



MALAWI CONGRESS OF TRADE UNION

**Ndondomeko Zoonetsetsa Kuti Pasakhale Kusiyanana Pakati
Pa Amayi Ndi Abambo Komanso Kuchitirana Nkhanza
Zosiyanasiyana Pamalo Antchito**



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Mau Otsogolera

Kuyambira nthawi imene bungwe la Malawi Congress of Trade Union linakhazikitsa ndondomeko zokhudza kuthana kuchitirana nkhanza pamalo anchito mchaka cha 2022 komanso ndondomeko zoona kuti pasamakhale kusiyana kwa pakati pa akazi ndi amuna mmalo antchito mu 2017, zambiri zachitika. A Malawi ambiri ogwira ntchito, akupitilira kusolidwa komanso kuchitiridwa nkhanza zosiyanasiyana kuphatikizapo zokhudza kugonana potengera kuti iwo ndi aakazi kapena aamuna. Nkhanzazi zimachitika pamene anthuwa akufuna kulowa nchito, pamene ali pantchito ngakhale pamene akufuna kusiya ntchito.

Ichi nchifukwa chake bungwe la MCTU laganiza zounikiranso ndikuyika pamodzi ndondomeko zoona kuti pasamakhale kusiyana pakati pa amayi ndi abambo pantchito zomwe zinakonzedwa muchaka cha 2017 ndi ndondomeko zopititsa patsogolo ntchito yoona kuti ogwira ntchito onse sakuchitiridwa nkhanza zomwe zinakonzedwa mu chaka cha 2022. Ndondomeko zophatikizazi zapangidwa ndicholinga choti bungwe la MCTU lionetse chidwi chake pofuna kupereka malo ogwirira ntchito otetezeka kwa ogwira ntchito ake ku bungweli komanso ku nthambi zake zonse.

Ndikupempha ogwira ntchito onse kuphatikizapo omwe ali mmabungwe a ogwira ntchito kuti apeze nthawi ndikuwerenga ndondomekoyi ndikuyigwiritsa ntchito motengera ndi mmalo awo ogwirira ntchito pothandizira kuti tikhale ndi malo ogwirira ntchito otetezeka, opanda kusalana komanso nkhanza za pakati pa amayi ndi abambo. Izi zikatsatiridwa, tidzakhala ndi malo antchito abwino komanso sipadzakhala kusiyana pakati pa amayi ndi abambo kumalo ogwirira ntchito.



Charles Kumchenga

Mtsogoleri, Malawi Congress of Trade Unions

Kuthokoza

Bungwe la Malawi Congress of Trade Union likufuna kuthokoza bungwe lakunja lowona za anthu ogwira ntchito chifukwa cha chithandizo cha ndalama chomwe chinapangitsa kuti ndondomekozi zilembedwe. Nkhani zikulu zikulu zomwe zalembedwa mu ndondomekoyi zithandizira kwambiri pofuna kuunika ndondomeko zokhudza kusiyana pakati pa amayi ndi abambo komanso chitonzo pankhani zogonana zomwe amayi ndi abambo amachitirana mmalo awo ogwirira ntchito.

Tikufuna kuthokozanso anthu onse omwe anatenga nawo mbali mukafukufuku amene anathandizira kulemba ndondomekoyi, poyankha mafunso komanso popereka maganizo abwino omwe anathandizira kuomba mkota pazotsatira za kafukufukuyu. Kudzipereka kwawo, potenga nawo mbali angakhale kuti anthuwa amakhala otanganidwa ndi ntchito, sitikukutenga mwachizolowezi ayi. Tithokozenso bungwe loona ogwira ntchito padziko lonse lapansi la ILO chifukwa chachithandizo cha ndalama ndiukatswiri pofuna kuti ndondomekoyi ilembedwe.

Pomalizira peni peni tikuthokozanso Dr. Tiyesere Mercy Chikapa Jamali ndi gulu lawo lonse popanga kauniuni amene wathandizira ndondomekoyi mmalo mwa bungwe la Malawi Congress of Trade Union.



Madalitso Njolomole

Mlembi wankulu, Malawi Congress of Trade Union

1.0 Chiyambi

Zambiri zachitika kuyambira nthawi imene bungwe la Malawi Congress of Trade Union (MCTU) lidakhazikitsa ndondomeko zothetsera kuchitirana nkhanza makamaka zokhudza zogonana ya mchaka cha 2022 komanso yoona kuti pasamakhale kusiyana pakati pa amayi ndi abambo ya mchaka cha 2017. Amayi ndi abambo ogwira ntchito, akupitilirabe kukomana ndi nkhanza za kusalana komanso magawo osiyanasiyana ankhaza zapakati pa amayi ndi bambo komanso chipongwe chosiyanasiyana mmalo awo ogwira ntchito kuphatikizapo nkhanza zokhudza kugonana. Izi zimachitika mmagawo onse a moyo wapantchito kuyambira poyambilira peni peni pamene munthu akulowa ntchito. Izi zapangitsa kuti bungwe la MCTU libwere ndi ndondomeko yatsopano yomwe ilore bungweli kugwira ntchito yake mwaukadaulo poonetsetsa kuti amayi ndi abambo asakhale osiyana mmalo antchito komanso kuthetsa nkhanza zosiyanasiyana kuphatikizapo zokhudza zogonana. Pofuna kugwira ntchito imeneyi bwino, MCTU yaunikira ndondomeko zake za mzaka za 2017 ndi 2022 ndikupanganso ndondomeko yoonetsetsa kuti pasakhale kusiyana pakati pa amayi ndi abambo komanso kuchitirana nkhanza zosiyanasiyana (kuphatikizapo zogonana) pamalo antchito. Ndondomeko yatsopanoyi ikufunitsitsa kuti ku bungwe la MCTU, komanso kunthambi zake, ogwira ntchito akhale otetezedwa ndiponso kusakhale anthu opangira nkhanza anzawo.

Ndondomekoyi yatsatira bwino malamulo komanso chikhalidwe ndi nkhani yaza chuma cha dziko lino. Poyambilira, pali malamulo atatu omwe akumangilira pankhani ya kufananitsa mphamvu pakati pa

amayai ndi abambo komanso kuthetsa nkhanza za pakati pa amayi ndi abambo ndi chipongwe chosiyanasiyana mmalo ogwirira ntchito mdziko muno: Malamulo oyendetsera dziko la Malawi a mchaka cha 1994 (Malawi Constitution, 1994), Malamulo oona kuti pasamakhale kusiyina pakati pa amayi ndi abambo amchaka cha 2013 (Gender Equality Act, 2013), komanso lamulo lokhuza ogwira ntchito lamchaka cha 2000 (Employment Act of 2000).

