



Kuchita Kafukufuku Kudzera m“Mafunso
ndi Mayankho
(Interview and survey)



International
Labour
Organization

TIMVERENI

Lekani Kugwiritsa Ntchito Ana

Kulimbikitsa Ufulu wa Ana Kudzera M'maphunziro, Zaluso ndi
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M'mafunso ndi Mayankho**

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 njira zina 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 athe 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 mabukuwo kapena mbali yomwe mwasintha.

TIMVERENI – Lekani Kugwiritsa Ntchito Ana. Kulimbikitsa Ufulu wa Ana Kudzera M'maphunziro, Zaluso ndi Njira Zina Zofalitsira Mauthenga, Ntchito Yolimbana ndi Khalidwe Lolemba Ntchito Ana pa dziko lonse, International Programme on the Elimination of Child Labour (IPEC), International Labour Organisation (ILO), Geneva, 2011.

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Cholinga: Kufufuza za mchitidwe wolembe ntchito ana kwa aliyense amene akukhudzidwa.



Phindu: Kuthandiza kukopa anthu ndi kuwapatsa chidwi. Kuyambitsa njira zofufuzira ndi kulimbikitsa kafukufuku mu zimene anthu ena akuchita m'madera osiyanasiyana ndi za chuma, pa nkhani yolembe ntchito ana.

Nthawi

Phunzitsani zigawo zosachepera zinayi koma zisapitilire zisanu ndi chimodzi.

Chilimbikitso

Imodzi mwa fundo zofunikira zimene zikunenedwa kawirikawiri m'maphunzirowa ndi yakuti aliyense akuyenera kutengapo gawo ndi udindo polimbikitsa kuthetseratu mchitidwe wolembe ntchito ana. Sikokwanira kuganiza kuti maboma, mayiko ena kapena bungwe lalikulu padziko lonse (United Nations - UN), ndi amene angathane ndi vutoli. Mabungwe ambiri pa dziko lapansi ayamba kale kuwonetsa chidwi pa zinthu zimene zikuchitika ngakhale m'madera akutali adziko lonse panopa. Kubwezeretsa mtendere ku mayiko amene kuli kulimbana ndi kuthandiza ovutika ndi ngozi za chilengedwe, chakhala cholinga cha dziko/bungwe mzaka zimenezi.

Komabe, pali ana zikwizikwi amene akugwira ntchito m'maiko ambiri amene tsogolo lawo silikudalira kuti m'maiko mwawo mukhale kaye mtendere. Anawa samapezeka mu nyumba zowulutsa mawu tsiku lililonse. Kunena mowomba mkota, anawa alibe mabanja owasamala, ndi aumphawi wadzaoneni, opandanso maphunziro. Koma mchitidwe wolembe ana sinkhani yoti ingathetsedwe



Chidziwitso

Lingakhale ganizo labwino kugwiritsa ntchito maphunzirowa nthawi yomwe kafukufuku wachitika ndi pamene zofufuzazo zapezeka. Zotsatira za maphunzirowo zidzapereka maziko olimba pomwe njira za kufufuza zingayambire. Pa maphunzirowa akulimbikitsa kafukufuku zimene gulu likhala litadziwa.



pakuchita za chifundo. Nthawi zina anthu kapena mayiko amaganiza kuti pakupereka ndalama zothandizira vuto, ndiye kuti akwaniritsa udindo wawo. Ayi, siziyenera kukhala choncho. Udindo wawo ndi waukulu komanso sichapafupi kungowulekerera.

Tsono tikuyenera kutani, komanso tikuyembekeza kukwaniritsa chiyani? Kodi tikuganiza kuti powasonkhanitsa achinyamata onse padziko ndiye mwadzidzidzi angapambane pamene amnzawo sanathe? Kodi tikuyika udindo wathu wonse pamapewa a ana amnzawo? Ayi, sichoncho. Koma kuti tingathe kugwira nawo ntchito limodzi pogwiritsa ntchito mphamvu zawo, luso lawo ndi luntha lawo kuti tipange gulu lozindikira loperekamaphunziro ndi upangili kwa anthu kumadera kuti zinthu zisinthe.



Ndiye magulu a anthu sapangidwa ndi ana okha komanso a ndale, ogwira ntchito, makolo, aphunzitsi, omenyerera ufulu wa anthu ogwira ntchito, olemba anthu ntchito, ogulitsa malonda, amasewero, a zisudzo ndi ena otero. Nanga awa akutani kuti athandizapo? Kodi akudziwa za vuto lomwe lilipo? Kodi akudziwa kuti amayenera kumachitapo kanthu kuti zinthu zisinthe?

Phunziroli liri ndi zolinga zambiri panthawi yonse imene phunziroli likuphunzitsidwa. Achinyamata m'gulu lanu akhala akudabwa zolinga zowapatsira uthenga w o n s e w u m'maphunziro oyambilira aja. Kodi akuyenera kuchita nawo chiyani uthengawu? Ndi maphunziro awa, akhala ndi mwayi wopeza chidziwitso, luso lofufuzira, komanso kugwiritsa ntchito uthenga. Pofufuza mogwiritsa ntchito kufunsa anthu o dalirika oyimira madera awo, gulu lanu lidzapeza njira zambiri za m'mene lingakhali ndi kulankhula ndi anthu, zimene zidzawachitire ubwino m'miyoyoyawo komanso m'maphunziro awo. Adzakhala akupeza zimene anthu ena amadziwa pa nkhani ya mchitidwe wolembe ntchito ana, komanso kudziwa zomwe anthu ena m'dera angachite pa nkhani ya m'chitidwe wolembe ntchito ana.

Anthu ena, mwachitsanzo andale ndi ochita malonda, akhoza kuthandiza kwambiri pakukopa anthu kuthetsa mchitidwe wolemba ntchito ana. Koma kodi akuchitapo chiyani? Ichi ndi chimene tikufuna achinyamata kuti apeze atafufuza.

Komanso pa nthawi yomwe achinyamata azipita m'madera kukafufuza, akhala akupititsa patsogolo udindo wawo ngati aphunzitsi akumadera pamene anthu nthu omwe azikawafunsawo afuna kudziwa zifukwa zomwe akunfunsidwira mafunso okhudza mchitidwe wolemba ana achichepere ntchito, afuna kudziwa zimene achinyamata akudziwa pa nkhani ya mchitidwe wolemba ana ntchito komanso kuti angachitepo chiyani pothetsa vutoli. Zoonadi, anthu ena sakakhala omasuka ndi kufufuza kwa mtunduwu mwinanso kukana kumene kunfunsidwa. Ili ndi phunziro lalikulu kwa gulu lanu ndipo mwachidziwikire ena akafunsa chifukwa chimene pempho lawo lakanidwira, auzeni chilungamo.

Kuwonjezera pa kukonza ndikupanga kafukufuku kudzera munjira yofunsa, phunziro ili likuonanso za njira zina zopangira kafukufuku kudzera powunika mozama. Njirayi ipangitsa kuti kafukufuku wanu akhale wodalirika ndipo ithandiza achinyamata pa nthawi yopeza anthu ndi mafunso oyenera kufunsidwa. Zoonadi kafukufuku ndi ntchito yayikulu imene IPEC imachita; ndi zachidziwikire kuti uthenga wopezeka ndi magulu ambiri padziko la pansi udzakhala wofunika kutchito za IPEC.

Kukonzekera

Tikudziwa kuti maphunzitsidwe a phunziro ili akhala osiyanasiyana Potengela gulundigulu, dziko ndi dziko, komanso potengera ndi maganizo amene alipo, khalidwe, miyambo ndi chizolowezi. Zili ndi inu kudziwa ngati mungathe kuphunzitsa phunziroli malingana ndi momwee zinthu ziliri komanso polingalira kuti zotsatira zake ndi chiyani ndi zina zotero. Chinthu choyambirira ndikuonetsetsa kutianawa ndi otetezedwa, ali ndi zonse zofunika m'magulu awowo. Musaphunzitse phunziroli ngati mukuona kuti lingathe kuononga maguluwa mwa njira ina yake.



