse kuti zithandize odzamvera ndi owongolera mtsutso, ndipo, malingana ndi momwe munagwirizanirana ndi gululi, aperekenso mpata kwa aliyense kuti athe kufunsa mafunso kapena k u p e r e k a ndemanga. Kuchuluka kwa mafunso kapena zokambirana zotsatira zimachitika molingana ndi nthawi imene mwapatsidwa kuti muchitire izi. Mafunso ndi zokambiranazi zisatenge nthawi yayitali kwambiri pakuti achinyamata amakhala ndi nthawi yofupikirapo yoti akhale ndi chidwi ndi zinthu ndiponso achinyamatawa amakhala atatopa kale ndi ntchito imene agwira kale. Muzionetsetsa momwe mphamvu za achinyamatawa zikuonekera ndipo mudzikhala okonzeka kuthetsa mtsutso ngati mutaona kuti ndikoyenera kutero chifukwa chakuti atopa.

Pamene zonsezi zikuchitika owongolera mtsutso ayenera kukhala akukambirana pakati pawo za momwe maguluwa akuchitira. Akhonza kuchita izi mwanjira pokumana pamapeto pa zolankhula, kapena kutsata njira yochonga yomwe yawonetsedwa mu Annex 1 pamene olankhula aliyense amapatsidwa malikisi olekezera 100 molingana ndi "zopezeka muzolankhula", "njira" ndi "makhalidwe". Pomalizira, wapampando ayenera ayitane m'neneri wa owongolera mtsutso kuti afotokoze mwachidule zimene aona komanso chigamulo chawopa gulu limene lapambana.

Malingana ndi momwe ubale ulili pakati pa ma membala a gulu, mukhonza kuikapo chigawo cha mpikisano muchigawo ichi, ndikupereka mphoto ku gululo pambana pa mtsutso uliwonsendipo ngati ndikotheka kwa gulu lopambana pa mtsutso yonse ngati munali ndi mitsuto ingapo. Muyenera kuganizira mosamala pa momwe magulu angamvere pa nkhani yokhudzanandi mpikisano. Ngati mpikisano ungalepheretsekupambana kwa mtsutso onse, ndi bwino osauyambitsa. Ngati ungaonjezera



msangulutsondi chimwemwe ku gululi, uyambitseni, chifukwa udzalimbikitsa magulu a mtsutso kuunika mozama pa ubwino wa ntchito yawo.

Malingana ndi amene anaitanidwa kuti adzamvere nawo mtsutsowu, mwachitsanzo ngati munaita anthu olemkezekaka, makolo, aphunzitsi, ndi ena otere, zikhonza kukhala bwino, ngati chuma chitalola, kukonza zakumwa zoziziritsa kukhosi pomaliza pa mtsutso. Izi zikhonza kukhala zothandiza kwambiri makamaka ngati mtsutsowu ndi mbali imodzi yopitiliza kudziwitsa anthu momwe zinthu zilili ndipo kuti mukufuna kulimbikitsa kusinthana maganizo ndi kulumikizana pakati pa gululi ndi anthu odzamvera mtsutsowo. Ndikofunika kupangitsa kukumana kotere pakati pa gulu lanu ndi anzawo komanso ndi anthu ofunika kwambiri mu dela lanu pakuti iyi ndi njira yolumikizitsa maphunzira ndi anthu a mudela lanu ndiponso yothandiza achinyamata anu kuti akule ngati anthu amene angabweretse kusintha.

Kupereka zakudya ndi zakumwa zosangulutsa ndi maganizo abwino makamaka ngati atolankhani ndi andale a mudelali kapena woimira masukulu ndi akuluakulu a za maphunziro analipo pa mtsutsowu. Gululi lili ndi uthenga ofunika kwambiri oti lipereke kudzera mu mtsutso ndipo kudzera mu kukumana panthawi ya zakumwa yiyi akhonza kulankhula momasuka ndi anthuwa. Atolankhani, olemba kapena ofalitsa mau pa wailesi kapena pa television amakonda kugwira mau a amene munthu analankhula polemba ndi kufalitsa nkhanizi ndipo angathe kupenza mauwa posakanizana ndi achinyamatwa utatha mtsutsowu.

## Mpikisano wa mtsutso

*Mukhonza kusankha nokha kutalika kwa nthawi-nthawi yosankhidwa malingana ndi kuchuluka kwa anthu*

Mukhonza kukonza mpikisano wokhazikika bwino umene ungafunike kukhazikitsa ligi kapena ngati ligi ilipo kale mudela limene mukugwira ntchito, mukhonza kuganizirapo kugwiritsa ana ntchito ngati mutu wa mtsutso ingapo imene mungakonze. Iyi ndi ntchito yayikulu koma ndi imene ingapangitse kuti chigawochi chikhale chosangalatsa munjira zambiri. Malingana ndi momwe zinthu zilili ku malo amene muli, izi ndi monga ngati ali malo asukulu, kapena malo wamba, mukhonza kulora kuti ena a pamalowa alowe nawo mpikisanowu. Izi zingapangitsenso kuti phindu lolumikizansitsa anthu okhala mu dela lanu likwere ndipo lingapangitse kuti chidziwitso pa momwe zinthu zilili pa nkhani yogwiritsa ntchito ana chikwere mu dela lanu.



Muyenera kukonzekera bwino pa nkhani ya mpikisano wa mtsutso: posankha owongolera mtsutso, kumemeza anthu ena oti athandize pochita kafukufuku, kuphunzitsa ochita mtsutso ndi kupangitsa mtsutso, kusankha wapampando, kukonza za anthu odzaonelera mtsutso ndi kukonza mitu ya mtsutso. Cholinga chikhonza kukhala kupanga mpikisano oti amene walephera atuluke ndikuti opombana apitilire mu mpikisanowu mpakana pamene mungakhale ndi magulu awiri mundime yomaliza. Mpikisano wamtundu uwu umachitika kale mu njira zambiri m'mayiko ambiri ndipo nthawi zina mipikisanoyi imakhudza dziko lonse. Koma cholinga cha mpikisanowu apa ndi kulimbikitsa kuzindikilitsa anthu momwe zinthu zilili pofalitsa uthengawu kwa anthu ambiri.

