



Malangizo Ogwiritsira
Ntchito Mabukuwa
(User's Guide)



International
Labour
Organization

TIMVERENI

Lekani Kugwiritsa Ntchito Ana

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



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**Malangizo Ogwiritsira Ntchito
Mabukuwa**

Kabukuka ndi kamodzi ka mabuku amaphunziro 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 kutanthauzidwa mu zilankhulo zosiyanasiyana komanso kusindikizidwanso kuti ntchito yothetsa kugwiritsa ntchito ana ipite patsogolo. Ngati mwatanthauzira bukuli mu chinenero china kapena kusinthako mbali ina yamabukuwa, kumbukirani kunena komwe mwatenga uthengawo ndiponso mutumizireko a ILO/IPEC mabukuwa 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 Ogwiritsa Ntchito Ana pa dziko lonse, International Programme on the Elimination of Child Labour (IPEC), International Labour Office (ILO), Geneva, 2011.

ISBN. 92-2-113 240-4

Mungathe kudziwa zambiri za TIMVERENI kuchokera ku:
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Mau Oyamba

Mchitidwe wogwiritsa ntchito ana umakhudza anthu oponderezedwa Kwambiri - ana. Padziko lapansi pali ana oposa 246 miliyoni amene zaka zawo ndi zosaposa 18 amene amapita ku ntchito tsiku ndi tsiku. Pafupufupi atatu mwa anayi mwa anawa, omwe ndi pafupifupi 180 miliyoni, amagwira ntchito zomwe zimayika moyo wawo pachiopezo. Ambiri mwa iwo amalephera kupitiriza maphunziro awo ndipo amavutika mu njira zosiyanasiyana. Ena amayambitsidwa zadama kapena zogonana ndipo ambiri amavutikanso m'maganizo. Ena amapuwala ziwalo ngakhale kufa kumene asanakhwime msinkhu chifukwa cha ntchito zoposa msinkhu wawo. Ena amakhala osowa mtendere pa moyo wawo wonse

Kwa anthu ambiri khalidweli ndi losawoneka chifukwa nthawi zambiri anawa amagwiritsidwa ntchito zobisika monga ntchito za pakhomu kapena zachiwewere komanso zimakhala ngati zobisika chifukwa anthu sakulabadira. Kuwaonetsa poyera ana oponderezedwawa kudzathandiza kuti khalidwe losawaganizira lichepe.

Kudzera mu bungwe la IPEC, bungwe la ILO likutsogolera pa ntchito yothetsa khalidwe logwiritsa ntchito ana aang'ono. Pozindikira kuti chiyambi cha mchitidwewu chili mu zigawo zingapo, tiyenera kulunjika zinthu zingapo zofunikira monga kuvomereza ndi kutsatira malamulo a dziko lonse, kuchita ntchito zosiyanasiyana komanso kukopa anthu kuti atengepo mbali pa ntchitoyi.

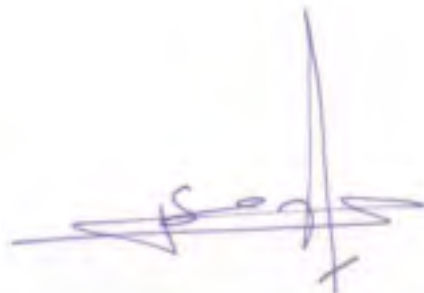
Achinyamata ali ndi udindo waukulu wothandiza kuzindikiritsa anthu za chilungamo ndi ufulu wa anthu komanso kulimbikitsa kuti inthu zisinthe. Ana aang'ono komanso achinyamata ndi ambiri zedi pa chiwelongero cha anthu pa dziko lonse ngakhale kuti sapatsidwa mpata wonena maganizo awo pa kayendetsedwe ka dziko. Choncho akakula amakhala ataumbidwa ndi maganizo a anthu ena osati momwe iwo adakafunira kuti zinthu zikhali. Nthawi yakuti zinthu zikhale monga momwe iwo amafunira imakhala itatayika. Choncho powapatsa udindo achinyamatawa, ndi kuzindikira kufunika kwa maganizo awo, tili ndi chiyembekezo chakuti iwo adzathandiza kwambiri pa ntchito yothetsa khalidwe logwiritsa ntchito ana aang'ono.

Poganizira zimenezi, bungwe la IPEC lakonza ntchito yophunzitsa komanso kulimbikitsa anthu yotchedwa TIMVERENI, Lekani Kugwiritsa Nthito Ana (**"SCREAM, Stop Child Labour"**), yothandiza aphunzitsi pa dziko lonse kuti apititse patsogolo kumvetsetsa pakati pa achinyamata komanso anthu a m'madera awo pa nkhani ya kulemba ntchito ana aang'ono. Maphunzirowa akuwunikanso za zowawa zomwe ana ogwiritsidwa ntchito amakumana nazo ndipo akuperekanso mwayi kwa anawa kuti anene maganizo awo. Pogwiritsa ntchito njira zosiyanasiyana za luso, maphunzirowa adzathandiza kudziwitsa achinyamata za dziko lomwe iwo akukhalamo, mavuto ake komanso nkhani ya kugwiritsa ntchito ana aang'ono ndi cholinga chakuti iwo adzitha kulankhula m'malo mwa ana amnzawo. Maphunzirowa akuwapatsa iwo udindo komanso njira zothetsera vutoli.

Maphunzirowa akugwiritsa ntchito ma luso osiyanasiyana monga zithunzi, zolembalemba komanso masewero a zisudzo. Masewero a zisudzo ndi njira yabwino yofalitsira mauthenga kwa achinyamata. Zisudzo zimathandiza kuti anthu amitundu yosiyanasiyana athe kumasuka popereka maganizo awo pa nkhani zowakhudza. Choncho maphunzirowa akugwiritsa ntchito njira imeneyi kuti achinyamata adzitha kumvetsetsa zochitika m'thupi lawo ndi kufotokozera kwa anthu ena m'dera lawo. Njirayi ndi yofunika ndi cholinga chakuti anthu amvetse bwino zoopsa zimene ana ogwiritsidwa ntchito amakumana nazo. Achinyamata angathe kukhala ndi luso komanso kukhala odzidalira popanga masewero a mu chikhalidwe ndi chilankhulo chawo ngati atathandizidwa ndi kutsogoleredwa bwino.

Anthu ambiri atitsimikizira kuti maphunzirowa adzagwiritsidwa ntchito pa dziko lonse lapansi.

Molimbikitsidwa ndi anthu amenewa komanso ana ambiri omwe akuponderezedwa pogwiritsidwa ntchito zoposa msinkhu wao, tikulimbikitsa mayiko a mu bungwela ILO, atsogoleri amaphunziro, mabungwe a phunzitsi, mabungwe oyang'anira anthu apantchito, mabungwe a chitukuko ku midzi, alangizi ndi aphunzitsi komanso magulu ndi anthu ena onse omwe ali ndi mwayi okumana ndi achinyamata pa nkhani za maphunziro, kuti agwiritse ntchito ndondomeko ya maphunziroyi. Maphunzirowa angapite patsogolo ndi kukhala ndi phindu ngati titawagwiritsa ntchito.



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Kuthokoza

Bungwe lothandiza kuthetsa khalidwe logwiritsa ntchito ana aang'ono linakhazikitsidwa kumayambiri kwa zakaza 1990 ngati mbali imodzi ya ntchito ya bungwe la ILO yolimbana ndi kugwiritsa ntchito ana pa za malonda. Zambiri zachitika pa ntchito yothetsa kugwiritsa ntchito ana koma ngakhale maboma ndi ena akuyesetsa, vutoli ndi lalikulube pa dziko lonse. Kuthetsa khalidweli kungatheke ngati mayiko onse angagwirizane ndi kuganizira vutoli ngati limodzi lofunika chithandizo mwansanga mkati mwa ntchito zina zothetsa umphawi zomwe mabungwe akuluakulu a pa dziko lapansi akugwira mogwirizana. Mu ntchito zimenezi, umwini komanso kudzipereka ndi mfundo zofunika kwambiri pa utsogoleri makamaka poganizira za ntchito zogwiridwa ndi chithandizo chochokera ku mayiko ena.

Umwini ungathandize kuti mayiko adziwe bwino zomwe akufuna kukwaniritsa pa malamulo komanso pa umunthu mu nthawi yoyenera.

Bungwe la IPEC tsopano likupezeka mu maiko 75 pa dziko lapansi, koma ngakhale zinthu zili chonchi pali ntchito yayikulu yofunika kugwira makamaka kukopa anthu kuti amvetsetse nkhani yokhudza kulemba ntchito ana aang'ono m'madera onse. Kudzera mu maphunzirowa, achinyamata adzakhala ndi mkwiyo ndi zoipa zomwe iwo pamodzi ndi ana ena a mayiko ena akukumana nazo. Achinyamata ayenera kupatsidwa mpata pa utsogoleri ndi ndondomeko za chitukuko. Zimenezi zimathandiza kuti iwo athe kutenga mbali pa ntchito yolimbana ndi khalidwe logwiritsa ntchito ana ku dela lawo. Ndi cholinga cha maphunzirowa kuti achinyamata akhale ndi mpata wotenga mbali pa zinthu ngati zimenezi.

Ntchito yofalitsa mauthenga olimbikitsa kumvetsetsa nkhani ya kugwiritsa ntchito ana pa dziko lonse, yomwe ikugwiritsa ntchito chithandizo chochokera ku boma ndiponso yomwe inayambitsa maphunziro a TIMVERENI, ili ndi mitu itatu yolimbikitsa kukopa anthu monga: kukhazikitsa ubale ndi atolankhani a m'madela onse; kulimbikitsa achinyamata kuti athe kutenga mbali mu ntchito; ndi kulimbikitsa ubale wa mabungwe osiyanasiyana. Magawo onse atatuwa ndi ogwirizana ndipo amathandizana. Gawo lililonse palokha ndi lofunika pa ntchito yolimbana ndi khalidwe logwiritsa ntchito ana aang'ono. Gawo lililonse palokha lili ndi udindo opititsa patsogolo ntchito yolimbana ndi khalidwe logwiritsa ntchito ana. Magawo onse pamodzi ali ndi mphamvu zobweretsa kusintha. Mgwirizano wawo ungathe kubweretsa kusintha kwa khalidwe komanso kulimbikitsa mabungwe a ogwira ntchito ndi olemba anthu ntchito, masukulu ndi makoleji komanso mabungwe omwe siaboma kuti atenge mbali mu ntchito ndi cholinga chobweretsa kusintha mu njira yokambirana pakati pa atsogoleri a magulu onsewa. Ntchito yongoyeserera pulojekitiyi yasonyeza kuti maphunziro a TIMVERENI angathe kubweretsa mgwirizano pa zochita za magulu onsewa. Atolankhani komanso owona za maphunziro anathandiza kwambiri bungwe la IPEC ndipo tikuwathokoza ndipo tili ndi chiyembekezo kuti tidzagwilirabe ntchito pamodzi mtsogolo muno.

Pulogalamu ya TIMVERENI ikupereka mwayi ogwira ntchito pamodzi ndi zigawo za maphunziro monga za utolankhani ndi kufalitsa nkhani, za khalidwe ndi mbiri ya anthu, ufulu wa anthu ndi maphunziro a aphunzitsi. Ndi zoonza kuti IPEC idzapindula ndi kafukufuku komanso ntchito yopanga pulojekiti ya TIMVERENI, koma achinyamata ndi aphunzitsi adzapindulanso kwambiri popeza nzeru ndi maluso atsopano mu zochitachitazi.

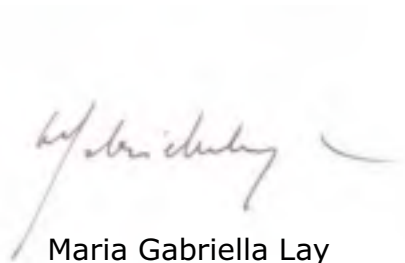
Ntchito ya pa dziko lonsezi ikuzindikira kuti atolankhani a m'midzi, m'dziko ndi mayiko ena amagwira ntchito yaikulu yothandiza kudziwitsa anthu nkhani zokhudza khalidwe logwiritsa ntchito ana. Ndi chinthu chofunika kuti uthenga wolondola komanso wofunikira ufalitsidwe mu njira yoyenera m'dziko, pa waiesi ya kanema, pa wailesi ngakhale mu nyuzipepala. Maphunziro a atolankhani anachitika ndipo zimenezi zinathandiza kukhazikitsa m'ndandanda wa atolankhani omwe ali okonzeka kuthandiza kupititsa patsogolo ntchito yofalitsa mauthenga odziwitsa ndi kukopa anthu pa nkhani ya kuipa kwa khalidwe logwiritsa ntchito ana.

Ntchito yokonzaphukusi la mabuku a TIMVERENI inatheka chifukwa cha chithandizo chochokera kwa anthu ambiri. Onsewa ndikuwathokoza kwambiri.

Maphunzirowa ndi othandiza kupereka mpata ndi mphamvu kwa achinyamata, choncho anakonzedwa mothandizidwa ndi achinyamata kuti apindulire achinyamatawo. Choncho ndikuthokoza achinyamatawo komanso onse amene anathandiza IPEC pa ntchito yoyeserera m'dziko la Ireland.

Anthu ambiri komanso mabungwe anadzipereka pa ntchito yokonza mabukuwa. Tikuthokoza kwambiri chifukwa cha kudzipereka kwao. Chifukwa chaiwo, maphunziro a TIMVERENI tsopano angathe kugwiritsidwa ntchito ndi kupititsa patsogolo ntchito yothetsa mchitidwe ogwiritsa ntchito ana.

TIMVERENI ndi khomo lomwe achinyamata akuyambirapo ulendo wao wodziwa, kuzindikira ndi kutenga mbali pothetsa khalidwe loipali. Anthu amene angathandize kuwaonetsa khomolo ndi inu, aphunzitsi a pa dziko lapansi. Choncho tengani udindo umenewu ofalitsa mau, kuchotsa ziyangoyango zomwe zaphimba ana olembedwa ntchito, ndi kuthandiza kuthetsa kusalabadira kwa anthu pa zovuta zomwe ana amakumana nazo pa nkhaniyi. Pomaliza, ine ndikuganizira kwambiri za ana amenewa, chifukwa ntchito yonse ya maphunzirowa yagona pa malingaliro a zowawa zomwe anawa amakumana nazo mwakachetechede, ndi kulira kwao kutipempha ife kuti tichitepo kanthu.



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Kuthokoza kwa alembi ndi eni mabuku ena

Ndi mabuku ambiri omwe anagwiritsidwa ntchito pokonza maphunziro a TIMVERENI. Choncho mlembi wa TIMVERENI akuthokoza makamaka mabungwe a ILO, IPEC, UNICEF, Education International (EI), nthambi yokonza za maphunziro ya Mary Immaculate College, Limerick, Ireland, Christian Aid ndi International Schools Theatre Association (ISTA) ndi mabuku othandiza aphunzitsi ndi ophunzira opangidwa kuchokera ku msonkhano wa masewero a zisudzo pa nkhani ya mchitidwe ogwiritsa ntchito ana omwe unachitika ku Geneva m'chaka cha 1996. Komanso anthu awiri omwe anathandiza kwambiri pokonza maphunzirowa: Bambo Tim Williams, m'phunzitsi komanso kadaulo wa masewero a zisudzo, omwe anathandiza pokonza maphunziro a zisudzo; komanso a Larry O'Loughlin, katswiri wolembe komanso m'phunzitsi yemwe anathandiza kukonza phunziro la Kulemba za Nsangulutso.

