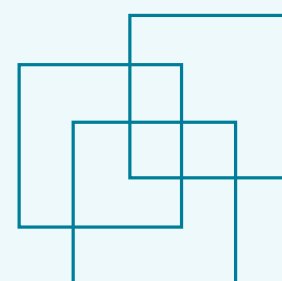




International  
Labour  
Office

# **WASH@Work**

a Self-Training Handbook



- **Madzi abwino ndi Ukhondo ku Malo a Ntchito:  
Buku Lodziphunzitsira Pawekha.**

Lokonzedwa ndi Kusindikizidwanso ku Malawi kuno M'chaka cha 2020





Munthu akafuna kukopera bukuli atha kupeza chilolezo ku ofesi ya bungwe loona za anthu ogwira ntchito pa dziko lonse.

Bukuli lidatsindikizidwanso ndi ofesi yoona za anthu ogwira ntchito pa dziko lonse m'chaka cha 2020. Kutsindikiza koyamba kunachitika m'chaka cha 2016 ngati chimodzi cha zosindikizidwa ndi a ofesi yoyang'ana za anthu ogwira ntchito pa dziko lonse omwe amagwiritsa ntchito ufulu wakusindikiza womwe uli pansi pa ndondomeko yachiwiri ya mgwirizano wakutsindikiza mabuku a dziko lonse. Ngakhale kuti zina ndi zina zochepa zochokera m'bukuli zitha kutsindikizidwanso posatengera kwenikweni nkhani ya chilolezo chotsindikizira koma potengera kuti wotsindikiza kapena kulembansoyo aonetse kuti wazitenga m'bukuli. Amene angafune chilolezo chakusindikizanso bukuli kapena kumasulira ayenera kupempha chilolezo kuchokera ku bungwe loyang'ana za anthu ogwira ntchito pa dziko lonse (rights and permissions) polembera a Ofesi ya bungwe loyang'ana za anthu ogwira ntchito pa dziko lonse ku : CH-1211 Geneva 22, Switzerland, kapena potumiza kalata ya pa intaneti ku [pubdroit@ilo.org](mailto:pubdroit@ilo.org). Bungwe loyang'anira anthu ogwira ntchito pa dziko lonse ndilo limalandira mapempho ngati amenewa pa zimenezi. Nyumba zosungira mabuku; masukulu ndi ena ogwiritsa ntchito omwe ali ndi chilolezo chotsindikizira mabuku atha kusindikizanso bukuli potengera chilolezo chomwe anapatsidwa. Mutha kupeza zambiri pa [www.ifrro.org](http://www.ifrro.org) kuti mupeze chilolezo chotsindikizira bukuli m'dziko lanu.

*Madzi ndi Ukhondo pa malo a Ntchito: Buku lophunzira pa wekha*

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Zolembedwa m'mabukuwa, zomwe a bungwe loyang'anira anthu ogwira ntchito padziko lonse agwiritsa ntchito, zomwenso zili zogwirizana ndi mchitidwe wa m'mgwirizano wa mayiko komanso kalembedwe ka mabukuwa sizikuimira maganizo a ofesi yoyang'anira ogwira ntchito pa dziko lonse; zokhudza malamulo a dziko lililonse; dera kapena chigawo; adindo kapena zokhudza malire a dzikolo.

Udindo woyankhapo pa maganizo olembedwa ndi kutikitiridwa m'mabukuwa; kafukufuku ndi zina zonse uli m'manja mwa olemba osati osindikiza. Omwe asindikiza bukuli alibenso mbali pa maganizo amene aperekedwa m'mabukuwa.

Kugwiritsa ntchito mayina a makampani; malonda ndi njira zimene amagwiritsa ntchito sizikutanthauza kuvomerezedwa ndi bungwe loyang'anira ogwira ntchito pa dziko lonse komanso kulephera kutchulidwa sikukutanthauza kusagwirizana ndi zomwe makampaniwo amapanga.

Zosindikizidwa ndi a bungwe loyang'anira anthu ogwira ntchito pa dziko lonse mutha kuzipeza m'malo ogulitsira mabuku; ku maofesi a bungwe loyang'anira anthu ogwira ntchito pa dziko lonse m'mayiko ambiri kapena kuchokera komwe kwa amene amasindikiza mabuku a bungwe la oyang'anira ogwira ntchito pa dziko lonse ku: International Labour Office, CH – 1211 Geneva 22, Switzerland. Mutha kupeza mwaulere mndandanda wa mabuku ndi ena omwe asindikizidwa posachedwa ku malo omwe aperekedwa pamwambapa komanso pogwiritsa ntchito kalata ya pa intaneti pa keyala yotsatirayi: [pubvente@ilo.org](mailto:pubvente@ilo.org) kapena pa tsamba lathu la intaneti: [www.ilo.org/publns](http://www.ilo.org/publns)

Kayalidwe ndi zithunzi zinapangidwa ndi a International Training Centre of the ILO, Turin – Italy