Muyenera kukhala adongosolo lokwanira kuti muthe kuchita ntchito imeneyi ndipo ndikoyenera kuti mpikisanowu uchitike mu njira yoti aliyense aone ndikudziwa zimene zikuchitika ndipo pasakhale kukondera. Muyenera kukonzekera bwino pokonza mtsutso omaliza pakuti iyi ikhonza kukhala ngati njira ya padera imene mukhonza kulimbikitsa kwa anthu akunja pogwiritsa ntchito atolankhani ndi atsogolera mudela lanu. Gwiritsani ntchito bwino mtsutso ngati uwu pakuti umapereka chilimbikitso ku gululi ndiponso udzawathandiza pogwiritsa ntchito zigawo zina za mtsogolo.

Pokonza mipikisano ngati iyi, gwiritsani ntchito gulu lanu monga momwe mungathere ndicholinga chakuti

aliyense akhale ndi chitsimikizo chakuti akutenga nawo mbali pazochitikazingakhaleatakhala kuti sali nawo mugulu la mtsutso. Ndichoyembekezeka kuti ngati magulu ena angatengenawo mbali pa mpikisanowu, pakhonza kukhala popanda gulu lanu limene lingafike mu ndime yomaliza yampikisanowu, kodi izi sizingakhale zodabwitsa? Dziwani kuti kugwiritsa ntchito zigawo izi mu malo asukulu, kukhoza kuutsa chidwi cha anthu ena chofuna kudziwa zimene zikuchitika pakati paophunzira ndi aphunzitsi ena. Ichi ndi chinthu chabwino kwambiri, ndipo chiyenera kulimbikitsidwa monga momwe kungathekere. Kumbukiraninso kuti mphotho yayikulu kwa opambana oyamba ndi otsatira wawo zingalimbikitse kuti achinyamatawa atenge mbalindi mphamvu mu mpikisanowu. Ntchito yayikulu imene gululi lingayenere kugwira ikhonza kukhalayofuna mphotho kuchokera ku mabungwe a malo nda opezeka mudela lanu, chimene chikhonzanso cholimbikitsa kuti anthu okhala mudela lanu adziwe chimene chikuchitika.

## Gawo lachinayi la zochita: Kukambirana pa bwalo

*Phunziro limodzi kapena la zigawo  
ziwiri – momwe mungafunire*



Nthawizina m'malo mokhala ndi mtsutso, mukhonza kuchititsa zokambiran za pagulu. Kudzera mu zokambiranazi, mtsutso umachitikabe kudzera mwa gulu la anthu oitanidwa kuti adzakhale ngati akatswiri ndikuyankha mafunso kuchokera kwa wapampando ndiponso nthawi zina, kuchokera kwa anthu odzamvera. Zokambirana za pagulu zimakonda kuchitika pa wailesi ndi pa television, makamaka pa mapologalamu a nkhani zimene zangochitika kumene. Zimakhonza kukhala zosangalatsa kwa inu ndi gulu lanu ndipo chosangalatsa china ndichakuti njira iyi ikhonza kugwiritsidwa ntchito poitana alendo ochokera ku dela lanu kuti atenge nawo mbali muzokambiranazi.

Zokambiranazi zikhoza kukhala zothandiza pa nkhani yolumikizanita gulu lanu ndi anthu a dela lanu komanso kukweza chidwi cha atolankhani. Mutu wa nkhani ukhonza kukhala umene unaperekedwa pakukambirana kosonkhanitsa maganizo umene unachitika poyamba paja posankha mutu wa mtsutso. Kenako muyenera kukhala ndi zokambirana zapadera ndi gulu lanu kuti mugwirizane za anthu oti muwaitane kuchokera ku madela ena kuti adzakhale nawo pagulu la akatswiri okambirana ndi

okambirana ndi kuyankha mafunso. Ndibwino kuitana anthu amene angathe kuyankhula pa mutu wa nkhaniyi kuchokera pa msonga zosiyanasiyana ndipo mwina akhonza kusiyana maganizo pa nthawi ya mtsutso. Izi zimapangitsa zokambiranazi kukhala zosangalatsa kwa odzamvera ndipo zimathandiza gulu kuti limvetsetse mfundo zosiyanasiyana zimene magulu osiyanasiyana mu dela lanu ali nazo pa nkhani zosiyanasiyana.

Pali magulu atatu osiyana amene muyenera kuwapempha kuti achite nawo zokambirana za paguluzi omwe ndi: oyimira bungwe la ILO- boma, olemba anthu ntchito ndi ogwira ntchito- onsewa pamodzi. Mabungwe a anthu ena ogwira nawo ntchito mudela lathu (olemba anzawo ntchito ndi ogwira ntchito ku unduna olemba ndikuyang'anira anthu pa ntchito), akhonza kukhala anthu opatsa chidwi ngati atakhala pagulu la akatswiri azokambiranazi. Mwinamkutheka kuti munayamba mwapempha kale ogwira ntchito ku unduna olemba ndikuyang'anira anthu pa ntchito a mu dela lanu kuti akuthandizeni pa m t s u t s o . Mwinanso munayamba mwagwiritsapo ntchito anthu olemba anzawo ntchito ndi a boma (oyimira likulu la unduna komanso aku maboma ang'ono) muzigawo zina za maphunzirowa. Kapena mukukonzekera kuti akuthandizeni pa zochitika zanu mtsogolo muno. Zonsezi zikhonza kulimbikitsa kulumikizana kwanu ndi anthuwa ndi anthu a dela lanu.