Mawu oyamba

Kugwiritsa ntchito ana ndi kuphwanya ufulu wa chibadwidwe. Khalidweli limalepheretsa ana kukhala osangalala panthawi ya umwana wao. Limawalepheretsa kuchoka mu msinga za umphawi obadwa nawo. Khalidweli ndi gwelo la zowawa ndi mavuto. Limazunza kwambiri anthu omwe sangathe kudziteteza. Limalepheretsa ntchito yophunzitsa ana kuti adzathandize pa chitukuko cha dziko m'tsogolo.

Mothandizidwa ndi bungwe la IPECKomansomabungwe ena, ana ambiri achotsedwa ku malo a ntchito ndi kuwabwezera ku sukulu, kuwalumikizitsa ndi mabanjaawo komanso kuthandiza mabanja awo kuti apeze njirazina zopezera ndalama. Komabe ntchito idakalipo. Kutikhaliidweli litheretu ndi kofunika kusinthiratu chikhaliidwecha anthu. Ndimayofunika kwambiri yokwaniritsirazimenezi ndi kukopa anthu, makamaka achinyamata, kuwaphunzitsa ndi kuwalimbikitsa. Poganzira zimenezi, IPEC yakhazikitsa maphunziro a "TIMVERENI Lekani Kugwiritsa Ntchito Ana." ndi cholinga chothandiza achinyamata kuti akhale ndi nzeru ndi luso lobweretsera kusintha m'madera awo.

Zochitachita za mu TIMVERENI zili mu m'ndandanda wa timabuku tamaphunziro osiyanasiyana omwe cholinga chake ndi kuthandiza achinyamata kuti atenge nawo mbali pa ntchito yolimbana ndi khalidwe logwiritsa ntchito ana. Maphunziro amenewa angachitike kwina kulikonse posayang'anira chikhaliidwe cha delalo. Maphunzirowa ndi oyenera achinyamata a msinkhu ozindikira omwe atsala pang'ono kukhala odziyimira pawokha, omwe zochita zawo zidzakhudze miyoyo ya anthu ambiri a m'dera lawo komanso dziko lonse lapansi.

Imeneyi ndi nthawi imene achinyamata amafunika kuti agwiritse ntchito mphamvu zawo (ngakhale zilakolako ndimkwiyo wao) pa zinthu zoyenera komanso zaphindu. IPEC ikukhulupilira kuti pakapita nthawi, maphunzirowa adzakhala akugwiritsidwa ntchito ku masukulu a ana ngakhale masukulu amakolo (akwacha) mpaka pa moyo wonse.

Ntchitoyi idzathandiza achinyamata kuti athe kufalitsa maganizo awo kudzera mu luso losiyanasiyana monga lolemba, la zisudzo, nyimbo komanso zina zomwe angathe kuwonetsa mu chikhalidwe chawo. Pophatikizapo kudziwa zinthu zatsopano pamodzi ndi anzawo, achinyamatawa adzawonjezera luso komanso kuchotsa mantha pa ntchito zofalitsa mauthenga kwa anthu akulu akulu m'dera lawo monga makolo, achibale, aphunzitsi, anthu oyandikana nawo nyumba komanso atsogoleri.

Maphunziro ndi ofunika kwambiri pa ntchito zonse zobweretsa kusintha kwaka ganizidwe komanso chikhalidwe. Ndi njiranso ya mphamvu yokopera anthu ofunika, ngakhale achinyamata, omwe amakhala okonzeka kumva maganizo atsopano ndi kuchita zinthu zatsopano kapena zachilendo. Mlangizi angathe kuthandiza achinyamata kuti akhale okonzeka kugwiritsa ntchito mphamvu zawo posintha zinthu komanso kugawira anthu ena nzeru ndi luso lawo. Mu njira imeneyi achinyamata adzakhala ojijirika pa zochitika m'dera lawo komanso kudziwongolera pa zomwe akufuna pa tsogolo lawo, kusiyana ndi kumangowoneka ngati anthu opanda gawo pa moyo wao.

Kuyambira kale, masewero a zisudzo akhala othandiza kwambiri powonetsa chikhalidwe ndi miyambo ya anthu. Masewerondinjira yabwino yophunzitsira anthu, kuwasangalatsa ngakhaleenso kuwazindikiritsa. Zisudzo zimatithandiza kutitidzithandize komanso tithandize anthu ena. Masewero ali ngati galasi kapena kalilole opangitsa kuti tione zomwe sitikadatha kapena kufuna kuwona. Ndi njira yabwino yophunzitsira achinyamata yomwe imaphatikiza msangulutso ngati njira yochotsera mantha komanso kupangitsa kuti anthu akamva zinthu asayiwale.

Tikuyembekeza kuti maphunzirowa athandiza kuphunzitsa achinyamata za malo omwe akukhala komanso momwe ntchito za chuma ndi chikhalidwe zimakhudzira moyo wao ku dera lawo komanso dzikolonse lapansi. Iwo ayenera kudziwa kuti ngati mzika za dziko lapansi ayenera kudziwa za ufulu wa chibadwidwe, komanso momwe ufuluwo umaphwanyidwira. Ayenera kudziwa tanthauzo lenileni la kukhala ndi udindo, ulemu komanso kudzipereka. Iwo akufunika kudziwagawo lomwe angachite pa nkhondo yolimbana ndi khalidwe lolemba ntchito ana.

Cholinga cha TIMVERENI

Maphunzirowa akugwiritsa ntchito za luso monga zolembalemba, zithunzi komanso zisudzo ndi njira zokopera anthu. Tikufuna kulimbikitsa njira zokopera anthu komanso maphunziro othandiza achinyamata kuti akhale ndi udindo wobweretsa chitukuko ndi kusintha kwa zinthu.

Imeneyi ndi ntchito yayikulu kwambiri koma ngati cholinga chathu ndi kuthetsa khalidweli lomwe likukula kwambiri pa dziko lonse, tiyenera kukhala okonzeka kuchita zonse zofunika kuti maloto amenewa akwaniritsidwe. Nthawi zambiri anawa amagwira ntchito ku malo oyipa komanso owopsa. Mu chaka cha 2011, bungwe la ILO linasindikiza lipoti lotchedwa *Tsogolo lopanda khalidwe logwiritsa ntchito ana (A future without child labour)*. Zotsatira za kafukufuku watsopano zopezekanso mu lipotili zikusonyeza kuti ana ogwiritsidwa ntchito asnafikezaka 18 alipo 245.5 miliyoni pa dziko lonse lapansi. Mwa ana amenewa, pafupifupi ana (zikwi) 179 amagwira ntchito zoopsa zedi. Kuti tithetse mavuto ngati amenewa tiyenera kuganiza mozama, makamaka tiyenera kulola aliyense, makamaka achinyamata, kuti atenge nawo mbali. Ndi zokhumudwitsa kuti masiku ano, achinyamata sakuganiziridwa kuti angatenge mbali ngati anthu omwe angathandize kwambiri pa ntchito yothandiza kuthetsa khalidwe logwiritsa ntchito ana. Tsopano nthawi yakwana yowaganizira pa zomwe tikuchita.





Ntchito yothetsa khalidwe logwiritsa ntchito ana ndi yofunika ku mayiko onse ngakhale komwe sikotchuka ndi khalidweli. Anthu onse, achinyamata ngakhaleenso achikulire ayenera kudziwa zomwe zikuchitika mu dziko lawo. Ngati tikutseka maso athu kapena kuyang'ana kumbali kuti tisaone zomwe ndizosatisangalatsa ndiye kuti tikutaya udindo wathu komanso kulekerera mwa dala ana ambiri omwe tsogolo lawo lingakhale la umphawi, mavuto ndi ntchito yowawa. Komanso ngati sitikuthandiza ana athu kuti adziwe zomwe zikuchitika pa dziko lapansi ndiye kuti tikuwalekerera kuti adzakhale ndi umbuli komanso kusalabadira. Kutero sichilungamo ndipo ndi kulakwa.

Ndi zoonza kuti ntchito yaikulu komanso zipangizo ndi chuma chambiri ziyenera kupita ku mayiko komwe vutoli ndi lalikulu makamaka pa nthawi yomwe anawa akuyikidwa pa chiopsezo chachikulu. Maboma ndi mabungwe onse akufunika chithandizo kuti achotse ana onse ku malo antchito ndi kuwabwezeretsa ku mabanja awo komanso kuwapititsa ku sukulu ndi kuthandiza mabanja awo kuti apeze njira zabwino zopezera ndalama. Ndi zoonza kuti anthu akuzindikira kufunika kothandiza ntchito zomwe anthu anayamba kale pawokha. Zimenezi ndi zofunika nthawi komanso mgwirizano wa dziko lonse zomwe ndi udindo waukulu wa bungwe la ILO kudzera mu IPEC.

Mbali ina ya ntchito ya IPEC ndi maphunziro ndi zothandiza kubweretsa kusintha kwa maganizo komanso chikhalidwe. Maphunziro, makamaka a ana ang'ono ayenera kuganiziridwa mwapadera pa ntchito yothetsa umphawi ndi kubweretsa chitukuko. Maphunziro a TIMVERENI ndi gawo limodzi la zimenezi. Ngati ntchito yathu idzakhale yopambana komanso yokhazikika posintha dzikoli, tikuyenera kuwapatsa mpata achinyamata kuti atenge gawo mu ntchitoyi. Izi sizovuta ayi. Chofunika kwambiri ndi kupanga maphunziro ndi ntchito zokopa anthu kuti akhale njira yaikulu yogwirira ntchito yathuyi.

Mu ntchito yatsopanoyi, IPEC yawonetsetsa kuti anthu ambiri akhale okhudzidwa mu zochitika zonse. Ntchitoyi ikukhudza magulu atatu a anthu. Magulu atatu amenewa ndi anthu monga olemba anthu ntchito, olembedwa ntchito komanso boma, omwe amathandiza kukhazikitsa ndondomeko zoyenera kutsatidwa pa malo antchito kuti ufulu wa anthu apantchito utetezedwe. Ndondomeko imeneyi imathandiza kuti anthu onse okhudzidwa akhale ndi chidwi ndi kutenga mbali pa zonse zokhudza ntchito za maphunziro, za boma ndi maboma aang'ono, za mabungwe a anthu apantchito, anthu olemba anzawo ntchito, alangizi, makolo ndi mabungwe ena. Ana ogwiritsidwa ntchito adzapindula nayo ntchitoyi ndipo ndikofunika kuti iwonso atenge nawo mbali pa ntchitoyi kuti pulojekitiyi ikhale yopambana.



Kuphunzira kudzera mwa achinyamata a msinkhu umodzi ndi njira imodzi yophunzilira yomwe pulojekitiyi ikulimbikitsa. Imeneyi ndi njira yothandiza kufikira achinyamata ndi kuwatsimikizira kuti mchitidwe wogwiritsa ntchito ana ndi wowononga komanso wankhanza ndipo ndi oyenera kuthetsedwa. Mwachitsanzo, pa nthawi yoyeserera maphunzirowa, achinyamata a ku Ireland anachitako phunziro la Kupanga Zithunzi ndi ana a ku sukulu za pulaimale mu dela lawo. Kudzera mu njira zophunzilira ngati zimenezi, tingathe kufotokozera bwino zinthu zomwe zimayambitsa mchitidwe ogwiritsa ntchito ana komanso kufunika kwa kuti anthu onse atenge mbali pothana ndi mchitidwewu ndi kuteteza ufulu wa ana. Kupitirira pamenepo, kuphunzitsana kwa achinyamata ndi kothandiza kuchulukitsa chiwerengero cha anthu omwe angapitirize ntchito yolimbana ndi mchitidwewu kwa zaka zambiri za m'tsogolomu.

Phukusi la mabuku a TIMVERENI

Gawo loyamba la maphunzirowa muli mabuku 14, kuphatikizapo “Malangizo a Kagwiritsidwe ka Ntchito” komanso zithunzi (zopezeka mu CD-ROM) zosonyeza ana omwe ali pa chipsinjo kudzera mu ntchito za chuma. Zithunzi zimenezi zingathe kugwiritsidwa ntchito mu zochitika za maphunzirowa monga mu phunziro la “Chithunzithunzi”. Zithunzi zina zosindikizidwa kale zikupezeka mu phukusi la mabukuwa.

Chonde dziwani kuti cholinga cha zithunzi zimenezi ndi kuti zithandize pa maphunzirowa basi. Bungwe la ILO silikulola kutizithunzi zimenezi zigwiritsidwe ntchito zina kuposa zomwe tanenazi chifukwa zithunzizi zili ndi eni ake. Ngati mungafune kugwiritsa ntchito zithunzizi pa ntchito zina kuposa zomwe zalembedwa mu bukuli, chonde yang'anani pa internet ya ILO (**photo library**) kuti muwerenge malamulo okhudza kugwiritsa ntchito zithunzizi. Keyala kapena adiresi ya komwe mungapemphe chilolezo mungathe kuyipezanso momwemo.

Kuwonjezera pa zonsezi, kanema yophunzitsira yomwe inajambulidwa pa nthawi yoyeserera maphunzirowa ku Ireland ndi ku Nepal mungayipeze ku bungwe la IPEC.

Maphunzirowa asanjidwa mu ndime izi:

- **Uthenga Ofunikira**—Mu buku limeneli mukupezeka zofunika kudziwa pa nkhani ya mchitidwe ogwiritsa ntchito ana. Bukuli likuyamba kuwafotokozera achinyamata nkhani zozama zokhudza mchitidwewu. Likupereka chiwerengero komanso zonse zokhudza nkhani ya kugwiritsa ntchito ana.



- **Kupanga zithunzi**—Kupanga zithunzi kuchokera ku makaka ndi zomatira pa nkhani ziwiri; yoyamba yokhudza nkhani yokopa anthu monga pamalonda, yachiwiri yokhudza nkhaniya mchitidwe ogwiritsa ntchito ana. Likulimbikitsa achinyamata kukhala ndi nzeru zofotokozera zinthu kudzera mu luso lopanga zithunzi komanso kuwonetsa momwe ma nyuzipepa sasindikiza mokwanira zithunzi zokhudza khalidwe logwiritsa ntchito ana.

- **Kuchita Kafukufuku**–Buku lothandiza kudziwa zambiri zokhudza mchitidwe wogwiritsa ntchito ana kuphatikizapo zomwe mayiko anagwirizana pa nkhaniyi.
- **Kuchita kafukufuku kudzera m'mafunso ndi mayankho** –Kuchita kafukufuku ndi kudziwa kafunsiidwe ka mafunso kuti mudziwe zinthu zina zatsopano kapena kumva maganizo a anthu pa nkhani yokhudza kugwiritsa ntchito ana komanso nkhani zina zokhudza moyo wa anthu. Bukuli likuthandizanso pa momwe mungakopere anthu.
- **Chithunzithunzi**–Buku limeneli likumanga chithunzithunzi (kuchokera ku zithunzi za ana a ku madera kwina) cha momwe mwana wolembedwa ntchito amaonekera ndi zomwe iye amaona ndi kumva pamoyo wake. Likuthandiza kumvetsetsa za kuipa kwa khalidwe logwiritsa ntchito ana. Likupereka udindo kwa ana omwe ali mu zithunzi. Ndiponso likufotokoza za momwe anthu angabweretsere kusintha kwa zinthu.
- **Masewero Oyerekeza Zochitika Zenizeni** –Cholinga cha gawoli ndi kuyesa kuchita zinthu mofanizira zimene zimachitika pamene pali mchitidwe umenewu–kodi ana oterewa akakumana ndi anthu ena monga makolo, anthu olemba ntchito, akuluakulu ogwira ntchito zosiyanasiyana zimatha bwanji? Gawoli limawaunikira achinyamata mmene zitsudzo zingathandizire pamaphunziro. Zisudzo zimawathandiza kuchotsa manyazi ndi kuyamba kumasuka ndiponso amayamba kumva momwe ana ogwiritsidwa ntchito amamvera pamene mavuto oterewa awapsinja.
- **Mpikisano wa za Luso** – Mugawoli achinyamata amatenga nawo mbali mu mpikisano pa mfundo yokhudzana ndi mchitidwe wogwiritsa ntchito ana. Motero luso la za manja limathandiza kuti anthu a m'deralo azindikire za mavutowa komanso kuti ayambepo kuchitapo kanthu.
- **Kulemba za nsangulutso** – Kulemba nkhani yachidule kenako ndi kuwonjezera zinthu zina kuti imveke bwino. Kugwiritsa ntchito njira imeneyi polemba nkhani ya ana ogwiritsidwa ntchito. Likuthandiza kuzamitsa luso lopeka ndi kufotokoza nkhani komanso kunena za kukhosi pa nkhani ya khalidwe logwiritsa ntchito ana. Likuthandizanso pa zochitika mu maphunziro ena monga a zisudzo momwe nkhani ya sewero ikuyenera kulembedwa.