Chithandizo chapadera

Maphunzirowa ndi achindunji (osavuta kumva), ndiye musafune chithandizo china chilichonse pophunzitsa maphunzirowa. Koma ngati chithandizo china chilichonse chaperekedwa pa nthawi yophunzitsa ndi kutolera uthenga, zilandireni mokondwa. Ngati munakhala ndi mwayi wolandila chithandizo kuchokera ku nyumba zosungira mabuku m'dera lanu pa nthawi ya phunziro la kafukufuku ndi uthenga, mwina angakhalenso okonzeka kukuthandizani mu phunziroli. Ntchito yokonzekera kufunsa pofufuza (interviews) ndi kuwunika mozama (surveys) idzafunika kuti gulu lichite kafukufuku.

Mowonjezera, ngati mukugwira ntchito ku sukulu, ndi zotheka kuti mukhoza kupeza aphunzitsi a zamasamu ndi chiwerengero cha anthu. Zoonadi, ngakhale mutakhala kuti simukugwira ntchito ku sukulu, mukhozabe kudziwa aphunzitsiwa. Ukatswiri ndi chithandizo chawo chingathe kukhala chofunika pa nthawi imene mukukonzekera kapena kuchita kafukufuku, kuwunika kapena kutanthauzira manambala a zotsatirazo.



Chimodzimodzinso, ngati mukudziwa aliyense amene anachitapo za kafukufuku, mwachitsanzo, wolembe nkhani kapena mtolankhani kapena aliyense wogwira ntchito mu nyumba zowulutsa mawu ndi kufalitsa uthenga, ayitaneni kuti adzakuphunzitseni mmene munga funsire anthu. Izi zikachitika zotsatira za maphunzirowa zidzakhala zopambana.

Musavutike ndi maganizo opeza chithandizo kunja, komanso, musanyoze kufunika kwake. Cholinga cha Maphunzirowa sikuphunzitsa achinyamata kuti akhale akatswiri odziwa kutanthauzira manambala kapena atolankhani odziwa kufunsa mwaukadaulo koma kuti achinyamatawa aphunzireko kena kake ndikupeza upangili watsopano opangira zinthu.

Kutengera pa zimene zapatsidwa paphunziroli mukuyenera kuphunzitsa phunziroli nokha. Koma ngati mbali yofuna kuphunzitsa anthu, ndi zothandiza kupeza ena kuti akuthandizeni pa ntchitoyi. Anthu ambiri ali ndi chidwi ndipo ali okonzeka ndi osangalala kuthandizapo mwaulere pa ntchito yotamandikayi.

Zofunikira

- Papala, zolemba kapena pensulo.
- Bolodi, mapepala a akuluakulu olembapo mphunzitsi. Uthenga wofunika pankhani ya mchitidwe wolembe ana ntchito (onani phunziro la Kafukufuku Ndi Uthenga). Makina a internet ngati alipo.
- M'ndandanda wa maina a anthu awa: andale, a malonda, nthumwi zoyimila mabungwe, nthumwi zoyimila anthu ngati anthu amene angathe kufunsidwa.
- Chojambulira kanema ngati chilipo.



Kuyamba

Dongosolo la magulu litengela kukula, maluso osiyana siyana amene akupezeka mwa achinyamatawa komanso m'mene inu mukuonera mphamvu ndi kudzipereka kwanu. Phunziro ili ndilofufuza uthenga, kuwunika ndi kutanthauzila komanso kufunsa maganizo a anthu ena.

Pokonzekera ndi pochita dongosolo lofunsa mafunso (Interview), zimakhala bwino kukhala m'magulu aang'ono a anthu awiri kapena atatu ngakhale nthawi zina zimatengera munthu amene akufunsidwayo. Kafukufuku wounika chigawo chaching'ono mozama angathe kukonzedwa ndi gulu lonsekoma ngati mukufuna kupanga opitilira mmodzi mungathe kugawanso magulu.

Pokozekera kufufuza pogwiritsa ntchito njira yofunsa, achinyamata angagwire bwino ntchitoyi m'magulu aang'ono aang'ono kusiyana ndi aliyense payekhapayekha. Chomwe iwo amafuna kwambiri ndi chikhulupiro ndi chitetezo zomwe gulu limapereka. Sikophweka kuyembekezera wachinyamata m'modzi kufufuza ndi kuyamba ntchito yofunsa anthu yekha. Koma mwachizolowezi anthu awiri kapena atatu ndiokwanira kugwira ntchitoyi koma ngati anthu ofunsidwa ndi ambiri, chiweregero chigathe kuonjezedwa koma osati kwambiri.

Kukonza Magulu



Kumbukirani kuti cholinga chathu ndi chakuti aliyense atengepo mbali osati abisale kumboyo kwa ena.

Gawo loyamba la zochita: Kufufuza

Phunzitsani zigawo ziwiri kapena zitatu koma pakati pazigawo pakhale mpata opangira kafukufuku



Chidziwitso

Kuchita kapena kusachita kafukufuku kapena kuwunika mozama ndi chisankho. Ndondomekoyi yayalidwa mmaphunzirowa, koma siyofunikira kwenikweni. Mungathe kusankha kufufuza/kuwunika mozama kapena kufufuza pofunsa, kapena kuchita zonsezi, kapena osazichita. Komabe, tingakonde munthu atachitapo chimodzi mwa izizi ndi gulu ngati ndi kotheka

Anthu amene siali m'gulu lanu akudziwa zochuluka bwanji pankhani ya mchitidwe wolembe ana ntchito? Nanga ndi oukHUDZIDWA bwanji? Kodi akudziwa kuti aliyense angathe kutengako mbali ina iliyonse pofuna kuthetseratu khalidweli? Kodi achinyamata mu gulu lanu ndiosangalatsidwa bwanji kufufuza zomwe anthu ena akudziwa pankhaniyi? Kodi angathe kukhala osangalatsidwa kutsogolera ntchito yowunika mozama nkhaniyi? Kuwunika mozama ndikofunika kwambiri maka pofuna kudziwitsa anthu zinthu zomwe zikuchitika. Pakali pano gulu lanu likhala litasonkhanitsa pamodzi mauthenga ambiri onena za mchitidwe wolembe ana ntchito. Ndi chinthu chothandiza kwambiri komanso chopatsa mphamvu kuti iwo agwiritse ntchito zomwe apezazo komanso kudziwitsa ena, mopanda chindunji pa zimene akuchita pa za mchitidwe wolembe ntchito ana.

Libweretseni pamodzi gulu muchipinda chokumaniramo kapena chophunziriramo ndipo akhale ngati m'mene ana amakhalira m'kalasi kapena mozungulira ngati chilembo cha 'U'. Sakufunika kukhala ndi zogwirira ntchito panthawi imeneyi. Yambani zokambirana zanu kutengera ndi ndime za m'mwambazi ndi kufotokaza kuti kodi kufufuza/kuwunika mozama ndi chiyani, ndi chifukwa chiyani kufufuzaku kumachitika ku madera, nanga kumachitika bwanji? Ndi magulu ati amachita zofufuzawa. mwachitsanzo, makampani ochita malonda, boma, mayiko, mabungwe amene siaboma (NGOs), magulu oteteza ndi kuyang'ana ufulu wa ogwira ntchito ndi mmene amagwiritsira ntchito zotsatira zawo.

Fotokozani mmene kufufuzaku kuli kofunikira pa kuwona maganizo ndi khalidwe komanso kufunikira kwake pankhondo yofuna kuthetseratu mchitidwe wolemba ntchito ana.