Monga poyamba, zokambirana zapagulu zimafunika kukonzekera makamaka apa poti anthu akunja kwa gulu lanu ndi amene adzagwire ntchito. Anthu awa amafuna kuti adziwitsidwe za mutu wadzakambirana ndi mtundu wa nkhani zimene zidzavumbulutsidwe ndi wapampando pa nthawi ya mtsutsowo. Monga ulemu wapadera, muyenera kudziwitsa akatswiri onse pa zokambiranazo za anthu ena amene adzakhale nawo.

Gulu la akatswirili likuyenera kukhala ndi ena ochokera mu gulu lanu kapena anthu amene agwira nawo ntchito. Zokambirana zabwino zapagulu zimafunika wapampando wodziwa bwino ntchito yake ndipo inu ndi gulu lanu muyenera kufatsa bwino pofuna kupeza wapampando otereyu. Akhonza kukhala m'modzi wa alendo oitanidwa, mphunzitsi wamkulu pa sukuluyi, munthu otchuka mudela lanu, mphunzitsi, kapena kholo. Koma aliyense amene angakhale adzasowa chithandizo chanu ndi kudziwitsidwa moyenera za mutu wa mtsutso. Ntchito ya wapampando imakhala kuonetsetsa kuti zokambirana zikuyenda mwa dongosolo.



Pamene akatswiri okambirana alankhula mau awo otsekulira, wapampando ayenera kufunsa anthu kuti anene pamene pali kusiyana maganizo koonekeratu pa zimene zanededwa. Akatswiriwa sangakhale ndi maganizo ofanana ndipo kusiyanaku kukuyenera kutulutsidwa poyera. Wapampando ayeneranso kukhala ndi mafunso omwe anakonzeratu pa nkhani yokhudza mutuwu amene akhonza kufunsidwa pofuna kuti pasakhale nthawi imene palibe olankhula mkati mwa mtsutsowu.

Wapampando akhonzanso kupereka mpata oti anthu omvera afunse mafunso amene ali nawo, chimene chikhonza kukhala chinthu chosangalatsa kwambiri makamaka ngati panenedwa chinthu chimene anthu sakugwirizana nacho. Mtsutsowu wayenera kukhala ogwira mtima kwa anthu wamba ndipo inu ndi gulu lanu muyenera kukonza njira zolengezetsa ndi kutulutsa zinthuzi poitana anthu ozungulira dela lanu kuti adzatenge nawo mbali pa zokambirana za paguluzi. Ikhonza kukhala mbali imodzi yozindikilitsa anthu momwe zinthu zilili ndipo zikhonza kugwiritsidwanso ntchito ngati njira imodzi yopezer ndalama zothandizira ma pulojekiti oonetsera umodzi ndi zochitka za magulu ena zofanana ndi zanu. Malingana ndi momwe alili akatswiri okambirana, ndizotheka kuti atolankhani a mdela lanu akhale ndichidwi chodzalemba ndi kuulutsa nkhani ya zomwe zikuchitikazo ndipo izi zikhonza kulimbikitsa kulumikizana ndi anthu okhala mu dela lanu. Chinsinsi chakukhala ndi zokambirana zapagulu

zopambana ndikukhala ndi wapampando wabwino, choncho gwiritsani ntchito nthawi yokwanira posankha wapampando woyenera. Mwina sichingakhale chovuta kunyengelera wamalonda wa mu dela lanu kapena ogwira ntchito mu sitolo, ogwira ntchito ku unduna olemba ndikuyang'anira anthu apa ntchito kapena khansala kuti adzatenge nawo mbali pazokambirana zapaguluzi pa mutu wolemba ana ntchito. Kutu muyambitse mtsutso osangalatsa komanso otsutsana kwambiri, ndikubweretsa chidwi cha anthu odzamvera ndi atolankhani, zochitika zotere zima funika wapampando wabwino. Ayenera kukhala munthu amene akhoza kupangitsa kuti pasapezeke mphindi zosowa olankhula pa mtsutsowu, amene akhonza kulumikiza ndemanga zingapo, amene akhonza kuzindikira zimene akatswiri a zokambirana komanso anthu odzamvera akutanthauza ndikudziwa m'mene angapangitsire kuti zolankhula ziyende bwino. Wapampandoyu ayenera kukhala odziwa kuomba mkota wa zokambirana ndikupeza mfundo zofunika kwambiri za muzokambirana. Kuchita izi kumatenga nthawi yochulukirapo kusiyana ndikukonza mtsutso wamba, koma zotsatira zake zomaliza zimakhala ndi phindu lalikulu kwa anthu okhala mu delali.

chokhudzana ndikukonzekera kwa zokambirana za paguluzi. Zikhonza kukhala zabwino ngati mamembala a gulu lanu atakhala nawo mugulu la akatswiri pamodzi ndi alendo oitanidwa ndipo muyenera kuyesetsa kuti gulu lanu layimilidwa pa zokambiranazi.