- **Mtsutso**–Kupanga kafukufuku, kukonzekera ndi kuchita mtsutso pa nkhani yokhudza khalidwe logwiritsa ntchito ana. Zochitika za mu phunziro limeneli zikuthandizidwa ndi luso lochokera ku maphunziro ena monga la Kafukufuku ndi Mauthenga, Kulemba za Msangulutso komanso Masewero a zochitika zenizeni. Kuwumba luso la kulankhula pagulu, kuchita mtsutso komanso kulumikizana ndi anthu ena. Kuthandiza kuti anthu akhale ozindikira pa nkhani za kugwiritsa ntchito ana.
- **Kufalitsa Nkhani** (mabuku awiri) – Kumvetsa momwe ntchito ya atolankhani imakhalira. Kukhazikitsa mgwirizano ndi atolankhani ndi cholinga cha kuti athandize kudziwitsa anthu za khalidwe logwiritsa ntchito ana. Kuphunzira kulemba kalata ya chidziwitso mu nyuzipepala ndi kuonetsetsa kuti kalatayo yasindikizidwa. Kukonzekera ndi kucheza ndi anthu pa wailesi kapena pa wailesi ya kanema. Likuthandiza kupititsa patsogolo ntchito yokopa anthu a mu dela limene tikukhalamo.
- **Masewero a zisudzo**–Kukonza ndi kuwonetsa sewero pa nkhani ya khalidwe logwiritsa ntchito ana. Kuthandiza kuti achinyamata amasuke kunena za m'maganizo awo moyenera. Masewero ndi othandizanso kukopa anthu kuti atenge mbali pa nkhaninyi.
- **Ku malo a ntchito** –Kuphunzira za momwe malo a ntchito amakhalira. Kukambirana zomwe magulu osiyanasiyana angachite mogwirizana potukula dela lawo.
- **Kulumikizana ndi anthu a m'madera kuti atengepo Mbali**–Cholinga chake ndi kulimbikitsa anthu ena a kumadera ena kuti akhale ndi chidwi ndi kutenga mbali pa ntchito yolimbana ndi khalidwe logwiritsa ntchito ana. Kulimbikitsa udindo wa achinyamata kuti akhale zida zobweretsa kusintha m'dera lawo. Mabuku ena adzaonjezedwa mtsogolo muno. Mwachitsanzo, nyimbo komanso masewera olimbitsa thupi amabweretsa chidwi komanso luso ndi nzeru zozama pakati pa achinyamata. Nyimbo, monga zisudzo sizikhala ndi malire komanso zimalimbikitsa chikhalidwe cha mtundu wa anthu ndipo zagwira kale ntchito yotamandika mu ndime zoyambilira za ntchito ya TIMVERENI. Mabuku okhudza zimenezi akukonzekedwa. Choncho mungathe kuyika nyimbo mu ndime zina za TIMVERENI makamaka mu maphunziro a “Zisudzo” komanso “Kulumikizana ndi anthu a m'madera kuti atengepo mbali”.

Pokonza mabuku atsopano, tidzakhala tikuwonjezera zinthu zina mu mabuku omwe alipowa poganizira maganizo atsopano. Mabuku akalendi atsopano adzapezeka pa tsamba la mgwirizano wa ma komputala (**website**) la IPEC komanso polemba kalata ku adiresi yomwe ikupezeka ku mapeto a bukuli. Tikukulimbikitsani kuti mudziyang'ana pa **Website** ya IPEC pafupipafupi kuti mudziwe zomwe zikuchitika mu zochitika za IPEC.

Mabukuwa anayesedwa pa nthawi imene amakonzedwa. Zimenezi zinathandiza kuwongolera kuti maphunziro a mu mabukuwa akhale omveka bwino komanso aphindu kwa ogwiritsa ntchito. Pa nthawi yoyesera mabukuwa tinazindikira kuti maphunzirowa ndi aphindu, komanso tinapeza maganizo atsopano omwe tinagwiritsa ntchito pokonza mabuku ena. Kuwonjezera pamenepo, tinajambula kanema yothandiza alangizi komanso magulu awo momwe angagwiritsire ntchito mabukuwa. Kanema imeneyi ndi yothandiza kudziwa njira za kaphunzitsidwe, zomwe mungayembekeze ngati zotsatira za maphunziro komanso momwe anthu ena angatengere nawo mbali pa zochitika za mu mabukuwa.

Mabukuwa analembedwa mongoyeselera chifukwa ndalama zogwiritsira ntchito pa maphunziro ndi zochepa. Tikuzindikiranso kuti ndizovuta komanso mwina ndi zosatheka kuti mabuku onsewa agwiritsidwe ntchito kulikonse. Poganizira zimenezi, mabukuwa analembedwa mu njira ya kusinthidwa kuti agwire ntchito ku malo ambiri komanso kukwaniritsa zolinga zosiyanasiyana. Ngati simungathe kuchita phunziro lina pakati pa mabukuwa, lisiyeni ndipo yambani buku lina. Chitani zonse poganizira zomwe inu ndi gulu lanu mukufuna kukwaniritsa. Muonanso kuti tapereka m'ndandanda wa momwe mungagwiritsire ntchito mabukuwa poganizira nthawi, komanso mgwirizano wa mabukuwa potengera ndi zomwe mukufuna kuchita.

Mumabuku a TIMVERENI muli maphunziro omwe angathe kutenga nthawi yaitali kapena yaifupi kutengera ndi nthawi yomwe muli nayo kapena momwe inu mwafunira. Mungathe kuchita maphunzirowa potengera ndi zomwe mukufuna kukwaniritsa monga, kukonza ndi kuwonetsa sewero. Mungathenso kuchita maphunzirowa ngati njira yophunzitsira za ufulu wachibadwidwe.

Mungathe kuchita phunziro limodzi kapena angapo kutengera ndi zomwe mukufuna. Koma, kuti mupindule kwambiri tikukulimbikitsani kuti muchite maphunziro angapo potsata mndandanda woyenera monga kudziwa zofunikira, kuchita zaluso, kukopa anthu ndi kukhazikitsa ubale ndi magulu kapena mabungwe ena.

Koma kuti maphunziro akhale ndi maziko olimba, ndi kofunika kutsata mndandanda wonse wa mabukuwa. Werengani ndi kudziwa bwino za mabukuwa musanayambe maphunziro. Konzekerani bwino pa zinthu monga nthawi, njira zophunzirira komanso mndandanda wa maphunziro womwe mungatsate kuti mukwaniritse zolinga zanu.

Mabukuwa ndi othandiza kupanga ndondomeko yothandiza anthu a padziko lonse lapansi kuti akhale ozindikira komanso kuti akopeke. Tili ndi chiyembekezo kuti mkati mogwiritsa ntchito mabukuwa, nkhani zowunikidwa zidzachuluka komanso mabukuwa adzakhala okonzedwa mwapamwamba kwambiri, makamaka mothandizidwa ndi maganizo anu.

Zolembedwa mu mabukuwa



Buku lilonse likuyamba ndi kufotokozera **cholinga, phindu,** ndi **nthawi**. Nthawiyi ndi yongoyerekeza chabe ndipo ingathe kusinthidwa; nthawi zambiri nthawi yoperekedwayi imangokhala nthawi yochepetsetsa yomwe ingakwanire pa phunziro kapena zomwe mukuchita. "Phunziro limodzi" limakhala ndi mphindi 40 monga momwe masukulu ambiri amachitira pa dziko lonse lapansi. "Phunziro la magawo awiri" ndi la mphindi 80 kapena maphunziro awiri otsatana. Nthawi zina zimavuta kumaliza phunziro lonse kapena zomwe mukuchita mu mphindi 40 koma sibwino kusiyira panjira zomwe mukuchita. Pamenepo ndi pomwe pamafunika kukhala ndi "Phunziro la magawo awiri". Koma ngati simuli pa sukulu, sizovuta kusintha nthawiyi monga momwe mungafunire.

Ngati nthawi ndi yosakwanira, mwa chitsanzo, ngati muli ndi gawo limodzi lokha la phunziro, musamudule amene akulankhulachifukwa cha kuti nthawi ikutha. Muloleni amalize mpaka kumapeto kwa nthawi ndi kudzapitiriza nthawi ina. Kumudula munthu akulankhula kungapangitse kuti iye akhumududwe chifukwa amakhala atawononga nthawi kukonzekera zomwe amalankhulazo. Zimenezi zingasokonezenso chidwi cha gulu. Zingathe kuchepetsa kudzidalira kwao komanso chidwi chawo pa ntchitoyi. Ubwino wa maphunzirowa ndi wakuti simukumangidwa kuti mutsate nthawi kapena ndondomeko ya kaphunzitsidwe, choncho musade nkhwana ngati simunathe kumaliza phunziro pa nthawi yomwe mumayembekezera. Ngati muli ndi nthawi yochepa, ndi bwino kuti gulu lidziwiretu za nthawi yomwe iwo angathe kuperekera zomwe akonza ku gulu lonse.

Gawola **kukonzekera** likufotokoza zoyenera kuchita musanayambe kuchita ntchito ina iliyonse monga kuchita kafukufuku, kupezazipangizo komanso kulumikizana ndi anthu ofunika. Ngati ndi kotheka, yesetsani kupereka mpata kwa achinyamata pa zonse zokhudza kukonzekera kuti iwo asangokhala olandira zinthu zokonzedwa kale. Zimenezi zidzathandiza kukweza chidwi chawo komanso umwini pa ntchitoyi.

Zipangizo zofunikira pa phunziro zikupezeka mu buku lililonse mu gawo la **zofunikira**, ngakhale kuti si zonse zomwe zingakhale zothandiza. Zofunikira kwambiri ndi achinyamata omwe mukugwira nawo ntchito. Zina zonse mungathe kusinthanitsa ndi zipangizo zomwe zingakwaniritse zolinga zanu kapenanso kupanga phunzirolo popanda kugwiritsa ntchito zipangizo zonenedwazo.

M'malo ena muli gawo la **chithandizo chapadera**. Simukuyembekezeka kuti mungakhale ndi maluso onse ofunika mu maphunzirowa, choncho mungathe kupeza chithandizo chochokera kwa akatswiri ena monga pa phunziro la masewero a zisudzo kapena olemba nsangulutso. Ndi zofunika kugwiritsa ntchito mwayi umenewo. Kupeza chithandizo chapadera kudza thandizanso kuti mupangitse kuti anthu ena atenge nawo mbali pa ntchitoyi. Simukuyenera kukhala ndi nkhwana ngati simunapeze chithandizo chapadera. Mungathe kukwaniritsabe zofuna zanu potsata malangizo a mu mabukuwa ngakhale popanda chithandizo chapaderacho.





Magawo ofotokoza **zochita, kaphunzitsidwe** ndi **kukonza gulu** ndiye nthambi zofunika za maphunzirowa. Pamenepa ndipamene pali kufotokoza zoyenera kutsata pophunzitsa komanso momwe mungakonzere gulu lanu. Mukadutsa pamenepa mungathe kuyamba kupanga zochitachita zenizenizo. Zimenezi zafotokozedwa mwatsatanetsatane, pogwiritsa ntchito zitsanzo ndi malangizo pa zinthu zomwe zinachitikadi. Palinso **Chidziwitso**, kufotokozero mfundo zofunikira kuti muzidziwe.

Kumapeto kuli gawo la **kuwunika momwe ntchito yayendera ndi kuchita kalondolondo**, lomwe likulingalira pa zotsatira zomwe zingawoneke kuchokera pa zochitika mu phunziro ndi momwe zingaunikiridwe ndi kuzikambirana pakati pa mphunzitsi ndi gulu lake. Kenako, gawoli likukamba za momwe mlangizi angachitire kalondolondo wa phunziro lake, powona zomwe zili mu mabuku ena ndi zochitachita zina.

Ndondomeko ya Phunziro

Mutu wa phunziro – Kufotokoza mwachidule za phunziro, cholinga, phindu ndi nthawi yofunika pa phunziro lililonse, kuphatikizapo kutalika kwa zigawo zophunzitsira.

Chifukwa chayani tiyenera kuphunzira zimenezi–ufotokozero cholinga cha phunziro, kufunika kwake mu ntchito ndi momwe achinyamata angapindulire komanso phindu lake pa ntchito yonse.

Kukonzekera– Kuthandiza mphunzitsi kukonzekera phunziro. Mitu yothandizira ndi monga “Chithandizo chapadera”, “Anthu ofunika kulumikzana nawo”, ndi zina zotero. Zimenezi ndi zosiyana mu maphunziro ena. Mu gawo limeneli mukupezekanso “Zofunikira”.

Kuyamba –Chiyambi cha phunziro chofotokozero uthenga ofunikira, mbiri, anthu omwe akulankhula, ndi zina zotero. Pa mitu yothandizira pali malangizo a momwe mungakonzere gulu lanu komanso kukonza malo a zochitika.

Zochita– Kufotokozero zochitika zonse mwatsatanetsatane, mu mndandanda woyenera.

Malangizo–Awa ndi malangizo okuthandizani kuti mugwiritse bwino ntchito maphunzirowa komanso kuti mupewe kupeza mavuto.

Kukambirana komaliza–Gawo lokambirana ndi gulu komanso lopereka mpata kwa mphunzitsi kuti amange zonse pamodzi ndi kumva maganizo a aliyense wa mu gulu.

Kuwunika momwe ntchito yayendera ndi kuchita kalondolondo–Kuwunika ngati ntchito yakwaniritsa zolinga zomwe zinalipo poyamba, kuwona ngati pali kusintha, ngati gulu lapambana, ngati gulu laphunzirapo zinthu zatsopano komanso kuchita kalondolondo wa zinthu kapena maphunziro omwe angachitidwe mtsogolo.

Maziko a kupambana

Musanapange chisankho cha zomwe mungachite, mwayenera kuganizira bwino zifukwa zanu zomwe zakupangitsani kuwerenga konseku mpaka apa. Mwayenera kuganizira zifukwa zomwe zingakupangitseni kukwaniritsacholinga cha ndondomeko za bukhu lamaphunziroli kapena kupita nazo patali ndondomeko za m'bukhu ili. Yesani kuyankha izi: Mukugwiritsa ntchito buku limeneli chifukwa chiyani? Chakupangitsani k u t i muganize zogwiritsa ntchito njira zimenezi ndichani? Mukugwira ntchito munjira yanji? Zifukwa zokulimbikitsani kuthetsa mchitidwe ogwiritsa ntchito ana ndi chiyani? Ndinu okhudzika ndi odzipereka bwanji ku gulu la achinyamata omwe mukugwira nawo ntchito?