Pali mafunso ofunikira kuwafunsa mukuganiza ngati ndi koyenera kuti pakhale kufufuza komanso kuti kungapangidwe bwanji. Pa zokambiranazi aliyense aperekepo maganizo ngati ndi kofunika kapena ayi. Pamapeto pa zokambirana, akhale atadziwa bwino za kufufuza kapena kuwunika mozama ndipo akhale okonzeka kuyamba kukonzekera ntchitoyi. Funsani wina kuti akhale ngati mlembi. Ntchito yake ikhale yolemba mfundo za zokambiranazo. Nkhani zazikulu zoyenera kukambirana ndi gulu ndi izi:

- Ndi chifukwa chiyani mukufuna kuchita dongosolo la kufufuza kapena kuwunika? Kodi zolinga ndi zofuna ndi ziti, mwachitsanzo, kodi tikufuna kudziwa zambiri, kapena maganizo a anthu, kuyang'ana khalidwe, kuyang'ana kayendedwe ka malonda, kuyang'anazofunika koyambirira, ndi zina zotero?
- Kodi tili kufufuza mozama za ndani? Kodi tikuyenera kuyang'ana pa gulu limodzi, kapena ambiri? Kodi tichite kafukufuku mozama kamodzi kapena kambiri? Izi zidalira kwambiri pa zolinga ndi zofuna zomwe zilipo.
- Kodi kufufuza/kuwunika mozama kukhale kotani? Kukhale kwa mpukutu wa mafunso (questionnaire) kuti anthu akayankha aperekenso? Kukhale kufunsa kwa m'modzi-m'momodzi (one-on-one interview)? Kukhale mwa kutumiza mpukutu wamafunso (postal questionnaire)? (chenjezo: kufufuza/kuwunika kutumiza (postal survey) kumadya ndalama ndi kutenga nthawi yayitali).
- Nanga kufufuza/kuwunika mozama kukhale kotalika ndi mwandondomeko yotani? Izi zidaliranso pa omverawo (audience) ndi mtundu wa kufufuza/kuwunika mozama umene uchitike. Komabe, liwuzeni gulu lanu kuti kufufuza/kuwunika mozama kukuyenera kukhala kwakufupi chifukwa anthu amatha chidwi ndi kutalika komanso mafunso ambiri (detailed questionnaires). Ngati mukuchita kafukufuku pofunsa m'modzim'modzi, ndi zotheka nthawi zonse kukulitsa (expand) mafunso ngati mukuona kuti ali okonzeka kuyankha.
- Kodi kufufuza/kuwunika mozama kukhale kwa nthawi yotalika bwanji? Nanga ndi liti limene tidzaunike, kuwulutsa ndi kusindikiza zotsatirazo?



Nkhani zina zitha kutuluka nthawi ya mafunso achifunsefunse, mulembe zonse zonenedwazo. Muyikonzekere bwino nthawiyi kuti mupeze zomwe zinayiwaliika pamafunso am'mbuyo aja. Pofuna kuti anawa akhale ndi chidwi ndi osangalala nthawi yonse yofufuza, auzenikuti ayambe ndi achinyamata amisinkhu ndi zaka zofanana ndi iwo.

Musaiwale kuti polojekitiyi ndi yokhudza mchitidwe wolembe ntchito anachoncho ndi chifukwa chake ayenera kuyamba kufufuza kwa achinyamatawa kuti apeze njira yothetseratu mchitidwewu. Izi zipangitsanso kuti achinyamata amnzawowo akhalendi chidwi ndipo angathe kuthandiza pa ntchito yodziwitsa anthu zakuipa kwa mchitidwewu. Izi ndi zoonaka makamaka ngati zikuchitikira kusukulu. Anthu apasukulu angathe kukhala gululabwino loyenera kulifufuza



Zokambirana zikayamba kuchepa mphamvu imitsani gawoli. Umbani mkota mfundo zikuluzikulu zomwe zinatchulidwa pa nthawi ya zokambirana. Zilembeni bwino bwino pa chipepala (flip chart) kapena pa bolodi. Werengani mfundo imodzi-imodzi ndipo muwafunse ngati akuvomerezana nazo kapena ngati pali zowonjezera. Ntchito iyi ikatha pitani ku gawo loyamba kukonzekera ntchito yofufuza.

Kukonza ntchito Yofufuza

Tsopano gulu lili ndi uthenga wonse ndi zipangizo zofunikira kupanga ndi kukonza ndondomeko za ntchito yofufuza/younika mozama, mwachitsanzo kupanga mafunso. ngati mwachitika mwayi wopeza chithandizo pantchitoyi iyi ndiyo nthawi yowauza anthu amene awathandize pa nthawiyi imene ndiyovuta kwambiri.

Potsatira nthawi komanso mtundu wa kafukufuku umene gulu lagwirizana, gulu lingathe kuyambapo kukonza ndondomeko ndi kulemba mafunso. Izi zingathe kuchitika ngati gulu lonse motsogozedwa ndi inu kapena nthumwi yanu, kapenanso mmagulu aan'gonoang'ono. Ndiye inu ndi okuthandizani muzizungulira m'magulumo kupereka thandizo pamene lingafunike ndipo alimbikitseni kuganiza mozama pamafunso amene akukonza.

Ntchitoyi ikatha kambiranani zimene magulu abweretsa. Cholinga ndikukonzera limodzi mafunso onse a pa mpukutu wa mafunso bwinobwino kuti muyambe ndime ina ya ntchito. Kumbukirani kuti gulu lililonse linayesetsa kuchita ntchito yambwino chonde musaweruze ntchito yawoyo. Popeza kuti mafunso ake ndi achindunji gawoli lisatalike komanso musalichedwetse popeza achinyamatawa akhala ali okonzeka kuyamba chigawo chatsopano.

Kutengera zinthu zimene mulinazo ngati ma kompyutala ndi makina a fotokope, pamene mpukutu wa mafunso wakonzedwa funsani wina kuti azilembe bwino pa kompyutalayo ndiye musindikize mndandanda wa mafunso wokwanila ngati m'mene mukufunira. Ngati zipangizo tatchulazi palibe, wina wolembe bwino alembe mafunsowa papepala koma ngati izi ndi zosathekanso basi mukafunse ndi pakamwa maso ndi maso. Patsani gulu limodzi udindo wokonza ndi kukopela mndandanda wa mafunso woti agwiritsidwe ntchito pa kufufuzaku. Ntchitoyi ikatha mungathe kupita ku chigawo china.



Chidziwitso

Njira ina yofufuza kapena kuwunika mozama ndiye kugawa mpukutu wa mafunso amene mwawasonkhanitsa pa gulu kuti agwiritse ntchito ngati chitsanzo pamene iwo akukonza mafuso awo.

Komabe, dziwani kuti njira iyi ikhoza kupha luso lawo ndi maganizo awo pokonza mafuso.



Chidziwitso

Malangizo omveka bwino ayikidwe pamwamba pa mpukutu uliwonse wa mafuso. Malangizowa ndiothandizira wofunsa ngati kufufuzaku kukhale kwa pakamwa, kapena kwa woyankha ngati kufufuzaku kugwiritse ntchito mpukutu wa mafuso wolembe. Woyankhawo azindikire momveka bwino zomwe akuyenera kuyankha. Mafuso sakuyenera kukhala obwerezabwereza ndi osamveka bwino.