## Malangizo

- ✓ Onetsetsani kuti aliyense watengako mbali pa zochitika zilizonse za m'chigawo ichi. Athandizeni amene akudzikayikirapaluso lawo lopanga kafukufuku kapena kulemba komanso amene akuoneka a mantha ndikulankhulakugulu. Ndichinthu chovuta kwa anthu ena koma ngati atathandizidwa bwino, zonse ziyenera kuyenda bwino.
- ✓ Yesetsani kuti anthu amodzimodzi asakhale pakati pachipindachi nthawi zonse; kutanthauza kuti sanapangechiganizo chawo pa mutu wa mtsutso. Ngati mwaona kuti anthu ena akungokhal pakati apatseni "cholankhulirapo" ndipo afotokoze chifukwa chake. Ena onse akatchula mbali imene ali, afunseni amene ali pakati ngati angafune kusunthila kumbalii l i y o n s e . Komalizira ayenera kuyankha.
- ✓ Onetsetsanikuti aliyense mu gulu lanu ali ndi mpata otenga "cholankhulirapo" ndikuti anene mfundo zawo. Payenera kukhala ena mugulu lanu amene angachione chapafupi kulankhula pa gulu la anthu kusiyana ndi anzawo. Onetsetsanikuti otelewaasaphangire pa zokambirana zonse.
- ✓ Onetsetsani kuti lamulo la "cholankhulirapo" latsatidwa kwambiri. Pamene munthu amene ali ndicholankhulirapo akulankhula, aliyense akhale chete ndikumvetsera zimene akunena.
- ✓ Ponyaniko tinthabwala kuti zokambirana zichitikemomasuka. Chikhonza kukhala chigawo chosketsa koma chothandiza kwambiripopereka chidziwitso. Achinyamatawa sangadziwe zonse zimeneaphunzirakufikira atayamba kugwiritsa ntchito zidazi muzigawo zina kapena ku madelaena a moyo wawo ndi maphunziro.
- ✓ Musalole kudzudzulana kapena kulankhula mau a mphamvu kwambiri pa nthawi ya mtsutso. Izi zikhonza kubweretsa udani ndikuphwanya umodzi wa gululi.







- ✓ Musalole kuti pakhale kunyoza kapena kupeputsa maganizo amene okutsutsana ndi anthu ambiri. Kulemekezana wina ndi nzake komanso ufulu wa munthu aliyense ziyenera kulimbikitsidwa pochita zonse za muchigawochi. Maganizo a munthu ndiwoyenera kulemekezedwa ndi kumveredwa.
- ✓ Muonetsetse momwe ubale wa mugululi ukuyendera ndi momwe aliyense akuchitira potsatila zochitikazi. **(reaction)**. Ngati mamembala ena a gululi akuoneka kuti sakumasuka ndi mutu wina wa zokambirana, ndi maganizo omwe aperekedwa kapena kuti sangathe kutenga nawo mbali pa zochitika zina, onetsetsani kuti mwamvetsetsa zofuna zawo. Yesetsani kuwalowetsa muzochitikazi koma mosapeputsa cholinga cha mtsutsowu.
- ✓ Musaope kuthetsa zokambirana ngati mutaona kuti zinthu zikhonza kusokonekera ndikuyambitsa mavuto, makamaka pa mtsutso oyenda. Komabe ndibwino kuti anthu adziwe kuti akhonza kulankhula zakukhosi kwawo pachinthu chimene akuona kuti ndichofunika kwambiri mumaganizo awo. Izi siziyenera kutsekereza ufulu okhala ndi maganizo osiyana ndi ena ndi kulemekezana, komanso kulemekeza ufulu wa munthu kuyenera kutsogolera pa zokambirana. Kuthetsa mtsutso kuyenera kukhala chinthu chomalizira. Nthawi zina zimakhala bwino kuti anthu amve maganizo otsutsana nawo ndi kuti mtsutso utenthe.
- ✓ Khalani ndi chilakolako cha zinthu zapamwamba pa zochitika za gululi ndipo lipempheni gululi kuti nalonso likhale ndi chilakolako chotere. Apangeni kuti akambirane za munthu kapena anthu amene angawaitane ku mtsutso ndipo athandizeni pokonza makalata kapena njira zina zoitanira anthuwa ndi zokonzekera zina.
- ✓ Gwiritsani ntchito mwayi uliwonse umene mungaupeze pokweza chidziwitso cha momwe zinthu zilili ndipo onetsetsani kuti gululi latenga nawo mbali pa izi.
- ✓ Gwiritsani ntchito makamera a video, ngati izi ndi zotheka, pojambula kanema wa mtsutso. Izi zikhonza kugwiritsidwa ntchito mu njira zosiyanasiyana: zikhonza kugwiritsidwa ntchito ngati zida zotukulira ntchito yozindikilitsa magulu ena momwe zinthu zilili komanso zikhonza kugwiritsidwa ntchito ngati zida zophunzitsira pofuna kukonza luso la achinyamatawa lolankhula pa gulula anthu ndi momwe angachitire mtsutso.
- ✓ Konzani zokambirana zapagulu ngati mukuona kuti gululi likhonza kukwanitsa. Zochitika ngati izi zimapangitsa kuti anthu amudela lanu atengeko mbali ndipo ikhonza kukhala njira yokondedwa kwambiri ndi anthu odzangomvera.
- ✓ Zikatha zonse, konzani misonkhano yoti mumve maganizo a anthu pa momwe aonera zinthu ndipo aloleni kuti alankhule moona mtima. Aloleni kuti amasuke ndi kudziseka (makamaka ngati panali kanema wa video) ndipo mulole kuti maphunziro amene aphunzira ayambe kukhazikika mu zochitika zawo.
- ✓ Sungani zolankhula zonse zomwe anthu a mugulu lanu analemba.