Ngati pali zinthu ziwiri zofunikira kwambiri zomwe zimatukula ndi kufalitsa uthenga wa bukhu kuti ukhale opambana ndi kudziperekandi ulemu. Kudzipereka kwanu kukhoza kuthandiza kukwaniritsa cholinga chofuna kufalitsa uthenga wothetsa mchitidwe ogwiritsa ntchito ana pa dziko lonse lapansi, popititsa patsogolo ndi kulemekeza ufulu wa ana ndi achinyamata amene mukugwira nawo ntchito ndi chinthu chimodzi chofunika kwambiri pofuna kulimbikitsa ndikubweretsa chidwi mugulu lanu.

Ulemu ochokera mbali zonse ndi njira imodzi yomwe imabweretsa kupambana. Mukafukufuku yemwe anapangidwa panthawi yoyeserera maphunzirowa, ndemanga yomwe imabwerezedwa yochoka kwa anthu omwe anali pamaphunzirowa ndi yakuti maganizo awo amafunidwa ndipo amatengedwa ngati amtengo wapatali. Amawona kuti zomwe amanena zinali zofunika ndiponso kuti zifukwa zawo ndi ndemanga zawo zimapatsidwa ulemu ndipo sizimaponderezedwa munjira iliyonse. Mabukuwa anakhazikitsidwa pa maziko akuti achinyamata ali ndi gawo lofunika kwambiri pofalitsa uthenga wothetsa mchitidwe wogwiritsa ntchito ana. Powonjeza pamenepo, akupititsa patsogolo ufulu wa ana ndi gawo lomwe achinyamata ayenera kutengapo m'magulu awo. Choncho ngati timakhulupilira kuti a IPEC angathandize kuti achinyamata ndiye chida chofunikira mukufalitsa uthenga woterewu, tayenera kuwapatsa ulemu wawo pamene akukwaniritsa ntchito yawo.



Mabukuu amenewa ali ndi maphunziro ofunika kwambiri kwa achinyamata. Komanso angathe kuthandiza kusintha moyo wawo watsiku ndi tsiku. M'maiko ena achinyamata alibe chikhulupiliro mwa iwo okha. Makamaka akamasintha kuchoka ku umwana kupita ku ukulu. Mbali ina yamaphunzirowa ikuyenera kutukula achinyamata kuti adzikhala odzikhulupilira mwa iwo okha. Achinyamatawa akuyenera kutsogolera kafukufuku, komanso kufalitsa uthengawu, kudzera ku zisudzo, kalembedwe ka nsangulutso, ndi maluso ena mu uthenga womwe adzipereka ku madera awo. Iwo akhoza kukhala ophunzitsa achinyamata anzawo. Iwo ndi zida zosintha miyoyo ya anthu ena.

Kudziwa gulu lanu

Gulu a anthu amene maphunzirowa akuyenera kufikira ndiye gawo lofunika kwambiri la maphunzirowa. Muganizire bwino za achinyamata omwe mulinawo m'maphunziro amenewa. Magulu amenewa adzisiyana kutengera ndi madela, ndi chikhalidwe cha anthu m'malo momwe mukugwira ntchito.

Mwachitsanzo achinyamata ena m'magulumo akhoza kupezeka kuti ndi ana ogwira ntchito. Mulingalire mafunso amenne ali m'mumsimu ndipo mwina pali ena amene mudzifunse nokha, chifukwa inuyo mukhala munthu woyendetsa zonse. Mafunsowa akuyesetsa kukhala okhudza zinthu zonse, chimene chili chovuta, ndiye mwina mungathe kupeza kuti ena sakugwirizana ndi zinthu zimene zikuchitika pa moyo wawo. Ngati zilichoncho osadandaula, ingogwiritsani ntchito mafunso oyenerawo ndipo mungathe kupanganso anu ngati palipoyenela kuchita choncho. Mudziwe gulu limene mukugwira nalo bwinobwino, yankhulani nawo, komanso muwamvetsetse, muyesetse kuti pakhale kulemekezana ndi kukhulupilirana ndipo mabukuwa angathe kukuthandizani kuti ntchito yonse iyende mosavuta.

- Iwondindani?
- Mayina awo ndindani? Atsikana ndi angati nanga anyamata ndi angati?
- Ali ndizaka zingati? Mukuwadziwa bwanji?
- Mukuwadziwadi? Mbili zawo ndizotani?
- Chikhalidwe chawo ndichotani, kapezedwe kawo ka chuma ndi kotani?
- Chikhalidwe chawo cha tsiku ndi tsiku ndi chotani?

- Maphunziro awo analekeza pati, ngati anaphunzira? Adakali ku sukulu? Sadziwa kulemba ndi kuwerenga kapena ndiwophunzira bwino?
- kapena ali mbali iti iti? Mungathe kufotokoza bwanji za maganizidwe awo ndi thupi lawo? Mukutha kulumikizana nawo, akudzipatula, akukukaikirani, ndi amantha, ndi okhutitsidwa, odandaula, anachitiridwako nkhanza, okwaniritsidwa, ankhanza, kapena ovuta kugwira nawo ntchito? Pazimene mukudziwa, pali ena m'gulumo amene anagwiliridwapo? Ngatizilichoncho kodi ana amenewa ali ndi zofuna ndi zosowa zapadera? Kodi akulandira chithandizo chokhudza mavuto a maganizidwe? ndi chikhalidwecha umunthu? Kodi mwalandira ndi makolo, owayang'anira, anzawo, ndi ogwira ntchito zachipatala? Kodi pali ziphunzitso ndi zochitika zina zimene zipitirize kuwasokoneza? Kodi mungathane nazo bwanji zinthu ngatizimenezi? -
- Kodi pali ena (kapena ndi onse) amene ali olumala m'maonekedwe, monga mavuto a kusagwira bwino ntchito kwa mutu kapena thupi?
- Kodi mungathe kugwira nawo ntchito mowasamala?
- Ndiwofunika kasamalidwe kawokawo ndizofuna zapadera? Kodi mungathe kukwaniritsa zimenezi? - Kodi mungathe kufotokoza mlingo wa chidwi chawo pa zinthu zokhudza zochitika m'magulu. Kodi mukuona ngati akhala ndichidwi konse kapena mukuyembekeza kuti akhala opanda chidwi kapena ochita ulesi? -Kodi onse ndi a fuko limodzi, a mtundu wa anthu ochita zofanana, ndi achikhalidwe chimodzi? Kodi iali ndi chilankhulo chimodzi? Patha kupezeka kuti pali mavuto a chilankhulo? -Kodi mungathe kufufuza bwanji za mgwirizano wawo m'gulu? Kodi pali kulimbana pakati pa anthu ena? Kodi pali ena amene ali paubwenzi m'kati mwa gulumo? Mukuwona madera ena amene ubwenzi unganize kupereka mavuto kapena madala ena amene afunika awonedwe mwapadera? -
- Kodi pali ena amene anagwirapo ntchito, kapena ena amene amatchedwa "antchito achichepere"? Kodi pali ena mwa iwo amene anawonako ntchito zogwira ana achichepere? Kodi pakati pa iwo pali omwe akugwirabe zintchito zoterezi nthawi yonse kapena mwa ganyu?

Zigawo zina za mabukuwa zikukamba za nkhanza kwa ana munga kugwiliridwa ndi zina zotero. Gulu lanu liphunzira kuti ana amene akugwiritsidwa ntchito zosiyanasiyana ndi osatetezedwa mu nkhanza tatchulazi. Mupeza kuti mchitidwe umenewu wogwiritsa ntchito ana umakhudza ana aang'ono kwambiri ndipo akhala okhumudwa, odzidzimukandi okwiya. Izi ndizotsatira zabwino ndi ndipo phunziro lisasiyidwe chifukwa chakuti likwiya anthu. Zingathenso kuyambitsa anthu ena kuti aseke kapena aseke kosaonetsa ulemu, koma mudziwe kuti mwachidziwikire iyi ndi njira ya chitchinjirizo mwa ana aang'ono akakumana ndi zinthu zovuta zosiyanasiyana. Phunziro limeneli layenera kutengedwa mosamala, makamaka m'zikhaliwe zina momwe kumakhala kovuta kulankhula nkhanzi zagonana pagulu kapena ngati mukudziwa kuti m'modzi kapena ena achinyamata m'gululi anakumanako ndi nkhanza zogwiliridwa.

Ntchito zina m'bukuli, munga Zisudzo ndi Kulemba mwamsangulutso zingathe kuthandiza achinyamata kuthana ndi kusokonezeka kwa mutu chifukwa cha zokhumudwitsidwa ndikuopsedwa. Munjira ina iliyonse, zimathandiza kudziwa kuti zomwe anadutsamozo zinali zolakwika ndi kuti sakuyenera kuzilandira ndi kuzipitiliza kapena kulolera kuti zidzichitika kwa anthu ena, munga ana ogwira ntchito. Migwirizano yambiri yokhudza maiko osiyanasiyana ndi malamulo a mayiko amaletsa mchitidwe umenewu, koma magulu ena sizimawakhudza. Nkhanza zakugwililira zimachitika mwachinsisi, kuseri kwa makomo otseka. Makhalidwe ndi zochitika zayenera kusintha kuti tithetse nkhanza. Achinyamata akuyenela kudziwa kuti ali ndi ufulu womwe ukutetezedwa ndi malamulo.

Mukhale tcheru kuti muwone zotsatira zosayenera zilizonse pamene mukukambirana zokhudza nkhanza zogwililira. Ngati pali ena m'gulumo omwe akuwoneka kuti akhumudwa kapena apatulika kapena kudzipatula, apa mungathe kufuna malangizo ochokera kwa atswiri. Ndikofunika kuti pakhale mgwirizano wabwino ndi amene mukuthandizana nawo ntchitoyi. Chofuna chanu choyamba chikhale chamasalidwea anthu amene ali m'gulu lanu.

Kulimbikira ndi kupereka chidwi kwambiri ndikofunika pounika maganizidwe a ana amene mukuwafikira muzochitikazi komanso ndikoyenera kukhazikitsa kudzikhulupiliro ndi kudzilemekeza pa iwo okha pamene akuchita zichitochito mu ma gulu awo. Achinyamata ali ndi kuthekera kokwanira bwino kokopa anthu ndicholinga chothetsa nkhaa zogwiritsa ntchito ana, komanso akhoza kukhala adani a moyo wawo womwe. Ndi nthawi yosautsa kwambiri m'moyo. Ali ndi maganizo ambiri otsutsana mkati mwawo ndipo pena sadziwa kuti apange nawo chiyani. Kutengeka kwa pagulu la anthu ofanana ma udindo ndi mphamvu sichinthu choti chikhonza kukhala chinthu chowononga, koma mungathe kuchigwiritsa ntchito kuti zikupindulireni.

Mfundo za mabuku amenewa ndi zakuti mbali zonse zipambane. Chidwi chanu, kudzipereka kwanu, chikhumbokhumbo chanu ndi kuyikira mtima kwanu kupereka chiphuzitso kwa ana amene mukuwafikira ndi zochitikazi. Pamene mukugwira ntchito ndi ma buku amenewa muyenera kupereka mphavu ku gulu lanu. Utsani maganizo awo amumtima ndipo musalole kuti angokhala mpaka mwayi umenewu uwadutse. Yendayendani pakati pawo. Akhudzeni muzochitikazo. Mugwiritsenso ntchito malankhulidwe a thupi kuti uthenga wanu umveke bwino. Gwiritsani ntchito nyonga za uchinyamatawawo kuzolinga ndi mfundo za mabukuwa ndipo muwapangitse kuchilandila ngati chinthu chawo chomwe. Muwapangitse kumvetsa ndi kulandira ntchitoyi kuti ndi yawo yomwe ndipo ali ndi udindo pa mfundo zomwe mwa kambilanazo. Akazindikira kuti ali ndi udindo pa ntchitoyi ndiye kuti nkondo imeneyi muwapambana kale.

Khalidwe la anthu pa gulu

Luso lotsogolera anthu m'gulu ndi mbali yofunikira kwambiri pa ziphuzitso za bukuli. Imeneyi ndi mbali yomwe mukuyenela kulimbika ndi kulingalira kwambiri musanayambe ntchito za m'magulu ndiponso muli mkati mwa ntchitoyi. Ngati gulu kapena magulu asakugwira bwino ntchito limodzi, ngatinso asakumvana kapena kumasukirana, ndiye kuti ntchitoyi ikhala yovuta.

Ganizani mosamala za kusiyana kwa khalidwe la anthu m'gulu. Yesetsani kufufuza za aliyense m'gulu, maubale awo, kusakaniza amuna ndi akazi, ndizina zotero. Cholinga chake ndi kukwanilitsa kuti anthu atengenawo gawo lalikulu, ndiye ngati mukuika pamodzi achinyamata omwe alindi zovuta zowakanikitsa kugwira ntchito limodzi zipangitsa kuti ntchito iliyonse isagwilike bwino. Ngati inuyo, panokha, simukuzindikira zovuta zimene zingakhalepo, funsani munthu amene mukumudziwa mugulumo amene mfundo ndi maganizoake mungazilemekeze ndikuzidalira.



Ntchito zina zifunika kuti muphwasule gulu lanu ndikugawa m'magulu ena ang'onoang'ono. Panthawi imeneyi ngati mukugwira ntchito ndi gulu losakanizana, ndi bwino kuti musagawe maguluwo amuna ndi akazi paokha paokha. Ngati anyamata ndi atsikana agawidwa m'magulu awo awo, mathero ake angathe kukhala osathandiza makamaka pamene akugawana magawo muzochitika ngati zochitika zoyerekeza zenizeni ndi kulemba mwa msangulutso. Choncho sakanizani maguluwo kuti mugulu lililonse mupezeke anyamata ndi atsikana, mukatelo mudzalimbikitsa ntchito za gulu. Muyesetse kumvetsetsa kufunika kokhazikitsa kufanana pakati pa amuna ndi akazi mundondomeko zonse ndi kuonetsetsa kuti anawa amvesetsa ganizo la kusasiyana ndi kulemekezana pakati pa amuna ndi akazi, anyamata ndi atsikana.

Kusintha kuchokera ku umwana kupita ku ukulu ndi nthawinso yakusintha ubale pakati pa amuna ndi akazi. Ku umwana anthu amalandira mauthenga osiyanitsa ntchito ndi ma udindo pakati pa amuna ndi akazi zimene zimakhudza ndi kuwumba maganizo ndi chikhalidwe chawo. Chikhalidwe, mwambo ndi zikhalidwe zofalikira ndi zochitika zili ndi zotsatira zakuya zabwino m'dongosolo la m'gulu ndi chitukuko.

Ndikofunika kulimbikitsa atsikana ndi anyamata m'gulu lanu kuti adzikamba zakufanana ndi kusiyana kwa mwayi wawo wa sukulu ndi ntchito. Zokambirana zimenezi zimakakamiza ana kuti adziyang'ane ndikufufuza zina zokhudza makhalidwe ndi machitidwe awo, chimene chili choyamba mundondomeko yopangitsa kuti zinthu ziyambe kuyenda bwino m'gulu. Ana aang'ono asanatenge mbali yawo yobweretsa kusintha m'gulu, akuyenera kudziwa chimene iwo akufuna kusintha, akuyenera kudziwanso maganizo awo pa zochitika zomwe zimapsinja magulu. Izi zimapangidwa mosazindikirika polimbikitsa chikhulupiliro cha mwa iwo eni ndi chikhulupiliro mugulu ndi kupanga chikhalidwe chimene sichifuna kuwaweruza koma kuwalimbikitsa mu ulendo wawo wakuzindikira ndi kumvetsetsa.