Kuchita kafukufuku**Chidziwitso**

Makonzedwe a ntchito yofufuzayi zitengera ndi m'mene mukufuna kuti ikhalire. Izi ndi zoonza pa kufunsa koonana maso ndi maso. Pokhapokha ngati ofunsayo ali ndi chotolera zithunzi za kanema, chotenga mawu kapena ngatiali ndiluso ndi ukadaulo wolembe mothamanga komanso mwachidule zoyankha za anthu. Choncho mbali yofunikira kwambiri pa ntchito yam'mbuyo ija inali kukonza mdandanda wa mafunso ambiri ofuna mayankho owerengeka oti "eya" ; "ayi" kapena "sindikudziwa". Ngati ofunsayo azingochonga tima bokosi kapena kulemba tiziganizo tifupitifupe, ntchito yake idzakhala yosavuta komanso ntchito yowunika ndi kutanthauzira zoyankhidwazo yomwe ili patsogolo. Komabepa nthawi yofufuzayi ndikofunika kulemba maganizo a oyankha pa mchitidwe wolembe ana ntchito.

Ntchito yofufuzayi iyenera kukonzedwa bwino komanso yokonzekeredwa bwino. Gulu linene nthawi ndi ndondomeko zoyenera kutsatidwa. Mauthenga aperekedwe nthawi yabwino ndipo ngati ipangidwe pasukulu mphunzitsi wamkulu ayenera kuwuzidwa. Yikani pamodzi gulu lanu ndipo mutsatire ndondomeko zonse za kufufuza gawo ndi gawo ndipo lembani zotsatira za zokambiranazo. Zokambirana zanu zitsate mafunso awa: Ndani? (Who?) Ndi chiyani? (What?) Liti? (When?) Kuti? (Where?) Chifukwa chiyani? (Why?)

- Kodi ndi ndani amene akafufuzidwe, ndi ndani amene akafufuze? Mwachitsanzo, ofunsidwawo ndi ndani, ndi ndani amene adzikapereka mdandanda wa mafunso kwa oyankha?
- Nanga ndi ndani akatenge mdandanda wa mafunsowa?
- Kodi kufufuzaku kudzachitika liti?
- Nanga zotsatira zidzatuluka liti?
- Kodi kufufuzaku kukachitidwa kuti?
- Ndichifukwa chiyani tikufufuza?

Ngati tifufuza kudzera mu mdandanda wa mafunso Olemba, gulu linene tsiku imene mindandandayi idzaperekedwe komanso ndondomeko yotengera mindandandayi ikayankhidwa. Ngati muli kusukulu oyankha mindandandayi angathe kukhala mwachitsanzo asitandade 6 kapena 7. Mutakambirana ndi mphunzitsi wa mkulu pasukulupo komanso aphunzitsi amene akukhudzidwa, mungathe kupereka mindandandayi mamawa makalasi atangoyamba kumene ndi kuwatenga nthawi yopumila nkhomaliro kapena kumapeto a makalasi. Izi zingathe kuchitika mogwirizana ndi aphunzitsi onse.

Kufufuzaku kukachitika ndipo zotsatira zammagulu zikasonkhanitsidwa bweretsani pamodzi gulu kuti likambirane za ndime yotsalira -kumasulira zotsatira.

Podalira kufufuza komwe kunanachitika ndi magulu amene anagawidwa, konzani ndondomeko zoti kuwunikaku kuchitidwe ndi anthu omwewo amene ana chita ntchito yofufuzayo. Ndi zabwino kuti iwo atenge umwini ndi kunyadira ntchito yawo ndi kuti azindikire chikhulupiro chimene muli nacho mwa iwo. Zikutanthawuzanso kuti pa nthawi imene zotsatira zidzaulutsidwa ndikusindikizidwa, maina awo akalembedwa kumapeto ngati gulu la anthu a za kafukufuku limene lachita ntchito. Izi zibweretsa kukula kwa kuthekera kwawo ndi chikhulupiro chawo ndipo zotsatira zake zidzakhala kudzipereka ku ntchito.

Ngati muli ndi winawake kuti akuthandizeni mu ntchito, komanso ngati munthuyo ndi wotanthauzira manambala (statistician), iyi ndiyo nthawi yabwino yomupempha kuti akuthandizeni polemba zotsatira. Mukuyenera kukoza magulu osiyanasiyana pamodzi mu chipinda chimene mukugwiriramo ntchito. Ngati izi zingachitike pa matebulo (tabular forms) osiyana, zingakhale bwino. Zotsatira za zofufuzazi aziyike kutsogolo kwawo. Awuzeni kuti ndime yotsatira ndiyo kufupikitsa zimene apezazo m'matebulo, m'magalafu (graphs) ndi m'malembu.

- **Kuyika zotsatira mu zithunzi:** Ngati mafunso anakonzedwawo anali ochita kusankha mayankho opatsidwa, zikhala zotheka kuyika zoyankhazo m'matebulo kapena m'magalafu (mwachitsanzo, kuyika m'magalafu andodo kapena ozungulira), gawo limodzi lowonetsa chiwerengero cha mayankho oti "eya" ndi gawo lina lowonetsa chiwerengero cha mayankho oti "ayi" ndi chinanso chowonetsa mayankho oti "sindikudziwa". Ngati mungapeze makina a komputala (mwina mwake kudzera ku sukulu kapena kunyumba yosungira mabuku) ndipo muli ndi nthawi komanso kuti mumadziwa kale kugwiritsa ntchito komputala kapena mwinanso muli ndi okuthandizani, yalani zotsatirazi ndi ndondomeko zina zopezeka m'makina a komputala otchedwa *excel* kuti zopezazi zikawoneke mwa ukadawulo

Kumasulira zotsatira za kafukufuku



Chidziwitso

Kufufuza kozama opanda manambala ndikovuta. Kafukufuku wopanda manambala amafuna ukadawulo - komanso ntchito yowunika manambalawo ndi yovuta kwambiri maka kwa achinyamata.

Choncho, Musayembekezere zambiri pantchito. Ndipo onetsetseni kuti gulu likhale litasankha bwino owafunsa. Ichi ndi chifukwa chake mndandanda wa mafunso ukhale osapitilira masamba awiri. Ngati mafuso ndi achindunji ndi komanso a mayankho osapitilira atatu, kuwunika komaliza sikukhala kovuta.

Komabe, zimakhalanso bwino kungoziyika m'magalafu kapena m'mapepala ofanana mbali zonsezonse, kugwiritsa ntchito utoto wosiyana siyana. Liwuzeni gulu kuti lifotokoze bwino zimene zayikidwa m'magalafu kapena m'matebulo kwa owerenga. Mutu ndi funso lofunsidwa zilembedwe pamwamba pa magalafu kapena matebulo onse.

- **Zolembedwa:** Ena mwa mafunso, makamaka, p a n k h a n I yovuta kwambiri ya mchitidwe wolembe ana ntchito, azifunsa maganizo a anthu. Izi zilembedwe mwa chidule mu malipoti. Mwina ena akudziwa kulemba mowumba mkota mauthenga Koma afuna thandizo lanu. Awuzeni kuti cholinga sikulemba tsatanetsatane zomwe zinanenedwa koma kulemba mfundo zofanana. Auzeni kuti angathe kulemba mobwereza ndendende zimene munthu (quotation) ananena makamaka ngati ananenazondi zofunikira kwambiri.

Lipoti lanu linene mwatsatanetsatane cholinga cha kufufuzaku, ofufuzayo ndi ndani ndi zina zotero motsatira mafunso opezeka pa tsamba la khumi mbukuli. Onetsetsani kuti zigawo zitsatane ndi kulumikizana bwino. Pomaliza pakhale gawo lina lomwe likuwumba mkota zotsatirazi powonetsa mwa chindunji mfundo zikuluzikulu komanso kufotokoza zomwe iwo akuganiza kuti ndi phindu la kufufuzaku.