## MAWU OYAMBA

Zambiri zalembedwa zokhudza kugwirizana kwa pakati pa thanzi, ndi kapezedwe ka madzi ndi ukhondo (WASH). Potengera kuti malo omwe anthu akugwirira ntchito amayimira cholinga chachikulu m'moyo wa olemba ndi olembedwa ntchito; kapezedwe ka madzi ndi ukhondo pa malo ogwirira ntchito ndi chinthu chomwe chingathandize kwambiri pa ntchito yabwino. Poyesayesa kupititsa patsogolo zolinga za chitukuko chokhazikika chachisanu ndi chimodzi (SDG No.6); pofunanso kuonetsetsa kuti paliponse pakupezeka madzi ndi ukhondo komanso pofuna kukwaniritsa mfundo ya chitukuko chokhazikika pa nkhani za chuma yachisanu ndi chitatu (SDG No.8) m'pofunikira kwambiri kuti papezeke njira zopititsira patsogolo moyo wa anthu ogwira ntchito, phindu la ntchitoyo komanso kufikira magulu a anthu ovutikitsikitsitsa okhala m'madera akumidzi. Ntchito yokwaniritsa zolinga zapamwambazi ndikofunika kugwirana manja pakati pa boma, olemba ntchito ndinso ogwira ntchito mu njira zosiyanasiyana.

Bungwe loona za ogwira ntchito padziko lonse limalimbikitsa kugwira ntchito kwabwino kumbali za zachuma zosiyanasiyana poyang'ana dziko palokhapalokha komanso dziko lonse. Ngati mbali imodzi ya kuyesayesaku, mayiko a m'bungwe loyang'ana za anthu ogwira ntchito padziko lonse komanso ena ogwira nawo ntchito pamodzi makamaka oona za olemba ndi olembedwa ntchito, apanga zipangizo zingapo zothandiza kupititsa patsogolo chitetezo cha ogwira ntchito mu malo a ntchito. Mgwirizano wa mkumano wa oyang'anira ogwira ntchito pa dziko lonse wochitika atakumananso kwa zana limodzi ndi zisanu ndi mphambu zitatu (108th international labour conference) ku Geneva m'chaka cha 2019, unalamula kuti chitetezo ndi ukhondo pa malo ogwira ntchito zikuyenera kutengedwa ngati nsanamira ya ufulu wa ogwira ntchito.

Bungwe loyang'anira anthu ogwira ntchito pa dziko lonse lapanga zipangizo zosiyanasiyana zophunzitsira zomwe zikuyang'ana kwambiri kupititsa patsogolo chitetezo ndi thanzi m'malo ogwira ntchito. Zambiri mwa zipangizosi zikuunikira ubwino wa kapezedwe ka madzi ndi ukhondo m'malo a ntchito zokwaniritsira zolinga za bungwe loyang'anira ogwira ntchito pa dziko lonse. Madzi ndi ukhondo ndi njira yopititsira patsogolo malamulo ogwirira ntchito a anthu ogwira madera ovutikirapo monga akumidzi. Njira zina ndi kuphatikizapo kafukufuku yemwe angathandize kupititsa patsogolo kuzindikira zomwe zili m'malamulo ofunikira kwa ogwira ntchito ndi mabanja awo.

Bukuli, linalandiridwa bwino patachitika kauniuni wa machitidwe ndi ntchito yake mogwirizana ndi bungwe la UNICEF, bungwe loyang'anira ogwira ntchito pa dziko lonse lakonza ndi kusindikizanso zomwe zinalembedwa m'buku loyambalo ndi kuonjezerapo machitidwe atsopano ndi kukulitsa gulu la ogwiritsa ntchito bukuli kuti likafikirensa olemba ndi ogwira ntchito m'madera akumidzi, osoka zovala ndi ena ndi kupititsa patsogolo cholinga chomwe chinakhazikitsidwa ndi ogwira ntchito zokhudza madzi ndi ukhondo ku malo a ntchito (WASH4Work initiative). Zotsatira zinaonetsa kuti pamafunika buku limene lingagwiritsidwe ntchito mosavuta makamaka, ndi oyang'anira ntchito ndi ogwira ntchito pa malo a ntchito. Bukuli likupitiriza zomwe zinali m'buku loyamba. Bukuli latsindika kwambiri pa kugwiritsa ntchito kwa bukuli ndi mabungwe a olemba ndi ogwira ntchito, kuphatikizaposo gawo la kauniuni wa madzi ndi ukhondo pa malo a ntchito, kalondondolondo ndi kuphunzitsa ogwira ntchito. Buku lomwe linasindikizidwa m'chaka cha 2016 lipitirirabe kupezeka.

Bungwe loyang'anira anthu ogwira ntchito pa dziko lonse likufunitsitsa litazindikiritsa maboma, olemba ntchito ndi olembedwa pa nkhaniyi mothandizana ndi magulu ena a m'mgwirizano wa mayiko pa dziko lonse (UN) ogwira ntchito za 'madzi' komanso ena ogwira nawo ntchito monga UNICEF, Water AID, The Pacific institute ndi ena osiyanasiyana ogwira ntchito za malonda m'mayiko ambiri (multinational enterprise) womwe anagwirizana pogwira ntchito yokhudza madzi ndi ukhondo ku malo a ntchito. Pofuna kupititsa patsogolo zolingazi, nthambi za bungwe loyang'anira ogwira ntchito pa dziko lonse zomwe zimayang'anira gawo la malamulo ndi ulamuliro ndi mgwirizano wa pakati pa boma, olemba komanso ogwira ntchito zinafotokozera zolembedwa m'mabuku



odziphunzitsira pawekha pa mutu wa **‘Madzi Abwino ndi Ukhondo pa Ntchito: Buku lodziphunzitsira pawekha’** m’chaka cha 2016, limene likubweretsa kusintha pa zipangizo zomwe zimagwiritsidwa ntchito m’mbuyomo pa nkhani ya chitetezo ndi thanzi pa malo a ntchito pofuna kupereka luso loyenera kwa maboma, olemba ndi ogwira ntchito kuti akwaniritse mfundo zomwe zili mu zipangizo zomwe bungwe loyang’anira ogwira ntchito pa dziko lonse limagwiritsa ntchito.