Gawo 20 la malamulo oyendetsera dziko lino, limapereka mphamvu zofanana kwa amayi ndi abambo ndikuonetsetsa kuti pasakhale kusalana potengera kuti wina ndi wa mkazi kapena wamwamuna kapenanso zizindikiro zina. Gawo 24(1) limatsimikizira ndithu za ufulu wa amayi kuti sakuyenera kusalidwa potengera kuti ndi amayi kapena kuti iwo ali pa banja kapena ai. Gawo 24 (1a) limaunikira kuti amayi monga mmene alilinso abambo atha kulowa mmigwirizano yosiyanasiyana ndi ena. Gawo 24(2) limafotokozera kuti malamulo osala amayi potengera kuti iwo ndi aakazi siwoloredwa. Gawoli limapitilira kufotokoza kufunikira kokhazikitsa lamulo lothetsa mchitidwe wa kusalana komwe kulipo panopa, nkhanza zokhudza kugonana, kuchitirana chipongwe ndi kuzunzana, kusalana mmalo osiyana siyana monga kuntchito, mmalo ochitira malonda, ndi malo ena kungotchulapo ochepa chabe. Gawo 29 limafotokota kuti munthu wina aliyense akuyenera akhale ndi ufulu ochita nawo za malonda, kugwira ntchito komanso kukhala ndikuthekera kodzipezera zosowa zake kwina kuli konse mdziko muno. Gawo 31(1) limafotokoza kuti munthu aliyense ali ndi ufulu wokhala bwino ndiosamalidwa pa ntchito komanso kulipidwa moyenera.

Malamulo oonetsetsa kuti palibe kusiyana pakati pa amayi ndi abambo amchaka cha 2013 omwenso amagwilizana ndi mfundo za SADC Protocol, amafotokoza kuti olembedwa ntchito aliyense ali ndi ufulu oti atetezedwe ku nkhanza ndi zipongwe zili zonse ngakhale kunkhanza zokhudza kugonana pa malo ogwirira ntchito. Aka ndikoyamba kuti malamulo aku Malawi kuno akhazikitse mlingo wa chiwerengero cha amayi kapena abambo amene akuyenera kulembedwa ntchito, kupeza mwayi wa maphunziro owonjezera komanso kukwezedwa udindo pantchito panthawi imodzi maka maka mmalo ogwira ntchito aboma. Komabe pali kufunikira kotilamuloli liwunikiridwenso kuti liphatikize mfundo zina zamalamulo oyendetsera kagwiridwe kantchito adziko lonse lapansi lomwe boma linavomereza lothetsa nkhanza zosiyanasiyana kuphatikizapo zogonana pamalo antchito.

Malamulo oona za anthu ogwira ntchito omwe anapangidwa mchaka cha 2000 amalimbikitsanso kufananitsa akazi ndi amuna mmalo antchito. Gawo 5 lamalamulowa limaletsa kusalana potengera zinthu zosiyanasiyana, monga potengera kuti wina ndi wa mkazi kapena wa mwamuna. Gawo 6 limalimbikitsa kupereka malipiro ofanana pamene anthu agwira ntchito zofanana posatengera kuti wina ndi wa mkazi kapena kuti ndiwa mwamuna. Gawo 12 limaletsa kuzunzana munjira ina ili yonse. Gawo 41 limaonetsetsa kuti amayi sakukumana ndi ziphyinjo mmalo antchito powapatsa mwayi okhalabe pantchito angakhale atajomba miyezi yosachepera isanu ndi umodzi pazifukwa zosiyanasiyana kuphatikizirapo kutenga tchuthi chifukwa cha uchembere.

Gawo 47 la malamulowa limapereka mwayi kwa amayi kuti atha kupuma kwa masabata asanu ndi atatu pazaka zitatu zilizonse kamba ka uchembere ndipo akuyenera kulandira malipiro awo onse mu nthawi imeneyi komanso kuti asachotsedwe ntchito kapena kuchotseredwa zaka zomwe iwo akhala akugwira ntchito. Komanso ngati pali umboni wachipatala oti mayi ogwira ntchito wadwala chifukwa cha uchembere kapena mwana wake obadwa kumene wadwala, atha kuonjezedwa masiku ena opuma monga momwe angaonere olemba ntchitowo. Gawo 48 limapereka mwayi kwa mayiyu kuti atha kubwereranso kuntchito yake yakale koma ngati ntchitoyo palibe kapena mayiyu sakutha kukwanitsa kugwiranso ntchito ngati kale, olemba ntchito ali ndi udindo omupezera mayiyu ntchito ina imene angamagwire mmalo mwa inayo. Ngati izi sizingatheke, kapena kuti mayiyu sakugwirizana nazo, olemba ntchito ali ndi ufulu omuchotsa ntchito koma atamukonzekeretsa bwino bwino. Kutengera ndi mmene zalembedwa mugawo 49 ya malamulowa, kuchotsa ntchito amayi ntchito chifukwa choti ndiwoyembekezera ndi mlandu ndipo ngati mayiyu angachotsedwe ntchito, olemba ntchito akuyenera kupereka umboni woti izi sizinachitike chifukwa chakuti amayiwo ndiwoyembekezera.

Mu chaka cha 2021 malamulowa anaunikiridwanso ndikuonjezera gawo 47A lomwe likulora abambo kwanthawi yoyamba kutenga tchuthi pamene akazi awo abereka kumene kuti akathandizire kupereka chisamaliro kwa mwana wawo komanso akazi awo mmasabata osachepera awiri mu zaka zitatu zina zili zonse kwinaku ntchito ikupitilira komanso kulandira malipilo awo onse monga mwa nthawi zonse. Komanso malamulowa apereka mwayi wina wapadera kwa amayi

amene akuyamwitsa (Gawo 46A) kuti athe kupatsidwa ntchito zopepuka, komanso kutha kusintha mkuyamba kugwira ntchito munthawi yogwirizana ndi kulera mwana kapena kugwira ntchito nthawi yocheperako popanda kuwachepetsera malipiro kapena kuwachotsera zabwino zina zomwe amapeza pantchito. Amayi akuyeneranso kupatsidwa ola loyamwitsira mwana kwa miyezi isanu ndi umodzi komanso kupatsidwa malo oti atha kuyamwitsirako mwana, komanso mwina kusintha nthawi yogwirira ntchito, pamene dokotala ovomerezeka wapereka ganizo limeneli.

Ndondomeko yadziko lino yoonetsetsa kuti pasakhale kusiyana pakati pa amayi ndi abambo yamchaka cha 2015, (National Gender Policy of 2015) imathana ndi nkhani zikuluzikulu zokhudza malo ogwirira ntchito motere: kupitirira kusiyana mphamvu pakati pa amayi ndi abambo, anyamata ndi atsikana potengera zikhalidwe zolimbikitsa kuti abambo ndi omwe amakhala ndi mphamvu kwambiri kusiyana ndi amayi; kuchuluka kwa nkhanza zomwe zimachitikira ena chifukwa choti iwowo ndi amayi kapena abambo; kuchepa kwa amayi omwe amatenga nawo mbali mmaudindo opanga ziganizo mmagawo onse. Pakadali pano, ndondomekoyi nthawi yake yogwira ntchito yatha. Kutero kuti pali kufunika kowunikiranso zinthu mmene ziriri panopa, mpofunika kuwunguza zotsatira za ndondomeko zakalezi ndikuphunzirapo zinthu zina zomwe zingathandizire kupanga ndondomeko zatsopano zomwe zingatitsogolere mzaka zitatu mpaka zisanu zikubwerazi pantchito imeneyi.

