



International
Labour
Organization

**TEA ASSOCIATION OF MALAWI (TAML)
BUKU LOPHUNZITSIRA NDONDOMEKO ZOPEWERA NKHANZA
NDI ZITONZO ZOCHITIKA PA MALO OGWIRA NTCHITO**



Building a safer Workplace
(Tamil 2024)

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Maulemu

TALM ndi ILO inakhazikitsa ntchito yolembe bukhu Lophunzitsira Ndondomeko Zopewera Nkhanza ndi Zitongo Zochitika pa Malo Ogwira Ntchito. Pogwira ntchitoyi, kunayamba kuchitika kafukufuku ku ma Tea Estate zomwe zinathandiza kuti bukhuli lilembedwe ndi For Generation Institute of Gender & Development (FIGD Consult) potsogoleredwa ndi Dr Bernadette Malunga amene anagwira ntchito limodzi ndi oyang'anira FIGD Consult, Dr Anthony Malunga ndi owathandizira. Gulu la FIGD Consult ikuyamika utsogoleri ndi thandizo lomwe bungwe la ILO inawapasa ngati akafukufuku munthawi yogwira ntchitoyi. Mwapadera, FIGD Consult ikuyamika TAML Board Chair, Mr Sangwani Hara, komanso a CEO a TAML Mr Tonda Chinangwa, ma membela a TAML ndi ogwira nawo (Partners), alimi ang'ono ang'ono a tea (small holder farmers) poyang'anira bwino ntchitoyi, komanso kuthandizira kuti zonse za kafukufuku ku ma Estate komanso kulemba bukuli zitheke. TAML ikuthokozanso ma committee ndi magulu a mayi ama estate omwe anafikiridwa ku Nkhatabay, Mulanje ndi Thyolo komanso ma zones onse panthawi yomwe bukhuli limapangidwa

TAML ikuthokonzanso dziko la Norway komanso bungwe la International Labour Organisation (ILO), omwe anapereka chithandizo cha ndalama kuti bukhuli lipangidwe.

Chodzikanira: Omwe alembe bukuli ndiwo ali ndi udindo wa chindunji cha zonse zalembedwamo, komanso umwini wa kulakwitsa kaya kuphonya kwa mfundo ina iriyonse mubukuli.

1.0 Chiyambi ndi zoyenera kutsatira

Ili ndi bukhu lophunzitsira za kapewedwe ka nkhanza ndi chitongo pa malo a ntchito. Bukhuli linakhazikitsidwa mothandizidwa ndi bungwe lowona za ogwira ntchito pa dziko lonse la panso (ILO) komanso TAML. Ndipo TAML imatsatira mfundo za ILO (*C190-Violence and Harassment Convention, 2019 (No. 190)*) powonetsetsa kuti pamalo pamene anthu akugwirapo ntchito ndi pabwino. Limalimbikitsa kuwonetsetsa kuti palibe kusiyana pakati pa amuna ndi akazi pogwira ntchito za malonda a mbewu ya Tea. TAML ndi ILO akugwira ntchito yothana ndi nkhanza mu malonda a Tea. Zina mwa zomwe amachita ndi kuthetsa kusalana, kulimbikitsa kuti ogwira ntchito ali ndi zodzitetezera pogwira ntchito, kuthetsa nkhanza zosiyanasiyana. Pofuna kukwaniritsa zimenezi TAML mu 2017 inakhazikitsa mfundo zolimbana ndi nkhanza, kusalana, chitetezo pa malo a ntchito, kusasalana potengera kuti wina ndi wa mwamuna kapena mkazi, ndipo ma membala onse a TAML anagwirizana nazo.

Izi zikugwirizana ndi malamulo a kusasiyana pakati pa amuna ndi akazi omwe anakhazikitsidwa m'chaka cha 2015 komanso kuthandizira malingaliro a bungwe la *Malawi Human Rights Commission (MHRC)* lomwe limawonetsetsa kuti mabungwe akutsatira mfundo za kusasiyana pakati pa amuna ndi akazi popanga malamulo awo. Bukhu lophunzitsirali likukwaniritsa malingaliro a *MHRC*. TAML ndi ILO amakhulupilira kuti maphunziro angathandizire kuzindikiritsa anthu zinthu zomwe zingathandize kuthana ndi nkhanza kapena kusalana pa malo a ntchito. Kusula anthu kuthandiziranso kulimbana ndi mavutowa mu ntchito ya Tea.

Bukhuli linakhazikitsidwa potsatira madandaulo omwe akhala akupezeka mu ntchito za Tea komanso kufunika kochitapo kanthu polimbana ndi madandaulowa. Pothana ndi mavutowa TAML ndi ILO amathandizira kuzindikiritsa anthu za kufunika kokhala ndi malo ogwirira ntchito otetezeka komanso abwino.

1.1 Mfundo zomwe zili mu bukhuli

Bukhuli likutsatira mfundo za TAML ndipo ndi izi:

- **Gender Equality:** Mwayi ndi ufulu zidzapatsidwa kwa onse posasiyanitsa komwe kumadza kamba koti wina ndi mwamuna kapena mkazi
- Kusasiyanitsa pakati pa amuna ndi akazi: Pamene pali kuyisana pa malipiro kapena cholowa chilichonse pakati pa akazi ndi amuna, izi zidzakonzedwa motsatira kukwaniritsa mfundo za jenda.
- Kusalanan pa ntchito: Kusalana potengera kuti ndi mwamuna kapena mkazi, mtundu, kochokera, mawonekedwe, msinkhu, ndale, wokuyimilirani pa malo a ntchito, magulu omwe muli, kukwatira kapena ayi, ulumali komanso ngati munthu ali ndi kachiroombo koyambitsa matenda a edzi ndizosaloredwa.
- Nkhanza: Nkhanza ili yonse ndi yosaloledwa
- Nkhanza zagonana: Nkhanza zokhudza kugonana ndi zosaloredwa pantchito.
- Mwamuna ndi mkazi alandire malipiro ofanana: Malipiro atengere mulingo wa ntchito yomwe munthu akugwira potengera ndi zomwe anagwirizana ndi owona za ogwira ntchito ku minda ya Tea..
- **Kugwira ntchito molemekeza ufulu:** Amuna ndi akazi apatsidwe ntchito molemekeza m'mene alili pa chilengedwe, mwa chitsanzo amayi aloledwe kuyamwitsa ana.

Pokhazikitsa mfundo zili mu bukhuli, tidzagwiritsa ntchito zitsanzo zopezeka mu ntchito za Tea. Mwa chitsanzo kulimbikitsa kuti pasakhale kusiyana pakati pa amuna ndi akazi, aliyense apatsidwe mwayi wofanana wokwezedwa pa ntchito. Izi tizitambasula bwino mu maphunzirowa.

1.2 Kaphunzitsidwe ka bukhuli

Bukhuli likugwiritsa ntchito njira yophunzitsira yotchedwa *Gender Transformative Approach (GTA)* pofuna kulimbikitsa ntchito za jenda makamaka zokhudza akazi. GTA imazindikiranso kufunika koti amuna athadizire pa ntchito za jenda. Kugwira ntchito limodzi ndi amuna ndikofunika kwambiri mu zaka zino. Izi zili chonchi pofuna kuthana ndi ganizo lomawatenga ngati ndi amuna okha amene amalimbikitsa nkhanza, kotero ndikofunika kuwunikiranso ubwino wa abambo pothana ndi nkhanza. Izi zithandizira kuthana ndi zotchinga zimene zimapangitsa kuti pakhale nkhanza zokhudzana ndi jenda.

Mumaphunzirowa GTA ikuyika amuna ngati gawo lofunika pothana ndi nkhanza mu minda ndi mafakitale a Tea. GTA ikuwunguza zotsamwitsa pa mphanvu zomwe zimayambitsa kusiyanaku, kenako ndikulimbikitsa malo abwino ogwirira ntchito. Maphunziro okhudzana ndikuthana ndi nkhanza pa malo a ntchito akugwiritsa nzeru ndi luso lomvetsetsa kusintha kaganizidwe pokhudza ubale pakati pa amuna ndi akazi pamalo a ntchito potsatira ufulu ndi chitetezo molingana ndi ufulu wa anthu molingana ndi bungwe la ILO (*Violence and Harassment 2019 (No. 190)*). Zitsanzo za mu bukhuli zitsamira kwambiri pa jenda, kusalana, ma udindo, kusiyana, ndikusonyeza m'mene zimenezi zimayambitsira nkhanza. Kenako tidzawona m'mene nkhanza zimachepetsera kulimbikira kugwira ntchito komanso kulowetsa pansu ntchito.

1.3 Oyenera kuphunzitsidwa

Bukhuli likukhudza ogwira ntchito komanso olemba anzawo ntchito mu malonda a Tea ku Malawi. Koyamba kwa maphunzirowa tikuyang'ana ma komiti a anthu oyimira anzawo pa ntchito, NSTGA ndi oyendetsa ntchito omwe aphunzitsidwe kuti aphunzitse olembedwa ntchito mu minda ya Tea. Pofuna kuchepetsa mtunda womwe ophunzira angayende popita ku malo ophunzilira, maguluwa apangidwe ku minda ya Tea komweko. Maphunziro achitikire pa esiteti kapena malo oyandikana nawo. Malowo akhale a akulu bwino kapena pangirani panja pomwe palibe zosokoneza. Ndipo chiwerengero cha akazi ndi amuna chikhale chofanana.

1.4 Nthawi

Maphunzirowa aperekedwe kwa miyezi isanu ndi iwiri. Maphunziro azichitika kamodzi pamwezi pa esiteti iliyonse. Phunziro liri lonse lili ndi zigawo ziwiri. Nthawi yophunzitsira gawo ilironse itengere ndi kuchuluka kwa zophunzitsazo, komabe poyerekeza, nthawi ndi ola limodzi ndi mphindi makumi atatu (1 hr:30 min) kapena kufika maola awiri (2hrs). Zigawo za maphunziro zonse sikukwana 14 ndipo pamwezi phunzitsani zigawo ziwiri. Zigawo zomwe maphunziro ake akufananirako kapena akutsatana ziphunzitsidwe mwezi umodzi.

1.5 Aphunzitsi

Aphunzitsi akuchokera ku ma esiteti, makomiti, omenyera ufulu anzawo pa ntchito ndi mabwana pa esiteti ndi nthumwi za ku TAML. Udindo wa aphunzitsi ndikuwonetsetsa kuti pologalamu ikuyenda bwino. Udindo wawo wina kupatula kupereka maphunziro ndikuwonetsetsa kuti akupereka uphungu kuzotsamwitsa zomwe zingapezeke pa maphunziro. Iwo ali ndi ukadawulo wothana ndi zotsamwitsazo, kuwonetsetsa anthu akukambirana momasuka komanso kuti maphunzirowo akugwirizana ndi pa esitetipo ndipo akupindulitsa. Aphunzitsi akhale kuti ali ndi satifiketi ya folomu folo (MSCE) kamba koti maphunzirowa akufuna yemwe ali ndi kumvetsetsa za jenda kapena zokhudza ma ubale zomwe munthu wokuti ali ndi MSCE anaphunzirapo. Komabe zikavuta, omwe ali ndi satifiketi ya folomu 2 (JC) adzaganiziridwa ngati mwatsimikiza kuti ali ndi kuthekera.

1.6 Cholinga cha Pulogalamu ndi Mapangidwe

Pakutha pa pologalamuyi, ILO ndi TAML akufuna kukwaniritsa izi:

1. Kukhazikitsa malo ogwilirapo ntchito opanda nkhanza, kusalana, ndi onse ogwira ntchito akulemekezedwa ndi kupatsidwa mwayi wofanana komanso kulemekezedwa.
2. Kupereka mwayi wantchito wofanana pakati pa amuna ndi akazi omwe alembedwa kale kapena omwe sanalembedwe.
3. Kufalitsa za ufulu ndi udindo wa aliyense komanso zomwe zalembedwa m'malamulo apa ntchitopo.

4. Kupereka ndondomeko zoperekera madandaulo moyenera
5. Kumva madandaulo onse mosakondera posunga chinsinsi
6. Kuwonetsetsa kuti palibe awopsyezedwe.
7. Kulimbikitsa kunena mchitidwe wankhanza zokhudza kugonana
8. Kuwonetsetsa kuti malamulo a TAML, GEH&D akugwira ntchito, komanso kuti anthu akuwadziwa

1.7 Kagwiritsidwe ka ntchito ka bukhuli

Bukhuli lapangidwa kuti ophunzitsa alankhulane maso ndi maso ndi omwe akuphunzitsidwawo polimbana ndi nkhanza monga zokhudza kugonana zomwe zimachitika komwe kuli mbeu ya Tea.

Gawo loyamba

Gawo ili muli malonje, mbiri ya pologalamu komanso m'mene ikhazikitsidwile. Gawo lomaliza likupereka ukadaulo ndi zitsanzo za maphunziro.

Gawo Lachiwiri

Gawo lachiwiri lili ndi zigawo khumi ndi mphambu zinayi (14). Kagawo kali konse kali ndi gawo lophunzira komanso kuchitapo kanthu pofuna kuwona ngati maphunzirowo amveka. Koyambilira kwa gawo lili lonse kukumapereka uthenga ukulu ukulu, zolinga, zida zogwilira ntchito ndi nthawi ikufunikira. Poyamba pa maphunziro, mphunzitsi awerenge mokweza mutu wa phunziro ndi zolinga zake. Pomalizira, mphunzitsi abwerezenso mfundo zikuluzikulu powomba mkota. Musaneneretu za uthenga wonse koyambilira kwa phunziro. Kenako mupeza thunthu la phunziro monga kuyamba kwa phunziro, zida zogwiritsa ntchito, zochita zosankhika, mfundo zokambirana.

1.8 Ndondomeko ya kaphunzitsidwe – Kukonzekera kuphunzitsa

Mphunzitsi akonzekere mokwanira ndi cholinga chofuna kupulumutsa nthawi. Mphunzitsi akhale ndi luso lakumvetsera, kufunsa, kuyankha mafunso ndi kuthana ndi zotsamwitsa mu nkhani ya jenda.

✧ Zothanndizila Mphunzitsi:

Dziwani zokhudza kusasiyana pakati pa amuna ndi akazi kudelarwo komanso konzekerani kuphunzira zachilendo.

1. Sintchito ya mphunzitsi kudziwa chilichonse, iye kwake ndikuthandizira ophunzira kupyolera mu zomwe akudziwa komanso anadutsamo.
2. Tenganipo phunziro pa zomwe ophunzira akudziwa ndipo gwiritsani zimenezi kuti iwo amve mosavuta.
3. Pophunzitsa ziyendayendani ndi cholinga choti ophunzira akutsatani bwino. Komanso maphunziro a anthu akuluakulu amafunika kupumira pafupipafupi.
4. Mphunzitsi atseke phunziro pobweleza mfundo zikuluzikulu. Mphunzitsi asatambasule zonse pamene phunziro lisanayambe.
5. Mukhale kuti mwamvetsetsa zomwe mukuphunzitsazo, werengani zokhudza jenda ndi zina zonse zothadizira pa phunziro.
6. Dziwani zofunikira zonse za maphunziro. Unguzani zida zophunzitsira ndikuwunikira kuti kuli zotani mu nyengo ino, mtsogolo komanso nthawi yabwino yoperekeramaphunziro.
7. Pezani zida zophunzitsira zomwe zigwirizane ndi anthu ku dela ko komanso pa malopo.
8. Wunikirani mabukhu ophunzitsira, komanso mukhale ndi zida zoti mungathe kuwasiyila ophunzirawo. Konzetserani m'mene mungaphunzitsire mu timagulu ting'onoting'ono komanso m'mene mungayambire phunziro.
9. Yambani phunziro ndi kudziwana
10. Ikani malamulo a mu kalasi lanu komanso sankhani munthu woti adzisunga nthawi. Gwirizanani za chilankhulo chomwe mugwiritse ntchito pophunzitsa, lemekezani maganizo awina aliyense komanso gwirizanani kuti anthu aziphunzira bwanji.
11. . Gwiritsani ntchito njira yophweka monga kuwafunsa wophunzira pofuna kuwona ngati akumvetsetsa.
12. Pomaliza pangani kawuniwuni pofuna kupeza kuti phunziro lamveka kapena ayi.
13. Sungani zida zophunzitsira kupangira kuti mutha kudzifunanso ulendo wina.
14. Zindikirani pomwe pali mphamvu zanu pa kaphunzitsidwe (kompyuta, kutsogolera zokambirana, sewero ndi zina zotero)

1.9 Zoyenereza mphunzitsi wabwino

Izi ndi zoyenereza wophunzitsa maphunziro a jenda

1. Akhale yemwe anamvetsetsa za jenda, nkhanza ndi ma ufulu
2. Ali ndi luso lolankhulana ndi ena
3. Womvetsetsa ena
4. Kulemekeza maganizo a wena
5. Wodzikhulupilia yekha komanso kuphunzitsa ena kudzikhulupilira okha.
6. Wotha kupeleka uthenga komanso kumvetsela zonena wena.
7. . Wololera kugwira ntchito ndi anthu ena
8. mtsogoleri wabwino komanso wachitsanzo kwa ophunzirawo.
9. Wotha kucheza bwino, monga kuchita nthabwala.

Mphunzitsi atha kukhala ndiwomuthandizira yemwenso ali ndi kumvetsetsa pa jenda.

1.9.1 Kudziwana

Ndi chifukwa chani anthu ayenera kudziwana?

- Kudziwana kumathandizira anthu kumasukirana
- kumathandiza mphunzitsi kuzindikira mbiri ndi kuthekera kwa anthu omwe ali pa malopo
- Kumapangitsa anthu kumasuka

1.9.2 Kaphunzitsidwe kake

Ophunzira atha kulemba zomwe akuyembekezera kumaphunziroko pogwiritsa ntchito pepala. Zina mwa zomwe angalembepo ndi bungwe lomwe akuchokera, ngati ali wokwatira, zomwe akuzindikira. Njira ina yodziwanirana ndi kuchezelana.