Mabukuwa anapereka luso lapatalipatali kwa ogwira ntchito a m’aboma; la ogwira ntchito ndi mabungwe a olemba ntchito kuti akwaniritse mlingo ndi miyezo yoyenerera ya bungwe loyang’anira ogwira ntchito pa dziko lonse. Izi ndi kuphatikizapo kuzindikira kufunika kwa kupezeka kwa madzi ndi ukhondo; mmene angasinthire malo awo a ntchito kukhala oyenerera kwa antchito kuti ogwira ntchito athe kupeza madzi ndi ukhondo mosavuta; komanso kuyang’anira ndi kukhazikitsa malo a madzi ndi ukhondo. Mabukuwa anafotokozanso mndandanda wa zoyenera kuchita pa malo antchito popititsa patsogolo malamulo ogwirira ntchito ndi phindu. Bukuli, linalandiridwa bwino patachitika kauniuni wa machitidwe ndi ntchito yake mogwirizana ndi bungwe la UNICEF, bungwe loyang’anira ogwira ntchito pa dziko lonse lakonza ndi kusindikizanso zomwe zinalembedwa m’buku loyambalo ndi kuonjezerapo machitidwe atsopano ndi kukulitsa gulu la ogwiritsa ntchito bukuli kuti likafikirensa olemba ndi ogwira ntchito m’madera akumidzi, osoka zovala ndi ena ndi kupititsa patsogolo cholinga chomwe chinakhazikitsidwa ndi ogwira ntchito zokhudza madzi ndi ukhondo ku malo a ntchito (WASH4Work initiative). Zotsatira zinaonetsa kuti pamafunika buku limene lingagwiritsidwe ntchito mosavuta makamaka, ndi oyang’anira ntchito ndi ogwira ntchito pa malo a ntchito. Bukuli likupitiriza zomwe zinali m’buku loyamba. Bukuli latsindika kwambiri pa kugwiritsa ntchito kwa bukuli ndi mabungwe a olemba ndi ogwira ntchito, kuphatikizaposo gawo la kauniuni wa madzi ndi ukhondo pa malo a ntchito, kalondondolondo ndi kuphunzitsa ogwira ntchito. Buku lomwe linasindikizidwa m’chaka cha 2016 lipitirirabe kupezeka.

Buku latsopanoli lidakonzedwanso ndi a Kay Mattson komanso a Carlos Carrion – Crespo ndipo linavomerezedwa kukhala lofunikira pa mkumano wophunzitsana zosiyanasiyana zokhudza ntchito ku Blantyre, ku Malawi pomwe panalinso nduna ya zantchito a Martha Lunji Chanjo Mhone ndi oyimirira bungwe la alimi a tiyi (Tea association of Malawi), a bungwe lomwe anthu angafunseko zambiri zokhudza olemba ntchito (employers consultative association of Malawi), mgwirizano wa anthu ogwira ntchito osiyanasiyana ndi a m’minda ikuluikulu ( plantations and allied workers union), bungwe loyang’anira anthu ogwira ntchito m’boma ( Malawi congress of trade union), bungwe la alimi ang’onoang’ono a tiyi (national smallholder tea growers association), Gawo loyang’anira zaulimi ku Blantyre (Blantyre A.D.D), Eastern produce Malawi, ndi ochokera ku minda ya tiyi ya makande, Conforz, Namimg’omba ndi Mchima. Msonkhonowu unayamba pa 16 mpaka pa 17 September, m’chaka cha 2019 ku hotela ya ‘Malawi Sun’ ku Blantyre komwe anthu okwana makumi anayi ndi mphambu zitatu ochokera ku minda ikuluikulu ndi mabungwe oyang’anira ogwira ntchito, anakumana. Mayina awo akupezeka m’chiwonjezero chachitatu (Annexe No. 3).

Tikuthokoza a Gracious Ndalama, othandizira kalondolondo ndi kauniuni ndi a Florence Kwiya ochokera ku bungwe loyang’anira anthu ogwira ntchito pa dziko lonse ku Lilongwe, amene anakonza msonkhano wophunzitsana zosiyanasiyana zokhudza ntchito wovomereza mabukuwa. Poonjezera apo, tikuthokoza a Halszka Graczyk, ochokera ku mbali yoyang’ana za kagwiridwe ka ntchito komanso thanzi ndi chitetezo pa ntchito ku nthambi yoona za ulamuliro ndi mgwirizano wa maboma; olemba ndi ogwira ntchito, pofuna kukonza bukuli. Pomaliza tithokoze a UNCORN Consultancies a Jane Gondwe, Edina Chirambo Gondwe komanso a Charles Banda pomasulira bukuli mchichewa kuchokera mu buku la chingerezi.