Ndondomekozinso zatsamira pa masomphenya a dziko lino a Malawi 2063 omwe mwazina cholinga chao nchofuna kuthetsa kusiyanitsa pakati pa abambo ndi amayi pofuna kuwonetsetsa kuti chuma cha dziko lino chikupita patsogolo komanso miyoyo ya a Malawi ikusintha. Komanso, zatsamira ngodya za chitukuko chapa dziko lonse lapansi mgawo lachisanu lomwe cholinga chake ndi kufananitsa mphamvu pakati pa amayi ndi abambo komanso kupereka mphamvu kwa amayi ndi atsikana zomwe zili zofunikira pachitukuko cha maiko.

Poonjezera apa, dziko la Malawi ndilimodzi mwa maiko omwe anagwirizana ndi lamulo lothetsa kusala amayi munjira ina iliyonse padziko lonse lapansi lotchedwa “*Convention on the Elimination of all forms of discrimination against women (CEDAW)*. Mfundo zenizeni za lamulo limeneli zokhudza ntchito monga mmene zafotokozeredwa mgawo 11 ziri motere:

1. Maiko amumgwirizanomu adzatsata ndondomeko zoyenerera pothetsa kusolidwa kwa amayi pantchito pofuna kuwonetsetsa kuti mphamvu za amayi ndi abambo zikufanana munjira izi;

(a) Munthu aliyense ali ndi ufulu ogwira ntchito omwe wina aliyense sangauchotse.

(b) Munthu aliyense ali ndi ufulu okhala ndi mwayi olembedwa ntchito iliyonse, kuphatikizirapo kuyika ndondomeko zofanana pofuna kusankha munthu pamene anthu akulembedwa ntchito.

(c) Munthu aliyense ali ndi ufulu otha kusankha maphunziro atsogolo lake komanso mwayi osankha ntchito yomwe akufuna, ufulu

okwezedwa pa ntchito, chitetezo cha ntchitoyo, malipiro ake, ndinso ufulu olandira maphunziro owonjezera luso lakagwiridwe ka ntchito.

(d) Munthu aliyense ali ndi ufulu olandira malipilo ofanana ndi wina aliyense kuphatikizirapo phindu lililonse pantchito zofanana kumanso kuchitilidwa zinthu mofanana poona kuti ntchito yagwiridwa bwanji.

(e) Munthu aliyense ali ndi ufulu oti akhale otetezeka, makamaka mu nyengo yoti munthu wapuma pantchito, sali pantchito, wadwala, kuti sangathe kugwira ntchito pazifukwa zina kapena mwina kukula kumene, kuphatikizirapo ufulu otha kupuma pantchito koma ukulandira malipiro oyenera.

(f) Munthu aliyense alindi ufulu okhala ndi moyo wathanzi, uchembere wabwino komanso kukhala ndi malo antchito otetezeka.

2. Pofuna kuonetsetsa kuti amayi asasalidwe chifukwa choti ndiwokwatiwa kapena chifukwa cha nkhani yauchembere komanso kuwonetsetsa kuti ufulu wawo pogwira ntchito sikuphwanyidwa, mayiko amgwirizanowu akuyenera kutsata ndondomeko zotsatirazi:

(a) Kuletsa komanso kupereka zilango, kuchotsa ntchito pachifukwa choti amayi ndi oyembekezera kapena kuti apuma pa ntchito chifukwa cha uchembere komanso kuwasala chifukwa choti iwo ndi okwatiwa kapena osakwatiwa.

(b) Kuwapatsa amayi ufulu opita kutchuthi pamene ali oyembekezera, kuonetsetsa kuti akulandira malipiro awo, osachotsedwa pantchitoyo komanso kuchotseredwa zaka zomwe iwo akhala pantchito.

(c) Kulimbikitsa kupereka chithandizo choyenerera ndi cholinga chofuna kuti makolo athe kukwanilitsa udindo okhudza banja lawo komanso ngati munthu olembedwa ntchito ndikuthanso kutenga nawo mbali muzochitika zosiyanasiyana za mmadera omwe amakhala makamaka kudzera potukula komanso kukhazikitsa malo othandizira kupereka chisamaliro kwa ana.

(d) Kupereka chitetezo chapadera kwa amayi pa nthawi yomwe ali oyembekezera poonetsetsa kuti ntchito yomwe akugwira sikuyika moyo wao komanso wa mwana odzabadwayo pachiwopsezo.

Popeza kuti dziko la Malawi linavomereza malamulo osiyanasiyana okhuza ntchito adziko lonse lapansi (ILO Conventions), nkoyeneranso kuti dziko la Malawi litengepo mbali pofuna kuthetsa kusiyana kwina kuli konse kwa pakati pa abambo ndi amayi, komanso nkhanza zochitira ena chifukwa ndi aakazi kapena aamuna kuphatikizapo nkhanza zokhudza nkhani zogonana. Boma la Malawi linavomereza malamulo onse khumi (10) azantchito apa dziko lonse lapansi kuphatikizapo lamulo 100 limene limafotokoza za kupereka malipiro ofanana kwa amayi ndi abambo pamene agwira ntchito zofanana. Dziko la Malawi linavomerezanso lamulo 111 lomwe limafotokoza zothetsa kusalana polembana ntchito. Komanso malamulo awa 155,184,187 okhuza umoyo ndi chitetezo pa ntchito, komanso lamulo loonetsetsa kuti anthu sakugwira ntchito mokakamizidwa.

Pakadali pano dziko la Malawi lili pa kalikiliki ofuna kuvomereza lamulo 190 mwa malamulo antchito a dziko lonse lapansi lomwe ndilokhuza kuthana ndi nkhanza komanso chitonzo pa nkhani zogonana lomwe

ndilofunika kuti dziko lili lonse livomereze ndikuligwiritsa ntchito kuti nkhani za nkhanza komanso chitongo pa nkhani yogonana pakati pa abambo ndi amayi mmalo ogwirira ntchito ikhale mbili yakale. Adindo akavomereza lamuloli chiyembekezo ndichokuti m'malo onse antchito m'Malawi muno akuyembekezereka kukhala abwino ndi otetezeka komwe aliyense akulemekezedwa ndi kulandira ulemu komanso kutetezedwa ku nkhani za nkhanza zili zonse kuphatikizapo nkhanza zokhudza kugonana. Izinso zipangitsa kuti aliyense akhale mosangalala komanso ndi ufulu posatengera kuti iyeyo ndi wamkazi kapena wamwamuna.

2.0 Mau akulu andondomekoyi

Bungwe la MCTU ndilodzipereka powonetsetsa kuti anthu onse anthambi zamungwirizano wake ndi otetezeka m'malo onse ogwirira ntchito kunkhani za kusalana, nkhanza zapakati pa amayi ndi abambo zinazilizonse kuphatikizapo zogonana. Malo onse ogwirira ntchito akuyenera kukhala malo opanda kusalana kwina kuli konse potengera kuti wina ndi wa mwamuna kapena wamkazi, nkhanza zokhudza nkhani zogonana mmalo antchito komanso nkhani zonse zokhudza kuchitirana nkhanza za mtundu wina uli wonse zidzaunikiridwa bwino ndipo mwachangu. Munthu wina aliyense opezeka kuti wachitira wina nkhanza komanso chitongo pa nkhani zogonana adzalandira chilango chomwe chingathe kukhalanso kuchotsedwa ntchito. Madandaulo onse operekedwa pa nkhani zokhudza nkhanza zilizonse kuphatikizapo zogonana adzathandizidwa bwino, mwaulemu komanso mwachinsisi. Palibe amene adzaopsezedwe chifukwa choti wapereka dandaulo.