1.10 Kawuniwuni

Chitani kawuniwuni kuti mudziwe ngati maphunzirowo athandiza, pangani izi musanayambe maphunziro, muli mkati komanso mutamaliza. Kawuniwuni yu azagwiritsa ntchito njira zozama powunikira m'mene zinalili poyamba, mkatikati komanso pomaliza pa ma phunziro pofuna kuwona kuti athandiza bwanji anthu. Cholinga chake ndikufuna kudziwa mayankho anu popereka danga loti mutero powunikira miyezi 7 yonse ya maphunziro. Zina mwa ziyang'aniro zikuluzikulu ndi kusintha pokhudzana ndi chikhalidwe

cha pa ntchito, malipoti omwe aperekedwa, komanso kamvetsedwe ka ophunzira izi ndi zothandizira kuwunikira ma phunzirowo.

GAWO LOYAMBA

KUMVETSETSA ZA JENDA, NKHANZA PAMALO OGWIRA NTCHITO KOMANSO NDONDOMEKO ZAKE

1.1 Chiyambi

Gawo lino likuwunikira tanthauzo la mawu akuti jenda komanso mau ena onse okhudza jenda. Tiwonanso kusiyana kwa jenda ndi chibadwidwe kenako ndikuwona magawo ena omwe akukhudzana ndi nkhanza zodza kamba koti wina ndi wa mkazi kapena mamuna. Matanthauzo wa ndi ogwirizana ndi mfundo ya *ILO Convention C190* yomwe imakamba za nkhanza zokhudzana ndi jenda. Kugwiritsa ntchito mfundo zomwe dziko lonse lapansi likutsata zimathandizira ku maphunziro kuno kwathu komanso kulimbikitsa kuti tikhale ndi malo abwino ogwilira ntchito.

1.2 Chiyang'aniro

Kuti timvetsetse kusiyana kwa jenda ndi chibadwidwe kenako ndikumvetsetsa za gawo lokhudzana ndi nkhanza zodza kamba koti wina ndi wa mkazi kapena mamuna ndi m'mene tingakhalire ndi malo ogwira ntchito abwino.

1.3 Cholinga

Pakutha pa gawo lino, ophunzira athe kusiyanita kwa mawu oti jenda, kusiyana kamba koti wina ndi mamuna kapena mkazi ndi matanthauzo ena.

1.4 Zida zogwiritsa ntchito

1. mapepala akuluakulu omatidwa pakhoma ndi pento maka
2. mapepala ocheperako oti agawidwe kwa wina aliyense

1.5 Kaphunzitsidwe

- Zokambirana
- Mafunso ndi mayankho
- Ziwonetsero
- sewero

- zithunzi

Nthawi: maola awiri

Malangizo:

Yambani phunziro pofotokoza za mfundo zikuluzikulu, jenda, chibadwidwe, nkhanza ndi zina zotero komanso onetserani m'mene izi zingathandizire kufikira ziyang'aniro zikuluzikulu zokhudzana ndi phunziroli. Wonjezerani kufotokoza ubwino womvetsetsa phunziroli kuti zithandizire kukhala ndi malo ogwira ntchito abwino ndi olemekesa ufulu wa wina aliyense komanso kupatsidwa ulemu, kudzimva kufunikira kwa aliyense komanso kutetezeka. Fotokozaninso m'mene kawuniwuni wa jenda agwiritsidwire ntchito powunikira zofowoka, madandaulo ndi mayankho okhudzana ndi mavuto aku minda ndi mafakitale a Tea. Tsindikani kuti ophunzira agwiritse ntchito ponena zomwe anakumana nazo chifukwa izi zithandizira kumvetsetsa kuwonetsa kukhudzidwa komanso kukonzetsera malo a ntchito okomera aliyense. Wophunzira aliyense atengepo gawo. Fotokozani kuti gawo lanu ngati wophunzitsa ndikutsogolera chabe phunzirolo pofuna kuzamitsa kamvetsedwe ka zokambiranazo.

Mau ofunika

Mafunso okhudza jenda ndi chibadwidwe

Kodi jenda ndi chani?

Kodi chibadwidwe ndi chani?

Ophunzira agawidwe m'magulu ndipo ayambe kukambirana za mawu /mafunso awiriwa

Zokambirana pa gulu:

- *lembani ndandanda wolozera kuti uyu ndi mamuna kapena mkazi*

Malingana ndi ndandandawo, gawani kuti izi zikusonyeza jenda, zinazo chibadwidwe

Lembani ngati pali zowonjezera

Chochitika cha pa gulu

Zochitika zothandizila kusiyanyitsa jenda ndi chibadwidwe

Chochitika	Chibadwidwe/jenda
<i>kuyamwitsa</i>	<i>chibadwidwe</i>
<i>kusintha kwa mthupi</i>	<i>chibadwidwe</i>
<i>kulera mwana</i>	<i>jenda</i>
<i>kuphika</i>	<i>jenda</i>
<i>kubereka</i>	<i>chibadwidwe</i>
<i>kufolera nyumba</i>	<i>jenda</i>

Malizitsani zokambirana zokhudza jenda ndi chibadwidwe potsindikiza mitu iwiriyi Kamba kokuti ikuthandizira kuti timvetsetse zomwe akazi ndi amuna amadutsamo mu moyowu komanso pa malo a ntchito.

Chochitika chachiwiri: Chikhalidwe pa za jenda

Malangizo

- ophunzira akambirane za chikhalidwe ndi m'mene chimakhudzila nkhani za jenda.
- Kenako abweretse maganizo awowo ku gulu
- Pokambirana ku gulu, ophunzira apereke zomwe zimathandizira kupanga jenda ku madera kwawoko.

Zina mwa zomwe zimapangitsa ndi monga izi:



Ophunzira awonetsedwe chithunzi ichi, ndikuwafunsa ngati ntchito zomwe zikuwonetsedwazo zimapanga jenda

Zomwe zimapangitsa jenda

Ndi monga izi:

- banja
- sukulu
- zipembedzo
- utolankhani
- ku makuka

Zokambirana pa gulu:

Fotokozani za m'mene zomwe zakambidwa m'mwambazi zingathandizire pa jenda

Chochitika chachitatu: Kumvetsetsa kagawidwe ka ntchito molingana ndi jenda

- Mphunzitsi afotokozere ophunzira kuti akazi ndi amuna ali ndi udindo wosiyanasiyana pa khomo komanso ma gawo ena amoyo wawo.
- Funsani ophunzira kuti afotokoze kuti kugawana ntchito motengera jenda ndi chani malingana ndi m'mene akudziwira.

Mafunso akadzusa

- *Kodi ndi ntchito ziti za tsiku ndi tsiku zomwe akazi ndi amuna amagwira ku madera kwanuko?*
- *Nanga ndi ntchito ziti zomwe anyamata ndi asungwana amagwira tsiku ndi tsiku ku madera kwanuko?*

Zintchito zogawidwa Kamba ka jenda

- Amuna ndi akazi amagwira ntchito zosiyanasiyana malingana ndi mmene timakhulupilira ku madera kwathuko

Funso lotakasa anthu

Lembani ntchito zomwe mukuganiza kuti ndi zogwiridwa ndi abambo, amayi, anyamata ndi asungwana

<i>Amayi</i>	<i>Abambo</i>	<i>wa chinyama wa mamuna</i>
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	<i>Anyamata</i>	<i>Asungwana</i>	<i>Wachinyamata wa mkazi</i>

- Ganizirani nthawi yomwe imagawidwa ku ntchito zosiyanasiyana monga zomwe zafotokozedwa m'mwambamo
- Fotokozani m'mene limayendera tsiku kwa mnyamata, msungwana, abambo ndi amayi
- Ndiye sinthitsani kuti pamene pali abambo pakhale anyamata, pa amayi pakhale asungwana.
- Fotokozani kuti izi zili choncho chifukwa chani, ndipo titani ku madera kwathuku.

NTHAWI	NTCHITO ZA BAMBO	NTCHITO ZA MAYI
6 – 8 mamawa		
8 - 5 madzulo		
5- 8 madzulo		
8- 10 madzulo		
ONKHETSANI MAOLA OMWE MWAGWIRA NTCHITO		

Tawonani zithunzi zili m'musizi, kenako ganizirani zomwe takambirana m'mwamba mo

Kodi tikuphunzirapo chani pamene tikuganizira ntchito zotengera jenda?



Chochitika chachinayi : Ndongomeka ndi matanthauzo – nkhanza ndi kuzudza pa malo ogwira ntchito

Kufotokoza – nkhanza pa malo a ntchito, kumvetsetsa nkhanza za pamalo ogwirapo ntchito.

Yambani zokambirana pofotokoza kufunika koteteza nkhanza ndi kuwopsyezana pa malo a ntchito maka ku ntchito za Tea. Tsindikani zakufunika kokhala ndi malo otetezeka ndi opatsana ulemu.

Funsani ophunzira kuti afotokoze za nkhanza ndi kuwopsyezana – ndipo kufotokozako kuwonetse kumvetsetsa za izi:

- Nkhanza ndi kuwopsyezana pa malo a ntchito ndi zinthu zofunika kuthana nazo pofuna kukhala ndi malo a ntchito abwino.
- Ophunzira amvetsetse mfundo zokhudzana ndi nkhanza komanso kuwopsyezana pa malo a ntchito.
- . Funsani ophunzira afotokoze kuti malo otetezeka ogwirapo ntchito ndi otani
- Aloleni ophunzira omwe ali m'ma gulu awunikire mfundo zothandizira kupangitsa malo a ntchito kukhala otetezeka.
- Agawireni timapepala tomwe tikufotokoza za m'mene malo antchito angakhalire otetezeka.

Mfundo zopangitsa malo a ntchito kukhala otetezeka (mphindi khumi)

Chochita 5: Kukambirana pa gulu

- .gawani ophunzirawo m'magulu awiri ndipo afunseni kuti akambirane mfundo zobweretsa chitetezo pa malo a ntchito.
- funsani gulu lilironse kuti lifotokoze zomwe lapeza pa gulu pawo
- Fotokozani mfundozi ndipo funsani zitsanzo za momwe mfundozi zingagwilire ntchito ku ntchito za Tea.
- Zina mwa mfundo zikuluzikulu ndi monga ulemu, kuwonetsetsa kuti aliyense ndi wofanana, kumva za ena ndi kuchita zinthu mosabisa kanthu.

Fotokozani za malo a ntchito otetezeka

Chochita 6: Sewero

- Funsani ophunzira kufotokoza za malo a ntchito otetezeka
- funsani ophunzira kuti afotokoze za milozo yosonyeza malo a ntchito otetezeka
- gulu lililonse lisankhepo mlozo umodzi, kenako apange sewero lomwe liwonetsere za mlozo wosonyeza malo a ntchito otetezeka
- Funsani gulu lililonse kuti lipange sewero powonetsa ku kalasi yonse
- malizani phunziro powumba mkota pa za milozo yosonyeza malo a ntchito otetezeka
- Lorani gulu lonse kuti lifunse mafunso komanso kusanthula pamene sanamvetsetse.

Kufunika kwa malo a ntchito opatsidwa Ulemu (mphindi khumi)

Chochita: Kukambirana pa gulu

- Pangitsani zokambirana zokhudzana ndi malo a ntchito opatsa ulemu
- Funsani ophunzira kuti akhale m'magulu ndikukambirana za malo otetezeka komwenso kumakhala ulemu zimathandizira kuti a ntchito akhale aphindu komanso kuti kampani idzipeza phindu
- Magulu anagawidwa aja apereke kugulu lalikulu za zomwe akambirana

Kuwomba mkota (mphindi zisanu)

- Wombani mkota pa mfundo zikuluzikulu zakambidwazi.
- Limbikitsani ophunzira kukagwiritsa ntchito kwawo zomwe aphunzirazo pofuna kuthetsa nkhanza ndi ziwopsyezo pa malo a ntchito.

Uthenga wofunika

- **Jenda** ikutanthauza kuti ma udindo, khalidwe, zichitochito ndi milozo yomwe madera osiyanasiyana amawona ngati ndi oyenera munthu potengera kuti iye ndi bambo, mayi, msungwana kapena mnyamata. Mwachitsanzo kumadera kwina kufolera denga zimawoneka ngati ndi ntchito za amayi pamene kwina amayi amaletsedwa kugwira ntchito imeneyi. Choncho ngati tizinena kuti ntchito zakuti zakuti ndi zachikazi, zina ndi zachimuna ndiye kuti ndimaganizo chabe omwe tinawakhazikitsa kudera kwathuko, ndipo dziwani kuti izi zimasintha malinga ndi dera lomwe tikuchokera. Ntchito zina zomwe timkawona ngati ndi zachimuna zayambano kugwiridwanso ndi akazi, chomwechonso zomwe timkawona ngati ndi zachikazi zikugwiridwa ndi amuna. Jenda imafotokoza za m'mene timawonera udindo wa akazi kapena amuna malingana ndi dera kapena chikhalidwe chaku maloko.
- **Chibadwidwe** chimakamba za m'mene munthu anabadwira zomwe zimasiyanitsa kuti wina akhale wa mkazi kapena wamwamuna potengera ziwalo.
- **Chikhalidwe** ndi m'mene anthu amakhalira, zikhulupiliro, zomwe amakonda, miyambo zinthu zomwe zimapangitsa kuti tithe kumati udindo uwu ndi wa bambo, mayi, msungwana kapena mnyamata. Izi zimakolezera m'mene delalo limaganizira pa mphamvu zomwe zimaperekedwa kwa bambo, mayi, msungwana kapena mnyamata. Choncho nkhwana za jenda zimadza Kamba ka m'mene madera osiyanasiyana amaganizira ndi kuchitira.
- **Jenda** imapangidwa ndi timalamulo, ti miyambo ndi machitachita omwe amasiyanitsa udindo pakati pa amayi, abambo, asungwana ndi anyamata. Ndipo izi zimawonekera pakagawidwe ka ntchito pakati pa amuna ndi akazi.
- **Kugawana ntchito** zikutanthauza ma udindo, ntchito zosiyanasiyana zomwe amayi, abambo, asungwana ndi anyamata amagwira motengera ndi ziyang'aniro zaku dera komwe aliko.

Maina ena a jenda

Munsimu muli mayina okhudza jenda omwe tikhale tikukukambirana.

Ma ubale pa jenda	Zikutanthauza za ubale pakati pa amuna ndi akazi pamalo ndi nthawi. Zimafotokozera za m'mene amakhalira pakati pa abambo, amayi, asungwana ndi anyamata.
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Zosowekera pa jenda	.Zimachokera pamene dera lawonetsa kusiyana pakati pa amayi ndi abambo. Kamba koti amayi ndi abambo amagwira ntchito zosiyanasiyana, ali ndikuthekera kosiyana pakapezedwe ka katundu ndipo ubale wawo sumakhala wofanana. Mfundo ya zosowekera pa jenda zimathandizira kupeza ndikukonza zosowekera.
Kufana pakati pa amuna ndi akazi (jenda ikwalite)	Mawu amenewa amawonetsetsa kuti palibe kusiyana pokhudza udindo, mwayi, kapezedwe ka zinthu ndi maphindu ena potengera chibadwidwe chathu. Izi zimathandizira kuwonetsetsa kuti aliyense ndiwofunika mofanana ngakhaleenso pa ntchito zomwe amagwira.
Jenda ikwite	Jenda ikwite imawonetsetsa kuti pakuchitika chilungamo pakati pa akazi ndi amuna. Izi zimakhala zikusintha pamene zaka zikupitanso.
jenda ishuru / nkhwawa pa jenda	. Apa ndi pamene jenda isakukwanilitsidwa ndipo pali kusafanana choncho pakufunika kuchitapo kanthu. Zimachokera ku kusalana ndi kuponderezana. Jenda ishuru imadza pamene pali kukondera munthu kapena gulu potengera ndi m'mene anthu amawonera pa jenda. Jenda ishuru ndi nkhwawa pa jenda
Kawuniwuni wa jenda	Ili ndi dongosolo lowunikira udindo wa amayi ndi abambo, asungwana ndi anyamata pofuna kupeza zopsyinja, nkhwawa ndi m'mene zingakonzedwere, kuwunguza zosowekera za asungwana, anyamata, amayi ndi abambo kuti zithandizire kupanga malamulo okhudzana ndi jenda.
Zofunika/zikhumbokhumbo zogwirika pa jenda	Izi zikukhudza zofunikira amayi monga chakudya, madzi ndi umoyo. Kukwaniritsa zosowa za amayi zimalimbikitsa amayiwo kuti agwire bwino ntchito, ngakhale izi sizipangitsa kuti amayi asinthe udindo wawo ku derako.
Zokhumba zokhazikika pa jenda	Gawo ili limawonetsera kuponderezedwa kwa amayi powawona ngati iwowo ali pansu pa amuna ndipo izi zikukhudza udindo. Zosowekera izi zikukhudza kagawidwe ka ntchito, mphamvu, kutengapo mbali pakumanga ziganizo zokhudza umwini wa katundu,

	kapezedwe ka ma uthenga, kupeza thandizo la ku bwalo la milandu, nkhanza ndi kulandira malipilo mofanana.
Zoyenera kutsamalitsa pa jenda	Kuwunikira ndi kumvetsetsa za zomwe zimapangitsa zosowejera za amuna kapena akazi ndipo adindo awunikire zimenezi pamene akupanga mfundo ndi malamulo.
Kutsatira jenda	Uku ndikuwonetsetsa kuti jenda ikutsatidwa pamene tikugwira ntchito zosiyanasiyana zomwe zikuthandizila kulimbikitsa jenda.
Kusinthika pa jenda	Apa ndi pamene amuna ndi akazi asinthika pakaganizidwe kusiya kukweza amuna ndikuzindikira kuti nawonso amayi ali ndikuthekera chimodzimodzi abambo.
Kaganizidwe kolakwika kokhudza jenda	Aka ndi kaganizidwe komwe kadza Kamba ka zikhulupiro zomwe timakhala nazo zokhudza abambo kapena amayi. Izi zimalimbikitsidwa Kamba ka zinthu monga nyimbo, zikhalidwe, maphunziro, masewero ndi zina.
khungu pa jenda	.uku ndikulephera kuzindikira kuti jenda imadza Kamba ka kachitidwe ka kudera kwathu. Choncho imakhudza m'mene tingagwilire ntchito zathu zosiyanasiyana.
kusalana Kamba ka jenda	uku ndikusalana kapena kukondera munthu kapena gulu kamba ka jenda ndipo zimachepetsa mwayi wa kapezedwe kapena kukhala ndi umwini wa katundu kapena mwayi wina.