Tikukhulupirira kuti mabukuwa akhala othandiza popititsa patsogolo njira zogwirika zothandizira olemba ndi ogwira ntchito kuti akwaniritse zolinga za chitukuko chokhazikika (SDGs) ku malo antchito.

#### **Alette Van Leur**

Woyang’anira nthambi ya gawo la zamalamulo  
(Director, Sectoral policies department).

#### **Vera Paquete**

Woyang’anira nthambi ya ulamuliro wabwino  
ndi mgwirizano wa olemba ndi ogwira ntchito.  
(Director of department of governance and tripatism)



Anthu omwe anali ku mkumano wa maboma, olemba ndi ogwira ntchito wophunzitsana zosiyanasiyana zokhudza ntchito wowomereza buku lodziphunzitsira pawekha la madzi abwino ndi ukhondo pantchito. Nduna yoona za ntchito a Martha Lunji Chanju Mhone, anatsogolera atengambali ochokera ku boma oyimira boma, olemba ntchito ndi oyimira anthu ogwira ntchito anakambirana zolembedwazo mumagulu osiyanasiyana mosiyana ndi mophatikizana.



# ZAMKATIMU

## CHIYAMBI

Kagwiritsidwe ntchito ka buku la madzi ndi ukhondo pa ntchito

Madzi ndi ukhondo m'malo a ntchito: Njira ya ntchito ya bwino; kauniuni ndi kalondolondo

### BUKU LOYAMBA: MADZI

Kalodzera woyamba; Chigawo choyamba: Madzi akumwa otetezedwa

Kalodzera woyamba; Chigawo chachiwiri: Madzi a ukhondo wa pathupi ndi malo a ntchito

Kalodzera woyamba; Chigawo chachitatu: Ngalande ndi njira zopewera tizilombo toyambitsa ndi kufalitsa matenda komanso ziopyezo zodza chifukwa cha madzi.

Buku la zoyenera kuchita la olemba ntchito: Madzi

Buku la zoyenera kuchita la ogwira ntchito: Madzi

### BUKU LA CHIWIRI: UKHONDO WA MALO

Kalodzera wachiwiri; Gawo loyamba: Malo a zaukhondo

Kalodzera wachiwiri; Gawo lachiwiri: Kusamalira madzi onyasa ndi a zoyipa zakuchimbudzi

Kalodzera wachiwiri; Gawo lachitatu: Kasamalidwe kabwino ndi kutaya zinyalala malo oyenera.

Buku la zoyenera kuchita la olemba ntchito: Malo azaukhondo

Buku la zoyenera kuchita la ogwira ntchito: Malo azaukhondo

### BUKU LACHITATU: UKHONDO WAPATHUPI

Kalodzera wachitatu; Gawo loyamba: Ukhondo wa m'manja

Kalodzera wachitatu; Gawo lachiwiri: kusamba

Kalodzera wachitatu; Gawo lachitatu: Kuchapa ndi kusita

Kalodzera wachitatu; Gawo lachinayi: Zakudya zaukhondo

Kalodzera wachitatu; Gawo lachisanu: Ukhondo wa panthawi yomwe mzimayi akusamba

Buku la zoyenera kuchita la olemba ntchito: Ukhondo wapathupi

Buku la zoyenera kuchita la ogwira ntchito: Ukhondo wapathupi

Chiwonjezero choyamba:	Mlingo wapadziko lonse wa kagwiridwe ka ntchito ndi mchitidwe pa kapezedwe ka madzi ndi ukhondo
Chiwonjezero chachiwiri:	Mabuku omwe anagwiritsidwa ntchito
Chiwonjezero chachitatu:	Mayina a anthu omwe anali nawo pamkumano wovomereza bukuli wophunzitsana zosiyanasiyana zokhudza ntchito.

## MAWU A CHIDULE NDI MATANTHAUZO AWO

<b>CKD</b>	Chronical Kidney Disease
<b>FAO</b>	Food and Agriculture Organisation
<b>HealthWISE</b>	Work Improvement in Health Services (ILO/WHO)
<b>HIV/AIDS</b>	Human ImmunoDeficiency Virus/ Acquired ImmunoDeficiency Syndrome
<b>HRI</b>	Heat-Related Illness
<b>ILO</b>	International Labour Office
<b>IUF</b>	International Union of Food workers
<b>OSH</b>	Occupational Safety and Health
<b>PPE</b>	Personal Protective equipment
<b>SDGs</b>	Sustainable Development Goals
<b>UN</b>	United Nations
<b>UNICEF</b>	United Nations Childrens Fund
<b>WASH</b>	Water, Sanitation and Hygiene
<b>WISE</b>	Work Improvement in Small Enterprises
<b>WARM</b>	Work Adjustment for Recycling and Managing Waste
<b>WHO</b>	World Health Organisation
<b>WIND</b>	Work Improvement in Neighbouring Development
<b>WISCON</b>	Work Improvement in Small Construction Sites
<b>WISH</b>	Work Improvement for Safe Home
<b>WWAP</b>	World Water Assessment Programme