3.0 Cholinga chachikulu cha ndondomekoyi

Bungwe la MCTU ndi nthambi zake zonse zili ndi chidwi chofuna kukhala ndi malo abwino ogwirira ntchito opanda kusalana kwa mtundu wina ulionse, malo amene amayi komanso abambo angathe kutenga mbali muzochitika zonse za nthambi zake mofanana popanda zotchinga zili zonse ndinso pachitukuko cha mdziko lino, komanso komwe amayi ali otetezeka ku nkhanza ya mtundu wina uliwonse kuphatikizirapo nkhanza kapena chitonzo pa nkhani zogonana mu nthambi za bungwe la MCTU komanso malo onse ogwirira ntchito.

3.1 Zolinga zina za Ndondomekoyi

- a. Kuyesetsa kuthetsa chikhalidwe choipa chomwe chimapereka ulamulilo kwa aamuna nthawi zonse; komanso kuyesetsa kuti pakhale chilungamo ndi kufanana mphamvu pakati pa amayi ndi abambo mu bungwe la MCTU komanso mnthambi zake zonse powonetsetsa kuti chidwi chaikidwa pa zinthu zomwe zingathandizire amayi munjira zosiyana siyana muzochitika zili zonse pa malo antchito.
- b. Kuyesetsa kuti amayi akupatsidwa mphamvu mu mabungwe oyimilira ogwira ntchito pochotsa zotchinga zili zonse zomwe zingapangitse kuti iwo asatenge nawo mbali mu zochitika za mmabungwewa komanso kuthetsa mchitidwe okuti amuna okha ndiomwe adzitenga mbali pankhani zoyendetsa mabungwewa.
- c. Kumemeza ena kuti malo antchito onse m'Malawi muno asinthe ndikutengapo gawo pankhani zokhudza kufananitsa mphamvu pakati pa amayi ndi abambo, kutha kuzindikira komanso kuchitapo kanthu pa zosowa za amayi ndi makolo mmalo antchito,

komanso kupanga ndondomeko zokomera ogwira ntchito a mmabanja.

- d. Kuonetsetsa kuti aliyense ogwira ntchito akutengapo mbali, akupatsidwa ulemu komanso akulemekezedwa posatengera kuti ndi mkazi kapena ndi mwamuna.
- e. Kutukula luso la amayi pa ulamuliro komanso kuwalimbikitsa kuti azikhala amachawi pa zochitika za mmabungwe oyimilira anthu ogwira ntchito.
- f. Kuyesetsa kuti ndondomeko zoyendetsera malo antchito ndizachilungamo ndiponso zochepetsa kusiyana pakati pa amayi ndi abambo.
- g. Kuwonetsetsa kuti zonenezedwa zonse zokhudza nkhanza komanso chitonzo/chipongwe chokhudza nkhani zogonana pakati pa amayi ndi abambo zikuwunikiridwa moyenerera.
- h. Kupeza njira zoti malo ogwirira ntchito akhale opanda nkhanza kapena chitonzo pa nkhani zogonana komanso kuti anthu onse ogwira ntchito mmalo osiyana siyana akulemekezedwa komanso kupatsidwa ulemu.
- i. Kudziwitsa komanso kuphunzitsa ogwira ntchito mmalo onse za nkhani zokhudza nkhanza zokhudza kugonana, kusalana chifukwa choti wina ndi wamkazi kapena wa mwamuna, amene amakonda kuchita mchitidwe umenewu, ngati njira imodzi yopewa komanso kuthana ndi mchitidwe wa nkhanza za mtundu wina uliwonse.
- j. Kupereka mwayi oti anthu ochitiridwa nkhanza iriyonse angakhale yokhudza nkhani zogonana atha kukatula nkhaba zawo

ndikupereka maganizo awo amomwe nkhanizi
zingayendetsedwere.

4.0 Mfundo zotsogolera

Ndondomekozi zidzatsatira mfundo izi:

- a. Kusunga chinsinsi
- b. Umunthu
- c. Kupatsana ulemu
- d. Kusalekerera zoipa
- e. Kutsata ndondomeko yoyenera pofufuza zomwe zachitika

5.0 Okhudzidwa ndi ndondomekoyi

Ndondomekoyi ikukhudza zochitika zonse za ku bungwe la MCTU ndi nthambi zake zonse. Bungwe la MCTU ndi nthambi zake zonse zidzagwiritsa ntchito ndondomekoyi pofuna kusintha zinthu ku MCTU ndi kunthambi zake zonse pankhani yokhudza nkhanza zosiyana siyana komanso kutukula mphamvu za amayi ndi abambo ndicholinga choti pasakhale kusiyana pakati pawo.

6.0 Kusiyanana pakati pa amayi ndi abambo mmalo ogwirira ntchito m'Malawi

Mmalo antchito ambiri m'Malawi muno amawonetseratu poyera kusiyanana mphamvu pakati pa amayi ndi abambo. Abambo amakhala ndi mphamvu zambiri komanso kupondereza amayi. Izi zimapangitsa kuti nthawi zambiri amayi akhale panso pa ulamuliro wa abambo. Izi

zimachitika chifukwa cha chikhalidwe chathu chomwe chimapereka mphamvu komanso ulamuliro kwa abambo nthawi zonse. Mu chikhalidwe chimenechi, amayi amakhala ochepa mphamvu komanso oponderezedwa. Pa chifukwa chimenechi, ndikofunika kwambiri kuti bungwe la MCTU ndi nthambi zake zichilimike potukula amayi. Chotero, mfundo zotsatirazi zithandiza kuchitapo kanthu pa zakusiyana mphamvu pakati pa amayi ndi abambo.

6.1 Kuonetsetsa kuti palibe kusiyana pakati pa amayi ndi abambo mu mabungwe oyimilira ogwira ntchito

6.1a. kuchulutsa chiwerengero cha amayi mmaudindo

Chiwerengero cha amayi amene amatenga mbali muntchito zolandira malipiro ku Malawi kuno ndi chochepa kwambiri. Chiwerengero cha amayi amene amatenga nawo mbali mmaudindo ndichohepanso kwambiri. Komanso, ntchito zomwe zimaoneka kuti ndizogwiridwa kwambiri ndi amayi kukumapezeka kuti omwe amakhala mmaudindo onse ndi abambo. Izizi zimachitikanso mu mabungwe aoyimirira ogwira ntchito. Mwachitsanzo, maudindo ofunika kwambiri monga kukhala oyang'anira bungwe la ogwira ntchito, mlembi wamkulu amatengedwa ndi abambo. Amayi amatenga maudindo ochepa mphamvu.