- Nkhanza pa malo a ntchito zikutanthauza kuti mchitidwe ndi khalidwe loyipa lomwe lochitika kamodzi kapena mobwelezabweleza zomwe zimakolezera nkhanza kapena kuwopsyezana.
- Munthu amachita nkhanza zokhudzana kugonana pamene zolankhula zake, khalidwe zikulozera ku mchitidwe wogonana zomwe zimapangitsa kuti wochitiridwayo asakondwe nazo, anyozeke kapena kuwopsyezedwa.
- Nkhanza pa jenda ndi chochitika chilichonse chomwe wina wapanga mosagwirizana ndi wina ndipo mapeto ake ndi kuvulala ku thupi, malingaliro kapena

kudwala, izi zikukhudzananso ndi kumukakamiza kapena kumusowetsa mtendele munthu wina mwadala.

- Lamulo (Convention No.190) limafotokoza bwino lomwe za nkhanza, ziwopsyezo pa malo antchito, monga khalidwe loyipa lomwe limadzetsa kuvulala ku thupi, malingaliro kapena chuma. Izi zikukhudza nkhanza ndi ziwopsyezo za jenda posatengela kuti wopangayo anali ndi cholinga chotani.
- Nkhanza ndi kuwopsyezana pa malo a ntchito ndi zonse zoyipa zomwe zingavulazitse wina komanso kupangitsa malo a ntchitowo kuwoneka oyipa. Izi zitha kukhala nkhanza ku thupi, malingaliro, mawu koma zokhudza kugonana ndipo zitha kudzera mu makina a kompyuta.

Mfundo zothandizira kuthetsa nkhanza zapogonana pa malo a ntchito

Ndondomeko zothetsa nkhanza zogonana pa malo anchito zikutsindika pa izi:

- a) **Jenda ikwalite**; kuwonetsetsa kuti aliyense ali ndi mwayi wofana pa ntchito posatengera kuti ndi wa mamuna kapena wa mkazi.
- b) **Jenda ikwite**; imawonetsetsa kuti palibe kusiyana pa zolowa/ zopezeka pakulingalira zosowa ndikupereka zothandizira kupeza zosowekerazo, ma pologalamu ndi kupanga ziganizo.
- c) **Kusasalana**; ndikofunikira kamba koti kumaletsa kukondera komwe kumadza kamba ka mtundu, chipembedzo ndi zambiri. Nkhanza kuphatikizirapo zokhudza kugonana ndi zoletsedwa, koma tikuyenera kulimbikitsa malo a ntchito otetezeka komanso opatsana ulemu. Kuwonjezerapo kupereka malipilo mosasiyanitsa pa ntchito, ntchito yomasuka, maka kwa amayi ndi abambo poganizira kusiyana pa zosowa zawo kamba ka chibwadwidwe monga kuyamwitsa.

GAWO LACHIWIRI

NKHANZA PA MALO A NTCHITO

2.1 Malonje

. Nkhanza ndi kuwopsyezana kumadza mu njira zosiyanasiyana monga ku thupi, malingaliro ndi kugonana. Gawo loyamba la lamulo la (*Violence and Harassment Convention, 2019*) limafotokoza kuti nkhanza ndi kuwopsyezana pa malo antchito ndi khalidwe lomwe ndi losavomelezeka monga; kuthupi, malingaliro kugonana ndi chuma ndipo zimakhudzana ndi kusiyana pa jenda ndipo zochitika kamodzi kapena mobwerezabwereza. Gawo lino likufuna kuphunizitsa ophunzira nzeru ndi kumvetsetsa magawo osiyanasiyana a nkhanza ndi kuwopsyezana pa malo a ntchito.

2.2 Chiyang'aniro

Kufotokoza za nkhanza ndi kuwopsyezana pa malo a ntchito

2.3 Zolinga: pakutha pa gawo lino, ophunzira athe kupanga izi:

1. Kudziwa ndi kufotokoza nkhanza ndi kuwopsyezana kuthupi, malingaliro ndi pogonana.
2. Kupeza njira zothetsera nkhanza pa malo a ntchito

2.4 zida zogwiritsa ntchito

- Mapepala akuluakulu omatidwa pa khoma
- pentomaka/ zolemba
- timapepala togawa kwa ophunzira

2.5 Kaphunzitsidwe kake

- Kukambirana
- Mafunso ndi mayankho
- kuphunzitsa
- kusonyeza
- zithunzi

2.6 chiyambi (mphindi zisanu)

- Yambani gawoli pofotokoza kuti nkhanza ndi kuwopsyezana zitha kuchitika mu njira zosiyanasiyana pakamodzi kapena mosiyanasiyana panyengo imodzi kapena zosiyana
- . Phunzitori fotokozani za malamulo oletsa kuwopsyezana monga konsitutshoni ya dziko la Malawi ya 1994, *Penal Code (cap. 7:01 of the Laws of Malawi)*, *Gender Equality Act (Cap 25:06 of the Laws of Malawi)*, *Employment Act (Cap. 55:01 of the Laws of Malawi)*, *Convention on the Elimination of All Forms of Discrimination Against Women*, *Violence and Harassment Convention*, 2019.

2.7 Nkhanza zaku thupi ndi ziwopsyezo pa ntchito (mphindi 30)

2.7.1 Chochita; zokambirana pa gulu

- . Gawani ophunzira mu magulu ndipo gulu lililonse lipatsidwe chithunzi chowonetsera nkhanza zosiyanasiyana za pa malo a ntchito (mu chithunzimo wonetsanimo nkhanza za kuthupi, malingaliro, kugonana ndi chuma)
- Maguluwo azindikire ndikukambirana za nkhanza zosiyanasiyana zomwe zili mu chithunzicho
- Ophunzira apereke ku gulu lalikulu zomwe apeza



Ophunzira afunsidwa kuzindikira ndikufotokoza za mtundu wa nkhanza womwe ukuchitika mu zithunzimo

2.8 Njira zopewera ndi kuthana ndi nkhanza ndi ziwopsyezo pa malo a ntchito

2.8.1 chochita: Zokambirana ku gulu lalikulu

- Gawani timapepala tomata (sticky notes) kwa wophunzira wina aliyense. Wophunzira alembepo nkhanza kapena chiwopsyezo chimodzi ndi kufotokoza m'mene zingapewedwere kapena kuthetsedwa.
- tolerani timapepalato ndikumata pa mapepala akuluakulu a pa khoma
- fotokozani zomwe zili pa pepala lili lonse
- wonjezerani zina zomwe sizinatchulidwepo

Kuwomba mkota

- . Bwerezaninso zokambirana za m'magulu zija

- fotokozani mwachidule za malamulo aja (*Convention 2019*) potsindika za ufulu wa ogwira ntchito mokhudzana ndi nkhanza ndi kuwopsyezana pa malo a ntchito.
- . Fotokozaninso kuti malamulo amagwira ntchito bwanji pamene wapezeka wolakwa pa nkhanza ndi chiwopsyezo
- Bwerezaninso mfundo zomwe pagulu agwirizana zokhudzana ndi nkhanza.

✧ **Uthenga wofunika**

- . Lamulo lalikulu la Malawi lokhazikitsidwa mu chaka cha 1994 (konsitutushoni) ndilo lamulo lalikulu la dziko lino, ndi gwero la malamulo ndi ulamulilo wabwino. Lamuloli limanena za ufulu wosiyanasiyana wa munthu, kupereka chitetezo ku nkhanza. Gawo 19 mfundo 3 ya lamuloli limapereka ufulu wokhala mwa ngwiro poteteza munthu ku nkhanza, kunyozedwa, chilango. Nkhanza ndi chiwopsyezo chili chonse zimachotsa ungwiro wa munthu.
- Lamulo la pinokodi (gawo 7:01 ya malamulo a Malawi) limayala ndandanda wa milandu ndi zilango zake. Muli zinthu monga milandu ngati kumenya, nkhanza pogonana, kapena nkhanza iliyonse yomuchitira munthu, imapereka chithandizo cha malamulo kwa wolakwiridwa. Gawo 253 mpakana 256 , nkhanza monga kuvulaza kumapangitsa wolakwa kumangidwa chaka chimodzi kufikira zaka zisanu kapena zisanu ndi ziwiri. Pamene gawo 133 ya nkhanza zokhudza kugonana monga kugwilira chilango chake ndi kuphedwa kapena kukhala ku ndende moyo wonse. Nkhanza zokhudza kugonana mu ndime 6 (2) ya lamulo la Jenda chilango chake ndi kupereka ndalama zokwana miliyoni kwacha kapena kukhala ku ndende kwa zaka zisanu.
- Lamulo la Jenda (Cap 25:06 ya malamulo a Malawi) ndi lofunika polimbikitsa jenda ndikuletsa kusalana ndi kuwopsyezana. Limathandizira kuthana ndi nkhanza kapena ziwopsyezo pa malo a ntchito.
- Lamulo la ntchito (Cap. 55:01 ya malamulo a Malawi) limawongolera ma ubale a pakati pa wolembe ndi wolembedwa ntchito, ndondomeko za ntchito ndi makhalidwe a pa ntchitopo. Mulinso zotsatira pokonza zolakwika monga nkhanza, kuti malowo akhale otetezeka. Gawo 3 limati ntchito yokakamiza “ndi ntchito yomwe wina wapatsidwa powopsyezedwa ndipo siyimalandiridwa moyifuna ku mbali ya wogwirayo. Nkhanza ndi njira imodzi yokolezera ntchito zokakamiza. Gawo lachinayi limanena za chilango cha ntchito zokakamiza kuti wolakwa alipile K10,000 ndikukhala ku ndende zaka ziwiri. Lamulolinso limanena za zaka za munthu yemwe akuyenera kugwira ntchito akhale wa zaka zosachepera 14. Lamuloli limaletsanso kuti ana apakati pa zaka 14 ndi 18 asagwire ntchito zowopsyeza moyo. Kugwirizana kwa ntchito yokakamiza ndi nkhanza pa ntchito ndikofunika kwambiri kamba koti izi zimakolezera nkhanza kwa ana kamba kosiyana mphamvu. Anawa ndi wofunika kuwateteza chifukwa choti ali pachiwopsyezo cha nkhanza.

- Dziko la Malawi linasayinira lamulo lotchedwa ***Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)*** ndipo limalimbikitsa kuthetsa kusala amayi. Lamuloli limazukuta magawo osiyanasiyana okhudza nkhanza ndi ziwopsyeyezo ndipo lamuloli limalimbikitsa mayiko kulimbikitsa mfundo ndi malamulo oteteza amayi ku thanzi lawo ndi chitetezo pa malo a ntchito. Izi zikutanthauza kuthetsa nkhanza ndi ziwopsyeyezo pa malo a ntchito.
- Bungwe lowona ogwira ntchito pa dziko lapansi la International Labour Organisation (ILO) linakhazikitsa lamulo mu chaka cha 2019 lomwe ndi lamulo lofunika kwambiri pa dziko lonse. Lamuloli limapempha mayiko kuphatikizirapo Malawi kutengapo mbali polimbana ndi nkhanza pa malo a ntchito. Limatsindika ufulu wa aliyense kugwira ntchito pa malo otetezeka ku nkhanza ndi ziwopsyeyezo ndipo lili ndi ndondomeko zothandizira kupewa ndi kuthana ndi nkhanzazi. Malingana ndi gawo loyamba nkhanza ndi ziwopsyeyezo zimachitika mu njira zosiyanasiyana monga ku thupi, malingaliro, kugonana ndi chuma mwa zina. Nthawi za mbiri nkhanza zimadza kamba ka kusiyana pa za jenda zomwe zingapangitse malo ogwirapo ntchito kukhala oyipa. Ndime 7 mpaka 9 zikufotokoza kuti mayiko ayike njira zoletsa nkhanza pa malo a ntchito, kuteteza a ntchito ku nkhanza ndi ziwopsyeyezo, ndikuwonetsetsanso kuti wolembe anzawo ntchito akuteteza kapena kuletsa nkhanza pa malo a ntchito.

GAWO LACHITATU

KUGWIRIZANA KWA NKHANZA, KUNZUNZIDWA/KUCHITIRIDWA CHIPONGWE KOMANSO CHITETEZO PA MALO A NTCHITO

3.1 Chiyambi

Kutengera matanthauzo omwe takambirana m'gawo lapitalo, kumvetsetsa za nkhanza ndi kuzunzidwa kuntchito ndikofunikira kwambiri polimbikitsa chitetezo pa malo a ntchito pa malonda a Tea, ndikupanga maziko olimbikitsa kulimbikitsa malo otetezeka pa ntchito. Gawoli likufuna kufufuza mgwirizano wa pakati pa nkhanza pa ntchito ndi kuzunzidwa komanso chitetezo pa ntchito.

3.2 Zolinga:

Pamapeto pa phunziroli, ophunzira ayenera kukhala okhoza:

1. Kufotokozero mgwirizano umene ulipo pakati pa nkhanza za kuntchito ndi chizunzo/ chipongwe komanso chitetezo ndi thanzi la kuntchito.
2. Kudziwa zotsatira za chiwawa ndi kuzunzidwa kuntchito pa chitetezo ndi thanzi la kuntchito.

3.3 Zipangizo

Pepala la likulu ndi zolemba

Timapepala tofotokoza za ubale wa pakati pa chiwawa cha kuntchito ndi kuzunzidwa komanso chitetezo ndi thanzi la pantchito

3.4: Njira Zophunzilira:

- Zokambirana
- Mafunso ndi Mayankho
- Zochita pagulu
- Nkhani zochitika

Nthawi: Mphindi 45 Malangizo:

Mau oyamba/Chiyambi (5 mphindi)

- Yambitsani gawoli pokambirana ndi ophunzira tanthauzo la chitetezo pantchito ndi mgwirizano pakati pa chiwawa cha ku ntchito, nkhanza, chitetezo ndi thanzi ku ntchito za Tea

- Tsindikani pa zakufunikira komvetsetsa m'mene khalidwe/machitidwe ena a zinthu ku ntchito amakhudzira thanzi la ogwira ntchito komanso m'maganizo, zomwe zimakhudzanso magwiridwe antchito ndi kukhutitsidwa ndi ntchito.

- Unikani udindo wa ophunzira polimbikitsa kutenga mbali pa malo ogwilira ntchito otetezeka ndi kulimbikitsa chikhalidwe cha ulemu ndi chitetezo kwa ogwira ntchito onse.

3.7 Mfundo Zofunika Kwambiri (Mphindi 10)

Kutanthauzira chiwawa cha ku ntchito, kuzunzidwa ku ntchito, ndi chitetezo ndi thanzi la ntchito.

- Perekani matanthauzo omveka bwino komanso achidule kuti otenga mbali/ophunzila amvetsetse bwino



Zithunzizi zikuwonetsa mgwirizano pakati pa chitetezo cha ntchito ndi thanzi komanso zotsatira za kuzunzidwa ndi chiwawa pa umoyo wamaganizo wa ogwira ntchito.

3.8 Kuwona Za ma Ubale (Mphindi 15)

3.8.1 Ntchito; Nkhani Zokambirana

Gawani ophunzira m'magulu ang'onoang'ono ndikupatsa gulu lirilonse phunziro 1

- M'magulu awo, funsani ophunzira kuti akambirane ndi kuzindikira kugwirizana komwe kulipo pakati pa nkhanza za kuntchito ndi kuzunzidwa, komanso m'mene zingakhudzire chitetezo ndi thanzi la ntchito pogwiritsa ntchito phunziroli.

- Uzani/Afunseni ophunzira kuti agawane ndi gulu lalikulu zomwe apeza kokambiranako.

- Limbikitsani otenga nawo mbali kuti agawane zotengera ndi zomwe angakonde ndi gulu lalikulu.

3.9 Kukambitsirana za Zotsatira (Mphindi 10)

3.9.1 Ntchito; Zokambirana Za magulu Aakulu

Tsogolerani zokambirana zokhudza m'mene ziwawa zimakhudzira nkhanza kuntchito komanso kuzunzidwa pachitetezo cha ntchito, kuphatikizapo zotsatira za kuthupi ndi za m'maganizo.

- Lolani ophunzira kuti afotokoze zomwe akudziwa komanso zomwe akumana nazo pa zotsatira za nkhanza kuntchito komanso kuzunzidwa pa moyo wawo wa ntchito.

3.10 Kukambirana/ kugundana mitu pofuna kupeza mayankho (Mphindi 10)

3.10.1 Ntchito: Kukambirana

- . Uzani ophunzira kuti apeze maganizo a momwe angalimbikitsire chitetezo ndi thanzi lantchito m'gawo la Tea.
- Omwe atenga nawo mbali akambiranenso za njira zopewera nkhanza kuntchito komanso kuzunza anzawo komanso chitetezo ndi thanzi lantchito.
- . Limbikitsani kuchita zinthu mwanzeru ndi kuganiza mwatsopano popereka mayankho omwe angakhalepo.

3.11 Kuwomba mkota (Mphindi 5)

- Nenani mwachidule mfundo zazikuluzikulu zomwe mwakambirana mugawoli.
- Limbikitsani otenga nawo mbali kuti agwiritse ntchito chidziwitso chomwe apeza kuti athandizire kuti malo ogwirira ntchito azikhala otetezeka komanso aufulu.

3.12 Ma uthenga Ofunika Kwambiri

- Matanthauzo
- Chitetezero ndi thanzi pa ntchito zimagotokozedwa ngati mwambo wokhudza kupewa kuvulala ndi matenda okhudzana ndi ntchito, komanso kuteteza ndi kupititsa patsogolo thanzi la ogwira ntchito.