## Zokambirana zomaliza

### Phunziro limodzi

Msonkhano wofuna kumva zomwe anthu awona pa mtsutso ndiwofunika kwambira pa chigawo ichi. Aikeni achinyamatawa mu malo oti akhale momasuka ndipo sonkhanitsani zonse zomwe munalembe. Ngati munali ndi othathandiza wakunja, muitaneni ndi kukhala naye pa msonkhano oterewu. Mtsutso ndi chinthu chotopetsa kwambiri. Kwa ena amugulu lanu aka kakhonza kukhala koyamba kuchita nawo mtsutso ndipo oterewa adzafunika thandizo lanu pamene akufika kumapeto a zonse. Choncho konzani malo a bata pamene mukuchita msonkhano otere. Aloleni kuti alankhule momwe akumvera ndikuti afotokoze mozama zimene adutsamo. Kambilanani mozama zonse zokhudza mtsutso ndi zomwe zalankhulidwa. Perekani mpata olankhula kwa aliyense ndipo aloleni kuti afunsane mafunso wina ndi nzake. Zimakhala zopatsa chidwi kudziwa chifukwa chimene anthu osiyana anaperekera mfundo zawo monga momwe anachitira ndiponso momwe analankhulira ku gulu.

Mkutheka kuti zina zomwe anthu analankhula zikhonza kukhala za mtundu wapamwamba zedi ndipo chidwi cha aliyense chikhonza kukhala pa zoterezi. Komabe ndikoyenera kuti zolankhulidwa zilizonse ndi momwe anthu analankhulira ziunikidwe bwino ndikuyamikiridwa moona mtima pa momwe zilili.

Lankhulani ku gululi pa zakugwiritsidwa ntchito kwa anthu odzamvera ndikuonelera, makamaka ngati panali atola nkhanu.

Kambiranani za momwe izi zingadzagwiritsidwirensa ntchito pa maphunziro amene mwaphunzira mu chigawo cha atolankhani. Ngati simunagwiritsebe chigawo cha atolankhani, mwina ichi chikhonza kukhala chigawo chotsatila pa m'ndandanda wanu kuti zithandize gululi pogwira ntchito ndi atolankhani.

Ngati munajambula kanema wa video wa mtsutsowu, onetsani izi ku gululi. Zidzapereka mpata oti anthu amasuke ndi kuseka pang'ono kwa achinyamata podziona iwo wokha ali pa kanema komanso zidzawathandiza powaphunzitsa njira zopangira mtsutso ndi zisudzo. Pamene mukonza njira yotsutsira ndi



### Chidziwitso

Pamene mukupitiriza kugwiritsa ntchito zigawo izi, **IPEC** ikuzindikira kuti pakhonza kukhala zinthu zinanso zambiri zimene mukhonza kugwiritsa ntchito ngati nkhwewa ya mitu imene ena akhonza kugwiritsa ntchito pachigawo ichi. Choncho tikulimbikitsa aphunzitsi achigawo ichi kutumiza ku **IPEC** mitu imene magulu awo aganzira ndicholinga chakuti zitsanzo zikhonza kukhazikitsidwa ndikuperekedwa kwa ena. Zimene anthu ena analankhula zikhonza kukhalanso zaphindu loposa kwa ofuna kuona zomwe zinachitika kale, kuphatikizapo ma kanema a video amene angapezeke.



kalankhulidwe ka kugulu la anthu, inu ndi munthu amene munamuitana kuchokera kunja, mutha kuthandiza kukonza zinthu zokhudza umunthu ndi momwe angakhaliwe ndi anthu ena amene amuzungulira. Izi zidzakhala ndi achinyamatawa moyo wawo onse.

## Kuwunika momwe ntchito yayendera ndi kuchita kalondolondo



Tikakamba za zizindikiro zotha kuyesedwa zokhudzana ndi chigawo ichi, pali zotsatira zodziwika bwino zimene zikhonza kuyesedwa kuti muonengati zachitika kapena ayi. Enamwaachinyamatawa, mwinanso onse, ayenera kukhala atachitapo kafukufuku, kulemba kapena kulankhulapo pa mtsutso wokhudzana ndi mchitidwe ogwiritsa ana ntchito. Mtundu wa ntchito yomwe agwira umagwirizana ndi munthu amene akugwira ntchito komanso ndi momwe chigawo ichi ndi zigawo zina zaphunzitsidwira ndikugwiritsidwira ntchito komanso ubale umene mwatha kukhazikitsa mu gululi.

Zigawo izi zakonzedwa munjira yoti zithe kuonjezera kuzindikiritsa anthu za momwe zinthu zilili ndikukweza momwe angamvere pankhaniyokhudza kugwiritsa ana ntchito ndicholinga chowamema kuti atengeko mbali pankhondo ya dziko lonse lapansi yofuna kuthetsa m'chitidwewu. Kudzera mu njira ya mtsutso tikupita patsogolo pa nkhani yomvetsetsa momwe zinthu zilili ndi kuchitapokanthu. Ndi njira ya mphamvu komanso yobweretsa msangulutso pophunzira ndipo imakhala ndi zotsatila zamphamvu pa achinyamata. Mtsutso ndi kulankhula pagulu zimaperereka mphamvu kwa achinyamata, makamaka ngati gulu lodzaonera ndikumvera linaphatikizapo achinyamata anzawo, atsogoleri amudela lanu ndi atolankhani. Zimathandizanso kulimbikitsa luso la munthu lotha kuchita zinthu mofanizira. Akamalankhula pagulu, amakhala pa nsanja, kutsogolo kwa owaonelela ndikuwamvera. Iyi ndi njira inanso yodzifanizira ndi munthu wina ndi yochitira zisudzo. Amene amachita bwino kudela ili amadzakhala atumiki abwino pankhondo ya dziko lonse lapansi yolimbana ndi m'chitidwe ogwiritsa ntchito ana.

Mukakhutitsidwa kuti mwatha chigawo ichi, pitani ku chigawo china. Tikadakonda kuti chigawo chotsatira chikhale cholimbikitsa luso logwira ntchito ndi atolankhani (Kufalitsa nkhani: Mu nyuzipepa kapena pa Wailesi ndi Wailesi ya Kanema - **Television**) kapena luso lopanga zisudzo (Masewero a Zochitika zenizeni kapena Masewero a Zisudzo).