Pa maudindo otengedwa potsatira zisankho, nthawi zambiri amayi amakhala achiwiri kapena kuti otsatira kwa adindo. Nthawi zina

amakhala mmipando yapaderadera ya amayi basi. Amayi akupitilirabe kukomana ndi nkhanza zosalidwa kuti apeze ntchito chifukwa olemba anzawo ntchito amakonda kulemba abambo kwambiri kusiyana ndi amayi. Nthawi zina, amayi akapeza mwayi wantchitoyo amakumana ndi nkhanza posakwezedwa pa ntchito kapenanso kusapeza phindu lina pa malo antchito. Ngakhale kuti mmbuyomu ndondomeko zothetsera kusiyanyitsa pakati pa amayi ndi abambo zinayikidwa ndi bungwe la MCTU ndipo pakhala pali kusintha, komabe pakufunika kupanga zinthu zina kuti tione kusintha kwakukulu. Mfundo zotsatirazi zikuyenera kutsatidwa komanso kukhazikitsidwa ndi cholinga chowonjezera chiwerengero cha amayi omwe amatenga nawo mbali m'malo ogwirira ntchito, m'maudindo a mabungwe oyimilira ogwira ntchito komanso m'malo onse antchito.

- a. Kupempha nthambi zoyimilira ogwira ntchito kuwunikanso malamulo awo ndi cholinga choti akhale molumikizana ndi ndondomekoyi.
- b. Kupereka mpata wopikisana ofanana pakati pa abambo ndi amayi asanalembedwe ntchito. Kupereka mpata olemba ntchito amayi kapena abambo kuchitike kumapeto kwa mpikisanowu pounikira kuti achuluka ndi amayi kapena abambo amene apatsidwa mwayi wa ntchito.
- c. Kuyesetsa kuti chiwerengero cha amayi ndi abambo ofunsira ntchito paudindo uli wonse ndichofanana polimbikitsa amayi kuti nawo adzifunsira ntchito.

- d. Kupatsa amayi kapena abambo mpata polemba anthu ntchito kuchitike pamene amayi kapena abambo ndiomwe ali ochepa mmaudindo ena ndi cholinga chofuna kukwaniritsa lamulo.
- e. Kuwonetsesa kuti amayi ndi abambo onse akulandira malipiro ofanana pantchito yofanana makamaka mmalo antchito omwe si aboma.
- f. Kupeza zotchinga, kufufuza njira komanso kuchotsa zotchinga zomwe zimapangitsa amayi kuti asapezeke m'maudindo mmalo ogwirira ntchito.
- g. Kuthetsa maganizo olakwika omwe anthu osiyanasiyana amakhala nawo okhudza amayi ngati atsogoleri.
- h. Kuphunzitsa anthu za utsogoleri ndi kuchilimika mu utsogoleri.
- i. Kulimbikitsa kukhala ndi atsogoleri munthambi zonse za bungwe la MCTU kuti azitha kuunikira nkhani zokhudza amayi ndi abambo komanso kuonetsetsa kuti ndondomekoyi yakhazikitsidwa mmalo awo ogwira ntchito. Atsogoleri amenewa azikhalanso ndiudindo ophunzitsa ogwira ntchito ena za kusasiyana pakati pa amayi ndi abambo, zamaufulu awo onse kuphatizapo wapamalo ogwira ntchito ena ali onse.
- j. Kulimbikitsa amayi komanso abambo kutenga nawo mbali muzochitika za bungwe la MCTU komanso zochitika za mmisonkhano yake yonse.
- k. Kulimbikitsa amayi kutenga nawo gawo mu maudindo, popanga ziganizo, polamulira, komanso kuonetsetsa kuti ali ndi luso lotha kukhala mugulu la anthu okambirana zinthu zosiyanasiyana, kuti

pakhale muyezo woyenerera wa abambo ndi amayi (60:40) potenga mbali mmagulu azokambiranazi.

- l. Kulimbikitsa kutumiza mauthenga okhudza malamulo, komanso malamulo apa dziko lonse ndi zonse zofunikira pokweza ntchito zoonza kuti pali chilungamo komanso kuti pasakhale kusiyana mphamvu pakati pa amayi ndi abambo.
- m. Kumema thandizo la ena kuti tionjezere adindo oona za amayi ndi abambo, anyamata ndi atsikana.
- n. Kumema ena kuti ndondomeko yoonza za amayi ndi abambo, anyamata ndi atsikana yomwe nthawi yake yogwirira ntchito inatha iunikiridwenso.
- o. Kulimbikitsa kukhazikitsa ndondomeko zolimbikitsa abambo ndi anyamata kutenga nawo mbali mmalo ogwirira ntchito polimbikitsa kusasiyana pakati pa amayi ndi abambo.
- p. Kupangitsa maphunziro okhudza miyambo yachikhalidwe yomwe imaletsa amayi kukhala mmaudindo ena ndikugwira ntchito zina.
- q. Kuyambitsa kauniuni pofuna kuwona ngati ndondomekoyi ikutsatiridwa bwino.
- r. Kutukula maubale ndi ma bungwe omwe ali aboma, ma bungwe omwe si aboma, mabungwe akunja komanso angakhale anthu ena okhudzidwa powonetsetsa kuti ndondomekoyi yakhazikitsidwa komanso ikugwira ntchito.

6.1b. Chitetezo cha amayi oyembekezera, tchuthi cha abambo pokasamalira mai oyembekezera komanso mwana obadwa kumene.

Potsatira kukonzaso kwa lamulo lokhudza ntchito mu chaka cha 2021 makamaka lokhuzana ndi chitetezo cha amayi oyembekezera, tchuthi choperekedwa kwa abambo pofuna kukapereka chisamaliro kwa amayi oyembekezera komanso chisamaliro kwa mwana obadwa kumene, palibe ndondomeko zowoneka bwino zomwe zinakhazikitsidwa mmalo ogwira ntchito pofuna kuonetsetsa kuti lamulo latsopanoli likutsatidwa. Bungwe la MCTU ndi nthambi zonse zogwiranazo ntchito zikuyenera kuwonetsetsa kuti:

- a. Pali uthenga wokwanira okhudza kusithanso kwa lamulo la pa ntchito mu chaka cha 2021 kwa nthambi zonse zokhudzidwa ndi malo onse ogwira ntchito.
- b. Chitetezo cha amayi oyembekezera ndi zofunika zonse zikuyenera kuperekedwa ku magulu onse a anthu ogwira ntchito ku malo onse a ntchito.
- c. Ogwira ntchito onse aamuna akuyenera kukhala ndi mwayi opatsidwa nthawi yokapuma pofuna kukasamalira amayi oyembekezera komanso kukapereka chisamaliro cha mwana obadwa kumene.
- d. Nthambi zonse za MCTU ndimalo onse ogwira ntchito zikuyenera kupereka nthawi komanso malo oyamwitsira ana.
- e. Malo onse ogwira ntchito akuyenera kupereka mwayi kwa amayi onse oyamwitsa kugwira ntchito mu ndondomeko yanthawi yomwe

iwo akufuna ndimalo ogwilira ntchitoyo popanda kuchotseredwa malipiro awo komanso kulandira zina zonse zomwe akuyenera kulandira.