- Msonkhano wa Bungwe lowona Za Ntchito pa dziko lonse la ILO, omwe unkaunika za chisamaliro ndi umoyo pa ntchito, 1981 (No. 155) udamasulira kuti thanzi pa ntchito sikungosowa kwa matenda kapena kutsinatsina kwa mthupi kokha, Msonkhanowo udatinso zimenezi zimakhudza ubwino wa mthupi, ku thupi komanso thanzi la m'maganizo, zomwe zimakhudzanso kagwiridwe ka ntchito ndi umoyo onse wa munthu pa ntchito.
- Mgwirizano pakati pa nkhanza za kuntchito ndi kuzunzidwa ndi chitetezo cha ntchito ndi thanzi
- Thanzi pa nkhanzi ya ntchito limapitilira kusakhala ndi matenda kapena zofooka; Zimaphatikizapo zinthu zonse za kuthupi ndi za m'maganizo zomwe zimagwirizanitsidwa ndi chitetezo ndi ukhondo kuntchito. Lingaliro lalikululi limavomereza kuti malo ogwira ntchito amatha kukhudza kwambiri moyo wamunthu wonse.
- Nkhanza zokhudzana ndi kugonana ku ntchito ndi mbali yofunika kwambiri yoti tiganizirepo, chifukwa zimakhudza m'mene anthu amakhalira m'maganizo ndi malingaliro. Kukumana kapena kuchitira umboni za kuchitiridwa zachipongwe kungayambitse kupsinjika maganizo, nkhwawa, kukhumudwa, ndi zovuta zina zamaganizo, zomwe zingathe kuwononga thanzi la munthu.
- Kuthana ndi nkhanza zokhudza kugonana ku ntchito sikofunikira kokha kuti munthu akhale ndi khalidwe labwino komanso ndi mbali yofunika kwambiri yolimbikitsa malo abwino ogwirira ntchito omwe zimalimbikitsa kukhala osangalala mwa kuthupi ndi m'maganizo.
- Owopsa, kuchititsa antchito kukhala ndi nkhwawa komanso kusokoneza luso lawo loyika maganizo awo pa ntchito, n'kusokoneza chitetezo chawo ndiponso moyo wawo wabwino. Mwachitsanzo, ngati wogwira ntchito akuvutitsidwa kapena kuwopsezedwa, akhoza kusokonezedwa, zomwe zimapangitsa kuti pakhale ngozi kapena zolakwika zomwe zingawononge munthuyo ndi ena. Kuthana ndi nkhanza ndi kuzunzidwa kuntchito si udindo walamulo; ndizofunikanso kusunga antchito bwino ndikuwonetsetsa kuti bungwe likugwiranso ntchito bwino
- Ndi udindo wa olemba anzawo ntchito komanso ogwira ntchito kuwonetsetsa kepereka chitetezo, thanzi ndi moyo wabwino kuntchito kwa onse kuntchito. Udindowu umakhudzanso kupewa ndi kuthana ndi nkhanza zogonana, zomwe ndi gawo lofunika kwambiri pa malo ogwira ntchito otetezeka komanso athanzi.
- Olemba ntchito anzawo ayenera kukhazikitsa mfundo zomveka bwino zothana ndi nkhanza zokhudza kugonana, kulimbikitsa chikhalidwe cholimbikitsa kupatsana ulemu, kufanana pa ntchito ndi kusalana kapena kubweretsa zinthu zokhudza onse. Ogwira ntchito nawonso ali ndi udindo wotsatira mfundozi, kunena zomwe zachitika mwamsanga komanso kuthandiza anzawo kuti asamavutitsidwe mwa mtundu uliwonse.

- Poyika pamodzi patsogolo chitetezo ndi moyo wabwino wa anthu onse, tingathe kupanga malo ogwira ntchito omwe samangopindulitsa komanso olimbikitsa kukula kwaumwini ndi kupambana pa ntchito, kulimbikitsa kukhulupirirana ndi kulemekezana pakati pa ogwira ntchito.

Phunziro 1: Mgwirizano pakati pa ziwawa za ku ntchito ndi nkhanza kapena chizunzo komanso chitetezo ndi thanzi pantchito

Tangoganizani mtsikana wantchito m'munda wa Tea ku Malawi, timutche dzina lake Pilirani. Pilirani ndi wantchito wakhama, wokonda ntchito yake, komanso wodzipereka pantchito. Komabe, amakumana ndi zosayenera komanso mawu osayenera ochokera kwa mwamuna wogwira naye ntchito. Kugwiliridwa kosalekeza kumeneku kumapangitsa Pilirani kukhala wosamasuka, kukhala ndi nkhwawa, komanso kuchita mantha ndi malo antchito. Chotsatira chake, Pilirani wakhudzidwa m'maganizo ndi m'malingaliro mpaka momwe ntchito yake imayamba kuchepa. Amaona kuti zimamuvuta kwambiri kuika maganizo ake pa ntchito yake ndikukhala waphindu chifukwa cha mantha ndi nkhwawa zomwe zimadza chifukwa cha kuchitiridwa zachipongwe. Nthawi ina Pilirani anakonda kwambiri ntchito yake, ndipo chilakolako chake pa ntchito yake chimachepa pamene akulimbana ndi kuvutika maganizo chifukwa cha zochita za mnzakeyo.

Kuvutitsidwako kukupitirirabe, maganizo ndi m'malingaliro a Pilirani akuipiraipira. Amakumana ndi zochitika za kupsinjika maganizo, kusokonezeka kwa tulo, ndi kupsinjika maganizo kwakukulu, zomwe zimakhudza kwambiri luso lake logwila bwino ntchito zake.

Matenda a m'maganizo a Pilirani amayamba kuonekeranso ndi zizindikiro za thupi. Kupweteka kwa mutu kosatha, kutopa, ngakhalenso matenda a m'mimba amakhala gawo la moyo wake wa tsiku ndi tsiku. Kuchulukira-chulukira kwa kugwiliridwa pa thanzi lake kumawononga chitetezo chake chamthupi, zomwe zimamupangitsa kuti azitha kudwala kwambiri. Amadzipeza kuti akudwala masiku ambiri, zomwe zemalepheretsa kugwira ntchito kwake ndikuwonjezera kupsinjika pantchito yake.



GAWO 4

CHOLINGA CHOTHETSERA NKHANZA NDI ZIWOPSYEZO PA MALO OGWIRAPO NTCHITO

4.1 Malonje

Nkhanza ndi kuwopsyeyana pa malo a ntchito ndizowononga kwa ogwira ntchito, olemba anzawo ntchito komanso boma. Ogwira ntchito amachtiridwa nkhanza pamene ufulu wawo waphwanyidwa. Nawo ogwira ntchito amakhudizidwa Kamba ka nkhanza ndi ziwopsyezo popereka chindapusa cha bwalo la milandu, kuwonongedwa kwa mbiri yawo, kulowa pansi kwa malonda kapenanso anthu ofuna kudzagwira ntchito pa malopo. Udindo wothana ndi nkhanza ndi ziwopsyezo pa ntchito uli m'manja mwa wolemba ntchito ndi boma. Choncho zolinga zofuna kuthana ndi nkhanza ndi ziwopsyezo pa ntchito zikukhudzana ndi malamulo omwe boma ndi wolemba ntchito alemekeze pa ogwira ntchito.

4.2 Zolinga

Pakutha pa gawo lino, ophunzira adziwe izi:

1. Kudziwa ndi kumvetsetsa zolinga za ntchito yothana ndi nkhanza ndi ziwopsyezo pa malo ogwirapo ntchito.
2. Kudziwa ndi kumvetsetsa za udindo wa olemba anzawo ntchito pothana ndi nkhanza pa malo a ntchito.
3. Kudziwa ndi kumvetsetsa za udindo wa boma pothana ndi nkhanza pa malo a ntchito.

4.3 Zida zogwilira ntchito

- Mapepala akuluakulu omata pa khoma
- pentomaka/ zolemba
- timapepala ting'onoting'ono togawa

4.4 Kaphunzitsidwe

- Kukambirana
- Mafunso ndi mayankho
- kuphunzitsa
- zitsanzo
- zithunzi

4.5 Chiyambi: (mphindi khumi)

Yambani phunzitori pofotokozera ophunzira kuti boma ndi olemba anzawo ntchito ali ndi udindo wowonetsetsa kuti palibe nkhanza ndi ziwopsyezo pa malo ogwilirapo ntchito. Perekani zitsanzo zowonetsa kuyipa kwa nkhanza ndi ziwopsyezo kwa ogwira ntchito komanso olemba anzawo ntchito. Fotokozani za malamulo omwe amapereka udindo kwa olemba anzawo ntchito komanso olembedwa ntchito. Malamulowo ndi munga lamulo la jenda (gawo 25:06 la malamulo a kulu a dziko la Malawi); lamulo lokhudza kulembedwa ntchito (ndime 55:01 ya malamulo akulu a dziko la Malawi); lamulo lokhudza chitetezo ndi umoyo wabwino pa ntchito (ndime 55:07 ya malamulo a kulu a dziko la Malawi), ndi lamulo lowona za nkhanza ndi ziwopsyezo ya mu chaka cha 2019.

4.6 Udindo wa olemba anzawo ntchito polimbana ndi nkhanza ndi ziwopsyezo ku ma esiteti a Tea. (mphindi khumi ndi zisanu)

4.6.1 Chochitika: kukambirana pa gulu

- Gawani ophunzirawo kukhala m'magulu ndipo afunseni akambirane za momwe nkhanza ndi ziwopsyezo pa malo a ntchito zimasokoneza antchito, olemba anzawo ntchito komanso boma.
- funsani magulu akambirane m'mene olemba ntchito angathanirane ndi nkhanza komanso ziwopsyezo ku minda ya Tea.
- Maguluwo apereke Mfundo za momwe olemba anzawo ntchito angachitile kuti athane ndi nkhanza komanso ziwopsyezo ku minda ya Tea.
- Maguluwo anene za njira za bwino zothetsera nkhanza ndi ziwopsyezo pa malo a ntchito.
- kenako maguluwo apereke zomwe akambiranazo



Olemba ntchito ali ndi udindo woyika ndondomeko zothana ndi nkhanza ndi ziwopsyezo pa malo a ntchito.

4.7 Udindo wa boma pothetsa nkhanza ndi ziwopsyezo pa malo a ntchito

4.7.1 Chochitika: Kukambirana awiriawiri

- ophunzira akhale awiriawiri
- awiriawiri wo akambirane za udindo wa boma pothetsa nkhanza ndi ziwopsyezo pa malo a ntchito.
- ophunzirawo akambiranenso za zina zomwe boma likuchitapo kale kuthetsa nkhanza ndi ziwopsyezo pa ntchito ndipo ngati njirazo zikugwira ntchito.
- Ophunzirawo apereke mfundo zina zomwe akuwona kuti zitha kuthandiza kuti boma lithane ndi nkhanza ndi ziwopsyezo ku minda ya Tea.



umodzi mwa ma udindo a boma ndi kuthetsa nkhanza ndi ziwopsyezo popanga malamulo

4.8 Kuwomba mkota

- Wombani mkota powunikiranso za udindo wa olemba anzawo ntchito komanso boma pothana ndi nkhanza ndi ziwopsyezo pa malo a ntchito.
- Bwerezaninso za zomwe zimachitika ngati olemba anzawo ntchito alephera kuthana ndi nkhanza ndi ziwopsyezo pa malo a ntchito.

4.9 Ma uthenga ofunika

- .Gawo 7 la lamulo la jenda (ndime 25:06 la malamulo akulu a dziko la Malawi) linayika udindo pa boma kuti liwonetsetse kuti olemba anzawo ntchito ali ndi ndondomeko zothanirana ndi nkhanza zokhudza kugonana pa malo a ntchito. Choncho boma lili ndi udindo wowonetsetsa kuti nkhanzazi zathetsedwa mu minda ya Tea.

- Malingana ndi gawo 12 ya lamulo lokhudza kulembedwa ntchito (ndime 55:01 ya malamulo akulu a dziko la Malawi) wolembe nzake ntchito amaletsedwa kupondereza yemwe wakadandaula ku ofesi yokhudza madaulo a olembedwa ntchito. Choncho pamene wolembedwa ntchito wakadandaula ku ofesi yozokhudzana ndi nkhanza, wolembe ntchito yosakuloleledwa kumupatsa chilango wodandaulayo.
- Malingana ndi gawo 13 (1) la lamulo lokhudza chitetezo ndi umoyo wabwino pa ntchito (ndime 55:07 ya malamulo a kulu a dziko la Malawi), wolembe nzake ntchito ali ndi udindo wowonetsetsa kuti antchito ali otetezeka ndi a umoyo wathanzi pa malo awo a ntchito. Izi zikutanthauza kuti wolembe nzake ntchito awonetsetse kuti pa malo a ntchito palibe nkhanza ndi ziwopsyezo. Iye ali ndi udindo wopereka chitetezo chofunika.
- Kukanika kuthana ndi nkhanza ndi ziwopsyezo zingabweretse mavuto kwa olemba anzawo ntchito. Izi ndi monga kusumilidwa ku bwalo la milandu zomwe zingapangitse kampani kulipiritsidwa ndalama kapena kudzetsa mnyozo ku kampaniyo. Kampaniyo ithanso kulipiritsidwa chindapusa ngati siyipereka zida zodziitetezera kwa anthu ake ogwira ntchito. Mbiri ya kampaniyo itha kuyipa zomwe zingapangitse kulowa pansi kwa ntchito, kuchepa kwa phindu komanso kutaya ma kasitomala ndi ena omwe amakhudzidwa ndi kampaniyo.
- Malingana ndi gawo lachinayi la lamulo lowona za nkhanza ndi ziwopsyezo ya mu chaka cha 2019, boma likuyenera kuwonetsetsa kuti pa malo a ntchito palibe nkhanza ndi ziwopsyezo pokhazikitsa malamulo ndi mfundo zina. Choncho boma lili ndi udindo womwe dziko la pansi limatsata womwe ndi gwero la zolinga za ntchito yothana ndi nkhanza ndi ziwopsyezo pa malo ogwirapo ntchito.

GAWO 5

MADANDAULO NDI M'MENE TINGAKONZERE MADANDAULO PA MALO A NTCHITO

5.1 Malonje

Kupereka madandaulo ndi m'mene madandaulowo angalandiridwire ndi zofunika pothetsa nkhanza pa malo a ntchito. Kukanika kupereka dandaulo komaso kukanika kulikonza bwino zingathe kuchotsetsa ntchito wodandaulayo, kapena kumanidwa malipiro, kunenedwa kuti ndi wachimasomaso kapena mawu ena onyoza, zomwe zingapangitse kusolidwa pakafunika kupereka dandaulo.

5.2 Zolinga

Pakutha pa gawoli, ophunzira akwanitse izi:

1. Kuzindikira ndi kumvetsetsa tanthauzo la dandaulo komanso mbali zomwe zimakhudzidwa ndi dandaulo.
2. Kuzindikira ndondomeko zofunika popereka dandaulo
3. Kuzindikira m'mene wolemba ntchito ku Tea angakonzere dandaulo

5.3 Zida zogwiritsa ntchito

- mapepala akuluakulu omata pa khoma
- pentomaka/ zolembela
- timapepala togawidwa kwa ophunzira

5.4 Kaphunzitsidwe

- Zokambirana
- Mafunso ndi mayankho
- kuphunzitsa
- zitsanzo
- zithunzi

5.5 Gawo loyamba (mphindi khumi)

Yambani phunzitori powunikira kuti anthu ofunika pa dandaulo ndi ati monga wodandaula, wolakwiridwa, wodandaulidwa kapena kuti woyankhapo pa dandaulo, komiti yokumva dandaulo kapena ofesala womva dandaulo. Tiwonenso mitundu ya

madandaulo monga kudandaula kosatsata ndondomeko ndi kudandaula kotsata ndondomeko, kudandaula kozibisa wodandaulayo. Tiwonenso ubwino ndi ndondomeko yoperekera dandaulo m'madela osiyanasiyana.

5.6 Dandaulo losatsata ndondomeko kapena lozizembayitsa ndi dandaulo lotsata ndondomeko (Mphindi khumi ndi zisanu)

5.6.1 Chochita; kukambirana pa gulu

- Agaweni ophunzirawo mu magulu atatu
- gulu lililonse lipatsidwe pepala limodzi la kaperekedwe ka dandaulo kuti alikambirane powunikira ubwino ndi kuyipa kwake.
- M'magulumo ophunzira apeze zofowoka zomwe zikuwonekelatu popereka dandaulo pa malo antchito komanso anene chomwe chikuyenera kuchitika kuti ndondomekoyi ikhale yabwino.
- Kenako magulu aja apereke zomwe apezazo ku gulu lalikulu

5.7 Magulu owunguza dandaulo pa malo a ntchito kapena kuzungulira malowo

- Wophunzira aliyense apatsidwe timapepala tiwiri tomata
- Ophunzira alembe dandaulo limodzi pa kapepala kamodzi, papepala linalo alembepe za gulu lomwe angakadandauleko koma losakhala la pa malo ake a ntchitowo
- Tolerani timapepalato ndikutimata pa chi pepala chachikulu chija
- Sonkhetsani mbali imodzi timapepala ta madandaulo, ndipo mbali inayo matani timapepala totsatalo.

5.8 *Kuwomba mkota*

- wombani mkota pa zomwe magulu apeza
- Tchulani magulu owonjezera omwe mungakadandauleko omwe sanatchulidwe
- kenako nenani mwachidule za ndondomeko zitatu za momwe mungaperekere dandaulo.