# Gawo loyamba la zowonjezera

## Luso lopangira mtsutso: Malangizo kwa alangizi ndi opanga mtsutso

### Mtsutso

Mtsutso mwachidule ndi kulongosola mfundo mwadongosolo motsutsana winandi mzake. Sizikutanthauza kutsutsana mokweza mau ndi mopanda mwambo pakati pa magulu amene akukhulupilira chinthu china motheratu. Mtsutso uli ndi malamulo ake okhwima ndi njira zake zozama zoperekera mfundo. Nthawi zina anthu amapezeka kuti pamtsutso akugwirizana ndi chinthu chotsutsana ndi chimene amakhulupilira.

Ngati mtsutso uli kulongosola mfundo mwadongosolo, ndiyekuti payenera kukhala chinthu choti chifotokozedwe. Ichi chimatchedwa “mutu” ndipo chimasintha kuchokera pa mtsutso wina kufika pa wina. Mituyiimakonda kukhala yokhudza zinthu zimene zikuchitika kumene ndipo ndizofunika kwa anthu. Mitu yonse imayamba ndi mau akuti “Ndibwino” mwachitsanzo mutu wamtsutso wokhudzana ndi m'chitidwe ogwiritsa ana ntchito ukhonza kukhala “Ndibwino kuti ana azikhala ku sukulu osati ku malo antchito”

Monga mu mtsutso ina, pamakhala mbali ziwiri za mutu. Gulu limene likugwirizana ndi mutuwu limatchedwa “lovomereza” kapena “boma” ndipo gulu lomwe likutsutsana ndi mutuwu limatchedwa “lotsuta” (ngati momwe zimakhallira mu nyumba ya malamulo). Pokonza mtsutso ndikoyenera kusankha mutu oyenera ku misinkhu ndi maphunziro a anthu ochita mtsutsowo. Ikakhala nkhani ngati pulojeketi, mutu uyenera kukhudza madela amene ochita mtsutso ali nawo chidwi chapadela kapena yoti inakambidwa mu zigawo zina.

### Tanthauzo

Ngati mtsutso uchitike, muyenera kugwirizana nthawi isanakwane kuti kodi mtsutsowu udzakhala okhudza chiyani. Choncho muyenera kugwirizana kuti mutu utanthauza chiyani. Kusankha ndi kupereka tanthauzo la mutu kumatchedwa “kufotokoza mutu”.

Ntchito yofotokoza imayamba ndi gulu lovomereza. Oyankhula oyamba wagulu lovomereza ayenera afotokoze momveka bwino chimene akukhulupilira kuti mutu ukutanthauza. Popereka tanthauzoli, gulu lovomereza liyenera kugwiritsa ntchito muyeso wa “munthu wamba” Izi zikutanthauza kuti ngati mutuwu utaperekedwa kwa munthu wamba, kodi izi ndi zimene angatenge ngati tanthauzo lake?

Gulu lotsutsa likhonza kugwirizana kapena kutsutsana ndi tanthauzoli. Gulu lotsutsa liyenera kusamala potsutsa, popeza zimakhala zovuta kupitiliza mtsutso ngati muli ndi matanthauzo awiri. Kutsutsa kukhonza kuchitika ngati tanthauzo limene laperekedwa ndilosatsatika kapena ngati likuchotsa gululotsutsa mu mtsutsowu. Ngati gulu lotsutsa laganiza zotsutsa mutu, liyenera kuchita izi pogwiritsa ntchito munthu amene ayankhule koyambilira amene ayenera kufotokoza momveka bwino chifukwa chimene otsutsawa akutsutsira ndipo apereke tanthauzo lina labwino loti lilowe m'malo mwa loyambalo.

Mtsutso ndi chinthu chochitika m'magulu ndipo kawirikawiri pamakhala olankhula atatu mugulu lililonse. Ndikofunika kwambiri kuti anthu onse atatu mu gulu lililonse agwire ntchito ngati gulu limodzi. Mau agulu ayenera kukhala mau oti “nchifukwaninji mutu uli owona?” kwa gulu lovomereza ndipo “nchifukwaninji mutu uli onama” (kwa otsutsa). Mauwa ayenera kukhala afupi ndipo agwiritsidwe ntchito ndi olankhula ena awiri otsala mugulu lililonse polimbikitsa maganizo a gulu lawo.

### **Udindo wa Olankhula**

Mugulu la mtsutso olankhula aliyense amakhala ndi ntchito yake yoti agwire. Izi zafotokozedwa m'musimu:

*Olankhula oyamba wovomereza ayenera:* Alongosole mutu. Apereke mau amene gulu lake lakhazikikapo. Afotokoze mwachidule zimene olankhula aliyense wa mu gulu lake anene. Apereke theka loyamba la mbali yawo.

***Olankhula otsutsa oyamba ayenera:*** Avomereze kapena atsutse tanthauzo (ngati sachita izi, zitengedwa kuti tanthauzoli agwirizana nalo). Apereke mau amene gulu lotsutsa lakhazikikapo. Afotokoze mwachidule zimene aliyense wa mu gulu lake anene. Atsutseko zina mwa mfundo zimene oyankhula oyamba ovomereza wanena. Ayenera agwiritse ntchito gawo limodzi lamagawo anayi a nthawi yake akutsutsa. Apereke theka loyamba la zimene otsutsa anene.

***Olankhula wachiwiri wovomereza:*** Atsimikizire mau amene gulu lake likhazikikepo. Atsutse mfundo zikuluzikulu zimene oyankhula otsutsa oyamba wanena. Ayenera agwiritse ntchito gawo limodzi la magawo atatu a nthawi yake akutsutsa. Apereke theka lachiwiri la zimene gulu lovomereza linene.