Kumanga maziko

Ngakhale tanena motsindika kuti muli ndi ufulu wogwiritsa ntchito ndi kusakaniza mabukhu a ziphunzitsozi momwe mukufunira, ngakhale manambala sanaikidwe, pali ndondomeko zina zomwe mungatsate kuti mupeze momwe ziphunzitsozi zingagwiritsidwire ntchito bwino pokwanilitsa zolinga zake. Posafuna kukupatsani malamulo akagwiritsidwire ntchito ka mabukhu a ziphunzitsozi tapeleka maganizo m'musimu amadongosolo osiyana omwe mungatenge.

Chonde mvetsetsani kuti ndimaganizo chabe ndipo akhazikitsidwa kuchokera kuzomwe zinapezeka pa nthawi ya mayeso. Tikudziwa kuti zomwe zingagwire ntchito bwino m'dela lina, nyengo ina kapena dziko lina, mwina sizingagwire ntchito bwino, mwinanso osagwiliratu nthito kumene kumadera kwina. Komabe maganizo alim'mumsiwa atha kukuthandizani kumvetsetsa kuti pali njira yoti mudutse musanafike gawo lophunzitsa ziphunzitso za mabukuwa.

Ganizirani bwino chimake chenicheni cha zolinga zanu pogwiritsa ntchito ziphunzitso zimenezi. Ndichiyani chomwe inu ndi gulu lanu mukuyembekeza kukwanilitsa? Zolinga zimenezi zitenga mbali yaikulu poyang'ana njira yomwe ma buku aziphunzitsozi angakhazikitsidwire. Komabe ngakhale pali cholinga, palinso zifukwa zomveka ndi zoletsa za kagwiritsidwe ntchito ka bukuli. Tsinde la ziphunzitso za mabukuwa ndi mbali yofunika kwambiri osatengera kuti ndondomeko ya ziphunzitso yayenda bwanji. Achinyamata ayenera kumvetsetsa zinthu, mfundo, ndi chiwerengero cha zinthu zozungulira vuto logwilitsa ntchito ana lisanapite patsogolo.

Chimodzimodzi, zitha kukhala zosayenera kuyamba ziphunzitso za mabuku a zamasewero musanayambe kaye buku la ziphunzitso za chifanizo cha gawo la ntchito. Gulu layenera kuyamba ndi Kulemba mwa msangulutso ndi Kafukufuku wa ziphunzitso. Mwachitsanzo buku la chiphunzitso cha Mtsutso layenera kubwera motsogozedwa ndi chiphunzitso cha Kafukufuku ndi Chidziwitso. Ziphunzitsozi zayenera kuonedwa ngati mndandanda womangilira ziphunzitso za m'bukuli ndipo mndandanda wina wofunika kuti ukhale kale uli m'malo, wina usanayambe kukonzedwa kuti ugwiritsidwe ntchito bwino.

Sichingakhale chanzeru kuyambira chiphunzitso chovuta ngati cha Kafukufuku ndi Chidziwitso, chifukwa simukufuna gulu lanu ligwe mphwayi pachiyambi. Muyambe kaye ndi chiphunzitso chosangalatsa ngati Kukonza Zithuzi, chomwe chipangitse gulu lanu kuganizira za kugwilitsa ntchito ana ndi zomwe zimatanthauza. Pangani choncho musanawolokere ku ziphunzitso za kafukufuku ndi zofunika kuwerenga. Zitsanzo zomwe zili m'munsimu zikuthandizani kuona bwino kuti ndi ziphunzitso ziti zoti muike m'malo pofuna kukwanilitsa zolinga zosiyanasiyana m'mnene zinthu zingachitikire poganizira zinthu ngati zikhalidwe, miyambo yosiyanasiyana, chithandizo chomwe chilipo ndi nthawi yomwe mwapatsidwa.

Tikunena motsindika kuti dongosolo limeneli ligwiritsidwe ntchito ngati chotsogolera chabe. Pamene chidziwitso chathu chikukula pokwanilitsa ziphunzitso za m'mabuku amenewa m'maiko osiyanasiyana ndi m'njira zosiyanasiyana, tidzatha kukulitsa mbali imeneyi yokuwunikirani pogwira ntchito.

Tapereka zitsanzo zosiyanasiyana za m'mene mungagwilire tchito molingana ndi cholinga chanu chenicheni. Mwachitsanzo, cholinga chanu chikhoza kukhala mfundo zeni zeni za gulu kapena zomwe mungachite kapena zomwe mungachite pa nthawi yomwe mwapatsidwa, kapena zomwe mungachite ndi zida zochepa zogwiritsa ntchito.

Kutsata cholinga

Kukonza sewero

Uthenga wofunikira: kumvetsetsa za khalidwe logwiritsa ntchito ana ngati poyambira nkhani yokhudza maphunziro onsewa.



Kupanga zithunzi: kuthandiza kuti ana amvetsetse za khalidwe logwiritsa ntchito ana pogwiritsa ntchito zithunzi komanso kusonyeza za vuto lokhudza kuchepa kwa zithunzi zowonetsa khalidweli mu manyuzipepala komanso pa walesi ya kanema.

Kuchita Kafukufuku: kuthandiza ntchito yodziwitsa anthu za khalidwe loyipali.

Chithunzithunzi: kuti ana alingalire mozama za ana ogwiritsidwa ntchito. Kupereka mpata kwa achinyamata kuti akonze chithunzithunzi cha mwana ogwiritsidwa ntchito ndikukhala ndi nthumanzi yofuna kuchitapo kanthu pa vutoli.

Masewero Ofanizira Zochitika Zenizeni: Kuyesera kumva ndi kukumana ndi mavuto amene mwana wogwira ntchito amamva ndi kukumana nawo. Achinyamata amachita zisudzo pogwiritsa ntchito kumvetsa kwawo kozama kwa vuto la mchitidwe wogwiritsa ntchito ana.

Kulemba za nsangulutso: kupereka mpata owonetsa luso la kulemba. Poyamba achinyamatawa adzalemba ndakatulo kenako nthano. Akatero angathe kulemba sewero pawokha.

Masewero a zisudzo: kulemba ndi kuwonetsa sewero lokhudza nkhani yogwiritsa ntchito ana. Maziko a lusololi ali mu phunziro la Kulemba za msangulutso.

Kulumikizana ndi Anthu a M'madera kuti atengepo mbali:

Kuthandiza achinyamata kuti akhale ndi luso lochita kalondolondo wa zomwe apanga ndi kuganizira zomwe angachite mtsogolo. Zimenezi zidzathandiza achinyamatawa kukhala okonzeka kutenga udindo ophunzitsa anthu ena mu dela lawo.

Kufalitsa mauthenga pogwiritsa ntchito atolankhani

Uthenga wofunikira: kumvetsetsa za khalidwe logwiritsa ntchito ana ngati poyambira nkhani yokhudza maphunziro onsewa.

Kukonza zithunzi: kuthandiza kuti ana amvetsetse za khalidwe lolemba ntchito ana ang'ono pogwiritsa ntchito zithunzi komanso kusonyeza za vuto lokhudza kuchepa kwa zithunzi zowonetsa khalidweli mu manyuzipepala komanso pa wailesi ya kanema.

Kuchita Kafukufuku: kuthandiza ntchito yodziwitsa anthu za khalidwe loipali.

Kuchita Kafukufuku podzera M'mafunso ndi Mayankho:

kuthandiza kuzamitsa njira yomwe achinyamata amaphunzirira kufunsa anthu ena mafunso komanso kuwunika zotsatira za kafukufuku. Ntchito imeneyi ndiyothandizanso pa ntchito yofalitsa mauthenga ndi kukopa anthu.

Kulemba za Nsangulutso: kupititsa patsogolo luso lolemba lomwe ndi lothandiza pofalitsa nkhani kapena mauthenga.

Mtsutso: kupititsa patsogolo luso lakafukufuku komanso la kulemba za msangulutso. Ndi zochitika zomwe mungayitanireko olemba nkhani kapena atolankhani ndipo zidzathandiza achinyamata kukhala ndi luso loperekera mfundo pa nkhani iliyonse –makamaka ndi atolankhani.

Kufalitsa nkhani (Nyuzipepala, Wailesi ndi Wailesi za kanema):

kukhazikitsa ntchito zodziwitsa ndi kukopa anthuwo kudzera mwa atolankhani, mothandizidwa ndi mauthenga opezeka pogwiritsa ntchito lusola mu maphunziro am "mbuyo.

Kugwiritsa ntchito zithunzi Uthenga Wofunika:

kumvetsetsa za kugwiritsa ntchito anangati chiyambi cha maphunzirowa.

Kukonza zithunzi: kuthandiza kuti ana amvetsetse za khalidwe logwiritsa ntchito ana pogwiritsa ntchito zithunzi komanso kusonyeza za vuto lokhudza kuchepa kwa zithunzi zowonetsa khalidweli mu manyuzipepala komanso pa wailesi za kanema.



Kafukufuku ndi Mauthenga: kuthandiza ntchito yodziwitsa anthu za khalidwe loyipali.

Mpikisano wa za Luso: Cholinga chake ndi kupititsa patsogolo luso losiyanasiyana la ntchito za manja polongosola ndi kuonetsa poyera mavuto osiyanasiyana omwe amabwera ndi mchitidwe ogwiritsa ntchito ana. Ena mwa malusowa ndi monga zojambula-jambula ndi zosema sema. Pofuna kukulitsa ntchito yodziwitsa anthu momwe zinthu ziliri, kubweretsapo mpikisano mudela limene tikukhalamo.

Motsata Nthawi:



Palibe nthawi zokhazikika zomwe magawo osiyanasiyana a maphunzirowa angakutengereni, koma izi zitengera momwe ndi nthawi imene mumakhala nayo kuti mukumane ndi gulu lanu komanso zolinga zimene mukufuna kukwaniritsa. Mwachitsanzo, ngati mukuphunzitsa ana asukulu okha, nthawi yomwe ingafunike ndi phunziro limodzi kapena awiri pasabata pa gulu lanulo. Koma ngati mukuphunzitsa anthu wamba, mukhonzika kukhala ndi nthawi yochulukirapo pa gawo lililonse. Zili kwa inu kuti mukwaniritse zolinga zanu munthawi yomwe mwasankha, mwachitsanzo teremu yathunthu, miyezi itatu, sabata zinayi, chaka chonse cha sukulu ndi nthawi zina zotero.

Monga zanenedwa kale, langizo lathu ndi lakuti muganizire bwino za nthawi musanayambe chigawo chilichonse. Ndikofunika kuti mudziwe pachiyambi pomwe nthawi imene mukhale nayo ndicholinga chakuti muthe kukonzekera bwino momwe muphunzitsire kuti mukwaniritse zolinga za gulu. Muona kuti chigawo chilichonse chili ndi nthawi imene yasonyezedwa. Izi di akalozera chabe, ndipo inu mungathe kumasuka kutalikitsa kapena kufupikitsa kuposa apo.

Zida ndi Katundu Wofunika

Pokonza magawo a maphunzirowa, bungwe la IPEC limadziwa kuti pali kusiyana malinga ndi momwe mayiko alili pakapezedwe ka zipangizo zofunika komanso momwe ulili mwayi wopeza maphunziro. Ndondomekoyi ingathe kukwaniritsidwa munjira zosiyanasiyana, pokhala ndi chikonzero chokhazikika bwino ngati cha ku sukulu kapenanso malo wamba amene sisukulu. Poonjezera apo, magawo ena angathe kuyendetsedwa ndi zida zochepe. Ndi chiyembekezo chathu kuti aphunzitsi ambiri padziko lapansi angathe kuyendetsa magawo ambiri a maphunziro awa popanda zovuta zambiri. Nthawi ikadutsa, ndipo maphunziro a TIMVERENI akawanda padziko lapansi, tikukhulupilira kuti maganizo osiyana a momwe magawo ena angayendetseredwe komanso

okhudza momwe maphunzirowa angayendere m'madera amene kapezedwe ka zida ndikovutirapo adzapezeka Tikukhulupilira kuti tikhala tikukonza ndi kupangitsa kuti maphunziro otsatandondomekoya TIMVERENI akhale akupitilira kukonzedwa bwino molingana ndi momwe maphunzirowo akuyendera komanso molingana ndi maganizo amene angatifike.



Maphunziro osafunika zipangizo zambiri

- Uthenga ofunika
- Kulemba za Msangulutso
- Mtsutso
- Chithunzithunzi
- Masewero a zochitika zenizeni
- Masewero a Zisudzo
- Kulumikiza zochitikazi ndi Anthu a mudela lathu.

Chidziwitso: phunziro la Kupanga Zithunzi (**Collage**) lingapangidwe ndi zipangizo zochepa, koma zingakhale zovuta kuzipeza ku madera kwina.

Chofunika kwambiri pa maphunzirowa ndi kuchita zofunika komanso zomwe mungakwanitse. Inu ndi amene mukudziwa bwino zomwe mukufuna ndiponso ndondomeko ya momwe mungakwaniritsire zimenezi. Kuti cholinga cha maphunzirowa chikwaniritsidwe ndi bwino kumaliza mabuku onsewa kuyambira pa Kudziwitsa anthu mpaka pa Kukhala ndi chikumbumtima ndi nthumazi pa zomwe zikuchitika ndi kuyamba kuchitapo kanthu. Choncho ndondomeko ya momwe mukufuna kuchitira maphunzirowa itsate dongosolo limeneli.

Maganizo a munthu ndi gulu

Ndikofunika kwambiri kuti achinyamata a mgulu lanu aloledwe kuonetsa maganizo awo munjira iliyonse ndi momwe angathere muzochita mkati mwa zochitika zonse za TIMVERENI. Zochitika zawo zambiri ziwonekera kudzera ku zochitika za m'bukuli, mwachitsanzo, kudzera mu kalembedwe ka luso, ntchito za luso, ndi masewero. Komabe, ndikofunika kwambiri kuti tiphunzire zotsatira za mphamvu ya dongosolo imeneyi kwa wachinyamata wina aliyense ndiponso ngati gulu.

Pali njira zingapo za momwe izi zingachitikire choncho tikulimbikitsa mphuzitsi wina aliyense kuti apeze njira yoyenera poganizira miyambo yathu, chikhalidwe ndi zovuta zina.

Buku lolebamo zochitika za tsiku ndi tsiku za munthu payekha



Pachiyambi cha zochitika zonsezi, muwuze wina aliyense wa m'gulumo kuti adzisunga buku lolebamo zochitika za tsiku ndi tsiku zokhudza zochitika za m'bukuli. Kutu mukhale ngati simukuwakakamiza achinyamatawo kuti adzisunga zolembe za zochitika tsiku ndi tsiku, muneneretu kufunika kwake kumayambiro a zochitikazi. Mulankhule za kufunika kolingalira zotsatira za ndondomeko ya ntchitoyi kwa achinyamata, momwe nkhani imeneyi igawanidwire ndi anthu ena monga IPEC, ndiponso muchitukuko chopitilira cha ntchito imeneyi ndi kufunika kwake koti gulu lililonse lilingalire zotsatira zomwe achinyamata, ophunzitsa ndi anthu onse a mu deralo apindule kuchoka ku zochitika zimenezi.

M'mabuku awo azochitika tsiku ndi tsiku, onse am'gulu atha kulemba zithunzithunzi za dongosolo la zochitikazi, zochitika, ndi makhalidwe awo a mtundu wina uliwonse. Atha kuonetsa zomwe zawakondweretsa ndi zomwe sizinawakondweretse, zomwe awona kuti zinakatha kuchitidwa mosiyana, ndi zomwe amaona kuti zinasoweka. Atha kulemba molondoloza zochitika zonse, momwe zawakhudzira ndiponso ngati amva kuti awonjezera chinachake chofunika m'njira ya tanthauzo.