6.1c. Umoyo wathanzi ndi chitetezo pa ntchito

Nkhani zaumoyo wathanzi komanso chitetezo pa ntchito zimakhazikitsidwa kwambiri kuntchito zimene zimagwiridwa ndi abambo. Ntchito za amayi zimawoneka ngati ndizosapereka chiopsyezo kwenikweni chifukwa ziopsyezo zoonekera zomwe zimawoneka mu ntchito zogwiridwa ndi abambo sizipezeka mu ntchito zomwe amagwira amayi. Ngakhale izi zili chonchi, amayinso ali pa chiopsyezo chachikulu ku malo antchito.

Amayi komanso abambo amakhala pa ziopsyezo zosiyanasiyana ku malo a ntchito, chifukwa choti iwo amagwiranso ntchito zosiyanasiyana. Ziopsyezo zimenezi zimawakhuza amayi ndi abambo mosiyanasiyana potengera ntchito zomwe amagwira chifukwa chachilengedwe chawo, monga mkazi kapena mwamuna.

Amayi komanso abambo amakumana ndi ziopsyezo zambiri zomwe zingathenso kukhudza umoyo wao wa ubeleki. Amayi oyembekezera amakumana ndi zoopsya zambiri ku malo ogwira ntchito, monga kunyamula zinthu zolemetsa ndi kukhala kapena kuiima nthawi yaitali. Kuwonjezera apo, amayi amagwira ntchito zomwe sizifuna maluso komanso za malipiro ochepa zimene zingabweretsenso chiopsezo pa

umoyo wao. Nthawi zambiri, amayi amagwira ntchito mmalo ogwira ntchito aang'ono omwe chitetezo chapa ntchito komanso nkhanu za umoyo sizimakhala za bwino kwenikweni komanso kumakhala kovuta kuti oyendera malo antchito afikireko ndikuzindikira za zimenezi. Koteru:

- a. A MCTU ndi nthambi zonse zokhudzidwa akuyenera kukhazikitsa ntchito za kafukufuku komanso kuthandizira pa za umoyo ndi chitetezo pa ntchito, makamaka polunjika ku mavuto omwe amayi ogwira ntchito amakumana nawo, popeza kuti amayi komanso abambo amakumana ndi ziopsyezo zosiyanasiyana.
- b. Nthambi za MCTU zikuyenera kupeza ndondomeko zothetsera ziopsyezo zonse pamalo ogwira ntchito pofuna kuwapanga malowa kukhala otetezeka kwa amayi komanso abambo ogwira ntchito.
- c. Nthambi za MCTU zikuyenera kukhazikitsa ma komiti oyang'anira za umoyo ndi chitetezo mmalo ogwira ntchito pofuna kukhazikitsa mfundo za umoyo wabwino komanso chitetezo chapa ntchito ndikuti amayi akuyenera kutenga nawo mbali muma komiti amenewa.

6.1d. Kutenga nawo mbali kwa amayi popanga ziganizo

Kutenga nawo mbali kwa amayi popanga ziganizo ndi njira yayikulu imene ingawathandize kukwaniritsa zokhumba zao komanso kulimbikitsa ntchito zothandizira kuti pasamakhale kusiyana pakati pa amayi ndi abambo. Izi zingathandizire kuti mavuto omwe amayi amakumana nawo azindikiridwe ngati mavuto oyenera kuwaunikira ku

migwirizano ya anthu ogwira ntchito komanso kuchepetsa kusiyana pakati pa amayi ndi abambo. Chotero, mfundo izi nzoyenera kutsatidwa:

- a. Amayi akuyenera kupezeka komanso kutenga nawo mbali m'magulu osiyanasiyana popanga ziganizo zokhudza ntchito yawo.
- b. Kuunikira udindo wa anthu oona zakusiyana pakati pa amayi ndi abambo m'makomiti opanga ziganizo zokhudza ntchito.
- c. Kupereka ukadaulo kwa amayi komanso abambo kwa mmene angatengere nawo mbali popanga ziganizo zokhudza ntchito zomwenso zingachepetse kusiyana pakati pa amayi ndi abambo.
- d. Kuwonetsetsa kuti ntchito zowona kusasiyana kwa amayi komanso abambo zikupita patsogolo makamaka mu zokambirana, kudziwitsa amayi ogwira ntchito za ufulu wawo; kupanga misonkhano yofalitsa uthenga okhudzana ndi ntchito zolimbikitsa kusasiyanitsa amayi ndi abambo; kutolera mauthenga okhudzana ndi nkhani zochitika pakati pa amayi ndi abambo, ndikugawa mauthengawo mwachangu pofuna kupanga ziganizo zokhudza ntchito.
- e. Kuika patsogolo mfundo zokhudza ntchito zowunikira kusasiyana pakati pa amayi ndi abambo mu zokambirana zokhudza ntchito ndi kuwonetsetsa kuti ogwira ntchito onse akuvomerezanadi kuti mfundozo zikhaledi pa mndandanda wazokambirana.

7.0 Nkhanza za pakati pa amayi ndi abambo

Ogwira ntchito ena m'Malawi muno amakumana ndi nkhanza zosiyanasiyana zimene zimakhuzana ndi kuthupi, kugonana, zina zolankhulidwa ndi zinanso zosalankhulidwa. Nkhanzazi zimakhudza magawo onse antchito, zimene zikutathauza kuti ogwira ntchito amakumana ndi nkhanza polowa ntchito angakhale atalowa kale ntchitoyo. Amayi komanso abambo amakumana ndi nkhanzazi. Komabe, amayi chifukwa cha zomwe amakumana nazo pamalo antchito, amakuna ndi nkhanza zambiri makamaka zokhudza kugonana kuposa abambo. Abambo, makamaka omwe ali m'maudindo ndiamene amachitira amayi nkhanzazi kwambiri.

Nkhanza zosiyanasiyana kuphatizapo zokhudza kugonana zimachitika chifukwa chakusiyana mphamvu pakati pa amayi ndi abambo, mtundu wantchito zomwe zikugwiridwa, makhalidwe apa malo antchito, mmene ntchito imagawidwira, maganizo olakwika okhudza ntchito yomwe amayi amagwira, kusaphunzira kwambiri ndinso kusowa ntchito mwazina.

7.1 Magulu a anthu omwe amakumana ndinkhanza zokhudza kugonana

- a. Abambo ndi amayi ogwira ntchito mmalo antchito
- b. Magulu ena aabambo ndi aamayiri omwe amalukizana ndi malo antchito omwe iwo sagwirako.