***Olankhula wachiwiri otsutsa ayenera:*** Atsimikizire mau amene otsutsa akhazikikepo. Atsutse zina mwa mfundo zikuluzikulu za gulu lotsutsa. Ayenera agwiritse ntchito gawo limodzi la magawo atatu anthawi yake akutsutsa. Apereke gawo lachiwiri la zimene otsutsa anene.

***Olankhula wachitatu ovomereza ayenera:*** Atsimikizire mau amene gulu lake laimapo. Atsutse mfundo zonse zotsala zimene otsutsa anena. Ayenera agwiritse ntchito magawo awiri amagawo atatu a nthawi kapena atatu amagawo anayi a nthawi yake akutsutsa. Aombe mkota wa zimene ovomereza anena. Amalize mtsutso kumbali ya ovomereza.

***Olankhula wachitatu otsutsa ayenera:*** Atsimikizire za mau amene otsutsa akhazikikepo. Atsutse mfundo zonse zotsala za ovomereza. Agwiritse ntchito magawo awiri a magawo atatu kapena atatu a magawo anayi a nthawi yake akutsutsa. Aombe mkota wa mbali yotsutsa.

### **Kutsutsa (maganizo a ena)**

Pa mtsutso mbali iliyonse imapereka mfundo zokomela mbali yawo. Mbaliyi imatengaponso nthawi kutsutsa mfundo zimene a mbali ina anena. Izi zimatchedwa “kutsutsa”. Pali zinthu zingapo zoyenera kukumbukira potsutsa.

***Kuganiza moyenera:*** Kunena kuti mbali ina ndiyolakwa sikokwanira. Ochita mtsutso amayenera kuonetsa chifukwa chimene chikupangitsa mbali inayo kukhala yolakwa. Izi zimachitika bwino potenga mfundo imodzi yambali ina ndikuonetsa kuti ilibe tanthauzo. Chifukwa chakuti kuganiza mozama pa izi kumayenela kuchitika mwamsanga, iyi imakhala imodzi mwa ntchito zovuta kwambiri komanso yosangalatsa kwambiri pa mtsutso.

***Kutola mfundo zofunikira-*** Yesetsani kutsutsa mfundo zofunikira kwambiri za mbali inayo. Ochita mtsutso amazindikira kuti ichi ndichosavuta. Mungapeze mfundo zoti mutsutse pamene oyankhula oyamba wa mbali ina wafotokoza mwachidule zimene otsatila mu gulu lake anene. Koma musazitsutse mfundozi kufikira zitafotokozedwa ndi ambali inayo.

***Kuchita zinthu motsata malamulo ndi mwachifatse***-Izi zitanthauza kuchita zinthu mwachilungamo, musakambe za munthu amene akulankhula koma za mfundo zimene akulankhula.

### **Olankhula (payekha)**

Pali njira zambiri zimene aliyense olankhula angathe kugwiritsa ntchito polankhula, koma pali madela atatu amene anthu amamuchonga amene ali: zomwe walankhula; njira yolankhulira; ndi momwe walankhulila.

#### ***Zomwe walankhula***

Izi ndi zimene munthu wanena. Izi ndi ndizo mwini wa zolankhulidwa. Zomwe munthu walankhula ziyenera kugawidwa mu mfundo ndi zitsanzo. Mfundo ndi chiganizo: Mutu ndioona (kapena onama, malingana ndi mbali imene muli) chifukwa cha "x" pamenepa mfundo yanu ikutenga malo "x". Mwachitsanzo pa mutu oti, "Ndibwino kuti malo omanga osungilako nyama zakutchire atsekedwe" mfundo ikhonza kukhala "Malo omanga osungilako nyama zakutchire ayenera kutsekedwa chifukwa amaumiriza nyamazi kukhala m'malo amene sachikhalidwe chawo"

Chitsanzo ndi mfundo yotsimikizika kapena umboni umene ukuthandizira mfundo yanu. Ngati mfundo ndi yakuti: "Ndibwino kuti malo omanga osungilako nyama ayenera atsekedwe chifukwa amaumiliza nyama kukhala ku malo amene sachilengedwe" chitsanzo chake chikhonza kukhala: "kuti mu malo omanga osungilaka mkango umakhala ndi malo amilingo 200 yokha yozungulira pamenemu tchire umakhala ndi milingo 2,000 yozungulira". Chitsanzo chilichonse chiyenera kugwirizana ndi mutu wa nkhani umene ukukambidwa. Komabe, zopezeka muzolankhula sizingangokhala m'ndandanda wa zitsanzo zokhazokha. Simupambana pamtsutso pokonza m'ndandanda waukulu wa zinthu zomwe ndi zoona. Zinthu zomwe ndi zoona zili ngati njerwa mu chikupa, ngati palibe sementi, sizigwirana bwino ndipo ndizopanda ntchito. Chomwechonso simungapambane pa mtsutso pongoonetsa kuti zina mwa mfundo zomwe anena a mbali yotsutsa ndi zolakwika. Zikhonza kufooketsa mbali yawo pang'ono monga momwe kuchotsa njerwa imodziimodzi pa mpanda kungachitire, koma muyenera kutsutsa mfundo zawo zazikulu zikulu kuti muwagonjetse bwino.

#### ***Njira (zomwe mungatsate)***

Njira ndi momwe mumalankhulira zomwe mwakonza. Zitsanzo zoonetsa momwe njira imagwilira ntchito ndi monga izi:

**KUGWIRA NTCHITO NGATI GULU LIMODZI:** Pofuna kugwira ntchito ngati gulu limodzi kumafunika umodzi ndi kuchita zinthu mwa dongosolo. Umodzi umakhazikitsiddwa pamene mamembala onse agulu limodzi adziwa tanthauzo la mutu wa mtsutso, zimene olankhula ena anena, ndi chimene gulu lawo lakhazikikapo. Aliyense wa mugululi ayenera kulimbikitsa maganizo amene gulu lawo lakhazikikapo ndikulankhula mogwirizana ndi zimene zanededwa komanso zimene zinededwe ndi ena amugulu lake.