# CHIYAMBI

M'chaka cha 2010, mkumano wa UN unazindikira kuti mwayi wokhala ndi madzi otetezedwa komanso a ukhondo ngati ufulu wa munthu. M'chaka cha 2015, mayiko onse anadzipereka kuti akwaniritsa mfundo ya chisanu n'chimodzi (SDG No.6) ya chitukuko chokhazikika pofika m'chaka cha 2030. Ufulu wokhala ndi madzi otetezedwa, malo a ukhondo komanso ukhondo wa pathupi ndi nsanamira za kukhala ndi ufulu wokhala ndi thanzi, moyo wabwino kuphatikizapo ufulu wokhala ndi malo aukhondo ogwirira ntchito (Izi zatengedwa mu International covenant on economic social and cultural rights). Izi ndi kuphatikizapo ufulu wokhala ndi madzi otetezedwa komanso zipangizo ndi malo a za ukhondo okwanira (Izi zatengedwa mu: UN 2016). Kusowa mwayi wokhala ndi madzi otetezedwa komanso malo a ukhondo kumachepetsa kuthekera kothetsa umphawi pakati pa anthu a kumidzi (ILO 2008a report IV) ndinso kusokoneza ntchito za kusasiyanitsa pakati pa akazi ndi amuna.

Ngakhale kuti pali maufulu okhazikika amenewa apa dziko lonse, chaka ndi chaka kumakhala imfa pafupifupi 230,000 zobwera chifukwa cha ntchito, zomwe zimabwera kaamba ka matenda opatsirana; mu Africa, chiwerengero cha anthu omwalira kaamba ka nthenda zopatsirana m'malo a ntchito ndi chokwera kwambiri. Mwa omwalirawa, chiwerengero cha amayi omwalira kaamba ka matenda opatsirana m'malo a ntchito ndi chokwera ndi 32.50%. Nthenda zambiri zopatsirana komanso zopeweka zimabwera kudzera m'madzi osasamalika, ukhondo ndi kusazindikira (S.H 2017). Kusowa madzi ndi ukhondo kawirikawiri ndi zinthu zimene zimadzetsa matenda ndi imfa zambiri kwina kulikonse padziko lonse. (Uddin et al., 2016: Khanna and Das, 2015; Winter and Barchi, 2016). Mayiko amene ali ochepekedwa pa nkhani ya za chuma, akudziwa zochepa zokhudza madzi ndi ukhondo wokhudzana ndi malo omwe sipakhomo monga malo a ntchito. Kafukufuku akusonyeza kuti kapezedwe ka madzi ndi ukhondo ndi kochepa m'malo a ntchito poyerekeza ndi m'makomo (Cronk et al., 2015). Chaposachedwapa, dziko la pansi likuyang'ana kwambiri zokhudza ukhondo.

Polengeza za ntchito yomwe agwire mtsogolo, pa nthawi yomwe amakumbukira kuti agwira ntchito kwa zaka zana limodzi, bungwe loyang'anira anthu ogwira ntchito pa dziko lonse la pansi (2019), linati, ukhondo ndi chitetezo kumalo a ntchito ndi nsanamira ya ntchito ya bwino. Magulu a chiwerengero cha anthu amene ali pachiposezo chosakhala pa ntchito yabwino ndi monga; ana, amayi okhala kumidzi, atsikana okulirapo, anthu amene ali ndi ulumali, anthu olowa m'dziko popanda chilolezo, osowa pokhala ndi amene ali ndi vuto la chitetezo chochepa cha mthupi (mwachitsanzo, anthu amene ali ndi kachilombo ka HIV/Edzi). Magulu a anthu amenewa ndi omwe amakumana ndi kukhuzidwa kwambiri ndi vuto la madzi ndi ukhondo m'malo antchito komanso m'malo ena omwe sipantchito.

Zigawo za bukuli zotsatirazi zikupereka ndondomeko zotukulira chitetezo ndi moyo wabwino m'malo a ntchito ndinso malamulo ogwirira ntchito kudzera mu kupeza madzi ndi ukhondo. Zolembedwa zofunikira kwambiri za bungwe loyang'anira ogwira ntchito pa dziko lonse zokhudza kugwirizana kwa pakati pa kapezedwe ndi ndondomeko ya kaperekedwe ka madzi ndi ukhondo zaikidwa m'magawo osiyanasiyana m'bukuli komanso m'chiwonjezero choyamba kuti zionetse kufunika kwake ndi kupereka gwero la uthengawu pa mutuwa kwa olemba ndi ogwira ntchito amene akufuna kudziwa zambiri za madzi abwino ndi ukhondo pa malo a ntchito. Bukuli kwenikweni likuyang'ana mmene lingaperekere uthenga wokhudza madzi ndi ukhondo m'malo a ntchito. Bukuli ndi chipangizo choperekera uthenga kwa olemba ndi ogwira ntchito pa mmene angapititsire patsogolo ndi kukwaniritsa zokhudza madzi ndi ukhondo m'malo a ntchito, ndiye olemba ntchito akuyenera kutsatira malamulo ogwirizana ndi mlingo wa bungwe loyang'anira ogwira ntchito padziko lonse (ILO) pa nkhani ya chitetezo ndi moyo wabwino pa ntchito (OSH). Buku limene linalembadwa m'chaka cha 2016, linafotokozanso mbali ya boma: ogwira ntchito m'boma ndi ena onse amene ali ndi chidwi chogwiritsa ntchito bukuli.