Madandaulo atha kuperekedwa ku ofesi yowona za ufulu wa anthu ogwira ntchito, magulu owona za m'mene amayi akukhalira, komiti yowona za nkhanza kapena kupereka dandaulo mozibisa. (MBokosi)

5.9 Mfundo zikuluzikulu

- Malingana ndi bungwe lowona zokhudzana ndi Tea la *Tea Association of Malawi*, wodandaula ndi munthu yemwe wadandaula za nkhanza kapena kusolidwa. Woganiziridwa ndi kapena woyankhapo ndi amene wa chita nkhanza kapena kusala wina. *Tea Association of Malawi* imalimbikitsa kukhazikitsa komiti yowona ufulu wa amayi ndi jenda, nkhanza ndi kusalana, chifukwa ndi imene imalandira madandaulo okhudzana ndi nkhanza kapena kuwopsyezana pa malo a ntchito.
- Komiti yi imafufuza ndi kukonza madandaulo ndi ziwopsyezo zokhudza jenda. Iyoyi ndiye chotengera madandaulo. Olembedwa ntchito omwe ali ndi dandaulo akapeze komiti imeneyi komwe akapereke dandaulo lawolo.
- Chomwechonso, ofesi yo mlangizi wowona ufulu wa ogwira ntchito imakhazikitsidwa pofuna kupereka upangiri wokhudzana ndi nkhanza kapena kuwopsyezana.
- Dandaulo losatsata ndondomeko ndi dandaulo lomwe silifunika kuti lilondolezedwe ndi komiti ya jenda, nkhanza ndi kusalana, pamene dandaulo lotsata ndondomeko ndi lomwe liyenera kulondolezedwa ndi komiti. Dandaulo loperekedwa posadziwulura ndi dandaulo lomwe wodandaula wapereka dandaulo lake mu kabokosi komwe kayikidwa ndipo iyeyo samadzitchula.
- Ndondomeko yakaperekedwe ka dandaulo ndiyakuti wa ntchito yemwe walakwiridwa apereke dandaulo ku komiti ija ndipo achite kulemba dandaulo lo pa fomu yotchedwa (GHDC- ndipo limaperekedwa kwa mkulu woyenera, maninjala, kapena komiti yowona za ufulu wa ogwira ntchito kapena kwa membela aliyense wa komiti ya jenda, nkhanza ndi kuwopsyezana.

- Ndongomeko yoperekera dandaulo lopanda dongoslo ndi yakuti dandaulo limaperekedwa kwa mlangizi wowona za ufulu wa amayi, pamene dandaulolo limayikidwa mukabokosi pamene wodandaulayo wazibisa kuti asadziwike.
- Mphamvu za komiti ya jenda, kuwopsyezana ndi kusalana imafufuza kuchokera kwa omwe akukhudzidwa ndi dandaulolo, kenako ndikupereka zomwe afufuzazo kuti apereke chigamulo. Ndipo ngati wina sakhutira ndi chigamulocho ali ndi ufulu wokasuma pasanathe masiku asanu ndi awiri kuchokera pamene chigamulo chinaperekedwa. Ndipo chinsinsi chidzasungidwa pa nyengo yonse yomwe dandaulo laperekedwa ndikulongoledwa.

GAWO 6

MADANDAULO NDI MMENE TINGATHANDIZIRE MADANDAULO NDI ZITONZO ZA PA MALO OGWIRA NTCHITO

6.1 CHIYAMBI

- Njira zofunika pofuna kuthetsa ntchitidwe wa nkhanza ndi zitonzoz pa malo a ntchito ndi pokhapokha tingathe kukhazikitsa ndondomeko za mmenne olembedwa ntchito angathe kugwiritsa ntchito pofuna kuthandiza madandaulo awo. Gawo ili ikuyang'ana pofuna kumvetsetsa kufunika kwa ndondomeko yoyendetsera madandaulo ndi mmene tinga thandizire madandaulo okhudza nkhanza ndi zitonzoz za pamalo a ntchito.

6.2 Cholinga

- Kukhazikitsa ndondomeko zothandiza zothandizila madandaulo a nkhanza ndi zitonzoz pa malo ogwira ntchito.

6.3 Zolingalira/Zoyembekezera

- Pakutha kwa gawo limeneli, otenga mbali athe ku;
- Kumvetsetsa za kufunika kwa ndondomeko zofotokozeredwa bwino zo thandizila madandaulo a nkhanza ndi zitonzoz
- Kupeza mitumdu ya ndondomeko zothandizila madandaulo
- Kukhazikitsa dongosolo ndi njira zothandizira madandaulo okhudza nkhanza ndi zitonzoz

6.4 Zida zogwiritsa ntchito pophunzitsira

- Mafilipitchati
- Mapepapala olembedwa njira zothandizila madandaulo
- Zitsanzo za madando okhudzana ndi nkhanza zomwe zinachitikapo

6.5 6.5 Njira zoperekera phunzilon

- Kukambirana magulu
- Kupanga sewero

- Kulingalira mozama

6.6 Nthawi: Mphindi 40 (Makumi anayi)

6.7 Chiyambi (Phindi Zisanu-5)

- Yambani ndi kufotokoza kufunika kwa ndondomeko zothandizila kupewera nkhanza ndi zitonzo zochitika malo oqwira ntchito. Tsindikani pofotokoza kufunika kolimbikitsa ogwira ntchito kufunika kuneneza mchitidwe wankhanza komanso kuonetsetsa kuti pali kusakondera komanso kuwonetsetsa kuti zinthu zikuchitika poyera.

6.8 Kumvetsetsa ndondomeko zomwe zimatsatidwa pothandizila madandaulo

6.8.1 Ntchito: Zoyenera kuonetsera

- Perekani chithunzithunzi cha njira zotanthauzidwa bwino zothandizila madandaulo, kuphatikizapo ndondomeko, chinsinsi, kafukufuku, ndi kutsatira
- Kambalanani kufunika kokhala ndi ndondomeko zokhazikika pamalo.

6.9 Mitundu ya ndondomeko zoyenerera zothandizila madandaulo

6.9.1 Ntchito: Mtsutso

- Gawani ophunzira/otendnga nawo mbali magulu ndi kuwapatsira mafunso okhudza magawo omwe angawonjezedwe mundondomeko zothandizila nkhanza zomchitidwe ogonana
- Funsani gulu lipeze, likambirane ndi kuwunikila magawo a ndondomeko omwe angwonjezedwe mundondomeko yoperekera madandaulo
- Funsani magulu apereke zokambirana zawo ku gulu lonse za magawo a ndondomeko othandizila madandaulo
- Limbikitsani kukambirana za makhalidwe ndi mchitidwe wabwino komanso zamavuto omwe amakhalapo pokhazikitsa ndi kugwiritsa ntchito ndondomekozo
- Mangilirani zokambiranazo popereka maganizo anu.

6.10 Wonetserani ndondomeko za mmene tingathandizire madandaulo

6.10.1 Sewero (phindi khumi ndi zisanu)

- Mumagulu awo, otenga mbali/ophunzira athe kupanga sewero yowonetsa za mmene angatengere mbali pofuna kupereka madandaulo a nkhanza ndi zitongo ndinso momwe othandiza angachitire
- Chochitikachi chitha kuonetsa za mmene madandaulo angathe kuthandizidwa pogwiritsa ntchito chochitika musewero

6.11 Kuomba Mkota ndi kumaliza zokambirana zathu

- Wombani mkota za magawo a ndondomeko yokhazikika yothandizira madandaulo
- Limbikitsani pokhazikika pa zakufunika kwa kukhazikitsa ndi kugwiritsa ntchito ndondomeko zothandizila madandaulo ndi kulimbikitsa ophunzira/otengambali kukagwiritsa ntchito ndondomekozi malo awo a ntchito

6.12 Uthenga Ofunikila

- Ndondomeko zoperekera madandaulo ndi njira yothandizira nkhanzi yaufulu wa anthu ndi kuonetsetsa kuti madandaulo okudza kuti pasakhale kusiyana pakati pa amuna ndi akazi, nkhanza ndi zitongo komanso kusalana zikuthandizidwa moyenera
- Ndondomeko zothandizila madandaulo zimakhudzana ndikuwonetsetsa kuti madandaulo athandizidwa moyenera ndi kuti aliyense akhutitsidwa ndi thandizolo. Choyamba ndi chakuti, ngati dandaulo lalandiridwa, pamafunika kupanga kafukufuku oyenera pofuna kupeza Uthenga okwanila okhudza dandaulolo. Izi zimaphatikizirapo kutenga onse akukhudzidwa ndi nkhanziyo ndi kuunikila zomwe zidachitika. Pamene izi zachitika, Tsopano tikhoza kulingalira zopeza mayankho ofuna kuthandizira madandaulowo monga kuvomereza zolakwikazo ndi kupepesana pofuna chikhululuko molingana ndi kukula kwa dandaulolo. Pomaliza, tigwirizane chimodzi ndi kuchita zomwe tagwirizana ndikutsimikizirana kuti ngati okhudzidwa ndi vutolo akhutitsidwa ndi thandizolo.
- Pamafunika kulingalira zinthu zina zofunika pamene tikufuna kuthandiza madandaulo. Choyamba, tiyenera kuthandiza madandaulo ndi chidwi komanso mosunga chinsinsi. Kuchita changu pakuthandiza madandaulo ndi kofunikanso kuphatikizapo kudzipereka pofuna kuthandiza madandaulo onse mumasiku oyenera osapitilira asanu ndi awiri-7
- Tiyenera kuonetsetsa kuti tili ndizonse zofunikila zotithandizila kuti tikwanitse kuthandiza madandaulo ndikuonetsetsa kuti zikuchitika poyera ndi mosakondera.

- Chowonjezera, ogwila ntchito akuyenera kudziwitsidwa moyenera za m'mene angapelekele mauthenga ndi madandaulo awo komanso mayankho kumadandaulo awo apelekedwe moganizila chikhalidwe ndikuchita zinthu poyela.
- Bungwe lokhala ndi chikhalidwe chothandizila zimalimbikitsa pa ntchito yothandiza madandaulo okhuzana ndi nkhasa ndi kutonzana pa malo ogwilila ntchito. Chikhalidwe ichi chimalimbikitsa kuti ogwila ntchito anve kuti ali malo omwe ali ndi chitetezo, akunvedwa ndi kulemekezedwa, izi zimawapatsa chilimbikitso kuti athe kubweletsa madandaulo awo mosaopa maubale. Njira zowonekelatu ndi utsogoleli ofikilika ndi ozipeleka pakuthetsa m'chitidwe wankhanza ndi wotonzana, umathandizila kuti ogwila ntchito akhale ndi chikhulupililo kuti madandaulo awo adzathandizidwa moyenera.
- Zoyambayamba tiwonetstse kuti anthu okhudzidwa akupatsidwa chitetezo, umoyo wawo ukusamalidwa ndikuonetsetsa kuti pamalo ogwira ntchito pali kupereka chiyembekezo.
- Potsiliza, Uthenga umveka bwino ndi ziganizo zoperekedwa komanso ndondomeko zoyenera zoperekera zilango ndizofunika pofuna kuonetsera kuchita zinthu pa mbalambanda ndi zokomera onse
- Ndondomeko yoperekera madandaulo iyenera kukhala ndi zinthu zofunikila zingapo zomwe zimayenera kuwonetsera kuti pali njira zokhazikika zothetsera madandaulo
- Choyambirila, ogwira ntchito ayenera kupatsidwa mwayi opeza mauthenga ndi uphungu kudzera kwa mlangizi okhazikika kuti apereke ulangizi, chitsogozo cha ndondomeko, zankhanza, komanso zakusalana. Mlangizi awonetstse kuti akusunga zinsinsi monga mwaudindo wake okhudza za mmene angayendetsere madandaulo.
- Kachiwiri, ogwira ntchito ayenera kuwuzidwa zanjira zina zokhazikika zothandizira madandaulo kuputula njira zomwe zili kunja kwa bungwelo
- Chachitatu, aliyense akakumana ndi nkhanza komanso kusolidwa alikulimbikitsidwa kuti akhoza kupereka madandaulo awo ndi mmene angathandizidwe. Ndondomeko ziyenera kupereka danga loti anthu akhoza kusankha njira zoperekera madandaulo awo komanso ndondomeko zake.
- Kuwonjezera apo, ogwira ntchito ayenera kulimbikitsidwa kupereka mauthenga okwanira pamene akupereka mauthenga madandaulo awo kutinso athe kuthandizidwa moyenera.
- Potsiliza, ogwira ntchito ayenera kutenga mbali pandondomeko zonse ndikupatsidwa ufulu osankha owaimilira, pofuna kupititsa Patsogolo malingaliro oti adzimva kuti akutenga nawo mbali mundondomeko yonse

Mafunso a chigawo a zochitika a mmene madandaulo angathandizilidwe

1. Kodi mukuganiza kuti dandaulo ndipamene munthu akuneneza za nkhanza zogonedwa?
2. Kodi mukhoza kulankhula ndi ndani pamene mwapangidwa nkhanza zogonedwa malo a ntchito?
3. Kodi ndi uthenga wotani woti muwonjezere pomwe mukupereka Uthenga wokhudza nkhanza zoti mwagonedwa pamalo a ntchito?
4. Kodi munthu angatani pofuna kuneneza za nkhanza zogonedwa pamalo antchito?
5. Kodi mumayembekezera zotani pamene mwapereka dandaulo loti mwachitidwa nkhanza zogonedwa malo antchito?
6. Kodi ndi njira ziti zomwe tingatsatire kapena kutenga pofuna kufufuza za dandaulo lokhudza nkhanza zogonedwa malo a ntchito?
7. Kodi ndi ndondomeko ziti zomwe ziyenera kukhazikitsidwa pofuna kuonetsetsa kuti opereka mauthenga okhudza nkhanza akutetezedwa?
8. Nanga chiganizo kapena zotsatira za dandaulo zingaperekedwe motani kwa onse okhudzidwa?
9. Kodi chingachitike ndi chiani pofuna kupewa zochitika zoyenera kwa munthu yemwe apereka dandaulo?
10. Kodi tingachite zotani kapena ndi thandizo latoni lomwe lingatengedwe pofuna kuthandiza nkhanzi za nkhanza zogonedwa molingana ndi dandaulo?

GAWO 7:

KUKAMBILANA ZOKHUZA NKHANZA PA NTCHITO

7.1 Chiyambi

Ogwira ntchito ali ndi ufulu ofuna kukhala pamodzi pomemeza a dindo pa nkhani yokhala ndi malamulo abwino wogwirira ntchito. Ufulu umenewu umanenereledwa ndi ogwira ntchito pogwirizana ndi olemba anthu ntchito, gulu la olembedwa ntchito kapena olemba ntchito mmodzi kapena ochulukilapo, kuti (a) kuyang'ana za malamulo abwino malo ogwira ntchito ndi okhudza za ntchito, (b) ndondomeko ya mmene ogwira ntchito ndi olemba anthu ntchito angayanjanilane (c) Ndondomeko ya mmene chiyanjano cha gulu la ogwira ntchito ndi olemba ntchito pa malo ogwira ntchito chingakhaliwe', komanso nkhani za nkhanza ndi zitonzo zimakhudzila nyendo zogwirira ntchito komanso malamulo ogwirira ntchito malo ogwira ntchito (Gawo 2 ya lamulo lokhudza ogwira ntchito Cap 54:01 ya malamulo a Malawi) aliri. Malamulowa amatanthauzila kuti ndi mgwirizano wapakati pa olembedwa ndi olemba ntchito komanso ndondomeko za owona zamalonda ndi zina zokhudza mmene anthu akumverelera. Izi zimatanthauza kuti olembedwa ntchito angapangire ndi zinthu zosiyanasiyana zokhudza za maufulu awo monga ufulu wokhalira pamodzi ndi azantchito.

7.2 Cholinga

Mogwirizana Kulimbikitsa ndondomeko yomemeza za nkhanza pa malo a ntchito

7.3 Zolinga

Pakutha pa gawo limeneli, otenga nawo mbali/Ophunzira athe ku;

1. Kudziwa ndi kumvetsetsetsa za Mgwirizano omemeza ndiko kutani
2. Kupeza za Mitundu ya kumemezera anthu
3. Know how to undertake collective bargaining
4. Kudziwa za mmene tingamemezere anthu
5. Kupeza zotsamwitsa zozungulira ntchito yomemeza anthu (Kupereka phamvu pa nkhani za chuma komanso pakusintha malamulo)

7.4 Zipangizo

- Mapepala ophunzitsira

- Zolemba zazikulu
- Zopereka kwa ophunzira/ Otenga nawo mbali

7.5 Njira yoperekera maphunziro

- Zokambirana
- Mafunso ndi mayankho
- Kuphunzitsana
- Ziwonetsero
- Kuphunzitsa kudzera zinthunzi

7.6 Chiyambi (Mphindi Khumi-10)

Phunziro liyambe ndi kufotokozera za mafulu ali mu malamulo amene angalimbikitse kumemeza ogwira ntchito kugwirizana pofuna kufunsa olemba ntchito za malamulo abwino pamalo ogwira ntchito. Gawo limeneli lifotokozere njira zomwe olembedwa ntchito angagwirire ntchito Pamodzi pofuna kumemeza kudzera kwa bungwe loyang'anira ogwira ntchito M'Malawi kutinso athe kuonetsera potenga mbali kuti Pamodzi onse athandizane pofuna kuonetsetsa kuti malo ogwira ntchito ndiokomera onse. Muphunziroli pitalizani kufotokozera za Ubwino ndi kuipa kogwirira ntchito limodzi pofuna kumemeza adindo.



Kuchitila limodzi ntchito lomemeza adindo kumathandiza olemba ndi olemebedwa ntchito kukhala ndi danga lokambirana zokhudza nkhanza ndi kutonzana malo ogwira ntchito, komanso kupangitsa ogwira ntchito kubwera Pamodzi ndikulankhulapo za ufulu wawo.