**MUNTHU PAYEKHA:** Munthu aliyense ayenera kusanja bwino zimene alankhule. Choyamba kuchita ndi chakuti olankhula akhale ndi chidziwitso chabwino cha mfundo zawo ndi zitsanzo zimene agwiritse ntchito polimbikitsa mfundo zawo. Akamalankhula, ayenera kugawa bwino mfundo zake ndipo athandize anthu omvera kuti adziwe pamene akuchoka pa mfundo imodzi kufika paina. Izi zimatchedwa “kuika zizindikilo” ndipo ndichida chofunika kwambiri pa mtsutso. Chofunika kwambiri kuti olankhula akumbukire ndichakuti ngakhale kuti iye akudziwa bwino zimene akunena, anthu omverasadamvepozimene akunenazo ndipo amazimva pokhapokhapo alankhula momveka bwino. Zolankhula ziyenera kukhala zokonzedwa bwino poyang'ana za nthawi imene mwapatsidwa. Owongolera mtsutso ayenera kudziwa pamene olankhula akungolankhula zinthu zongofuna kukwanitsa nthawi imene wapatsidwa.

**Machitidwe-** Machitidwe ndi momwe zolankhulidwa zilankhulidwira ndipo pali zinthu zingapo zimene olankhula ayenera kuzindikira. M'musimu muli zina zimene zingakuthandizeni:

*Timapepala tokumbutsa:* Osalemba zolankhula zanu pa ma timapepala tokumbutsa. Mtsutso ndi chinthu chimene chimabweretsa kulumikizana pakati pa magulu a mtsutso ndi omvetsera ndipo kuwerenga sinjira yabwino yolumikizanita anthu. Timapepala tokumbutsa tigwiritsidwe ntchito pofuna kukumbutsa zomwe muyenera kunena basi.

**KUONANA MASO NDI MASO:** Izi ndizofanana kwambiri ndi kugwiritsa ntchito timapepala tokumbutsa. Ngati olankhula ayang'ana anthu omvelera amagwira chidwi chawo. Ngati olankhula agwiritsa nthawi yake yonse powerenga timapepala tokumbutsa kapena kuwerenga zonse zomwe analemba anthu, amataya chidwi mwansanga. Pamene oyankhula ndi omvera ayang'anana maso ndi maso, mitima ndi maganizo a anthu omvera imatsatira zimene zikunenedwa.



**MAU:** Pali zinthu zambiri zimene olankhula akhonza kuchita ndi mau ake kuti akhale ndi zotsatira zopambana. Olankhula ayenera kugwiritsa ntchito kukwela kapena kutsika kwa mauake, pofuna kutsindika mfundo. K u k w e z a mau mwadzidzidzikumagwirachidwi cha anthu omvera, pamene kanthawi kochepe kolankhula mofatsa kakhonza kuwabweretsa omvera pafupi ndi olankhula m'maganizo ndikuwapangitsa kuti amvetsera mosamala.

**THUPI:** Thupi ndi chida chimene chiyenera kugwiritsidwa ntchito. Manja ayenera agwiritsidwe ntchito komanso mwachikhulupiliro ndi kudziwa zimene olankhulayo akuchita. Olankhula ayendetse mutu wake ndi kumtunda kwa thupi lake kuti akhalebe akuonana maso ndi maso ndi anthu omvera. Ngati akufuna kuyendayenda akhonza kutero koma achite izi ndi cholinga. Ngati olankhula akhale chiyimire, atero koma achite izi ndi chikhulupiliro mwa iye mwini.

**ZIZOLOWEZI ZA CHINTHENTHE:** Izi ziyenera kupewedwa nthawi zonse. Kusewera ndi timapepala tokumbutsa, kukoka tsitsi, kuseweretsa wotchi, kapena kumenyetsamenyetsa msonga ya nsapato pansi zimasokoneza anthu omvera. Olankhula ayenera agwiritse ntchito thupi lake lonse ndicholinga ndipo sayenera kulola china chilichonse kuti chisokoneze luso lake lokopera anthu omvera.

**KULANKHULA MOSAJEJEMA NDI MAU OGWIRITSA NTCHITO:** Iyi si ntchito yokhudzana ndi galamala kapena kusajejema. O l a n k h u l a ayesetse kutiasakhale kapena kuchita zinthu mwachizolowezi chapachinzake, komanso asawonjeze pochita zinthu mwaulemu oposa muyeso. Palibe phindu pogwiritsa ntchito mau akuluakulu amene olankhula kapena omvera sangathe kuwamva kapena kuwatchula. Sibwino kulembera munthu winazinthu zoti akalankule. O l a n k h u l a ayenera kukhala ndi mtima wamtsutso ndipo ayenera kukulitsa luso lawo lopangira mtsutso pa okha.

### **KUCHONGA MTSUTSO**

Mitsutso imagamulidwandi owongolera mtsutso. Owongolera mtsutso aliyense amachonga pogwiritsa ntchito mlingo wina wake. Mwachitsanzo, malikisi onse amakonda kukhala 100. Malikisiwa amagawidwa mu milingo yotsatilayi: Zomwe munthu walankhula 40, malankhulidwe 40, njira 20. Komabe, gulu siliyenera kudandaula ndi kuchuluka kwa anthu komanso kwa malikisi. Chofunika kwambiri ndikutengako mbali ndikukulitsa luso limene lidzathandiza achinyamata pa moyo wawo wa maphunziro, kuntchito ndi kukhala ndi anthu.





## **Lekani Kugwiritisa 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](http://www.ilo.org/ipecc)

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