## Kagwiritsidwe ntchito ka buku la MADZI ndi UKHONDO pa ntchito

Madzi ndi ukhondo pa ntchito, ndi chida chomwe chikuphatikiza kuphunzitsa ndi kutengapo mbali podziwitsa olemba ndi ogwira ntchito za kufunika kwa madzi ndi ukhondo ndi zomwe zingathandize kuthetsa vutoli. Bukuli lalembbedwa kuti lilimbikitse ogwira ndi olemba ntchito kutengapo mbali pa kupanga malo ogwirira ntchito kukhala otetezeka, aukhondo ndi opindulitsa. Bukuli kwenikweni layima pa zinthu ziwiri:

Kalodzera wa maphunziro amafotokoza uthenga wofunikira pa kapezedwe ka madzi ndi ukhondo pa malo a ntchito ndipo amafotokozanso zifukwa zomwe kupezeka kwa madzi ndi ukhondo kulili kofunika kwa anthu ogwira ntchito ndi chisamaliro chawo. Ukhondo wa pa malo a ntchito ndi udindo wa aliyense! Pa chifukwa ichi, akalozera wa alembedwera ogwira ndi olemba ntchito kuti apititse patsogolo kupezeka kwa madzi ndi ukhondo, pogwirira ntchito limodzi. Izi zili chonchi podziwa kuti nzeru ndi mphamvu; komanso kuonetsetsa kuti mbali zonse zokhudzidwa zadziwitsidwa ndichimene chili mfungulo wokwaniritsira izi. Izi zikuonetsa kuti mgwirizano ukhoza kubweretsa zotsatira zokhazikika.

Akalodzerawa ayikidwa m'zigawo za buku zosiyana zitatatu:

- Chigawo cha buku choyamba: Madzi
- Chigawo cha buku chachiwiri: Ukhondo wa pa malo
- Chigawo cha buku chachitatu: Ukhondo wa pathupi

Mabuku a zomwe olemba ndi ogwira ntchito ayenera kuchita ayikidwa kumapeto kwa a kalodzera a maphunzirowa. Buku lililonse limapereka zothandiza olemba ndi ogwira ntchito kukwaniritsa “zolinga” za pa mutu uliwonse wa chigawo cha bukuli. Potsatira zoyenera kukwaniritsazi mabukuwa amafotokozanso ‘chifukwa’ chimene amayenera kuchitira moteromo; komanso ‘machitidwe ake’. Zimene zalembedwa pansi pa mutu woti “machitidwe ake” zimapereka zochitika zomwe ziyenera kuganiziridwa pofuna kukwaniritsa moyenera zolinga za bukuli.

### NDONDOMEKO YA ZOCHITA KWA OLEMBANDI OGWIRA NTCHITO

Zolinga za ‘buku la machitidwe’ pa zifukwa ndi kachitidwe ka zinthuzo lithandiza kumvetsetsa zofunika, zoperewera ndi mavuto pa malo anu a ntchito. Mndandanda wa zoyenera kuchita umakhala chipangizo chounikira momwe olemba ndi ogwira ntchito akukwaniritsira kapezedwe ka madzi ndi ukhondo pa malo a ntchito (poyambira) ndi kuwathandizira kuona zomwe akuyenera kuyambirira kuchita. Cholinga chokhalira ndi mndandanda wotere ndi kupereka ndondomeko ya chikonzero ndi kukwaniritsa kusintha pa nkhani za madzi ndi ukhondo pa malo a ntchito. M’ndandandawu utha kukhalanso njira yodziwira mlingo womwe zolinga zikukwaniritsidwira.

### KAGWIRITSIDWE NTCHITO KA MABUKU A ZOYENERA KUCHITA

Mndandanda wa mabuku a zoyenera kuchita ndi wophweka koma ndi chida chofunikira poonetsetsa kuti zolinga zaganiziridwa. Ndondomeko ya kagwiritsidwe ntchito ka mabuku a zoyenera kuchita yaperekedwa mumnsimu.

Malangizo owonjezera ndi kulumikizika kwake ku zipangizo zina zofunikira popanga kauniuni ndi kalondolondo pa mmene mukukwaniritsira kupezeka kwa madzi ndi ukhondo ku malo a ntchito zayikidwa m’gawo lachiwiri. kafukufuku amene angakuthandizireni pa zimene mukuchita pa nkhani ya madzi ndi ukhondo Kafukufuku akusonyeza kuti pali matenda ambiri ogwirizana ndi ntchito odza kamba ka kusowa kwa madzi ndi ukhondo. Tsopano ndi nthawi yoti tipeze mwachangu mfundo zikuluzikulu zomwe zingapititse patsogolo malamulo ogwirira ntchito omwe angathandizire kupezeka kwa madzi ndi ukhondo kwa onse m’ malo a ntchito. Gulu lokonza zimenezi likulimbikitsidwa kupanga kafukufuku ndi kumvetsa bwino za malamulo a boma ndi zoyenera kutsata komanso mchitidwe woyenera pa kapezedwe ka madzi ndi ukhondo wogwirizana ndi malo anu a ntchito.