7.7 Kulimbikitsa mchitidwe womemeza pamodzi

7.7.1 Ntchito: Kukambirana pa gulu

- Gawani otenga nawo mbali/ophunzira magulu awiri
- Gulu lilonse palokha likambirane za njira zolimbikitsa kunenelera, kufunika kwake makamaka minda yolima ndi makampani wopanga Tea, zofooka za mabungwe oyang'anila ogwira ntchito ndi mmene tingawalimbikitsire
- Magulu akambirane magulu mwawo za mavuto otsamwitsa omwe amakumana nawo kudzera mabungwe oyang'anira zamaufulu awanthu malo antchito ndi kuwona zinthu zofunikira kuti pakhale mgwirizano pakumemeza adindo
- Magulu apereke zokambirana zawo kwa gulu lonse

7.8 Kuwomba mkota zokambirana zathu

- Wombani mkota zokambirana zathu zokhudza kumenelera/Kumemeza
- Funsani gulu ngati pali mafunso

7.9 Uthenga Ofunikira

- Bungwe loyang'anila ogwira ntchito imagwira ntchito yofunikira kwambiri pofuna kusintha zikhaidwe zokhudza mchitidwe wochitirana nkhanza zogonana ndi kutonzana malo antchito. Onse Pamodzi alimbikitse kulankhulilapo za malamulo abwino pa malo antchito pofuna kuonetsetsa kuti olembedwa ntchito ali pamalo otetezedwa kunkhanza ndi zitonzo
- Pakukambirana ndi olemba ntchito mmalo mwa mamembala awo, gulu loyang'anilali ikhoza kulimbikitsa malamulo ndi ndi ndondomeko zomwe zingaletse nkhanza,ndi kutonzana. Kuwonjezerapo, bungweli limapereka thandizo kwa olakwiridwa, kulenga malo otetezeka kuti olakwidwa akhoza kubwera mosaopsyezedwa. Kudzera mukugwirizana kumeneku, bungweri likhoza kukhazikitsa ndondomeko ndi maphunziro zomwe zipitise Patsogolo malo abwino ogwirira ntchito omwe akuonetsetsa kuti aliyense akulemekezedwa komanso kupatsidwa ulemu.
- Gawo 31 (2) ya malamulo a dziko la Malawi (1994) a akufotokoza kuti munthu aliyense ali ndi ufulu okhazikitsa ndi kulowanawo gulu lilonse kapenanso osakhazikitsa ndi kulowa gulu lilonse. Chomwecho, olembedwa ntchito asaletsedwe kulowa kapena kupanga gulu.

- Zoyenelera pofuna kunenelera mogwirizana zaperepekedwa pa ndime 25 ya malamulo a ntchito (cap 54:01 ya malamulo a Malawi) amene akufotokoza mwa anthu makumi awiri aliwonse olembedwa ntchito pa olemba ntchito mmodzi kapena ambiri pamalo a ntchito kapena mwa olembedwa ntchito omwe ali mugulu loyang'anila za anthu olembedwa ntchito amapeza mwayi opeza munthu owayimilira (Loya) kuti awanenere
- Kunenelera sikumafunikila kuti kukhudze olemba ntchito modzi yekha ndi olembedwa ntchito awo okha ayi, Mu gawo 26 ya zamalamulo a ntchito (Cap 54:01 a Malawi akufotokoza kuti ngakhale gulu la oyimilira ogwira ntchito likhoza kuyimilira anthu olembedwa ntchito mwachitsanzo makampani opanga Tea akhoza Pamodzi kunenera mogwirizana ndi olemba ntchito.
- Mbiri la kunenerera mu Malawi yakhala ikuchita bwino kuyambira nthawi ya zipani zambiri mu 1994 monga mwa ndondomeko la boma la chipani chimodzi imaletsa ogwira ntchito kuti asamanenepo za malipilo ndi malamulo ogwilira ntchito abwino.
- Ngakhale pali malamulo ndi kusintha kwa ndale, komabe umodzi wonenera zinthu zikukumana ndi zotsamwitsa zambiri. Mwachitsanzo kuyambira pamane ulamuliro wa zipani zambiri, Malawi akhala akukumana ndi zotchinga zokhudza mbili ya zachuma zomwe zalepheleretsa ntchito yonenelera.
- Chotsamitsa china chokhudza ntchito yonenelera ndiyokhudzana ndi mbili ya nkhanza ndi kutonzana, bungwe la oyening'anila za ntchito ili ndi akazi ochepa kwambiri omwe ali ngati mamembala. Molingana ndi a HIVOS OPINION, ikunena kuti mminda yayikuluikulu komanso gulu loyang'anila ogwira ntchito Malawi muno ili ndi akazi owayimilira osapitilira makumi anayi pamene Mgwirizano wa wogwira ntchito Malawi muno uli ndi akazi owaimilira osapyolera 4 mwa mamembala ake. Pali kufunika kuonjezera kwa akazi omwe amatenga nawo mbali mumagulu oyang'anila ogwira ntchito mmalo antchito.
- Mkumano wa Mgwirizano wa onenera (CBA) unaperaka danga kwa onse olemba nzawo ntchito ndi olembedwa kukambirana zamulingo wa anthu ogwilira ntchito, ulamuliro wa boma ndi ufulu wa ogwira ntchito. Motero, Mkumano wa bungwe la CBA ndi bwalo loyenera kukambirana za nkhanza ndi kutonzana mu dziko la ntchito ndi mmene angapewere ntchitidwewu.

GAWO 8

MGWIRIZANO PAKUNENERELA NDI KUTONZANA M'DZIKO LOGWILIRA NTCHITO

8.1 Chiyambi

Mgwirizano wonenelera ndi chida champhamvu chomwe chimalora olembedwa ntchito kunenelera za ufulu wawo ndi malamulo ogwilira ntchito mumodzi. Gawo ili liwunikila za ubale womwe ulipo pakati M'gwilizano wakunenelera ndi kuthetsa zotonza/Nkhanza malo antchito, pokhazikika pa udindo pakuchitapo kanthu pofuna kulenga malo otetezedwa ndi olemkezeka.

8.2 Cholinga

Kulimbikitsa mphamvu ya mgwirizano pozungulira za kutonzana pa ntchito

8.3 Zolinga

Pakumaliza gawo limeneli, otenga mbali/Ophunzila athe ku;

1. Kumvetsetsa za malingalilo ndi kufunikla kwa mgwirizano wonenelera pakuthetsa kutonzana/Khnaza malo a ntchito
2. Kupeza za mmene mgwirizano wonenelera umagwilitsidwira ntchito pakupewa ndi kuchitapo kanthu pa nkhani yotonzana/Nkhanza
3. Kukhazikitsa ndondomeko yowonjezera kupewa nchitidwe wotozana/Nkhaza mu mgwirizano wonenelera

8.4 Zipangizo

- Mapepala ophunzitsila/Filipi tchat
- Zopereka kwa ophunzira/ Otenga nawo mbali zokhudza mgwirizano wonenelera ndizoyenelera pa kuthetsa kutonzana/Nkhanza

8.5 Njira yoperekera/Kuphunzilira phunzilo lathu

- Kukambirana magulu
- Kupanga sewero
- Kulingalira

8.6 Nthawi: Mphindi makumi anayi ndi mphambu zisanu/45 minitsi

8.7 Chiyambi (45 Minitsi)

Kuyamba ndi kulongosola za ndondomeko zoyenera poyitanira ndi ubale Kumalo antchito ndi ufulu waolembedwa. Kuunikira mmene ndondomeko zoyenera poyitanira zingakhaliye chida chachionetsero kunkhanza ndi kuumba kagwiridwe ntchito kabwino kwa anthu.

8.8 Kapewedwe ka zitongoz/nkhosza kudzeru ku ndondomeko zoyenera zamgwirizano ponenerera

8.8.1 Ntchito: Kuunikira nkhanzi (10 minitsi)

- Kugawa Otengambali/ophunzira magulu ochepa.
- Perekani kwa otenga nawo mbali/Ophunzira ndi nkhanzi/nthano
- Otengambali/Ophunzira akambiirane zo mmene nkhanzi/nthano ingamasulilidwe
- Magulu apereke zochita zawo kwa gulu lonse



8.9 Mgwirizano wa mphamvu wonenelera

8.9.1 Ntchito: Sewero (Mphindi khumi ndi zisanu-15 Minitsi)

- Gawani otengambali/ophunzira mmagulu
- Funsani gulu lililonse lipange sewelo lawo mwachidule, pakufuna kuonetsera za mgwirizano wa kunenelera pokhazikika pofuna kuonetsera za kufuna kusintha nyengo pofuna kuteteza mchitidwe wotonzana/Nkhanza pamalo antchito
- **Limbikitsani gulu lililoonse kuonetsera za kulumizana/kulankhulana, ukadaulo wokunenelera ndi kulumikiza za ndondomeko zoletsa nkhanza/kutonzana pakunenelera**

8.10 Ndondomeko za mgwirizano wonenelera

8.10.1 Kulingalira mozama pa ndondomekozo

- Gawani otenga mbali/ophunzira mmagulu
- Funsani gulu lililonse kulingalira mozama ndi kulemba ndondomeko polumikizana ndi zitongo/nkhanza ndi njira zopewera mgwirizano wonenelera
- Limbikitsani kulenga ndi kuthekera kowonetsera malingaliro kuti tikalimbikitse mgwirizano pomweponso tikuyika poyambayamba malo otetezeka ndi malo olemkezeka
- Gulu lililonse lipereke ndondomeko zomwe alemba powonjezera za nkhanza/kutonzana kuziyika mumgwirizano wa kunenelera
- Londolerani kukambirana pakulola otengambali/ophunzira kupereka zotsatira, kugawana zowonjezera zomwe aziwona ndi kupeza zinthu zofanafana kapena Zikhalidwe zomwe zili za zoyenelera

8.11: Kuwomba nkota ndi mathero

- Malizitsani pakufotoko Mfundo zoti anthu azigwire kuchokera ku zochita, tsimikizani kuthekera kwa mgwirizano wonenelera pakulenga malo omwe alibe nkhanza/kutonzana
- Limbikitsani ophunzira/Otengambali pakuzindikila zamtengo wogwira ntchito limodzi ndi kugwilita njira zoikika pothetsa nkhanza/kutonzana malo antchito

8.12 Uthenga ofunikila

- Mgwirizano wonenelera umathandauzila kuti “kunenelera za nyengo ndi malamulo abwino pamalo olembedwa ntchito pakati pa olemba ntchito, gulu la olemba ntchito, kapena imodzi kapena mabungwe olemba ntchito ambiri kumbali ina, mmodzi kapena mabungwe a ogwira ntchito ochuluka ndi malingaliro ofuna kufikila mgwirizano umodzi”
- Gawo 5 lakhudza za Msokhano waukulu wakamba za Nkhanza ndi kutonzana, wa chaka cha 2019” womwe bungwe la maiko onse la za ntchito likufotokozera za kufunika kwa kupereka kwa ogwira ntchito ndi olemba anthu ntchito ufulu wosonkhana ndi kuzindikila ufuluwogwirizana pakunenelera makamaka wokuhudza omwe amakhudzidwa ndi nkhanza ndi zitongo. Ikufotokozeranso kufunika kwa mgwirizano wonenelera za kupewa ndi kuthetsa nkhanza ndi kutonzana malo antchito, kutsindika ndi msanamila zowonetsera udindo wowonetsetsa kuti pali chilungamo ndi chitetezo.

Msonkhano waukulu umenewu ukulimbikitsa za ufulu ndi kutetezeka pamulingo wokhudza maiko onse

- Mgwirizano wonenelera umatenga mbali lofunikila ndi udindo wopewera nkhanza zogonedwa pa malo ogwira ntchito pa kulola ogwira ntchito polankhulapo za zinthu zomwe zili kuwakhudza ndi madandaulo awo ndi kulimbikitsa chitetezo pa malo antchito. Pakulola mabungwe a zowona za ntchito kapena oimilira ogwira ntchito kunenelera zimathandizila kukhazikitsa poyera njira ndi ndondomeko zabwino pa malo ogwilira ntchito

GAWO 9

ZOMWE OLEMBA NTCHITO ANGACHITE NDIKUZIHAZIKITSA NGATI ZOYENERA PAKUPEWA NDI KUTHANDIZAPO PA ZANKHANZA NDI KUTONZANA PANTCHITO

9.1 Chiyambi

Olemba anthu ntchito ali ndi udindo waukulu ndi ofunikila kwambiri pazakuthetsa ndi kupewa nkhanza ndi kutonzana pa ntchito. Ma ufulu a olembedwa ntchito anaperekedwa kwa olemba anthu antchito powasunga ndi kuwateteza. Chimodzimodzi, malamulo osiyanasiyana monga chitetezo pamalo ogwira ntchito, umoyo, ndi lamulo lokamba za chisamaliro (Cap. 55:07 ya malamulo a Malawi) anapereka udindo womwe umalongosola zochita ndi makhalidwe woti olemba ntchito anzawo kuwagwiritsitsa pofuna kuonetsetsa kuti tili ndi malo abwino ogwirila ntchito.

9.2 Cholinga

Kuwunikila olemba anthu ntchito za Zikhalidwe ndizochitika zawo pa kuthetsa ndi kupewa nkhanza ndi kutonzana malo antchito

Zolinga zathu

Pakutha kwa gawo limeneli, otengambali/ophunzira athe ku:

- Kudziwa ndi kumvetsetsa za udindo wa olemba ntchito pakuthetsa ndi kupewa nkhanza ndi kutonzana malo ogwila ntchito

9.3 Zipangizo

- Mapepala akulu/Filipi tchat
- Zolemba/Maka
- Zopereka kwa ophunzira

9.4 Njira zoperekera phunziro lathu

- Kukambilana magulu
- Mafunso ndi mayankho
- Kuphunzitsana
- Zionetselo
- Zithunzi

9.5 Chiyambi (Ndime zisanu-5 minitsi)

Phunziroli liyambe ndi kupereka udindo omwe umapezeka malamulo omwe olemba anzawo ntchito ali nawo pa kupewa nkhanza ndi kutonzana malo antchito zomwe zimapanga chikhalidwe ndi ntchito zabwino zomwe olemba ntchito amayenera kuchita

9.6 Zomwe olemba anthu ntchito angachite pofuna kupewa nkhanza ndi kutonzana malo ogwira ntchito

9.6.1 Ntchito: Kukambirana Magulu

- Gawani ophunzira/otengambali m'magulu
- Magulu akambirane za zomwe olemba anthu ntchito angachite pofuna kupewa nkhanza ndi kutonzana malo antchito
- Otengambali/Ophunzira akambirane ntchito za olemba ntchito zomwe zikhoza kuyambitsa nkhanza ndi kutonzana pamalo antchito
- Magulu akambirane ndi kupereka maganizo awo pa Zikhalidwe zabwino zomwe olemba ntchito akhoza kuzitengera ndikuzigwiritsa ntchito malo opanga Tea



Olemba ntchito ayenera kuonetsetsa kuti olembedwa ntchito ali omasuka kunkhanza ndi zitonzo pamalo ogwira ntchito ndikuonetsetsa kuti njira imodzi yopangira izi ndikudzera mundondomeko zomwe anakhazikitsa.

Olemba Ntchito

9.7 Kuomba mkota ndi kumalizitsa zokambirana zathu

- Zomwe gulu lakambirana ndi kupeza ziperekedwe ku gulu lonse
- Ombani mkota pazokambirana zonse

9.8 Uthenga ofunikila

- TKulephera kwa olemba ntchito kuthetsa mtchitidwe wa nkhanza ndi otonzana malo antchito zikhoza kukhala ndi zotsatira zosakhala bwino pa mbiri ya olemba ntchito. Tsopano, ma esiteti aTea aku Malawi anasumilidwa milandu ku Ulaya Chifukwa cholephera kuteteza ogwira ntchito kunkhanza ndi chitonzo chogonedwa pa ntchito.
- Mu gawo 13 ya malamulo a ntchito, umoyo ndi chisamaliro cha wanthu (Cao. 55:07 mu malamulo a Malawi) olemba ntchito ali ndi udindo kuti olembedwa ntchito ndiotetezedwa, akukhala bwino komanso umoyo wawo pa malo antchito
- Kunthawiyi, bungwe la padziko lonse lowona za ogwira ntchito adalangiza olemba anthu ntchito kuti apange ndondomeko yothanila ndi nkhanza ndi kutonzana malo antchito. Pofuna kuonetsetsa kuti ndondomekoko zikugwira ntchito, olemba ntchito akulimbikitsidwa ku lumikizana ndi kuphunzitsa olemba ntchito anthu za ndondomekoko. Molingana ndi bungwe la ku Kanada lowona za ntchito umoyo wawo ndi chitetezo pantchito, ali ndi ndondomeko lolembedwa lokhudza za nkhanza ndi kutonzana zomwe zidali zofunikila Chifukwa zimatha kudziwitsa anthu za makhalidwe ofunikila, komanso zomwe zili zofunikila ngati Ngozi zachitika pa malo ogwira ntchito, kuti zinenezedwe komanso kufotokoza za zimene zingachitike pofuna kuthetsa ngozizo.
- Kuonjezerapo, njira zoperekera madandaulo ndi zonenezera ziyenera kugwira ntchito polimbikitsa kuneneza ndi kupereka mauthenga okhudza nkhanza ndi kutonzana, kuchitapo kanthu pazochitika ndikusunga chisinsi pofuna kupewa kunzunzika kwa odandaula. Potsiliza onzunzidwa ndi zochitikazi ayenera kupatsidwa chithandizo ndi mayankho kuchokera kwa olemba ntchito kudzera mu ukadaulo wothandiza mthinomthino wa malingaliro pofuna kuthetsa chivutiko chomwe akumana nacho.
- Kuchepetsa ndi kuthetseratu mchitidwe wa nkhanza ndi kutonzana malo antchito ndi zofunika kwambiri osati kwa ogwira ntchito okha komanso kwa olemba ntchito anthu ndi gulu lochita lonse lochita ulimi ngati bizinesi. Kuthetsa nkhanza ndi zitonzo zotsatira zake ndi kuchulukila kwa kuchitabwino pamalo antchito. Ngati malo ogwira ntchito ndi omasuka ku nkhanza ndi kutonzana, ogwira ntchito amalimbikitsika ndikusintha magwiridwe awo antchito kwakukulu amakhutitsidwa ndi ntchito yawo komanso chisamaliro. Kukhala ndi malo otetezeka ndi zabwino Chifukwa amalimbikitsa antchito komanso zimapangitsa kuti asamasiye ntchito kawirikawiri, ndi kukhala ndi mbiri yabwino ya kampani. Kuonjezerapo, olemba ntchito akatengapo mbali pakulimbana ndi nkhanza komanso kutonzana pa malo antchito ndi chizindikilo cha chikhalidwe chabwino komanso kugwirizana ndi malamulo apa ntchito.
- Kukhazikitsa makhalidwe abwino pofuna kuthana ndi nkhanza ndi zitonzo zogonedwa pa malo antchito zikhoza kuimitsa mavuto ndi zotsamwitsa kwa olemba ntchito. Choyambirira, kukhazikitsa ndi kulenga chikhalidwe cholankhulana ndikofunika, komabe ogwira ntchito ena amawopa kusolidwa ndi kunyozedwa ngati aneneza za ntchitidwe umenewo. Mwachitsanzo, agwira ntchito akhoza kuchita machawi kuneneza

mchitidwe wa nkhanza ndi kutonzana Chifukwa cholingalira chitetezo cha ntchito yake. Kachiwiri, kuonetsetsa kuti olembedwa ntchito onse, chitsanzo, kampani lalikulu likhoza kuvutika kukhazikitsa makhalidwe otsutsana ndi nkhanza ndi kutonzana malo ake onse ogwira ntchito. Chachitatu, kuthana ndi kulimbana mkatimkati m'malo ogwira ntchito monga pakati pa oyang'anira ntchito ndi oyang'aniridwa, kumafunika kusamalitsa pakuchita zinthu powopa mikangano yomwe imabwera Chifukwa cha zomwe ena amafuna. Chikhalidwe china cholakwika chomwe oyang'anira angapangile oyang'aniridwa zikhoza kusanenezedwa Chifukwa cha mantha. Choncho pofuna kuthana ndi chikhalidwe ichi pamafunika Khama ya olemba anthu ntchito kuti akhazikitse ndondomeko zabwino, zomvetsetseka komanso kuti anthu athe kupereka nkhwawa zawo mosawopa.