Awuzeni kuti asavutike kwambiri ndi ntchitoyi. Angolembe momveka bwino ntchitoyi ndi malipoti awowo mwachidule. Zungulirani m'magulumo pamene akulemba ndikujambula ma galafu ndi matebulo. Onetsetsani kuti aliyense akutenga mbali. Athandizeni kulemba bwino zimene akufuna kunena. Athandizeni kuika ziwerengero pamodzi ndi kukonza ma galafu. Mwina poyenda muona kuti ana ena ali ndi mphatso polemba magalafu, kulemba mwachindunji zotsatirazi kapena kulemba ma tebulo, afunseni amenewa kuti athandize amnzawo amene akuvutika kukonza lipotili.

Ngati muli ndi mwayi wopeza makina a kompyutala, maguluwa angathe kulemba ndi kuphatikiza magalafu ndi matebulo a malipoti awowo. Ngati simungathe kugwiritsa ntchito komputala apempheni amene amatha kuti akuthandizeni komanso kuti anawa aphunzire mmene lipoti limelembedwera ndi kuonetsedwa ku gulu. Izi zidzawathandiza pa maphunziro awo apatsogolo. Ngati mulibe mwayi wa kompyutala onetsetsani kuti olembe bwino



pamanja alembe lipoti lomaliza. Magalafu ndi matebulo angathe kudulidwandi kumatidwa m'masamba a malipotiwo.

Mukamaliza kulemba zotsatira, gawanani zotsatirazo ndi anthu ena makamaka amene anatengako mbali pa ntchitoyi. Kutengera ndi malo amene inu mukugwirira ntchito, mungatulutsire zotsatira zanu ku sukulu kapena ku madera. Pezani oyang'anira zolembalemba ndi kutsindikiza nkhani za pa sukulu (school magazine) kapena nyuzipepala za m'dera lanu kapena zowulutsira mawu kuti akuthandizeni powulutsa zotsatira zanu. Zotsatirazi zikhala ndi tanthauzo kwa ena. Achinyamata adzakhala ofunutsitsa kudziwa zotsatira ndiye zibweretsa chilimbikitso chabwino, kudzikhulupirira ndi kunyadira kwa achinyamata mu gulu lanu pakudziwa kuti ena m'deramo akuwerenga zopeza zawo ndi kukhala ndi chidwi mu zimene anganene. **Ntchito yotsatira**

Uzani nyumba zosindikiza nkhani za m'dera lanu kapena zadziko lonse ngati mungathe, kuti gulu lilemba nkhani yoti iulutsidwe kapena kusindikizidwa. Zina mwa nkhanizi zichokera ku zotsatira za kufufuza kwawo. (onani phunziro la *Kufalitsa Nkhani: Kugwiritsa Ntchito Nyuzipepa* kuti mupeze malangizo). Ndi zotheka kuti zina mwa zotsatirazi zikhala za pamwamba ndiye kukhala kufunutsitsa kwa gulu lanu kufikirapo. Adziwitseni anthu onse zazotsatirazi. Cholinga cha kufufuzaku ndi kuthandiza achinyamatawa kuphunzitsa anthu ena komanso kuwasandutsa ukhala zida zobweretsa kusintha ku anthu. Gulu lipereke maganizo pa mmene zotsatirazi zingagwiritsidwire ntchito ndi kuti angapangenso motani kalondolondowina.

Kumbukirani kuti malipoti a zofufuza akhala ofunika mumaphunziro otsatira monga phunziro la *Kufalitsa Nkhani* ndi a *Kulemba za Nsangulutso*. Asungeni pabwino komanso kuwapachika pakhoma m'chipinda mumene gulu limakumana kawirikawiri. Anthu ena akhala osangalatsidwa kuwawerenga. Makamaka, malipoti a zofufuzazi adzakhala ofunikira mu ndime yotsatira ya phunziro lofunsa anthu pamene gulu likhala likukumana ndi oyimirira madera ku zokambirana pa nkhani ya mchitidwe wolemba ntchito ana.

Gawo lachiwiri la zochita: Kufunsa Anthu

Phunzitsani zigawo ziwiri kapena zitatu



Zina mwa njira zimene zakambidwa kale m'gawo la m'mbuyomu zigwiranso ntchito mugawo ili. Mugawoli, kufufuza kofunsa kukhala kukuyang'ana pa munthu mmodzi kapena ambiri, mwachitsanzo, andale, ogulitsa malonda m'masitolo. Cholinga chathu ndi kufuna kudziwa zimene anthu m'madera angachite komanso zomwe akuchita pa nkhani ya mchitidwe wolembe ntchito ana ndikufuna kudziwa kuti anthuwa akudziwa zochuluka bwanji pa vutoli.

Sonkhanitsani gulu mu chipinda chokomaniranamo ndi kukambirana zolinga ndi zofuna zanu usanayambe kukambirana kuti mukafunsa ndani? Zolingazi zilipo zitatu:

- Kudziwitsa ena udera za mtundu wa polojekiti komanso nkhani ya mchitidwe wolembe ana aang'ono ntchito;
- Kupitiriza ntchito za kafukufuku kumadera kufuna kudziwa kuti akudziwapo kale zotani ndipo chikuchitika kale ndi chiyani popititsa patsogolo ntchito yolimbana ndi mchitidwe wolembe ana ntchito;
- Kufuna kupeza chithandizo chochokera kwa akulu akulu a m'madera pa polojekitiyi komanso pankhondo yolimbana ndi mchitidwe wolembe ana ntchito.

Kambiranani zolinga zitatuzi ndi gulu ndipo muzitambasule. Ndi kofunika kuti iwo amvetsetse. Alimbikitseni kuti akhale omasuka kuti apereke maganizo awo kuti azimve zolingazi bwinobwino kuti athandize mosavuta pa ntchitoyi.

Chidziwitso

Ngati munali musanakwaniritse gawo la phunziro lofufuza, muyenera kukambirana za ndondomeko yofunsayi ndi gulu lanu. Gwiritsani ntchito njira yo funsa ya maso ndi maso pa awiri imene ikunenedwa mu gawo lowonjezera komalizira kwa bukuli.



Musanafike ku gawo lokozekera kukafunsa komanso mafunso okafunsidwa, inuyo ndi gulu muyenera kuganiza bwino za anthu amene ayenera kukafunsidwa ndi chifukwa chake. Khalani ndi nthawi yopereka maganizo ndi cholinga chofuna kupeza mmodzi kapena anthu angapo osankhidwa m'dera amene angafunsidwe. Kumbukirani, kusankha anthu amene adzapititsa patsogolo zolinga za gulu ndi polojekiti yanu. Gulu lipatsidwe ntchito imene lingathe kukwanilitsa; mwachidule afunse anthu awiri kapena atatu koma pazipita kanthawi munthu wotsatira asanafunsidwe.

Kusankha
Ät žēP
ŪjÄžPt vīr i Ä





Chidziwitso

Gulu silikufunika kuchita kafukufuku ndi munthu amene sakuonetsa chidwi ndi polojekitiyi. Ndi kwabwino kuitana atsogoleri a m'dera, kubwera ndi kudzakumana ndi gulu, ndi kukambirana mtundu wa polojekiti imene alinayo. Akhoza kuitanidwa ku zokambirana, kumva anthu akuwerenga zomwe alemba pa nkhanayi, kuwonerera zisudzo, kuwona chifaniziro chowonetsa za mchitidwe wolembe ntchito ana, ndi zina zotero. Pali chiyembekezo cha kuti anthu ena oimilira m'derawa sangakane kuyitanidwaku. Kafukufuku angaikidwe pamodzi ngati mbali ya kudzawonekeraku.