‘Chiwonjezero choyamba’ (Annex. 1) chikufotokoza uthenga wofunikira kwambiri pa kafukufukuyu. Adindo a m’boma oyanganira za madzi ndi ukhondo m’dziko kapena m’dera ndipo mabungwe ena omwe amapereka upangiri pa miyezo yoyenera ya m’dera lanu ndi anthu ofunikira omwe angakuuzeni zambiri pa nkhaninyi. Zitsanzo za machitidwe abwino; zoyenera kukumbukiridwa; mabuku ena omwe anagwiritsidwa ntchito komanso ena a pa intaneti zikupezekanso m’bukuli.







## NDONDOMEKO YA ZOYENERA KUKWANIRITSA PA NKHANI YA MADZI NDI UKHONDO PA NTCHITO

### GAWO LOYAMBA:

Kukhadzikitsa gulu loona za madzi ndi ukhondo pantchito

Pezani kagulu ka anthu ogwira ntchito mmene mukhale wogwira ntchito mmodzi wosankhidwa ndinso oyimirira ogwira ntchito omwe amadziwa ndi kukhudzidwa ndi nkhanu za madzi ndi ukhondo kapenanso thanzi ku malo antchito. Ndi kofunika kutenga anthu ogwira ntchito zosiyanasiyana pa malo antchito kuti abweretse maganizonso osiyanasiyana kuchokera kwa anthu amene amagwira nawo ntchito. Njira yotenga maganizo kwa anthu osiyanasiyana imeneyi itha kuthandiza kupeza zolinga zenizeni,

mavuto komanso zomwe akuyenera kuyambirira pochita zinthu pogwira ntchito.

Pamkumano wanu woyamba, afotokezereni cholinga cha gulu loona za madzi ndi ukhondo ndi zina za m'buku lophunzitsira za madzi ndi ukhondo pa ntchito.

Perekani bukuli kwa aliyense m'gululi ndi kufotokoza zimene zili m'bukuli. Fotokozani zolinga za gululi ndi ntchito za aliyense wa m'gululi.

### GAWO LACHIWIRI

Konzekerani kumaliza mndandanda wa zoyenera kutsata

Bwerezani limodzi pofotokozerana zomwe zili m'mabuku ndi mndandanda wa zoyenera kuchita pofuna kuonetsetsa kuti aliyense m'gululi lokonzekera wamvetsetsa momwe gululi lizigwirira ntchito ndi mmene mndandanda wa zoyenera kutsata umalizikire.

Perekani mndandanda wa zoyenera kutsata kwa wina aliyense wokhudzidwa ndi kuwauza kuti amalazitse mndandandawo.

Atha kumalidzitsa mndandandawo payekhapayekha kapena m'magulu kenako n'kukambirananso limodzi ngati gulu lonse, zomwe apeza.

Jambulani zithunzi za malo oyenera kukhala ndi madzi ndi ukhondo komanso machitidwe abwino. Zithunzi zikhoza kukhala zipangizo zofunikira pophunzitsa machitidwe abwino ndi kulimbikitsa kuchitapo kanthu.

### GAWO LA LACHITATU

Kupeza malo okhudzidwa

Sankhani ndi kuyendera malo amene angaganiziridwe, kuunikidwa ndi kuonedwa potengera kufunikira kwa madzi ndi ukhondo pa ntchito. Ngati malo anu a ntchito ali aakulu, kugawa

	<p>malowo mu malo ogwiriramo ntchito osiyanasiyana kutha kuthandiza.</p> <p>Zitha kuthandizanso ngati pa kauniuni wa maloyu mungagwiritse ntchito gawo limodzilimodzi la buku (madzi, ukhondo wa pamalo ndi ukhondo wa pathupi) pa nthawi ngakhale kuti pali kulowereranalowererana pa magawo ena.</p> <p>Gawo 2, mutu 1 likupereka chithunzithunzi cha njira za kauniuni wa chiopsezo ndi ukhondo ndinso wa chisamaliro cha anthu pa ntchitoyi.</p>
<p><b>GAWO LACHINAYI</b></p> <p>Kuyendera malo okhudzidwa</p>	<p>Yenderani ndi kupanga kauniuni wa malo pogwiritsa ntchito mndandanda wa mafunso; onetsetsani kuti mukuganizira funso lililonse lomwe lili pa mndandanda. Lembani ndi kutola zithunzi za malowo ngati kuli koyenera kutero. Funsani mafunso kwa anthu ogwira ntchito m'malowo kuti mumvetsetse bwino zimene zikhoza kukhala mavuto m'malowo.</p>
<p><b>GAWO LACHISANU</b></p> <p>Malizitsani mndandanda wa zoyenera kutsata</p>	<p>Chongani “Eya” kapena “Ayi” potengera ndi zimene mwaona mmene mumayendera malo. Mukachonga “Eya” zikutanthauza kuti ntchito yakwaniritsidwa ngakhale kuti ntchito ina yowonjezera itha kuchitidwapobe! Ganiziraninso kuti patha kukhala kusintha pa zinthu zomwe mwachonga mmene mwachongeramo. Kuchonga “Ayi” kukutanthauza kuti palibe ntchito imene yachitika pamalopo ndipo pakufunika kuchitapo kanthu.</p>
<p><b>GAWO LACHISANU NDI CHIMODZI</b></p> <p>Tengani maganizo osiyanasiyana</p>	<p>Ganizirani zomwe munaphunzira kuchokera m'kalodzera wa maphunziro ndi m'buku la zoyenera kuchita kuti zikutsogolereni poganizira zomwe mukuyenera kupititsa patsogolo. Zilembeni ngati zofunikira pansi pa funso lililonse.</p>
<p><b>GAWO LACHISANI NDI CHIWIRI</b></p> <p>Ganizirani zomwe zili zofunikira kwambiri</p>	<p>Ganizirani kufunikira kwa kusiyanana kwa mfundo zomwe zili m'mindandanda yosiyana. Zukutani phata la mavuto a m'gawo lapamwambali. Pangani chiganizo pa mavuto omwe akubweretsa chiopsezo chachikulu kuti atengedwe ngati oyambirira kuchitapo kanthu. Ngati malo akuganiziridwa kuti ndi ofunikira kwambiri kuchitapo kanthu, muyenera kuchonga mu bokosi la zinthu zofunikira kwambiri la malowo.</p>
<p><b>GAWO LACHISANU NDI CHITATU</b></p> <p>Gwirizanani ndondomeko ya zofunikira kwambirizi</p>	<p>Yang'anitsitsani mfundo zomwe zili ndi timabokosi tochongedwa m'mndandandawo. Limodzi ndi anthu a m'gulu lanulo, kambiranani zomwe mwapeza ndipo gwirizanani ndondomeko ya zofunikira kwambiri ndipo mukambiranenso zomwe mungachite pothetsa mavutowo.</p>