Kusunga buku lolebamo zochitika za tsiku ndi tsiku mu ziphunzitsozizithandizanso achinyamata kuti aone phindu kumapeto a zonsenzi. Mwachitsanzo, zingathe kukhala zovuta kwa anthu ena kuti akumbukire zomwe zinachitika kumayambiro kwa zochitikazi zomwe zimapitilira mu chaka chonse cha sukulu. Munthawi ngati zimenezi, buku lolebamo zochitika tsiku ndi tsiku ndilofunikira kwambiri. Komabe, pasakhale okakamizidwa kusunga buku lolebamo zochitika tsiku ndi tsiku. Mukambirane ndipo muipangitse kuti ikhale ngati nzeru yochokera kwa iwo kuti ayilandire mosavuta.

Buku lolebamo zochitika tsiku ndi tsiku za gulu

Nzeruya buku lolebamo zochitika za tsiku ndi tsiku la gulu itha kugwiritsidwa ntchito kuti ithandize kapena kuti igwire ntchito ngati mlowa m'malopanthawi yomwe anthu ena ochepa am'gulu ndi omwe anasunga buku lolebamo zochitika la okha.

Buku lolebamo zochitika za tsiku ndi tsiku lagulu lingathe kusungidwa bwino ngati ntchito ya gulu kumathero kwa ntchito ya zochitika za ndondomeko iliyonse, kapenanso tsiku ndi tsiku. Ngati likusungidwa kudzera zochitika za gulu, anthu ambiri adzatenga nawo gawo. Ngati likusungidwa kumapeto kwa zochitika, litha kukhala ngati mbali yomaliza ya zokambirana za chiphunzitso. Ligwiritseni ntchito ngati nthawi yosinthana maganizo azomwe gululafunsidwa kuti lipeleke maonedwendi maganizo awo pa chiphunzitsocho, zochitika zake ndi ntchito yake. Mukhazikitse ndondomeko ya ntchito yomwe aliyense wam'gulumo adzitenga mbali posintha sintha kuti adzikhala ngati otsogolera mu nthawi yosinthana nzeruyi-kapena mwina wina atha kudzipereka kuti adzilemba zotsatira za ntchito ya zokambirana zosinthana maganizo ndi nzeru zimenezi. Ngati zonse zikanike mungathe kugwirizana kuti inuyo mukhale otsogolera.

Mukumbukire kuti kupezeka kwanu muzokambirana zosinthana ndi kugawana nzeru zingathe kuwapangitsa kuti asamasuke. Ngati mukuona kuti zili choncho, auzeni kuti mungathe kuwasiya okha pa nthawi yokwanira mphindi zisanu mpaka 15 kuti akambirane pawokha. Kukhulupilira mwa iwo kumeneku kulimbitsa mgwirizano mkati mwa gulu. Alimbikitseni kuti akhale omasuka ndi achilungamo mkati mwa zochitazi ndipo kuti otsogolera alembe chilichonse chomwe chanenedwa, choipa ndi chabwino. Komabe, fotokozani ganizo la mtsutso olimbikitsa kwa iwo, kuti ngati panali mbali zina za ziphunzitsozi zomwe sizinawasangalatse, awonetse kusakhutitsidwa kwawo ndiponso afotokoze njira zina zopangira zinthuzo. Maganizo awo ndi zonena zawo zikhala zolandilidwa ku IPEC, ndiye chonde gawanani nafe mabuku olembamo zochitika za tsiku ndi tsiku.



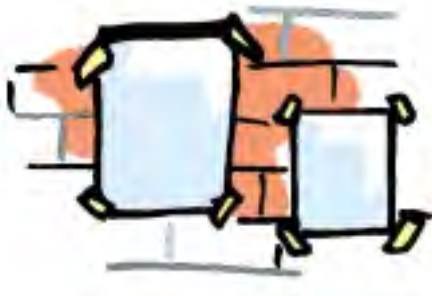
Njira ina yosangalatsa yothandiza kusunga malingaliro a gulu pa pulojekitiyi ndiyo kukhazikitsa khoma la zolemba-lemba. Njira imeneyi imathandiza kuti gulu lilandire bwino nkhanayi chifukwa zolembalembazi zimachitika aliyense ali omasuka zomwe ndi zofunika pa ntchito yonse ya TIMVERENI.

Zolemba pa khoma

Chofunika kuchita ndi kupachika pepala pa khoma la chipinda kapena malo omwe gulu lanu likukumanirana. Mwina kungafunike kuti mudzipachika pepalali pa nthawi yokumana ndi kulichotsa kumapeto a phunziro lanu kuti pepalali lisaonongeke.

Pepalalo litenge malo ambiri pakhomapo momwe lingathere ndipo likhale lalikulu ndithu. Zomwe tadutsamo zikuwonetsa kuti pepala lokhuthala limakhalitsa kusiyana ndi pepala lawamba. Ngati ndikotheka, muyese kupeza pepala la mtundu owala lokhuthala ndikulikhazika molimba pa khomapo.

Pachikani pepalalo pa nthawi imene mwamaliza phunziro lililonse. Fotokozani dzina lomwe chimatchedwa ndi momwe gululi ligwiritsire ntchito pepalali. Mupemphe omwe ali a luso m'gulumo kuti aganize kalembedwe ka mutu "Khoma la zolembalemba" ndikuti ajambule mowoneka bwino pafupi ndipakati m'mwamba. Gululi ligwiritse ntchito khoma limeneli nthawi iliyonse ngati njira yowonetsera chilichonse chomwe iwo angamve mkati mwa pulojekitiyi. Muwalole kuti alembepe, ajambulepo ndi kumata zojambula ndi zolemba pamenepo. Mupereke umwini ndi udindo wa khoma limeneli kwa gululo. Izi zitanthauza kuti, iwo aliyang'anire ndikuwonetsetsa kuti anthu mkati ndi kunja kwa gululi asawononge ndi kuliyipitsa. Aloledwe kukamba maganizo awo nthawi iliyonse mkati mwa ntchitoyi. Ngati chinachake chiwabwelere mkati mwa ntchito, mwachitsanzo, kuyang'ana zithunzi za mchitidwe ogwiritsa ntchito ana, ndipo akufuna kunenapo kanthu nthawi yomweyo, aloleni kuti apite pa khomapo ndikulembapo. Muonetsetse kuti pali zolemba ndi mapensulo pafupi ndi khomalo nthawi zonse kuti athe kulemba kapena kujambula chilichonse chomwe chingabwere m'maganizo awo pa nthawi iliyonse.



Angathe kulembapo mawu kapena ziganizo zifupizifupi kapena mitu ya nkhani. Angathe kumata zithunzi za ana, zokhudza kuphwanyiridwa ufulu wa chibadwidwe, zithunzi zolimbikitsana, zithunzi zokhumudwitsa. Angathe kujambula zithunzi zowonetsa mgwirizano, mantha, zowawa, kapena chikondi. Alimbikitseni kuti aziwerenga ndakatulo, ndizolemba zina ndi zina ndikupeza nkhani zomwe zikukhudzana ndi ntchitoyi. Angathe kuzipachikanso zimenezi pakhoma. Mwinanso angathe kulembanso ndakatulo kapena nthano zawo kuchokera pa zomwe awerenga.

Alimbikitseni kupempha alendo kuti alembe chinachake pa khomapo. Ngati oyimira madera osiyana siyana ayitanidwa kuti alankhule ku gulu kapena kudzaonelera, kapena kudzatengapo mbali muzochitika zawo, kumapeto kwa zochitika alendo amenewa atha kuitanidwa kuti atenge mbali muzolembalemba pa khoma.

Mwina mupeza kuti poyamba, gululi silikutenga nawo mbali kwambiri pazochitika pakhoma limeneli. Koma pakatha nthawi, makamaka motsatira maphunziro olimbikitsa ngati Kulemba za Nsangulutso, adzayamba kutenga mbali momasuka. Kumayambiliro kwa zochitika zanu zoyamba, muike chidwi chanu ku khomali nthawi zonse. Sonyezani zowonjezera zatsopano. Awuzeni kuti pakufunika kuyikapo zinthu zina zambiri. Kumapeto, zingathe kupezeka kuti mwadzadza khoma lonse; ndikoyenera kuti muwonjezere mbali ya tsopano.

Musunge khoma la zolembalemba zimenezi mpaka kumapeto kwa dongosolo la ntchito yonse. Ndi za mtengo wapatali kwambiri ndipo zimagwira ntchito ngati maganizo a mphamvu. I f e a I P E C timafunitsitsa kuwona zitsanzo za makoma azolembalemba kuchokera maiko osiyanasiyana a dziko lapansi. Njira imodzi yopangira izi ndikujambula khomalo m'magawo angapo omwe tingathe kuwalumikiza ndikuwerenga komanso kuwona zomwe achinyamata mu gulu lanu anakumana nazo.

Kulumikizana ndi anthu a m'madera kuti atengepo mbali

Ngakhale kuti mutuwu ukupezeka kale mu maphunziro a TIMVERENI, ndi kofunika kuti ukhazikike mu maphunziro ndi zochitika zonse za pulojekitiyi.

Ngati mugwiritsa ntchito ziphunzitso zimenezi m'maphunziro enieni a sukulu, ganizirani momwe mungagwirire ntchito ndi aphunzitsi ena ndi maphunziro ena mu dongosolo lanu la ntchito kuti mupititse patsogolo kumvetsetsa kwa gulu lanu pa zinthu zokhudza nkhanza zogwiritsa ntchito ana. Phunziro lililonse litha kukhala ndi chonena chokhudza mchitidwe wogwiritsa ntchito ana, monga: phunziro la za maiko a dziko lapansi, ndi za nyanja, mitsinje, mizinda ndi zina, zachuma (nkhani zaumphawi, chitukuko, zotsatira za ngongole, dongosolo la zaulimi), maphunziro a za malonda (mndandanda wa malamulo azamalonda, zokhudza malo a ntchito), chipembedzo (zinthu zokhudza kuchita zabwino kapena zoipa, kulemekeza ufulu wa chibadwidwe), chilankhulo (nthano, ndakatulo kapena zinthu zina za nsangulutso)

***Kugwira ntchito
ndi anthu ena***

mbiri (nkhaza kwa ana achichepere kudzera mukuwagwiritsa ntchito zazikuluzikulu), sayansi (maphunziro a za sayansi wokhudzana ndi moyo wa nyama ndi zomera). Kuphatikiza mitu ya ziphunzitso zosiyanasiyana zidzawonjezera kupereka zida zothandiza kugwilitsa ntchito ndi kuwonjezera chithandizo cha ntchitoyi pasukulupo. Ndime yoyamba yokhazikitsa mgwirizano wa zochitikazi ndi zinthu zina ndi kuwona maphunziro omwe akukhudza anthu a m'gulu lanu. Muonetsetse bwinobwino zonsezi ndi kuyamba kuganiza ngati zili zothandiza, komanso ngati ndi zotheka kuti muthe kusankha zinthu zokhazo zomwe ndizofunika komanso zomwe mungakwaniritse. Chinthu china choyenera kuchita ndi kukambirana nawo oyang'anira sukulu kuti muwunike mfundo zimenezi ndi kukambirananso ndi aphunzitsi osiyanasiyana pa okha pa okha kenako kukambirana nawo ngati gulu. Pakhonzza kukhala zifukwa zokwanira zomwe ziphunzitso zina mukhoza kuziphatikiza kapena kusaziphatikiza.

Konzani msonkhano wokambirana mwa changu ndi aphunzitsi amnzanu ndi kuwafunsa maganizo awo pa momwe mungalumikizitsire zochitikazi ndi maphunziro a mu makalasi awo. Aphunzitsi ena angathe kugwirizana ndi zimenezi kuti akonzekere ma kalasi awo moyenerera. Zimenezi zingathe kubweretsa maganizo atsopano kuti cholinga cha maphunziro sizotsatira za mayeso zokha ayi komanso kusinthika kwa moyo wa munthu. Zimenezi zikhoza kudzetsa kusintha kwa zinthu m "deralo. Ena mwa amene mukugwira nawo ntchito akhoza kukhala osafuna kusintha pa ndondomeko ya ntchito yawo, inu musakakamize zinthu ngati zili choncho. Zikuyenera kuchitidwa mwakufuna kwawo kwa bwino ndi mgwirizano, ndipo ngati mukuona kuti sizotheka palibe kanthu. Chidwi chanu chikhale pa zinthu zowonjezera zimene ziri ndi phindu komanso zotheka. Ngati muli ndi mwayiwokwanira kulowetsa mitu ya maphunziro ena mu ntchito yanu tikukulimbikitsani kuti mukonze ma kalasi apadera mosamala komanso mwatsatanetsatane.



Maphunzirowa achitike mwadongosolo. Si chinthu cha nzeru kugwiritsa ntchito aphunzitsi a maphunziro osagwirizana ndi nkhani yomwe tikukambirana kuti ayikepo ndemanga chifukwa mwina mutu wa nkhaniyo ungate kukhala wachilendo mu phunziro lawo.

Konzani dongosolo la kagwiridwe ka ntchito ndipo mukhazikitse ma kalasi apadera ngati inu ndi ena amene mukugwira nawo ntchito mukuwona kuti ndi koyenera kutero. Tikuonanso kuti ndi choyenera kuti mukonze misonkhano ndi aphunzitsi ofunikira pa nthawiyonseimene mukugwira nthito. Mukonze misonkhano yotere mopangana ndi amnzanu. Ntchito ya uphunzitsi ndiyotanganidwitsa ndipo nthawi imakhala yochepa komanso yofunika kwambiri. Onetsetsanani kuti mwa konzekera bwino cholinga cha msokhanowu kuti zokambirana zanu zikhale zotheka komanso zosataya nthawi. Misonkhanoyo ikupangitsani inu, amene mukuyang'anira zonse, kutsata zonse zimene zikuchitika, kwinaku mukuwadziwitsa anzanu ndi oyang'anira sukulu momwe ntchito ikuyendera komanso zotsatira za m'makalasi ndi zina zochitika.

Si pa maphunziro a mkalasi okha pamene mungafune kulumikizana ndi anthu a maluso ndi malingaliro ena. Nthawi ina iliyonse ngati nkotheke, mungathe kubweretsa anthu ngati amenewa, a luso la zisudzo, kulemba nsangulutso, ojambula komanso ofalitsa nkhani. Mungathenso kuyitana mlendo wolemekezeka kuti adzalankhulepo kapena kudzangowonerera zomwe gulu likuchita komanso zomwe gulu likufuna kunena. Zimenezi zidzathandiza kupititsa patsogolo ntchito yanu komanso kulimbikitsa gulu lanu.

Kumapeto a phunziro lililonse ndikofunika kudziwitsa sukulu yonse, chigawo cha maphunziro m'deralo komanso dera lonse za zotsatira za phunzirolo. Mwachitsanzo ndi chinthu chanzeru kukhazikitsa bolodi la zolengeza pa khoma koma pakhale pakati penipeni pa sukulu yoka penaku ofesi ya maphunziro ya m'deralo kuti zotsatira zosiyanasiyana za ntchito za magulu ziwonetsedwe.

***Kufalitsa mauthenga
a zotsatira za
zochitika***

Gulu lingathe kuwonetsa zotsatira za kafukufuku w o k h u d z a mchitidwe wogwiritsa ntchito ana ndikufotokoza cholinga cha pulojekiti yawo kwa amnzawo. Masiku akamapita, maphunziro akamalizidwa, gulu lingathe kukhala ndi ndondomeko yakuti adzisintha mauthenga awo pa nthawi zosiyanasiyana.