7.2 Magulu ankhanza zokhudza kugonana

a. Nkhanza za kuthupi:

Kugwira wina mwadala opanda chilolezo, kutsina wina, kumugunda dala munthu wina, kukumbatira wina popanda chilolezo, kumpsopsona wina opanda chilolezo, kuletsa wina kusuntha pamalo pomwe wayima kapena kukhala, kumenya wina, kukamiza zogonana ndiponso kugwilirira wina ndi zina.

b. Nkhanza zolankhulidwa ndi mau;

Kulankhula zokhudza kugonana, kupereka ndemanga zoyipa, kuopyeza wina, kutukwana wina, nthabwala zonyoza ena komanso zokhudza kugonana, kupempha mobwerezabwereza kuti mukakumane pa malo achinsinsi ndinso kuyankhula za ena zokhudza kugonana ndi zina.

c. Nkhanza zosalankhulidwa ndi mau

Kupereka zizindikiro zina ndicholinga chokopa munthu wina kuti mugonane, kuyimba mluzu wachipongwe, kutukwana ndi manja, kupanga phokoso lotsatizira kupsopsonana ndi zina.

d. Nkhanza zooneka ndi maso

Kuyika zizindikiro zonyoza ena, ndinso zokhudza kugonana, kuyang'ana thupi lawina modabwitsa, kupereka zizindikiro ndi manja, kuonetsa zinthu kapena zithunzi zolaula munjira zosiyana siyana kuphatizapo pa masamba a pa intaneti ndi zina.

e. Zolembe

Kutumizira ena mauthenga okhudza zogonana, kugwiritsa ntchito mau olaula polemba, kulondana mosaloledwa komanso kuopsezana kudzera munjira zotumizira mauthenga mwamakono monga uthenga wa pa intaneti, palamya yammanja, masamba amchezo ndi zina zotero.

Pofuna kuthana ndi nkhanzazi, MCTU ndi nthambi zake zikuyenera:

- a. Kumema adindo kuti malamulo apadziko lonse okhudza kuthetsa nkhanza mmalo antchito (Convention190) avomerezedwe.
- b. Kukhazikitsa malo achinsinsi, mwachitsanzo ma bokosi omwe anthu atha kumaponyamo, kupereka maganizo awo komanso kuneneza nkhani zokhudza nkhanza komanso chitonzo zosiyanasiyana kuphatizipo nkhani zogonana mmalo ogwira ntchito, ku bungwe la MCTU komanso nthambi zake.
- c. Kugwiritsa ntchito malamulo omwe atsindikizidwa mu mgwirizano wa maiko, okhudza kuthetsa nkhanza mmalo antchito (Convention190) kudzera mundondomeko zatsopano ndi lamulo lokhudza kufananitsa mphamvu pakati pa amayi ndi abambo mdziko muno.
- d. Kukhazikitsa maphunziro osiyana siyana okhudza nkhanza komanso chitonzo pa nkhani zogonana, magulu okhudzidwa, mmene angapangire kuti nkhanza zisamachitike, komanso ubwino othetsa nkhanza mmalo onse ogwirira ntchito.
- e. Kuyesetsa kuti anthu atetezedwe komanso pakhale kupatsana ulemu pakati pa anthu ogwira ntchito.

- f. Kupereka zilango zokhwima kwa onse opezeka kuti achitira ena nkhanza zosiyinasiyana kuphatikizapo zogonana.
- g. Kupereka chithandizo choyenera kwa omwe adachitiridwa nkhanza zosiyanasiyana kuphatikiza zokhudza kugonana.
- h. Kuthandizira kukonza komanso kukhadzikitsa ndondomeko zothana ndi nkhanza komanso chitonzo pa nkhani zogonana mmalo onse antchito m'Malawi muno.
- i. Kumema adindo kuti pakhale zinthu zothandizira kukonza komanso kukhazikitsa ndondomeko zothetsera nkhanza zosiyanasiyana mmalo ogwirira ntchito.
- j. Kulimbikitsa luso la anthu omwe ali ndi udindo othandiza omwe achitiridwa nkhanza kapena chitonzo pa nkhani zogonana mmalo onse ogwirira ntchito.
- k. Kukhadzikitsa mtima osadzidelera mwa amayi komanso atsikana kudzera mmaphunziro ndi cholinga choti asamalore kuchitiridwa nkhanza komanso chitonzo pa nkhani zogonana pofuna kupeza phindu mu njira yachidule.
- l. Kupereka chithandizo kwa anthu ena omwe aulula kuti akhuzika chifukwa cha chisankho choyipa chomwe adindo anapanga chomwe chinapindulira wina yemwe sanaone kuti wachitiridwa nkhanza koma kuti wapindula.
- m. Kulimbikitsa kugwiritsa ntchito ndondomeko yolimbikitsa abambo ndi anyamata kutenga nawo mbali yothetsa nkhanza mmalo ogwirira ntchipo popeza kuti iwo ndi amene amachitira nkhanzazi ena nthawi zambiri.

n. Kukhazikitsa gulu(komiti) lothana ndi nkhanza komanso chitonzo pa nkhani zogonana zomwe zingathandize kufalitsa uthenga okhudza nkhani za nkhanza zosiyanasiyana kuphatikizapo nkhani zogonana, kuthandiza kusintha chikhalidwe mmalo ogwirira ntchito kuti malo antchito akhale a mtendere komanso kuthana ndi madandaulo okhudza nkhanza zosiyanasiyana kuphatizapo zokhunza kugonana.

8.0 Ndondomeko Zoyenera Kutsata Pothana Ndi Madandaulo

Anthu ogwira ntchito onse omwe asalidwa ndinso kuchitiridwa nkhanza zosiyanasiyana, ali ndi ufulu operekezedwa ndi munthu yemwe iwo amusankha kumabwalo okamba nkhani zankhazazi. Wina aliyense amene wasalidwa kapena kukumana ndi nkhanza zosiyanasiyana, ngati ndikotheka, akuyenera kumudziwitsa munthu wochita nkhanzayo kuti mchitidwe umenewo ndi osafunika komanso osavomerezeka pamalo antchito. Koma ngati munthu wochitiridwa nkhanzayo sangathe kumufikira munthu wochita nkhanzayo, ali ndi ufulu okatula nkhwana zake kwa mdindo olandira madandaulo pa nkhani zokhudzana ndi kuchitiridwa nkhanza zosiyanasiyana kuphatikiza nkhanza zokhudza kugonana. Pamene mdindo walandira dandaulo lokhuzana ndi kuchitiridwa nkhanza, kuphatikizapo nkhanza zokhudzana ndi kugonana, iye ayenera:

a. Kulemba tsatanetsatane wa zinthu zomwe za chitikazo kuphatikiza kulemba tsiku, nthawi komanso malo amene zinthu izi zinachitikira.

- b. Kudziwa momwe odandaula akufunira kuti athandizidwire pa dandaulo lake.
- c. Kuonetsetsa kuti odandaula akudziwa ndondomeko zomwe zimatsatidwa pamalo ogwira ntchito wo pa nkhani zokhudzana ndi kuchitiridwa nkhanza.
- d. Kukambirana ndondomeko zomwe zitsatidwe popita chitsogolo: pakufunika kumvetsetsana kuti kusankha kukambirana pakati pa ochita ndi ochitiridwa nkhanza sikungaletse ochitiridwa nkhanza kutengera nkhanayi kwa adindo akuluakulu ngati sanakhutitsidwe ndi zotsatira zazokambirana zapakati pa awiriwo.
- e. Kusunga chinsinsi cha zokambirana.
- f. Kulemekeza zokhumba za odandaula ndi kupereka uphungu oyenera.
- g. Kudziwitsa odandaula kuti kupatula ku malo awo ogwira ntchito athanso kukatula nkhaba zawo ku mabungwe ena apadera monga ngati kwa Ombudsman, Ku Malawi Human rights commission komanso ku polisi.