Mwachitsanzo, ngati wandale wa m'dera lanu waitanidwa kubwera kudzakhala nawo pa zochitikazi, ingakhale njira yovomerezeka kuwafunsa pambuyo pake pofuna kupeza zoyankha zawo ku zokambiranazi ndi polojekitiyi. Kufufuza kofunsa kungaphatikizenso mafuso pa zimene andale akuchita pa mchitidwe wolembe ntchito ana ndi kudziwa kuti angathandizapo chiyani ku dziko lonse pakuthetsa mchitidwewu. Munthuyo akhozanso kudzipereka kukawuza dera lake za ntchitoyi/polojekitiyi ndi kubweretsa zochita za gulu. Iyi ndi mbali imodzi yobweretsa dera pamodzi ndi kukulitsa chidziwitso komanso ndi ntchito yabwino yobweretsa mphamvu ku gulu.

Pali magulu asanu ofunikira mungawaganizire ngati ndi oyenera kufunsidwa. Lililonse mwa maguluwa iri ndi zimene limazona ngati zofunika pazifukwa zosiyanasiyana:

- **Anthu Olemekezeka**-awa angakhale anthu oimira dziko ndi m'madera, andale, ogwira ntchito za boma, ojijirika achipani, oimira madera a kuluakulu, oimira maiko akunja, ndi ena otero.
- **Olemba anthu ogwira ntchito**-gawo la za malonda a mtundu uliwonse pa kuyang'ana zamchitichidwe wolembe ntchito ana ndi lofunika kwambiri. Ingamakhale ntchito yosangalatsa kumawuza oyendetsa mashopu, eni mafakitale, oyendetsa makampani a zamtengatenga ndi ena za nkhanu ya mchitidwe wolembe ntchito ana ndi kuti achitepo chiyani pa kuwonetsetsa kuti katundu amene amakhala naye wakonzedwa m'malo amene anthu amagwira ntchito mosaponderezedwa.

- **Mabungwe aku madera** Awa ndi monga mabungwe oyang'ana za chitetezo ndi ufulu wa ogwira ntchito, mabungwe amene siaboma, amene ena mwa iwo akhala akugwira kale ntchito mu za mchitidwe wolembe ntchito ana. Mabungwe oyang'ana za chitetezo ndi ufulu wa ogwira ntchito mwachidziwikire amagwira ntchito m'malo ogwilira ntchito, koma mabungwe amene siaboma ambiri ndi a ntchito za chifundo amachitanso kwakukulu pa kuyesa ndi kuthandiza ana ogwira ntchito ndi mabanja awo.
- **Anthu Otchuka**—pali maganizo awiri pankhani yoti anthu otchuka azitenga nawo mbali pa polojekiti ya mtundu wu. Maganizo oyamba ndi oti zimapeputsa pena kunyazitsa kufunika kwa polojekiti chifukwa choti anthu otchukawa ndi olemera ndipo moyo wawo ndi wa anthu wamba ndiosiyana. Maganizo ena ndi oti chithandizo chilichonse chomwe chingapezeke chilandiridwe. Ubwino wogwiritsa ntchito anthu otchuka ndi wakuti polojekiti imatha kukopa anthu komanso nyumba zoulutsira mau. Inu ndi gululu lanu musankhe chokukomerani.
- **Anthu okhudzidwa**—awa angathe kukhala akatswiri amaphunziro amene ali ndi chidwi pa nkhani ya mchitidwe wolembe ntchito ana achichepere, olemba, makolo, antchito za luso, anthu wamba, achinyamata ndi ena otero.

Ntchito ina yabwino ingathe kukhala ku lankhula ndi mmodzi mwa anthu a m'magulu atchulidwawa. Gulu lingathe kufuna kufunsa anthu angapo a gulu limodzi kapena mmodzi mwa anthu ochokera m'magulu amene angasankhidweko. Koma chachikulu ndi choti izi zitengera ndi inuyo, mmene gululu liliri komanso zipangizo zomwe zilipo m'dziko anu ndi zina zotero. Dziwani kuti anthu ena amene ali pamndandanda wonfunsidwa athaosavomera kuitana kwanu tsono mukhalendi anthu ena apadera.



Chidziwitso

Ngati ndi kotheka, pezani chojambulira zithunzi za kanema. Zingatse kukhala zosangalatsa komanso maphunziro apadera kujambula pa kanema zokambiranazi. Makasetiwa angathe kuseweredwanso nthawi ina zomwe zingasangalatse ndi kusangulutsa anawa komanso zidzakuthandizani kusula anawa mmene angafunsire anthu mafunso pochita kafukufuku. Izi zikhalanso zosangalatsa kwa magulu amene sanachitenawo ntchitoyi.



Mukamaliza chigawo cha mafunso achifunsefunse pangani mndandanda wa maina oyenera uwafunsa gawo lina la ntchito ndikuona kuti nthuwa akafunsidwa bwanji. Kodi ikachitika padera kapena ikakhala kudzera ku mbali yotenga nawo gawo pa zochitika zimene gulu likapange mwachitsanzo mtsutso? Ichi ndichiganizo chofunika popeza ndi chimene chinene mmene makalata akalembedwere.

kukumana ndi odzafunsidwa

Inuyo ndi gulu lanu muyenera kulemba kalata yabwino yowadziwitsa anthu amene akuyembekezereka kudzafunsidwa kuwadziwitsa za polojekiti yanu ndi kuwafotokozela chimene inu mukufuna kwa iwo. Kalata yachitsanzo yayikidwa kumapeto kwa bukuli. Koma mau am'kalatayi akasiyana kutengera ndi zolinga zanu komanso kutengera ndi chimene mukuwaitanira anthuwa, mwachitsanzo, mukuwaitana kuti mudzawafunse kapena kuti adzatenge nawo mbali mumtsutso.



Chidziwitso

Kulemba makalata ndiluso limene likufa chifukwa cha chitukuko cha ntchito za lamya ndi zina. Komabe ndi chida chofunika kwambiri. Zithandiza achinyamata m'maphunziro awo ndi kuwakonzekera moyo wawo wa ntchito wakutsogolo powaphunzitsa m'mene angalembere makalata, m'mene angadziwonetsere okha momveka bwino ndi mmene angasangalatsire ena ndi malembedweawo.

Malangizo akalembedweka kalatayi nawa:

- Ikhale yayifupi,
- Ikhale ya ulemu,
- Nenani molunjika chomwe mukufuna,
- Pemphaniyankho,
- Ikani pakalatapo dzina ndi keyala koti yankho likatumizidwe.

Polongosola chiyambi cha polojekiti tsatirani mafunso amene tinafunsa kumayambiliro a tsamba la khumi. Makalata angathe kulembedwa ndi gulu onse kapena ngati m'magulu aang'onoang'ono ngati anthu ofunsidwa ndi ochulukirapo. Lembani pa bolodi kapena pa pepala lalikulu mfundo zikuluzikulu za kalatayi ndi cholinga chakuti gulu lonse lingathe kutsatira polemba kalatayi. Zungulirani m'magulumo ndipo athandizeni kulemba makalatawa. Ngati gulu lina lalemba kalata yabwino igwiritseni ntchito ngati chitsanzo pothandiza magulu ena. Ngati makompyutala alipo agwiritseni ntchito polemba kalatazi. Kalata iliyonse isainidwe ndi mamembala onse kuphatikizapo mphunzitsi. kufunsa iyi ndi polojekiti ya gulu ndipo umwini ndi wagulu lonse.

Mwachidziwikire kalata iyenera kutsatiridwa pogwiritsa ntchito lamya kwa munthu amene akukhudzidwa. Izi ndi zoonza ngati mukulemba anthu andale, otchuka kapena atsogoleri amalonda. Liwuzeni gulu kuti isawopsedwe ndi ntchito ya munthu amene akumfikira. Cholinga chawo ndi chimodzi ndipo palibe chowopsa pochita kalondolondo poyimba lamya. Adikire kaye kutha kwa sabata imodzi (kutengera ndi mmene zimayendera ntchito za bungwe lolandira ndi kupereka makalata m'dziko lokhudzidwalo) asanayambe kalondolondo wa kuyimba lamya. Limbikitsani gulu kuti likhale lokakamila ndi amphamvu, komanso la ulemu kwa aliyense amene angayankhulane naye pa lamya. Kalata imene adaitumiza inali yofuna yankho ndipo, ngati yankho ina lililonse silikubwera, cholinga ha kuyimba lamya ndi kupangitsa kuti mayankho abwere.