Zimenezi zidzachititsa kuti gulu komanso anthu a pa sukulu apitirire kukhala ndi chidwi powona ntchito yikupita patsogolo.

Pa nthawi yochita maphunziro a zofalitsa nkhani, gulu lidzaphunzira njira zofalitsira zotsatira za zochitika zawo pogwiritsa ntchito njira zosiyanasiyana. Zimenezi zidzathandiza kufalitsa mauthengawa kuti akafike kutali.

**Magulu a anthu a
maphunziro apamwamba**

Maphunziro a TIMVERENI anakonzedwa kuti afikire anthu osiyanasiyana ngakhale pa maphunziro. Yesetsani ngati mungakwanitse, kufikira ngakhale anthu a ku koleji, a maphunziro apamwamba, alembi, komanso akachenjede a nzeru zozama kuphatikizanso anthu ochita kafukufuku. Anthu ngati amenewa angathe kuthandiza zochitika ngati zimenezi zothandiza kuthetsa mchitidwe wogwiritsa ntchito ana. Pezani njira zolumikizirana nawo. Iwo angathe kuthandiza kuti mupindule pa zolinga zanu.

Ophunzira komanso aphunzitsi a ku sukulu za ukachenjede, a maphunziro osiyanasiyana pa chikhalidwe cha anthu, ndi ena mwa anthu amene angakhale ndi chidwi ndi ntchito yanu ndipo angathe kukuthandizani mu njira zosiyanasiyana monga:

- *Njira zofalitsira nkhani kwa anthu ambiri:* Nthawi zina ophunzira za kufalitsa nkhani amafunika kuti apange kanema okhudza zochitika zosiyanasiyana ngati mbali imodzi ya maphunziro awo. Zimakhala kwa iwo kusankha mutu wa nkhani yomwe akajambule. Ngati mutawapempha kuti akajambule nkhani yokhudza mchitidwe wogwiritsa ntchito ana, mwina angathe kuvomera kutero. Ntchito yawo ingathe kuthandiza gulu lanu komanso ingathe kukhala chida chopitiritsira patsogolo ntchito zothetsa mchitidwe ogwiritsa ntchito ana m'deralanu. Zingathandizenso kuti anthu a ku sukulu zapamwambazi azindikire nkhani zokhudza mchitidwe oyipawu.
- *Maphunziro okhudza khalidwe la anthu:* Ambiri mwa maphunziro okhudza chikhalidwe cha anthu amakhala ndi ntchito yapadera yokafufuza momwe anthu amakhalira ku madera komwe amakhala. Choncho mwina masukulu aukachenjedewa angathe kukhala osangalatsidwa kuti achite kafukufuku okhudza mchitidwe ogwiritsa ntchito ana kapena kuponderezedwa kwa ana.

Mwachitsanzo, ngati muli mu dziko lomwe mchitidwe ogwiritsa ntchito ana ulipo, ophunzirawa angathe kuchita kafukufuku ofuna kudziwa zifukwa zomwe anawa amagwira ntchito ku malo ena kapena ku mafakitore ena.

Kupatula zimenezi, mungathe kugwiritsa ntchito zomwe iwo amazidziwa kale pa phunziro lomwe mukuchita kuti akuthandizeni pokwaniritsa zochitika mu maphunziro amene mukuchita kunja kwa kalasi monga ku magulu achinyamata kapena pa ntchito zamaphunziro zofalitsa mauthenga kumidzi.

Mgwirizano wa achinyamata komanso wa sukulu

Phindu lina la pulogalamu ya TIMVERENI ndilo kukhazikitsa maziko amgwirizano pakati pa achinyamata ogwirira ntchito pamodzi. Ma pulojekiti ngati amenewa akumatchedwa “mwanandimwana nzake” kapena “sukulu ndisukulu inzake” mu mabungwe osiyanasiya. Ntchito ngati zimenezi zingathe kuthandiza kupereka mphamvu kwa achinyamata kuti akhazikitse ntchito yofalitsa mauthenga, kulumukizitsa anthu amitundu ndi khalidwe losiyanasiyana pa dziko lonse, komanso kuthandiza amnzawo omwe akusowa zipangizo zamaphunziro. Njira zina zobweretsa ubale zingathe kukhazikitsidwanso pamene izi zikuchitika.



Pamene mphunzitsi, munthu payekha kapena bungwe kwina kulikonse m'dziko lapansi aganiza zoyambitsa ntchito ya ndondomeko za TIMVERENI upangiri wathu ndiwakuti mbali ina ya ntchitoyi ikhale yokhazikitsa ubale ndi magulu ena ofanana nawo zochita. Izi zidzathandiza ntchitoyi mu njira zingapo monga izi: achinyamata adzazindikira kuti sali okha pazimene akuchita koma kuti ali ngati mbali imodzi ya achinyamata a dziko lonse lapansi omwe akugwira ntchito pofuna kumvetsetsa ndikuteteza ufulu wawo ndi kulimbikitsa nkondo yolimbana ndi mchitidwe ogwiritsa ntchito ana. Achinyamata akhoza kulumikizana ndi achinyamata ena pa dziko lonse la pansi ndi kugawana zomwe amazidziwa m'moyo mwawo, kumva momwe ena agwiritsira ntchito mabukuwa, kuphunzirapo zisudzo za amnzawo, kugawana makalata amene analemba kwa anthu osiyanasiyana ndi kumanga ubale ngakhaleenso kuyenderana.

Mulingo wa mgwirizano ukhonza kukhala owoneka. Mwachitsanzo, panthawi imene amayeselera ntchitoyi ku Republic Ireland, gulu la sukulu mudzikoli linakonza zochitikachitika zothandiza kupeza zinthu zothandizira pophunzitsa ntchitoyi kwa anzawo a ku **Jordan** ndi **Nepal**.

Izi zimawoneka ngati zazing'ono koma zimathandiza kuphwanya malire obwera chifukwa chakusiyana kwa chitukuko cha moyo wa tsiku ndi tsiku komanso chifukwa cha mgwirizano wa dziko lonse lapansi. Pali maganizo osiyanasiyana a momwe kulumikizanakulu kungathekere pakati pa achinyamata a dziko lonse la pansi ndipo pali chiyembekezo chakuti zimenezi zidzatuluka ndikulongosoka pamene ntchito ya TIMVERENI ifalikire ku mayiko ambiri. Tikufuna kumva kwa inu ngati mukufuna kugwira ntchito ndi mabuku a ziphunzitso za TIMVERENI. Kumbuyo kwa bukuli tapereka zofunika za momwe mungatipezere komanso pepala loti muyankhepo mafunso pamene mwatsiriza kugwiritsa ntchitoyi. Mukalemba pepalali mutitumizire ku IPEC ku **Geneva**. Aku IPEC akalandira pepalali adzakutumizirani umboni wa ma phunzirowa (**certificate**) pofuna kukuthokozani pa chithandizo chimene achinyamata a gulu lanu apereka pa ntchito yokopa anthu pofuna kuthetsa mchitidwe wogwiritsa ntchito ana. Ngati sitimva kwa inu, sitidziwa amene akugwira ntchitoyi, mu mayiko ati ndipo muzochitika zotani.¹

Kuunika momwe ntchito yayendera

Kugwiritsa ntchito zigawozi kukhonza kukhala kovuta ndipo ndikofunika kuti inu pamodzi ndi IPEC muganizire bwino zinthu zingapo zokhudzana ndi kaphunzitsidwe kake pamene mukuyamba ntchitoyi. Pokuthandizani kuunika momwe ntchito yayendera tikukupemphani kuti muonenso ku gawo la njira yofufuzira momwe ntchito yayendera kumapeto kwa buku lino.

Potsiriza pa chigawo chilichonse, wunikaninso chigawochi pa inu nokha ngati munthu:

Momwe mlangizi waonera

- **Maganizo**—Kodi anthu osiyanasiyana am'gulumo azilandira bwanji zochitikazi? Kodi mukuganiza kuti anafikapo pokhazikika pa zophunzitsidwazi? Kodi analipo amene anakwiya kapena kukhumudwa? Kodi munaonapo ena amene sanatsatire nawo zochitikazi pamodzi ndi amnzawo? Ngati analipo, ndi chifukwa chiyani ndipo mukuona ngati mungazikonze bwanji?
- **Kutengako mbali** – Kodi aliyense anatenga mbali, kukhudzidwa, kusonyeza chidwi, ndipo anapangitsidwa chidwi muzochitikazi? Anayilandira bwino ntchitoyo? Mukuganiza kuti mukanatha kugwira ntchitoyi mosiyana ndi momwe munachitira? Mosiyana bwanji? Kodi munakakhazikitsa mgwirizano wabwino ndi aliyense muzochitika zonsezo? Kodi mumayendayenda mokwanira mkati mogwira ntchito za gulu? Kodi mumalankhula nawo, kupereka malangizo, kapena kuwathandiza? Kodi chilimbikitso chanu chapadera chinawonetsa phindu lokwaniritsa zolinga za chigawochi? Kodi gulu lanu linawonetsa chidwi potumiza makalata othokoza ndi kulumikizana kudzera mnjira zina?
- **Kudzipereka pa za tsogolo**—Mukukhulupira kuti gulu lanu likufuna kupita patsogolo ndi zigawozi ndi dongosololi? Kodi mukuona kuti ndiwokonzeka kupitilira? Kodi mukuona kuti akuzindikira chifukwa chimene ayenera kuphunzira izi ndikudzipereka kwawo? Kodi mukuona kuti gulu lanu ladziwana bwino pa zochitika za aliyense ndikuti umodzi walimbikitsidwa? Kodi akuonetsa kudzidalira pa momwe akuyankhulirana wina ndi mznake komanso ndi inu? Kodi akutenga mbali momasuka muzochitika? Ndi olankhulalankhula? Kodi mungathe kuloza mosavuta anthu omwe ali olimbikitsa ntchito yanu ndi omwe alibe chidwi? Kodi muwakhudza bwanji anthu omwe alibe chidwiwo uku mukupitiriza chilimbikitso kwa omwe ali ndi chidwi? Kodi mukuyenera kubwereza zochitikazi ndi zochitika zakale, kapena mupitabe patsogolo? Kodi m w a k o n z e k a kuyamba chigawo chatsopano?



- **Zothandizira kupititsa pa tsogolo ntchitoyi**– Kodi mwaganiza zowafikira anthu amene aonetsa chidwi, chilimbikitso, ndi kudzipereka ku ntchitoyi kuti muwafunse ngati angathe kukhala anthu othandiza popereka nzeru za momwe ntchitoyi ingayendere pofuna kufalitsa zochitikazi kwa ana a misinkhu yopita ku sukulu kapena kwa amnzawo ena?

Mndandanda wa maganizo ndi mafunso amenewa simathero a zonse ndipo mungathe kuganizira ena pamene mukugwiritsa ntchito dongosololi. Zolemba zanu zokumbutsa, malipoti, kamvedwe kanu ndi maganizo anu ndi zofunika kwambiri.

Momwe achinyamata awonera

Zotsatira zenizeni za ntchito ya TIMVERENI ndi zovuta kuunika bwino pakuti ndi zofuna kuuunika m'modzi m'modzi mwa anthu amene amatenga nawo mbali mu ntchitoyi. Komabe tikukulangizani kuti mufunse anthu apagululi kuti awone ubwino wa ntchito ya dongosoloyi ndi zochitika kumapeto antchito yonse. Tikukulangizanisani kuti mufunse wophunzitsa ena kapena anthu akunja omwe agwira nanu ntchitoyi kuti akupatseni zotsatira za momwe ayiwonera ntchitoyi.

Wunikani momwe ntchitoyi yayendera pasanapite nthawi yaitali mukamaliza zochitikazi. Kuwunika kumeneku kungathe kugwiritsidwanso ntchito ngati lipoti la zochitika zanu. Mukatero mungathe kuwona nokha kupambana kapena kulephera kwa pulojekiti yanu.

Chonde dziwani kuti IPEC ili ndi chidwi cholandira malipoti amenewa komanso ndemanga zomwe aliyense angakhale nazo chifukwa izi ndi zofunika kwambiri. Ndemanga ngati zimenezi zidzatithandiza kupititsa patsogolo ndondomeko ya maphunziro a TIMVERENI komanso kuwona phindu la maphunzirowa m'madera osiyanasiyana a pa dziko lapansi.

Mbali yanu

Kumapeto a zonse, momwe mungachitire maphunzirowa komanso phindu lomwe gulu lanu lingapeze, zonse zidzatengera momwe inu mwaonera ndiponso zomwe mukufuna kukwaniritsa. Cholinga cha IPEC ndikuwonetsetsa kuti maphunzirowa agwiritsidwa ntchito mokwanira komanso afalikira kumadera ambiri.

Kuti maphunzirowa akhazikike ndi kufika kutali, ndikofunika kulimbikitsa kuphunzitsana pakati pa achinyamata komanso kukhazikitsa ubale wa achinyamatawa m'maboma, mzigawo komanso ubale kudzera m'mabungwe a m'maiko.

Ndichiyembekezochathu kuti achinyamata ambiri adzagwiritsa ntchito nzeru komanso luso lomwe apeza mu pulogalamuyi mwanzeru komanso kufikira ku madera ambiri. Kuphunzitsana pakati pa achinyamata ndi njira ya mphamvu ndipo idzathandiza kupititsa patsogolo zomwe mwaphunzitsa. Achinyamata a mu gulu lanu angathe kukhala akumakambirana zomwe akuchita ndi anzawo, mabanja awo ndi anthu ena am'dera lawo. Adzakhala ndi chidwi chachikulu powalimbikitsa kuti azilankhula momasuka pa zomwe akuchita zokhudza maphunzirowa. Alimbikitseni kuti apeze mauthenga ena pawokha. Konzani maphunziro owonjezera ndipo pemphani ophunzira akale kuti atenge nawo mbali ngati alangizi polankhula zomwe iwo anawona ndiponso kuphunzira.

Alimbikitseni achinyamata omwe mwawasankha ngati alangiziwo kuti akuthandizeni kuyambitsa maphunzirowa ndi ana ocheperako msinkhu monga a sukulu ya pulayimale m'dera lanu. Ana amamvana bwino pawokha. Achinyamata amakhulupirirana bwino kusiyana ndi momwe angachitire ndi anthu achikulire ngakhalenso makolo awo amene.

Tidzakhala okondwa kulandira maganizo ofuna kukonza zigawo za TIMVERENI munjira iliyonse. Gawo lotsatirali likuona zakufunika kopereka maganizo anu pa zomwe zachitika pofuna kulimbikitsa ntchitoyi. Komabe, tikuzindikira kuti anthu ndi mabungwe ena amene amagwiritsa ntchito ndondomeko ya TIMVERENI angafune kusinthako zina mwa zigawozi kuti zigwirizane ndi madera, miyambo komanso zikhalidwe zawo. Enanso akhonza kutanthauzira zigawozi muzilankulo zina. Izi zitachitika zikhonza kukhala ngati umboni wa kupambana kwa TIMVERENI ndipo tikhonza kukhala okondwa kwambiri. Chomwe tingapemphe kwa omwe angaganize kuchita izi ndichakuti mudziwitse IPEC ndikutipatsa zimene mwalemba kapena kutanthauzira. Ndikotheka kuti magulu ena m'dziko lapansi angathe kupindula ku ntchito yanu ndipo ife tikufuna titagawana zochitika zimenezi kutali ndi mofalikira. Tingakhale okondwa ngati mutawonjezerapo chidziwitso cha kumene mwapeza zinthu zimene mwazikonzazo.