Chotero amuna kapena akazi amene achitiridwa nkhanza, zosiyanasiyana kuphatikizapo zokhudza kugonana ali ndi ufulu wopeza chilungamo popanda kuchita mantha komanso kupatsidwa chilango podzera mu njira izi.

- a. Komiti yothana ndi nkhanza zosiyanasiyana kuphatikiza zokhudza kugonana imene imafuna kuti dandaulo lipite kaye kwa oyang'anira ena pantchito. Koma ngati oyang'anira enayo ndi amene wachita nkhanzazo, dandaulo likuyenera kupita kwa munthu wina. Komanso, odandaula ali ndi ufulu okadandaula

yekha ku komiti yothana ndi nkhanza zosiyanasiyana zokhudzana ndi kugonana pa malo antchitopo.

b. Komanso ali ndi ufulu okadandaula ku mabungwe apadera monga kwa Ombudsman, Malawi Human rights commission komanso ku Polisi.

9.0 Maufulu Komanso Maudindo amunthu Ochitiridwa Nkhanza.

- a. Aliyense olembedwa ntchito ali ndi udindo wopewa mchitidwe ochitira ena nkhanza kuphatikiza nkhanza zokhudzana ndi kugonana pa malo a ntchito.
- b. Aliyense olembedwa ntchito ali ndi kuthekera kodzudzula munthu womupangira nkhanza komanso kumuuzza kuti asadzachitenso.
- c. Koma ngati mchitidwewo siukusintho, ochitiridwa nkhanza ali ndi ufulu okadandaula ku komiti yothana ndi nkhanza zosiyanasiyana kuphatikizapo zokhudzana ndi kugonana pamalo antchitowo kuti atsegule mlandu.
- d. Ochitiridwa nkhanza ali ndi ufulu ofotokoza ndondomeko yamomwe akufunira kuti nkhanzi yake iyendere.
- e. Ochitiridwa nkhanza ali ndi ufulu opeza anthu omuyimilira pa nkhanizi.
- f. Ochitiridwa nkhanza ali ndi ufulu osungiridwa chinsinsi komanso kuthandizidwa moyenera.
- g. Ochitiridwa nkhanza ali ndi ufulu otengera nkhanizi ku mabungwe ena apadera ngati akuwona kuti sanapeze chilungamo pa nkhanziyi ku malo ake ogwira ntchito mogwirizana ndi

malamulo owona za kusasiyana pakati pa amayi ndi abambo ndime ya chitatu ya malamulo a 2013. (Gender Equality Act No. 3 of 2013).

10.0 Ufulu Wa Munthu Oganiziridwa Kuti Wachitira Ena Nkhanza

- a. Kudziwitsidwa za mlandu womwe iye wapalamula komanso kuti wanenezedwa.
- b. Ufulu oti nkhanzi ifufuzidwe mwatsatanetsatane.
- c. Ufulu owonetsetsa kuti chilungamo chitsatidwa pokambirana za dandaulo loperekedwa.
- d. Ufulu osungiridwa chinsinsi komanso kuthandizidwa mwachangu padandaulo loperekedwa.

11.0 Udindo Wa Olemba Ntchito

- a. Kuonetsetsa kuti malo antchito ndi abwino komanso okhala ndikuthekera kothana ndi nkhanza zokhudzana kugonana ngati mchitidwe uliwonse osavomelezeka pamalo antchito.
- b. MCTU ndi nthambi zake komanso malo awo ogwira ntchito ali ndi udindo opereka upangiri komanso kudziwitsa anthu za nkhanza zosiyanasiyana kuphatikizapo zokhudza kugonana komanso kupereka ndondomeko zoyenera kutsata pofuna kudandaula, kwa anthu amene achitiridwa nkhanza zokhudzana ndi kugonana.

12.0 Mfundo Zotsatidwa Pa Mlandu

- a. Munthu aliyense ogwira ntchito amene adzaphwanye ndondomekozi adzapatsidwa chilango molingana ndi mlandu wake

monga: kudzudzulidwa mongoyankhulidwa kapena kolembedwa, kuyimitsidwa pa ntchito komanso kuchotsedwa ntchito kumene molingana ndi kafukufuku wa komoti yothana ndi nkhanza zosiyanasiyana kuphatikizapo zokhudzana ndi kugonana.

- b. Ngati zofufuza za komitiyi zapeza kuti nkhanza zokhudzana ndi kugonana zinachitikadi, olakwa adzayenera kuyimbidwa mlandu pazomwe wachita malingana ndi malamulo owona zakusasiyana pakati pa amayi ndi abambo amuchaka cha 2013 (Gender Equality Act of 2013).

13.0 Ntchito Za Komiti Yothana Ndi Nkhanza Zokhudzana Ndi Kugonana

- a. Komitiyi idzapanga machawi pofufuza mlandu, kukhazikitsa ndondomeko zoyenera popereka chigamulo, kupereka tsatanetsatane wa mmene nkhanza zingathetsedwere komanso kuwonetsetsa kuti chinsinsi chikusungidwa.
- b. Komitiyi idzayenera kupereka uphungu kwa anthu ochitiridwa nkhanza zokhudzana ndi kugonana amene adandaula koma sakufuna kuti pakhale mlandu.
- c. Ma membala akomiti adzawonetsetsa kuti odandaula zokhudza nkhanza asakumane ndivuto kapena kupangidwa chipongwe china chilichonse chifukwa choti anapereka dandaulo.

14.0 Kutengera milandu kumabwalo ena

Ngati nkhanza zosiyanasiyana kuphatikizapo zokhudzana ndi kugonana zafika pophwanya malamulo adziko la Malawi, MCTU kapena adindo a pamalo antchito akuyenera kutsata njira zoyenelera,

mogwirizana ndi malamulo, pokatula nkhaniyi kumabwalo ena oyenerera kuti aunikire nkhaniyi.

15.0 Kukhazikitsa Ndondomekoyi

Woyenera kukhazikitsa ndondomekoyi ndi mlembi wamkulu wa bungwe la MCTU komanso alembi akulu amu nthambi za MCTU.

16.0 Kuwunikira Ndi Kuwona Kagwiridwe Ka Ntchito Ka Ndondomekoyi

Mlembi wamkulu wa MCTU komanso alembi akulu amu nthambi zake akuyenera kutenga udindo onse owonetsetsa kuti ndondomeko zonse zofuna kupititsa patsogolo ntchito zowona kusasiyana pakati pa amayi ndi abambo komanso kuthetsa nkhanza zosiyanasiyana kuphatikizapo zokhudza kugonana zikutsatidwa.

17.0 Kuwunikiranso Ndondomekoyi

Ndondomekoyi iziunikidwanso pakutha pa zaka zitatu ziri zonse ndipo kusintha, ngati kuzikhalapo, kudzichitika pokhapokha zosinthazo atadzikambirana kumsonkhano waukulu wa MCTU ndi nthambi zake.

Lekani nkhanza zokhuza kugonana pamalo a ntchito



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