Ngati zinthu zogwilira ntchito sizingathe kufikira mpakana kumayimba lamya, limbikitsani gulu kulemba kalata yaifupi ndi yaulemu yokumbutsa munthu/anthu amene sanayankhe. Zingathe kuthekanso kuti anthu ena sanayankhe, ndiye zikakhala choncho, musataye nthawi kuwakakamira. Yang'anani ena amene ali omasuka ndi okonzeka kukuthandizani. Pamenentchito ya gulu yayambakudziwika m'dera lanu, zingatheke anthu oimirira maderawa kudza funsa gululi kuti adziwe zambiri. Ichi ndi chizindikiro chosakayikitsa cha kupambana kwa polojekitiyi pa kupititsa patsogolo ntchito yodziwitsa ndi kubweretsa mgwirizano kudera.

Pamene makalata atumizidwa, mukuyenera kulisonkhanitsa gulu **Kufunsa** kuti liyang'ane pa mtundu wa kufufuza kofunsa pawokha. Kodi ndi mafunso ati akufuna kufunsa? Ofunsidwa nthawi zina amafuna kuti akhaliretu ndi chithunzithunzi chamafunso amene akafunsidwe. Apatseni mafunsowongati akupemphani kutelo. kumbukirani kuti cholinga chanu ndi kupeza mayankho ku mafunso anu. Kukhaliratu ndi mafunso kumathandiza ofunsidwawo kukomzekera ndi kuonetsetsa kuti akupereka mayankho owona.



Sialiyense akathe kuthana ndi mafunso onse mosavuta pa nkhani ya mchitidwe wolembe ntchito ana. Mwachitsanzo, ngati gulu lingafunse ogulitsa malonda m'masitolo) zakatundu wopangidwa ndi mchitidwe wolembe ntchito ana, iye angafunekufufuza/kuyang'ana pa lamulo la kampani pa nkhaniyi.

Tsono, ndime yotsatirayi ndi yokonza mndandanda wa mafunso. Onaninso m'zigawo za kufufuza mozama za muphunziroli. Zimene zagwiritsidwa ntchito m'gawolo zikhozanso kugwiritsidwa ntchito pokonza mndandanda wa mafunso a ndondomeko yofunsa. Komanso, mndandandawo usakhale wautali ndi wokwaniratu. Ngati kuli kufufuza kofunsa kwa mtunduwu, wina wake akakhale akulemba zochitikazo makamaka ofunsidwawo akakhala anthu otanganidwa chifukwa cha nthawi yochepa akayigwirite ntchito.

Ngatikufunsaku ndi kopitilira kamodzi, ligaweni gululalikulu ndi kupanga magulu aang'onoang'ono ndi kupatsa lililonse ntchito yokonza mafunso pa ufufuza kofunsa kwawo. Aganizenso mmene mafunso akafunsidwire. Kodi aliyense wa m'gulu akafunsa funso? Kodi munthu m'modzi ndi amene azikafunsa ena onse ndikumalemba mayankho? Kodi zotsatira za kufunsaku zikasungidwa pa tepi kapena pa chowonetsa zithunzi ndi mawu omwe? Kodi akachite izi ndi ndani? Kodi kufufuza kozama kukachitikira kuti-mchipinda cha gulu, pa malo amene munthu ofunsidwayo amagwira ntchito, kapena kwina kwake? Kodi kungatheke kukakhala ndi nthawi zopumulira mkati mwa ntchitoyi? Zingakhale za ulemu kupereka chakumwa ndi nthawi zina zake zopumulira kwa munthuyo pamene nthawi yomufunsa isanayambe, ili mkati kapena itatha?

Kambiranani ndipo ezani chochita pa ndondomeko zonse zokomezekera ntchitoyi. Ngati ntchito yofunsayi ikonzekeredwa bwino, ofunsidwayo adzazindikira makamaka ngati ndi wa ndale oyidziwa ntchito yake, wa ntchito zamalonda kapena akuluakulu a mabungwe omenyerera ufulu wa anthu apantchito amene nthawi zambiri amakumana ndi zinthu zamtunduwu. Ndipo sadzakuiwalani chifukwa adzakhala ndi chithunzithunzi chabwino cha gulu lanu komanso angathe kudza kuthandizaninso patsogolo mutati mwa aitananso.

Limbikitsani gulu kuganiza mmene wofunsidwa angayankhire mafunso ena ndi kukoza mafuso ena omwe angapangitse kuti ofunsidwayo atulutse mayankho ofunikira. Awuzeni kuti ayeselere ntchito yofunsayi pa mnzawo. Mamembala ena agulu akhale ngati omvelera omanso opereka malangizo kwa munthu ofunsa. Azisinthana potenga udindo wa munthu wofunsa ndi wofunsidwa ndipo ayizolowere ntchitoyi. Ngati muli ndi chojambulira zithunzi za kanema zingathe kukhala bwino kujambula kufunsa moyeseleraku ndikukambirana ndi gulu lonse. Choncho aliyense ali ndi mpata onenapo maganizo ake. Ngati ojambula kulibe chitani masewero ogawana udindo kuti aliyense achitile umboni kufunsaku ndipo angathe kupereka malangizo ake.

Pamene nthawi yofunsa yafika, onetsetsani kuti gulu lokachita lakonzekera bwino kumulandira munthu ofunsidwayo komanso kumuperekeza ku malo amene akafunsidwire. Mukhalepo kuti muzilandira ofusidwa ndi kuwapatsa chidziwitso choyenerera pa polojekiti ndi ntchito zina zomwe zilipo. Koma mbali yolankhula asiyireni mamembala a gulu chifukwa ndi mbali imodzi yopititsa patsogolo maphunziro awo maka ku mbali yolumikizana ndi anthu. Mukhale ndi gulu pa nthawi yofunsa ndipo mukhale okonzeka kupereka thandizo ngati pali zovuta zina kapena pamene anawa akuchita mantha. Ngati muli ndi mwayi ofunsidwa angathe kumvetsetsa mavuto amene achinyamatawa angakhale nawo ndipo angathe kukuthandizani kukonza pena ndipena komanso powalimbikitsa .

Mukamaliza kumufunsa ofunsidwayu, mumuthokoze kwambiri. Ichi chimathandiza inu ngati gulu kukhala pa ubale wabwino ndi anthu onse omwe mukuwafunsa.



Kufunsa

Ngati munakamufunsira wofunsidwayu ku ofesi yake, iye angathe kukhala omasuka kufunsidwanso mafunso amtunduwu. Choncho nkofunika nthawi zonse kuwonetsa kuthokoza kwa aliyense amene wavomera kufunsidwa. Onetsetsani kuti gulu lililonse lomwe linagwira ntchito yofunsa anthu alemba ndikutumiza kalata yothokoza kwa anthuwa.