GAWO 10

MKHALIDWE NDI ZOCHITA ZABWINO ZOMWE OLEMBA NTCHITO ANGAKHAZIKHAZIKITSE POFUNA KUPEWA NDI KUTHETSA NKHANZA NDI KUTONZANA MALO OGWIRA NTCHITO.

10 Chiyambi

Ogwira ntchito ali ndi udindo wofunikila pakuonetsetsa kuti malo antchito ndi otetezeka komanso a mtendere pakuonetsetsa kuti akutenga mbali pakuthana ndi kupewa mchitidwe wa nkhanza ndi kutonzana. Choncho, gawo ili likhazikika pakufuna kumvetsetsa za zomwe tiyenera kuchita komanso makhalidwe a ogwira ntchito omwe angathadizire kuti malo a ntchito ndi abata komanso opanda nkhanza ndi kutonzana.

10.1 Cholinga

Kulongosola makhalidwe ndi zomwe ogwira ntchito angachite pofuna kuthana ndi kupewa nkhanza ndi kutonzana pa malo a ntchito.

10.2 Zolinga

Pakutha pa gawo limeneli, otengambali/ophunzira athe ku;

1. Kumvetsetsa za kufunikila ndi kuyenera kuti ogwira ntchito kutenga nawo mbali pa kuthandizila kupewa ndi kuthana ndi nkhanza ndi kutonzana malo a ntchito
2. Kupeza Zikhalidwe ndi zoyenera kuchita olembedwa ntchito kuchita pofuna kupangitsa malo a ntchito kukhala achitetezo ku nkhanza ndi kutonzana
3. Kukhazikitsa ndondomeko zomwe zingalimbikitse olembedwa ntchito kukangalika pothana ndi kupewa nkhanza ndi kutonzana malo antchito

10.3 Zipangizo

- Mapepala akulu/Filipi tchat
- Zopereka kwa otengambali/ophunzira zomwe zikufotokoza za ufulu ndi udindo wawo pankhani za nkhanza ndi kutonzana malo antchito

10.4 Njira zoperekera phunziro

- Kukambirana magulu
- Kuzukuta zochitika
- Kulingalira mozama

10.5 Nthawi: Mphindi makumi anayi ndi mphambu zisanu (45 minitsi)

10.6 Chiyambi

- Yambani ndi kufotokozera bwino lomwe za udindo ofunikila wa olembedwa ntchito ayenera kupanga pakuwonetsetsa kuti malo ogwura ntchito ndi bata ndi mtendere pakupewa ndi kuthana ndi nkhanza ndi kutonzana
- Wonetserani zabwino zomwe zingakhalepo ngati olembedwa ntchito atenga nawo mbali pakuwonetsa odindo wawo pakupewa ndi kuthana ndi nkhanza ndi kutonzana malo antchito

10.7 Kumvetsetsa zochita za olembedwa ntchito (15 minitsi)

10.7.1 Zochita: Kuzukuta kuthekera kwa olembedwa ntchito

- Gawani ophunzira magulu ang'ono angapo
- Perekani kwa gulu lilonse nkhani yolingana ndi nkhanza ndi kutonza komwe kumachitika makampani olima Tea
- Ophunzira awunikile mozama nkhaniyo ndikukambirana pa zothekera kwa olembedwa ntchito pakuwonetsetsa kuti nkhanza ndi kutonza zikupewedwa komanso kuthana nazo
- Limbikitsani maguluwo kuti akukambirana njira za pompopompo ndi zina za Patsogolo zothetsera ndi kupewera nkhanza ndi kutonzana



Olembedwa ntchito ayenera kutenga nawo mbali pantchito zakuphunzitsa ndi kuzindikilitsa anthu zomwe Cholinga chake ndikufuna kuthandizila kuti anthu amvetsetse za nkhanza ndi zotonzana malo antchito.

10.8 Zikhalidwe zabwino za olembedwa ntchito

10.8.1 Zochita : Kulingalila mozama za makhalidwe abwino amene olembedwa ntchito ayenera kukhala nawo

- Gawani ophunzira magulu angapo
- Afunseni ophunzira kulingalira bwino lomwe za chikhalidwe chomwe ayenera kutengera ndikukhala nacho pofuna kuthana ndi nkhanza ndi kutonzana malo antchito
- Khazikikani pokambirana zomwe munthu payekha angachite, gulu lingachite, komanso njira zoperekera mauthenga pofuna kupitsa Patsogolo chikhalidwe cholemekezana malo antchito

10.9 Ndondomeko pofuna kulimbikitsa olembedwa ntchito kutenga nawo mbali

1.9.1 Zochita: Kukambirana magulu ndi kupereka zokambirana zathu

- Funsani gulu palokha kupereka ndondomeko pofuna kulimbikitsa olembedwa ntchito kutenga nawo mbali pakufuna kuthandizila kupewa ndi kuthana ndi nkhanza
- Limbikitsani kulingalira ndi kupeza njira zokhazikitsira ntchito zothekera pofuna kuthandizila ku phunzitsitsira, kulumikizilana komanso kupereka mphamvu kwa olembedwa ntchito.
- Gulu lililonse lipereke kugulu lonse za ndondomeko zomwe akambirana pofuna kuonetsera kuthekera kolimbikitsitsira olembedwa ntchito kutenga nawo mbali
- Londolerani zokambirana zomwe zikhoza kulola otengambali kupereka zotsatira, komanso kuonetsera ndi kupeza Zikhalidwe zofana ndi zabwino kuchokera kuzokambirana magulu

10.10 Kuwomba mkota ndi kumalizitsa phunziro (Mphindi khumi-10 minitsi)

- Fotokozani mwachidule Mfundo zomwe anthu angatenge kuchokera kuzochitika, pakukhazikika pakufunika kwa olembedwa ntchito kutenga mbali pofuna kulimbikitsa kuti malo antchito ndi otetezeka
- Limbikitsani otengambali/ophunzira kugwiritsa ntchito ndondomekoko malo awo ogwira ntchito ndikuonetsetsa kuti akupanga malo ogwira ntchito otetezeka ku nkhanza ndi kutonzana

10.11 Uthenga ofunikila

- Malo ogwira ntchito, olembedwa ntchito akhoza kutenga mbali lofunikila pofuna kupewa ndi kuthana ndi nkhanza ndi kutonzana pakukhazikitsa chikhalidwe cholemekezana ndi chomasukilana. Ntchito zopyeketsetsa ndi monga kukhala bwino ndi anzathu mwa Chikondi, kumvetsera zolankhula zawo ndi kunneneza chikhalidwe chomwe chikhoza chomwe chikhoza kubweretsa chiopsyezo ndi kukaikitsa pofuna kukhala ndi malo antchito atetezeka.
- Komabe, olembedwa ntchito akhoza kukumana ndi zokhoma pakukhazikitsa chikhalidwe chabwinochi, monga kuopa kuchotsetdwa ntchito ndi kukalipilidwa komwe kumachitika Chifukwa cha kusadziwitsidwa bwino za njira zoperekera mauthenga. Kuonjezerapo, malo ena ogwira ntchito akhoza kukhala ndi Zikhalidwe zotsamwitsa zomwe zimapangitsa kuti zinthu zikhale zosatheka kuti olembedwa ntchito kuthana ndi zinthuzi moyenera. Kuthana ndi zotsamwitsazi zimayenera kuti mabungwe kuwonetsetsa

poyambayamba kuthandizila ndi kilimbikitsa nyengo yomwe olembedwa ntchito kumva kulimbikitsidwa kuthana ndi kuneneza zochitika popanda mantha aliwonse

- Mukalondolondo waboma, mabungwe siaboma, ndi apadera, pakuthana ndi nkhanza ndi kutonzana, olembedwa ntchito amagwira ntchito yofunikila Munjira zosiyanasiyana. Choyamba, olembedwa ntchito akuyembekezereka kudziwa ndi kumvetsetsa za ndondomeko zopewetsa mchitidwe ogonana ndi otonzana zomwe zinakhazikitsidwa ndi dela lawo logwirira ntchito, kuphatikizilapo kumvetsetsa kuthandauzira kwa nkhanza yogonedwa ndi ndondomeko zoperekera madandaulo awo.
- Ali woyembekezedwa kutengapo mbali mu maphunziro ndi zochitika zina zokhudzana ndi kumvetsetsa pa malamulo a nkhanza yogonedwa.
- Olembedwa ntchito aliolimbikitsidwa kunena mphekesera kapena kukaikira kulikonse pa nkhanza yogonedwa ndi chikhulupiriro, popanda kufuna umboni, posunga chikhaliidwe cha kuzindikira ndi chiwerengero pamalo ogwirira ntchito.
- Kumpatikizapo, iwo amatengapo mbali yosamala ndi kulimbikitsa nyengo pa kunena za mavuto ndi kutengambali pozindikiritsa muzochitika.
- Chomaliza, olembedwa ntchito aliopindula popatsidwa chitetezo, kudziimira paokha, ndikuthekera ku chithandizo cha nthinonthino wa malingaliro, kuonetsetsa makhalidwe awo ndi chitetezo ku mabungwe.

ZOCHITIKA

1. Chochitika 1: Malonjezano Osafunika:

Mlangizi wammuna amapanga malonjezano osafunika kwa mzimayi pa nthawi ya ntchito, kumpangitsa iye kukhala osamasuka.

1. Chochitika 2: Zoyankhula Zosafunikira

Gulu la ogwira ntchito lachinyamata limakamba za maganizo akugonana ndi macheza kwa atsikana ogwira nawo ntchito, kuyambitsa udani pamalo antchito.:

3. Chochitika 3: Kuopseza:

Oyanganira Wamkulu wammamuna amagwiritsa ntchito udindo wake kuopseza mzimayi wogwira ntchito kupanga ubwezi ogonana pomuopseza kuti ntchito yake ipitilire.

4. Chochitika 4: Kuyambitsa nkhanza:

Wolembedwa ntchito wammamuna amanena momveka bwino mauthenga pontchera mzimayi ogwira naye ntchito kudzera polumikizana kuntchito ndi matsamba amchezo.

5. Chochitika 5: Nkhanza kuchokera kwa Anzako:

Amuna ndi akazi ogwira ntchito amakumana ndi nkhanza kuchokera kwa anzawo molingana ndi kasiyanisidwe ndi kapangidwe, kokhudza makhalidwe ndi machitidwe awo.

UNIT 11

UDINDO WA WOLEMBA NTCHITO MABUNGWE POPEWA NDI KUTHETSA NKHANZA NDI KUTONZANA MALO OGWIRA NTCHITO.

11.1 Chiyambi

Wolembe ntchito ndi wolembedwa ali ndi ufulu ogwirizanitsa ndondomeko pokwaniritsa zopindulazawo. Kwaolembe ntchito, izi zimakwaniritsidwa kudzera kwa olemba ntchito mabungwe. Gawo 2 zochitika pa ntchito (Cap. 54:01 Lamalamulo adziko la Malawi) amamasulira wolembe ntchito mabungwe ngati “kumpatikiza kukhazikitsa kwa olemba ntchito, Cholinga chenicheni choonetsera ndi kukweza mphindu la olemba ntchito ndi malamulo aubale pakati pa olemba ntchito ndi olembedwa ntchito.” Ngakhale olemba ntchito mabungwe samakhala ndi ntchito yozukuta ka pewedwe ndi kathetsedwe ka nkhanza ndi kutonzana pa malo antchito, athandizi awo ndiwo amagwira ntchitoyi ndi kukonzekera kokha komwe olemba ntchito mabungwe amathandiza athandizi awo pogwira ntchitoyi.

11.2 Cholinga

Kuunikira udindo wa bungwe lolemba ntchito pa kupewa ndi kuthetsa nkhanza pa malo ogwira ntchito

11.3 Zolinga

Pamathero a phunziroli, ophunzira ayenera ku:

1. Kudziwa ndi kumvetsetsa udindo wa bungwe lolemba ntchito popewa ndi kuthetsa nkhanza ndi zitonzo pa malo antchito

11.4 Zipangizo

- Filipi tchatu
- Zolembedwa/Maka
- Zopereka kwa ophunzira

11.5 Njira zoperekera phunziro

- Zokambirana
- Mafunso ndi mayankho
- Kuphunzitsa
- Zionetsero
- Zithunzi

11.6 Chiyambi (5 Minitsi)

Phunziro likuyenera kuyamba ndi kupereka kwa ophunzira zamene malamulo akunenera zokhudza bungwe lolemba ntchito ndizomwe ayenera kuchita mwa mphamvu zawo. Kunena za udindo wa bungwe lolemba ntchito mukupewa ndikuonetsera nkhanza ndi zitonzo malo antchito. Akhonza kupereka malamulo pophunzitsa ophunzira makhalidwe ovomerezeka ndi kupereka njira zonenera mphekesera iliyonse. Ngakhale, zophinja zingakule panthawi yozukuta mchitidwewu. Olembedwa ntchito ena amakhala ndi mantha pochita ufulu wawo. Kuthana ndi zotsamwisazi zimayenera chilolezo kwa olemba ntchito kulimbikitsa mkhalidwe omasukirana ndi kupanga zinthu poyera, kuonetsetsa kuti aliyense akhale otetezedwa ku ntchito.

11.7 Njira zomwe olemba anthu ntchito angagwiritse pothana ndi nkhanza ndi kutonzana pa ntchito

11.7.1 Ntchito: Zokambirana pagulu

- Gawani ophunzira m'magulu
- Gulu lilonse iyenera kukambirana za njira zomwe olemba ntchito angatsatire pofuna kuthana ndi nkhanza ndi kutonzana malo antchito.
- Gulu liyeneranso kupeza zofoka ndi zotsamitsa zomwe olemba ntchito akukumana nazo pa malo antchito pakuthana ndi nkhanza ndi kutonzana
- Gulu liyenera kupeza makhalidwe ovomerezeka ndi abwino omwe olemba ntchito pogwirizana ndi mmene angathanilane ndi nkhanza ndi kutonzana pa malo antchito
- Otengambali/Ophunzira ayenera kupereka maganizo awo pa nkhanza udindo wa olemba ntchito pazomwe ayenera kuchita
- Magulu onse afotokozere gulu lonse pa zomwe akambirana



Olemba ntchito ndiofunikila Chifukwa ndi amene amonetsetsa kuti pali Uthenga okhudza nkhanza ndi zitonzo pamalo antchito. Komanso amawonetsetsa kuti olemba ntchito ali ndi ndondomeko zomwe zilipo pofuna kuthana ndi nkhanza ndi kutozana malo antchito.

11.8 Kuomba mkota ndi kumaliza zokambirana zathu

- Zokambirana za magulu zifupikitsidwe ndipo udindo wa olemba ntchito uonetseredwe.

a. Key Messages

11.9 Uthenga ofunika

- Molingana ndi bungwe loona zantchito pa dziko lonse, olemba ntchito ali ndi udindo pothetsa nkhanza ndi zitonzo malo antchito popereka uthenga ndi malangizo othana ndi nkhanza ndi zitonzo.
- Kupitirira, maphunzirowa akhonza kupitirira ndi olemba ntchito pofuna kuonetsera kuti olemba ntchito akudziwa za malamulo ndi udindo othetsera nkhanza ndi zitonzo malo antchito.

GAWO 12

UDINDO WA MABUNGWE OPANGA MALONDA POPEWA NDI KUTHETSA NKHANZA YOGONANA PA MALO ANTCHITO

12.1 Chiyambi

Mabungwe opanga malonda alindi udindo waukulu pobweretsa chitetezo malo antchito popereka ndondomeko ndi mchitidwe wopewa ndi kuthetsa nkhanza ndi zitonzo. Phunziroli likhazikika pa kumvetsetsa za kukhudzika kwa mabungwe pothana ndi nkhanza ndi zitonzo malo antchito.

12.2 Cholinga

Kuunikira udindo wamabungwe opanga malonda popewa ndi kuthetsa nkhanza yogonana pa ntchito.

12.3 Zolinga:

Pamathero aphunziroli, ophunzira ayenera ku:

- 1.Kumvetsetsa udindo wamabungwe opanga malonda popewa ndi kuthana ndi nkhanza malo antchito.
2. Kuunikira ndondomeko zoperekedwa ndi mabungwe opanga malonda ndikutenga mbali pa nkhanza malo antchito
3. Kupanga ndondomeko zobwenzeretsa ku khudzika kwa mabungwe opanga malonda popewa nkhanza Kumalo antchito.