Pomaliza, kupambana kwa TIMVERENI kwagona pakukwaniritsa zolinga za mbali yamaphunziro. Tikulimbikitsa ophunzitsa onse m'dziko lonse lapansi kuti agwire ntchito ndi ndondomeko imeneyi. Choncho pofuna kuchepetsa kubwerezabwereza ndi mtengo otulutsira zochitikazi, tikulimbikitsa ophunzitsa kuti apangenso ziphunzitso zina zofanana kuti azigawe kwa ogwira nawo ntchito limodzi ndi m'mabungwe ena ambiri. Phukusi la maphunziro a TIMVERENI lapangidwa ndi maganizo ofalitsa zonsezi mwaulele. Muthanso kuwauza ena omwe angakhale ndi chidwichoti mndandandawonsewa zigawozi ukhale wopezeka mwaulere pa website ya IPEC.

Maganizo anu pa ntchitoyi

Pamene mukupitilira ndi maphunzirowa, tikufuna kumva kwa inu, aphunzitsi. Tikufuna kumva kwa ophunzira anu, kwa amene mumawayang'anira, ndi kwa achinyamata m'gulu lanu. Maphunziro amenewa ndi ofunika kwambiri ndipo apitilira kukonzedwa ndi kusinthidwa malingana ndi zotsatira za kafukufuku zomwe tidzilandira. Gawo lanu ndilofunika kwambiri ku ubwino ndi kalimbikitsidwe ka maphunziro amenewa. Timafuna titamalandira zitsanzo za ntchito imene inagwirika pophunzitsa zina mwa zigawozi. Ngati muli ndi zophunzitsira monga zithunzi kapena zithunzi zakanema zokhudzana ndi ndondomekoyi tingakhale okondwa titalandira zotero. Gawo lamaphunziro liri patatu: achinyamata ang'ono aphunzira kuchokera kwa inu-muphunzira kuchokera kwaiwowo ndi ife-ndiponso ife tiphunzira kuchoka kwa inu ndi iwo. Ndiye kufunika kwake kwa ndemangazi komanso kugawana nzeru kudzera mu mgwirizanowu. Mwachitsanzo, tingathe kufuna kuona zotsatira za zokambirana kuchokera ku chigawo cha Njira Zofalitsa Nkhani kuchokera ku magulu ang'ono ang'ono ndi zotsatira zonse zochokera ku gulu lonse. Timafunanso kulandira zotsatira za nkhani zomwe zinasindikizidwa muzolembalemba zowulutsidwa. Chonde onetsetsani kuti mukalata yanu kwa ifemwaikamo zinthu ngati dziko, dera lomwe mukupezeka, dzina la nyuzipepala yomwe mwalembedwa nkhani ndi tsiku la pa mwezi wa zolembazo.

Popitirira, tidzakhala okondwa pamene mwamaliza pulojekiti ya TIMVERENI, ngati mutayankha mafunso omwe akupezeka kumapeto a bukuli okhudza momwe ntchito yanu yayendera. Chonde tumizani chikalatachi ku adiresi yomwe tapereka. Kutengera ndi zikalata zomwe zalandiridwa, IPEC idzatumiza satifiketi yothokoza zomwe inu ndi gulu lanu mwachita pothandiza ntchito ya dziko lonse yolimbana ndi mchitidwe wogwiritsa ntchito ana.

Ngati pazifukwa zina chikalatachi chasowa kumapeto a bukuli, dziwani kuti mungathenso kuchipeza pa website ya IPEC. Adiresi ya IPEC website ndi:

Gawo lina lofunika pa kulondola zomwe zikuchitika pofuna kuwona zotsatira ndi lakuti IPEC idziwe kuti maphunziro amenewa akugwiritsidwa ntchito pafupipafupi bwanji, akuwagwiritsa ntchito ndindani ndipo pazifukwa zANJI komanso amene sakuwagwiritsa ntchito ndindani ndipo chifukwa chiyani. Zotsatira zake kwa ophunzitsa ndi ana, kupambana kwake, kulephera kwake, ndi tsogolo la chitukukochi ndi zotani. Tiuzeni zomwe mukuganiza, momwe mukukhulupilira zipangizo, njira zogwiritsa ntchito, ndi mmene mphamvu ya zinthuzi ingabweretse ubwino kuposa poyamba. Titumizireni maganizo anu amaphunziro atsopano amene tingaphatikize mu ndondomeko imeneyi. Uwu ndiye ubwino wa zochitika zokhala ngati izi-tonse tikugwira ntchito ndi chifukwa chimodzi, tonse ndi odzipereka, achidwi ndi omvetsetsa kufunika kwa kugwira ntchito pamodzi pokhazikitsa ufulu wa ana ndi kuthetseratu mchitidwe wogwiritsa ntchito ana m'madera athu. Zowonadi, zimenezi zingathe kutheka pakanthawi -koma tikayamba tamanga chiyambi choyenera chabwino, mchitidwe wogwiritsa ntchito ana **ungathe** kuthetsedwa.

Komwe mungatipeze

Mukakhala ndi mafunso kapena mukafuna kudziwa zambiri za pulojekiti ya TIMVERENI, pitani ku ofesi ya IPEC kapena lembani kalata ku adiresi iyi:

International Programme on the Elimination
of Child Labour (IPEC)
International Labour Office (ILO)

4, Route des Morillons,
CH-1211 Geneva 22, Switzerland

Telephone: +41 22 799 77 47
Fax: +41 22 799 81 81
Email: childlabour@ilo.org
Web site: www.ilo.org/scream

Gawo loyamba la zowonjezera (Annex 1)

Mawu omwe agwiritsidwa ntchito pafupipafupi

AIDS	– Acquired Immune Deficiency Syndrome
ASEAN	– Association of South-East Asian Nations
EU	– European Union
HIV	– Human Immunodeficiency Virus
ILO	– International Labour Organization
IPEC	– International Programme on the Elimination of Child Labour
IT	– Information Technology
MERCOSUR	– Mercado Común del Sur (Southern Cone Common Market), members include: Argentina, Brazil, Paraguay, Uruguay
MP	– Member of Parliament
NAFTA	– North American Free Trade Association
NGO	– non-governmental organization
SADC	– South African Development Community
SCREAM	– Supporting Children’s Rights through Education, the Arts and the Media
UN	– United Nations
UNESCO	– United Nations Educational, Scientific and Cultural Organization
UNICEF	– United Nations Children's Fund
VAT	– Value Added Tax

TIMVERENI

LEKANI Kugwiritsa Ntchito Ana

Umboni wakuti mwatenga mbali pa ntchitoyi

Ngati mwatengapo gawo pa zochitika za TIMVERENI, chonde yankhaniko mafunso ali mu chikalatachi. Mukatumiza chikalatachi ku IPEC, IPEC idzakutumizirani kalata yothokoza pa ntchito yomwe mwagwira yolimbana ndi kuthetsa khalidwe lolemba ntchito ana aang'ono.

Dzina lanu/fotokozerani za gulu lanu:

Dzina la gulu lanu kapena sukulu:

Adiresi yanu kuphatikizapo nambala ya foni/fax, e-mail ndi adiresi ya web site:

Dzina la amene akuyankha mafunso:

Udindo wa amene akuyankha mafunso:

Pulojekiti yanu inayamba ndi kutha liti:

Mayina, mkazi kapena mwamuna, zaka za achinyamata onse amene anakhudzidwa ndi pulojekiti yanu (Chidziwitso: ngati simikufuna kupereka mayina, chonde yesetsani kungopereka mtundu wa munthu (mwamuna kapena mkazi) ndi zaka zawo)–zimenezi mungathe kuzilemba pa pepala lina lapadera:

Kodi munadziwa bwanji kuti kuli pulogalamu ya TIMVERENI yothetsa nkhanza kwa ana?

Ndi mbali iti ya maphunzirowa yomwe mwachitako nanga munatsata ndondomeko yotani?

Ndi chifukwa chiyani munasankha maphunziro amenewo?

Kodi mungadzapangenso maphunziro ngati amenewa ndi gulu lina pogwiritsa ntchito phukusi la maphunziro a TIMVERENI? Chonde fotokozerani bwino yankho lanu ponena chifukwa ngati mudzapangenso kapena ayi.

TIMVERENI

TIMVERENI Lekani Kugwiritsa Ntchito Ana

Kafukufuku Owunika Momwe Ntchitoyi

Yayendera

Kuphatikiza chikalata chili pamwambachi, tidzakhala okondwa ngati mutayankhanso mafunso omwe ali pansywa. Mwina simungathe kuyankha mafunso onse, koma yesetsani kuyankha mafunsowa mwachilungamo. Pali mafunso ambiri koma sikuti muyankhe mafunso onse ngati zomwe zikufunsidwazo sizikukukhudzani kapena ndi zovuta kupeza mayankho ake. Mukamaliza kuyankha, titumizireni mwansanga. Tili ndi chikhulupiriro kuti ntchito ya TIMVERENI idzakula pamene maphunzirowa akugwiritsidwa ntchito pafupipafupi. Tidzakhala okondwa kulandira mauthenga a momwe inu mwaonera maphunzirowa, maganizo anu komanso ndemanga za momwe tingapititsire patsogolo ntchito imeneyi kumadera osiyanasiyana pa chikhalidwe ndi mtundu wa anthu.

Mukafuna kuwonjezera maganizo ambiri, mungathe kulemba pa mapepala ena apadera. Mayankho onse tidzawagwiritsa ntchito mwa chinsinsi. Cholinga chathu ndi kungodziwa kuti akugwiritsa ntchito mabukuwa ndi ndani ndi zifukwa zake ndi kuti tidziwe momwe tingasinthire kapena kuwonjezera pa maphunziro kuti tipititse patsogolo ntchito. Tikufunanso kukhazikitsa nkhokwe ya zonse zokhudza magulu amene akugwiritsa ntchito TIMVERENI. Tikuthokoza chifukwa cha maganizo ndi ndemanga zanu.

Chonde fotokozani chifukwa chomwe inu ndi gulu lanu munaganiza zochita nawo pulogalamu ya TIMVERENI. Chinakulimbikitsani ndi chiyani?

.....

Kodi gulu lanu linakumana ma ola angati pa sabata?

.....

Zingathe kukhala zothandiza kwa ife kuti tidziwe zinthu zina zokhudza gulu lanu makamaka pa nkhanu a khalidwe lolemba ntchito ana aang'ono. Tikuzindikiranso kuti mwina simungakonde kuwulula zinthu ngati zimenezo ndi cholinga choteteza achinyamata a gulu lanu. Koma ngati mukuwona kuti mungawatetezebe mutagwiritsa ntchito mayina ena opeka, chonde ganizirani pempho lathu kuti tidziwe zambiri za gulu lanu. Zimenezi zidzatithandiza mu kafukufuku wathu komanso powunikanso zochitikazi. Ndife osangalatsidwa ndi zinthu zambiri monga, kodi achinyamatawa analindizilemazina zilizonse? Kodi pali amene anadutsapo mu zipsinjo kapena zowawa, nanga alipo amene akuwonabe zimenezi? Kodi analipo amene amagwiritsidwa ganyu kapena ntchito yokhazikika? Kodi analipo ena omwe ndi ana aang'ono koma olembedwa ntchito zoposa msinkhu wao? Kodi munachita zotani pothandiza pa zinthu ngati zimenezi? Kodi pulogalamuyi inathandiza kuteteza kapena kuthandiza achinyamatawa?

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Fotokozani momwe inu ndi gulu lanu munachita kuti anthu ena atenge nawo mbali mu dera lanu, kuphatikizapo a sukulu ngati munagwira ntchito pa sukulu. Mwachitsanzo, kodi munagwiritsa ntchito anthu monga olemba ntchito, olembedwa ndi magulu awo, aphunzitsi, mabungwe a m'mudzi, ndiena otero?

Kodi munagwiritsa ntchito chithandizo chapadera pochita maphunzirowa? Mwachitsanzo, alembi, akatswiri a zisudzo, a luso, atolankhani?

Kodi anthu a m'dera lanu (kuphatikizapo sukulu, ngati mumachitira pa sukulu) anapindula ndi pulojekitiyi? Anapindula motani? Kodi pulojekitiyi inakwaniritsa bwanji kudziwitsa anthu za vuto lolemba ntchito ana aang'ono?

Pamene munafunsidwa kuti mukaphunzitse zokhudza khalidwe lolemba ntchito ana aang'ono, kodi mukuona kuti mabukuwa anakupatsani zonse zofunikira kuti mukwanitse kukonzekera ndi kukaphunzitsa?

Kodi ndi zabwino kapena zovuta ziti zomwe mwakumana nazo pogwiritsa ntchito mabukuwa? Fotokozani mwatsatanetsatane.

Kodi zinthu zofunikira monga anthu (ogwira nawo ntchito), ndalama, zinakulepheretsani kugwiritsa ntchito mabukuwa? Mu njira yotani?

Kodi zochitika ngati zimenezi zingathe kupeza malo mu maphunziro okhazikika ndipo kodi inu mungathandize kuti izi zitheke? Chonde fotokozerani bwino maganizo anu, otsutsa kapena ovomereza.

Kodi mukuwona kuti achinyamata a gulu lanu anapindula ndi pulojekitiyi pa moyo wao, pa momwe angakhalire m'dziko komanso pa maphunziro awo? Chonde fotokozerani bwino yankho lanu.

Kodi mukuona kuti khalidwe la achinyamata a gulu laniu lasinthika chifukwa cha pulojekitiyi? Motani?

Ndi ntchito ziti zomwe achinyamata anachita pawokha zosonyeza kukhudzidwa ndi vutoli?

Ndi maphunziro ndi zochitika ziti zomwe achinyamata anakondwa nazo, nanga ndi ziti zomwe sanakondwe nazo kwambiri? Perekani zifukwa zomwe iwo anasangalalira komanso zomwe zinabweretsa kusakondwa, kukhumudwa kapena mkwiyo.

Mutafuna kuchitanso maphunzirowa, ndi zinthu ziti zomwe mungasinthe? Chifukwa chiyani?

Kodi munawafunsapo a gulu lanu kuti awunike zomwe akumana nazo mu pulojekitiyi? Mayankho awo anali otani? Chonde titumizireni mayankho awo.

Chonde titumizireni zonse zotuluka mu zochitika mu gulu lanu zomwe zingathandize ntchito yowunika momwe ntchitoyi ikuyendera. Mwachitsanzo, zikalata zopita ku nyuzipepa, mawu omwe munajambula pa wayilesi, zojambula pa kanema, zolembalemba, zithunzi, mabuku osungiramo zochitika za tsiku ndi tsiku, ndakatulo, zojambula pa khoma, masewero, zotsatira za kafukufuku ndi zina zotero.

Kodi inu kapena a m'gulu lanu ali ndi ndemanga kapena maganizo ena omwe angatithandize kupititsa patsogolo maphunzirowa? Mwachitsanzo, maganizo a maphunziro atsopano, maganizo a momwe tingasinthire mabukuwa kapena kuwalemba mogwirizana ndi zochitika ndi zikhulupiriro za m "madera ena.

Kodi muli ndi maganizo ena a momwe IPEC ingakulitsire pulogalamu ya TIMVERENI kuti ifike ku madera ambiri? Tiwuzeni momwe tingakuthandizireni kuti inunso mutithandize.

Chonde titumizireni maganizo ena aliwonse omwe mungakhale nawo okhudza zipangizo zonse za maphunzirowa, cholinga chake, zofunika kuchita mtsogolo, zomwe inu mwaona ndi zina zotero.

Zikomo!

Notes

This image shows a full page of a worksheet designed for handwriting practice. It consists of approximately 20 horizontal dashed lines spaced evenly across the page, providing a guide for letter height and placement. The background is plain white, and there are no other markings or text present.

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Notes



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ISBN 92-2-113240-4