Zoyenera kuchita ndi zoyenera kupewa

- Onetsetsani kuti aliyense akutenga nawo mbali pa gawo lililonse la phunziroli. Ndi zosavuta kuti aliyense atengeko mbali pokonzekera, kuchita ndi kuwunika zotsatira kafukufuku. Ngati ntchito yofunsa yaperekedwa ku magulu ang'onoang'ono ndi zapafupi kuti aliyense akhale ndi gawo.
- Gwiritsani ntchito chojambulira zithunzi zakanema kapena makina a kompyutala ngati izi zili pafupi.
- Kutengera nthawi komanso zipangizo zimene zili pafupi, musachite kupanga ntchito zonse zimene zili mphunziroli. Mungathe kusankha imene mukuwona kuti ndiyofunika kwambiri ku gulu lanu.
- Gwiritsani ntchito nthabwala ndi zina zoseketsa kuti achinyamatawa asatope pochita ntchitoyi makamaka pamene mugwiritsa ntchito chojambulira zithunzi za kanema kapena pamene mukuchita zisudzo za lowa m'malo
- Onetsetsani kuti ntchito yofunsa kapena kufufuza mwaikambirana mokwanira komanso yakonzekeredwa bwino. Onetsetsani kuti mafunso ndi aafupi.
- Onetsetsani kuti zotsatira za kufufuza zaunikidwa komanso kutsatiridwa bwino.
- Onetsetsani kuti gulu lililonse lalemba ndikutumiza kalata yothokoza kwa anthu amene anawathandiza poyankha mafunso awo.

- Aliyense apatsidwe mbali imene ndiyomukhala, musawapatse achinyamatawa mbali imene ndiyovuta kwa iwo kuopa kuti angadzachite theng'eneng'e zomwe zingathe kuchepetsa kudzikhulupilira kwawo.
- Mamembala onse m'magulu atengeko mbali polemba makalata popeza izi zidzawathandiza patsogolo pa moyo wawo komanso ziwapatsa upangili wam'mene angalumikizirane ndi anthu osiyanasiyana.
- Musayipangitse ntchitoyi ngati mpikisano.
- Osasankha powerenga zimene magulu alemba. Maganizo aliwonse ndi ofunika choncho werengani zolembe za magulu onse.



Kukambirana komaliza

Phunziro limodzi

Pamene ntchito yomaliza ya phunziroli yatha asonkhanitseni magulu onse pa malo amene mumakumanila nthawi zonse kapena m'kalasi ndipo onetsetsani kuti aliyense wakhala momasuka ndipo muli bata. Panthawiyi mungathe kupeza anthu ena oti mukakhalire nawo limodzi pomvelera zimene maguluwa azipereka lipoti la ntchito yawo. Sonkhanitsani zotsatira zonse za ntchito za maguluwa kaya ndi malipoti a zotsatira za kufufuza kapena zotsatira za ntchito yofunsa.

Kambani za mmene ntchito inaliri mwatsatanetsatane kuyambira pa chiyambi mpaka pamapeto ndipo limbikitsani kukambirana kwachidule pa gawo lililonse lantchitozi. Ndichiyani chimene iwo anachikonda? Nanga ndi chiyani chomwe iwo sanachikonde? Asiyeni alankhule zakukhosi momasukapankhani iliyonse. Kupereka mpata wolankhula momasuka kwa achinyamatawa pamene polojekiti yawo ikupitilira zithandiza kulimbikitsa mtima odzidalira kwa achinyamatawa komanso kulimbikitsa ubale wabwino pakati pawo.

Ngati mujambula kanema wa zisudzo za lowa m'malo kapena yowonetsa mmene achinyamata amafunsira anthu mafunso iyi ndi nthawi yabwino kuwonetsa kanemayi. Izi zithandiza kuti achinyamatawa amasuke komanso kuwasangalatsa. Kambiranani za mayankho amene anthu amapereka nthawi imene iwo amafunsa anthu. Afunseni ngati iwo anali osangalatsidwa ndi mayankhowo kapena ayi. Kodi akuganiza zofuna kubweleranso kukafunsitsa mafunso ena amene sakupereka uthenga womveka bwino? Kodi akuona kuti zingathe kutheka kupempha chithandizo kwa anthu amenewa? Mukuchitapo ndondomekoyanji yoti achinyamatawa ayambepo pang'onopang'ono kumenyera ufulu wa ana?

Onani zotsatira za kufufuza kwanu ndi malipoti amene analembedwa. Maganizo awondi otani pamalipotiwa? Afunseni ngati ndi osangalala ndi ntchito zotsatira. Kodi akuwonanso kwina kotikupatsa nkhanizawo, nanga bwanji nyumba zolembe ndi kusindikiza mabuku?

Ntchitoyi ithandiza kupititsa patsogolo luso la achinyamata lochitira kafukufuku, lolumikizana ndi ena komanso lowunika ndi kuulutsa mwadongosolo zotsatira za kafukufuku. Komanso zithandiza kuti achinyamata athe kumvetsa kuchepa kwa mauthenga okhudzana ndi mchitidwe wolembe ana achichepere ntchito pakati pa anthu. Izizingathe kupereka mphamvu pa nkondo yawo yolimbana ndi mchitidwe woipawu. Komanso phunziroli ndi maziko abwino amaphunziro ena akutsogolo.



Kuwunika momwe ntchito yayendera ndi kuchita kalondolondo

Akalozera oti angathe kuyezedwandi ambiri paphunziro ili. Zina mwa zotsatira zodziwikiratu ndi izi:

- Kukonza mndandanda wa mafunso;
- Kufufuza;
- Kuyika pamodzi mayankho ndi kuwaunikanso;
- Kulemba malipoti a zofufuza ndikuzisindikiza;
- Kuulutsidwa kwa malipotiwa m'nyumba zoulutsira mawu;
- Kukonza mndandanda wa anthu ofunsidwa komanso makalata awo ovomera kufunsidwa.
- Kufunsa anthu mwandondomeko komanso kupanga ubale ndi munthu wofunsidwa;
- Kutsatira anthu amene mayankho awo ali ndi mwina mofuna kumvetsa ndi kukopa anthu komanso kuwadziwitsa.

Pali zina zambiri koma ngati akalozera awa achitika ndiye kuti gulu lagwira ntchito yabwino ndipo muliuze zimenezi. Ntchito za mphunziro ili zingathe kukhala zosangalatsa kwa achinyamata komanso zabwino kwambiri pamaphunziro awo. Phunziro ili lingathe kukhala ndi zotsatira zabwino maka ku mbali yolumikizana ndi anthu komanso luso lofunika pachikhalidwe cha tsiku ndi tsiku. Mukamaliza phunziroli ndipo ngati mwakhutitsidwa pitani ku phunziro lina.



Magawo owonjezera

Kufufuza ndi kufunsa mmodzimmodzi

Gawoli likufotokoza ndondomeko za momwe achinyamata angafunsire mafunso anthu. Gawoli likupereka malangizo a zomwe ziyenera kuchitika. Mongofuna kunenako mwachidule gawoli likulangiza kuti anawa ndiwofunika kuwapatsa maphunziro a momwe angafunsire munthu aliyense. Cholinga chawo chikhale kufuna kuchita ntchito yabwino choncho ndikofunika kuti anyamatawa adziwe mokwanira zomwe ziyenera kukafunsidwa. Pomaliza gawoli likupereka mndandanda wa ndondomeko zodziwika kale zomwe zimayenera kutsatidwa pokonzekera ntchito ya mtunduwu.

Malangizo polemba kalata

Gawoli likufotokoza mmene kalata ingalembedwere komanso ndondomeko zoyenera kuziganizira polemba kalatayo. Mwachidule gawoli likuti kalata iyenera kukhala yayifupi, yaulemu ndiponso yachindunji. Kalata ipemphe kuyankhidwa choncho payenera kukhala keyala ya gulu lomwe lalembe kalatayo. Pomaliza gawoli likupereka mndandanda wa ndondomeko zodziwika kale zolembera kalata

Kalata zachitsanzo

Gawoli likuonetsa makalata olembalemba ngati chitsanzo. Kalata ina ikupempha thandizo ku bungwe pamene ina ikupempha thandizo ku kampani. makalata alembedwa potsatira malangizo kalembedwe ka kalata amene akupezeka muchigawo cha chiwiri.



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