12.4 Zipangizo:

- Filipitchati pepara ndi zolemba/maka
- Zopereka gwilizano wamabungwe osiyanasiyana oyangana za Tea, nkhanza ndi ndondomeko za zionetsero
- Nkhani zabwino zokhudza ntchito za mabungwe oyanganira za Tea

12.5 Njira zoperekera phunziro:

- Zokambirana magulu
- Kuonetsera
- Kuunikira ndondomeko

12.6 Nthawi: 45 minitsi

12.7 Chiyambi (5 minitsi):

- Yambani ndi kulongosola za ubwino wamabungwe opanga malonda popereka chitetezo malo antchito, pogwiritsa ntchito mgwirizano wa alimi a Tea Malawi muno, Mgwirizano wa nkhalango mwa ena ambiri mwachitsanzo chabe.
- Khazikikani pa zomwe magulu/mabungwewa angathe kupanga polongosola ndikukonzanso ndondomeko ndi makhalidwe abwino

12.8 Kunvetsetsa za udindo wa mamembala a bungwe la opanga malonda

12.7.1 Ntchito: Kupanga Sewero.

- Gawani otengambali/ophunzira magulu angapo
- Pelekani ntchito ku gulu iliyonse kuti ichite; oyimilila bungwe lowona anthu olima Tea Malawi muno ma bwana, ogwila ntchito, ndi otumikila
- Otengambali akuyenela kugwilizana muchisudzo chasewelo powonesela udindo wa bungwe lomwe lowona anthu olima Tea Malawi muno, bungwe lowona zankhalango ndi mabungwe ena aonese za nkhanza zomwe anthu amakumana nazo malo ogwilira ntchito.
- Limbikitsani magulu kukambirana ndi kusinthana maganizo pa mmene bungwe la olima Tea, zankhalango zikhoza kuthandizila kupanga malo antchito otetezeka

12.9 Kuunikira Ndondomeko (10 minitsi):

12.9.1 ntchito; Kuunikira Zopereka

- Kuonetsa zopereka ku mabungwe oyanganira Tea ku Malawi, nkhanza ndi ndondomeko zoonetsera(
- Magulu, ophuzira ayenera kukambirana za ndondomeko zothandiza kupewa ndi kuthana ndi nkhanza yogonana kumafakitale a Tea.
- Kutenga zokambirana kuchokera magulu

12.10 Ndondomeko zolimbikitsa zakutenganawo mbali (25 minitsi)

12.10.1 Ntchito; Kuzukuta phunziro

- Kutsogolera zokambirana polola ophunzira kupereka zotsatira, kugawa malingaliro woonjezera, ndi kusankha mitu.

12.11 Kuomba mkota (5 minitsi):

- Kufupikitsa kufunika kwa zotenga kuchokera ku ntchito.
- Kutsindika zaubwino wa bungwe lopanga za malonda ndi loyanganira Tea ku Malawi, bungwe loona zankhalango ndi ena ambiri poumba chitetezo malo atchito ndikupempha ophunzira kuti agwiritse ntchito chidziwitsochi malo antchito.

12.12 Uthenga Ofunika

- Bungwe lopanga zamalonda (EBMObs) limaonetsa udindo popewa ndi kuthetsa nkhanza ndi zitonzoz malo antchito.
- odziwa anthu,kupereka maphunziro,kupititsa patsogolo makhalidwe abwino molingana ndi malamulo,poonetsera malamulo,kunenera za kusitha kwa ndondomeko, kulimbikitsa kukambirana zomwe zimalimbikitsanso khalidwe lolemekezana ndi kutetezana.Mogwirizana, EBMOs kupereka zolinga ku malo antchito omwe ali omasuka ku nkhanza ndi zitonzoz kudzera mukulumikizana ndikugwira ntchito molimbika.
- Bungwe loyanganira za Tea ku Malawi ndi limodzi mwamabungwe mumafakitole achimalawi pa zoyambirira pa makhalidwe olemekeza ndikupanga zinthu mokomera aliyense. Zionetsero ndi nkhanza ndizoletsedwa Ndipo ndizosaloledwa mu vuto lililonse. TAML inakhazikitsidwa popewa ndi kuthana ndi nkhanzi za nkhanza yoganana ndi chionetsero. Olembedwa ntchito akapezeka akutsutsana ndi ndondomeko amakumana ndi zotsatira, kuyambira pakudzudzula,kupumitsidwa,kutsitsidwa paudio ndikuchotsedwa ntchito. TAML kugwiritsitsa makhalidwe akusasiyanitsa, kuonetsetsa za ufulu ndi udindo waolembedwa ntchito aliyense kuzomwe zakhala zikuneneredwa.

GAWO 13

UDINDO WA ANTHU OPINDULA POTHANA NDI NKHANZA NDI ZITONZO MALO OGWIRA NTCHITO.

13.1 Chiyambi

Kupezeka kwa olemba ntchito ndi olembedwa ntchito mumakampani opanga Tea zimatengera kupezeka kwa opindula ndi Tea. Minda ya Tea yakhudzika kuchokera pobzala ndi kukonza Tea kudzera po samalira, kupakira Tea makampani ndi kugulitsa Tea. Choncho nkofunika kuthana ndi nkhanza malo ogwirira ntchito molingana ndi malo opangira Tea.

Zomwe zili mugawo 6 (f) loteteza anthu ogula malonda (cap. 48:10 pamalamulo a Malawi) ogulitsa asapange mchitidwe opanga malonda otengera mbali. Gawo 2 loteteza anthu ogula malonda (cap. 48:10 lamalamulo a Malawi) limapereka tanthauzo laopanga malonda “mogwirizana ndi zochitika za makono, katundu kwa munthu ogulitsa, kupereka njira za makono, Katundu kuonjezerapo opanga omwe alipo, ndikomwe Katundu amagulitsidwa komanso komwe Katundu amagulitsidwa ndi kugawidwa kuphatikizapo olongeza katunduyo. Chimodzimodzinso, makhalidwe opanga malonda amatanthauzidwa kuti ndi “Nkhalidwe wina ulionse ofanizidwa ndi kupanga malonda, kuphatikizilapo chili chonse chofanan kapena kupangidwa ndi munthu wina aliyense pokhudza ndi opanga malonda kapena magulu opanga malonda, kapena opanga Katundu, operekera mpunga kapena mtundu wina uliwonse ochita malonda omwe afotokozeredwa mugawo lamalamulo opangila malonda omwe akufotokoza kuti opanga Tea sayenera kupanga nkhalidwe osankha mbali.

13.2 Cholinga

Unikilani kwa ogola malonda zakuthekera kwa kuthana ndi nkhanza ndi kutonzana malo antchito

13.3 Zolinga

- Kudziwa ndi kumvetsetsa za njira zomwe zakhazikitsidwa pofuna kuteteza ogula malonda komanso kuthana ndi nkhanza komanso kutonzana malo antchito

13.4 Zipangizo

- Mapepala akulu/Fillipi tchati
- Zolemba/ Maka
- Zopereka kwa ophunzira

13.5 Njira zoperekera phunziro lathu

-
- Kukambirana
- Mafunso ndi mayankho
- Kuphunzitsa
- Zionetsero
- Zinthunzithunzi

13.6 Chiyambi (Ndime zisanu-5 minitsi)

Gawo ili liyenera kuyamba ndi kufotokozera za ufulu wa ogula malonda omwe waperekedwa malamulo a Malawi

13.7 Udindo wa ogula malonda pakuthana ndi nkhanza ndi kutonzana malo antchito

13.7.1 Zokambirana magulu

- Otengambali/Ophunzira apatsidwe zochita magulu mwawo kuti akambirane za mmene ogula malonda angathandizire kupangitsa ndondomeko za olemba ntchito zingayambe kugwira ntchito pothana ndi nkhanza ndi kutonzana pa malo antchito
- Otengambali/ophunzira apereke maganizo awo pa zomwe gulu logula malonda lingapangile pofuna kupangitsa olemba ntchito malo opanga Tea ndi Cholinga chofuna kuthana ndi nkhanza ndi kutonzana
- Otengambali/Ophunzira akambirane za zotsamwitsa zomwe ogula malonda angakumane nazo pomwe akutenga mbali pofuna kuthana ndi nkhanza ndi kutonzana malo antchito komanso za mmene iwo angapangile pofuna kuthana ndi zotsamwitsazo. Alimbikitseni ophunzira kuti apereke zitsanzo za zomwe zinachitikapo ngati zilipo.



13.8 Kuwomba nkota ndi kumalizitsa gawoli

- Zomwe magulu akambirana ziwombedwe nkota komanso zomwe ogula malonda ayenera kuchita zilankhulidwense mowomba nkota zonse

13.9 Uthenga ofunikila

- Ogula malonda ndi okonza Katundu ali ndi udindo owonetsetsa kuti agwiritsitse za zomwe zikukambidwa mu malamulo ndi ndondomeko yotetezera ogula malonda yomwe ili mu (Cap 48:10 ya malamulo a Malawi). Gawo 10 ya ogula bungwe la ogula malonda. Kupitiliza apo, mu gawo 19 (c) ya malamulo a ogula malonda (Cap 48:10 ya malamulo a Malawi) ikupereka kwa bungwe lowona za ogula malonda kudzudzulapo opanga ndi operekerka Katundu, ndi opanga Katundu (mwachitsanzo okonza Katundu mu ma kampani okonza Tea omwe amtsutsana ndi kufotokozera kwa malamulo omwe ali mu bungwe loyang'anila ogula Katundu.
- Kupezeka kwa nkhanza ndi kutonzana malo antchito mu makampani opanga Tea kutsutsana ndi gawo 6 (f) ya malamulo otetezera ogula malonda omwe mapeto ake amapangitsa kupanga malonda owona mbali
- Ngakhale Kuthekera kwa ogula malonda kukukumana ndi zikhomo komabe achitepo kanthu pakuthana ndi mchitidwe wachitirana nkhanza ndi kutonzana malo antchito. Zikhalidwe ndi zikhulupiliro zomwe zamanga mizu mumadela zimathandizila kupanga zinthu zoipa kukhazikika ndikupitilira kukhala nkhalidwe wa anthu, ndikupangitsanso zinthu kukhala zolimba kuti tisenthe zinthu. Kusowa kwa mauthenga komanso maphunziro okhudzana ndi ufulu wa anthu ogwira ntchito zimawonjezeranso mavuto. Kusiyanana kwa zilankhulo, komanso kusowa njira ndi mwawi zolankhulirana ndi wolumikizana bwino kumapangitsanso zinthu kukhala zovuta kuti uthenga ofunikila ufalitsidwe
- Kutititthe kugonjetsa mavuto oterewa, nkofunikila kuthamanga ndi mauthenga omwe anggwirizane ndi madela akumidzi, kupereka upangili wa mmene angathanile ndi Zikhalidwe, kukhazikitsa njira zowonekera zoperekerka mauthenga. Kugwirira ntchito limodzi ndi atsogoleri akumudzi, mabungwe a boma komanso makampani opanga Katundu osiyanasiyana ndikofunikila kwambiri powonetsa kudzipereka kwathu pofuna kuthana ndi zinthu mu malo opangila Tea Malawi muno.

GAWO 14

MOMWE TINGATHANDIZILE ANTHU OCHITILIDWA NKHANZA NDI KUTONZEDWA PA KUGONEDWA MALO ANTCHITO

14.1 Chiyambi

Kumvetsetsa za njira zothanila ndi kuthandizila komaso kulimbikitsa okhudzidwa ndi khanzazi komanso kutonzedwa pogonedwa malo antchito ndi chofunikila kwambiri pakufuna kukhazikitsa malo antchito omwe angathe kuthana ndi kugonjetsa nkhalidwe oterewu. Choncho gawo ili tikhazikika pa kuphunzitsa olembedwa ntchito za thandizo lomwe angapeze ngati akumana ndi nkhanza ndi zitonzo zogonedwa malo opanga Tea.

14.2 Cholinga

Wunikilani za mathandizo omwe alipo kale pamalo antchito okhudzana ndi kutonzedwa muku gonwedwa

14.3 Zolinga

Pakutha kwa gawo ili, otengambali/ophunzira athe ku;

1. Kunvetsa za thandizo ndi ndondomeko zothandizila okhudzidwa pakugonedwa zomwe zilipo malo antchito

14.4 Zipangizo

- Mapepala akulu ndi zolimbela-ma maka
- Zopereka kwa ophunzira zofotokoza za ufulu ndi thandizo lopezeka kwai wo apangilidwa nkhanza ndi kutozedwa mogonedwa malo antchito

14.5 Njira zoperekera maphunziro

- Zokambirana magulu
- Kupanga sewero kapena
- Kulingalira mozama

14.6 Nthawi: 30 minitsi

14.7 Chiyambi (Mphindi zisanu)

- Khazikikani za kufunikila kwa kumvetsetsa za thandizo lomwe likupezeka kwa ochitiridwa nkhanza ndi kutonzedwa mogonedwa malo antchito
- Kambiranani za zotsatira za kukhala ndi malo othandizila mukulimbikitsa opangilidwa nkhanza kuti afune thandizo loyenera

14.8 Kumvetsetsa za thandizo lopezeka (10 minitsi)

14.8.1 Kupanga sewero

- Gawani ophunzira magulu
- Ophunzira apeze ndi kukambirana za thandizo lopezeka ndi momwe angathadizilidwe

14.8.2 Kulingalira Mozama pofuna kupeza thandizo (Mphindi zisanu)

- Funsani gulu palokha kulingalira mozama ndi kutchula ntchito zothandiza zomwe anzathu ndi otiyang'anira pa ntchito angatenge pothandiza opangiridwa nkhanza
- Funsani gulu lilonse kukambirana za kuthekera kwa zotsamwitsa omwe opangilidwa nkhanza angakumane nawo pakufunafuna thandizo lokhudza kutonzedwa mogonedwa
- Tsindikani pakufunika kwa umunthu, kumvetsera mwachidwi, ndi kuonetsetsa kuti opangilidwa nkhanza akupatsidwa danga lotetezedwa kuti athe kubweretsa mmadandaulo awo

14.8.3 Magulu apereke zomwe akambira (10 minitsi)

- Gulu lilonse lithe kupereka zomwe akambirana zokhudza ntchito zothandizira zomwe anzathu ndi oyang'anira angathe kuthandizira kwa opangilidwa nkhanza pamalo antchito
- Tsogolerani zokambiranazo zomwe zikhoza kupereka danga kwa ophunzira kupereka zotsatira, kugawana nafe zomwe awunikilana ndi kupeza lingaliro limodzi ngati mutu wa zikhalidwe zabwino kuzitsatira

14.9 Kuwomba mkota ndi kumalizitsa phunziro lathu (10 minitsi)

- Tengani Mfundo zofunikira kuchokera kuzochita zathu, tsindikani za kufunika kwa kukhazikitsa malo omwe opangilidwa nkhanza zogonedwa pa ntchito angathe kumva kuthandizidwa ndi kulimbikitsidwa
- Limbikitsani otengambali/ophunzira ku lankhulirapo za kugwiritsa ntchito ndondomeko zomwe zilipo malo antchito zomwe zimathandiza opangilidwa nkhanza ndi otonzedwa



Zithandizo zikuphatikizapo kuchita kanthu molingana ndi malamulo komanso kupatsidwa chipukuta misozi

14.10 Uthenga ofunikila

- Opangilidwa nkhanza zogonedwa ndi kutonzedwa malo antchito ndioyenera kukhala malo osasolidwa, Ndipo ngati olemba ntchito akulephera kupereka ndi kupewetsa kuchitonzochi, chonco opangilidwa nkhanza akhoza kufunafuna thandizo kwina kuti apeze machilitso kuchipsyinho chake.
- Chithandizo chikhoza kukhala chokambirana ndi olemba ntchito komanso kupezedwa kudzera njira zosiyanasiyana zilipo kudzera malamulo. Izi zikhoza kukhala monga ngati pali kuonongeka kwa chuma kuti athe kupatsidwa chipepeso ngati ataya malipiro ndi Ndalama zomwe awononga pofuna kupeza thandizo kuchipatala, komanso ngati akhudzidwa malingaliro popeza thandizo Chifukwa cha kukhudzidwa ndi mthionthino wa malingaliro
- Komanso ngati opangilidwa nkhanza akufuna kubwerera kuntchito popanda kukhudzana ndi kulumikizanso ndi omupangila nkhanza
- Chilango chikhoza kuperekedwa kwakulu kwa opangila anzawo nkhanza kuphatikizapo kusintha ndoindomeko za bungwelo pofuna kupewa mchitidwe wotere kuchitikanso.
- Kuphatikizapo, thandizo lapadera monga kumulemba okhudzidwa ndi khanza pomutsumikizila kuti sipapezekanso khalidwe longalimeli patsogolopo ndikuthanso kupeza ntchito ina popanda mantha ndi kuopsyezedwa
- Opangidwa nkhanza zogonedwa malo antchito amakumana ndi zokhoma zosiyanasiyana makamaka pamene akufunafuna thandizo. Choyamba, amakhala ndi matha owopsyezedwa, pamene akuneneza iwo akupanga nkhanzazi, zomwe zimayika pachioopsyezo ntchito ndi ubale wawo. Kuonjezerapo, opangilidwa nkhanza ndi kutonzedwa amakumana ndi kusakhulupila makamaka pamene akukumana ndi

kusalidwa mudela zomwe zikhoza kupangitsa opangilidwa nkhanza kuziweruza okha pazifukwa zomwe iwo akumanilana ndi zitonzonzo

- Njira zomwe opangilidwa nkhanza amatsatila pofuna thandizo ikhoza kukhala yotsamwitsa ndi lotopetsa chifukwa cha ndondomeko zomwe zinayikidwa. Chikhalidwe ndi zotsamwitsa za malo ogwira ntchito zomwe zilipo, zikhoza kukhala zosakwanila pakuthana ndi zitonzo ndi nkhanza zomwenso zimakhala zotchinga pofunafuna chilungamo. Kuonjezerapo, thandizo lochilitsa kupsyinjika ndi nthinonthino wa malingaliro amakumana nawo pamene tikupanga kafufuku wankhaniwo komanso nthawi lokumva nkhaniyo monga mwa malamulo limakhala yotsamwitsa.