### GAWO LACHISANU NDI CHINAYI

Pangani chikonzero cha momwe mugwirire ntchitoyi

Kambiranani ndi gulu lanu mmene

mongakwaniritsire moyenera zofunikira kwambiri. Pangani ndondomeko ya 'kagawidwe ka nthawi ndi ntchito yoyenera kuchitika pa nthawiyo' (timetable) ndipo gawanani ntchito yokhala ndi zolinga zomwe zingathe kukwaniritsidwa. Onetsetsani kuti aliyense m'gululi wamvetsetsa chikonzero cha ntchitochi ndipo ndiwokonzeka kuyamba ntchitoyi. Chikonzero chanu chiyenera kuvomerezeka ndi akuluakulu anu pantchitopo komanso oyimirira ogwira ntchito, musanapitirire ndi ntchitoyi kuti zomwe mukufuna kupanga zikhale zovomerezeka ndi zokhazikika

### GAWO LA CHIKHUMI

Kukwaniritsa chikonzero ndi kulondoloza kayendwe ka ntchito.

Kubweretsa kusintha pa malo a ntchitoku kukhoza kuchitika m'magawomagawo malingana ndi kupezeka kwa zofunikira. Tsatirani nthawiyo ikika yogwirira ntchitoyi ndipo pezani njira zolondoloza ndi kuyesera zotsatira za ntchito yomwe yachitika, pofunsa aliyense m'gululo kuti apereke ndondomeko ya mmene wagwirira ntchito. Izi n'zofunikira kwambiri popereka chithunzithunzi cha mmene ntchito ikuyendera; machitidwe omwe anali othandiza poyerekeza ndi osathandiza komanso pomwe pakufunika kukonza. Kenako, gwiritsani ntchito zomwe mwapeza kuti mukonze zolakwika potengera zomwe mwapezazo.

### GAWO LACHIKHUMI NDI CHIMODZI

Kufotokoza ndi kudziwitsa adindo ndi okhudzidwa onse mmene ntchito yayendera

Fotokozerani oyang'anira ndi ogwira ntchito kuti adziwe zimene mwakwaniritsa ndi zimene zinali mavuto pa ntchitoyi. Pofuna kuonetsa ndi kulimbikitsa mchitidwe wochita zinthu poyera, tsatanetsatane wa mmene ntchito yayenderayu ayenera kulembedwa ndi kutumizidwa kwa akuluakulu oyang'anira kagwiridwe ka ntchito pa malo a ntchito ndi ku bungwe loyang'anira ogwira ntchito pa dziko lonse (ILO) pa nthawi yomwe komiti ya akadaulo oyang'anira migwirizano ndi mfundo zovomerezeka (Committee of Experts on Conventions and Recommendations-(CEACR)) akuzifuna ndi ena onse omwe ali ndi chidwi komanso ovomerezeka.



Chikumbutso chofunikira: Chonde dziwani kuti muyenera kusintha mndandanda wa zoyenera kutsata kuti zigwirizane ndi mmene malo anu a ntchito alili- chipangizochi ndi chanu ndiye chiyenera chikhale chogwirizana ndi zomwe mukukumana nazo ku malo anu a ntchito.

# Madzi ndi ukhondo pa malo a ntchito: Njira zabwino zogwirira ntchito, zoyesera ndi zopangira kalondolondo

## Ndi chifukwa chani kuli kofunika kuthetsa mavuto okhudza madzi ndi ukhondo pa malo a ntchito?

Kulimbikitsa chitetezo ndi kugwira ntchito m'malo abwino ndi nsanamira ya bungwe mfundo za oyang'anira ogwira ntchito pa dziko lonse (ILO) chikhazikitsireni bungweli m'chaka cha 1919. Buku lodalirika pa upangiri lidapangidwa ndi bungwe loyang'anira ogwira ntchito pa dziko lonse (ILO) kuti lithandize mayiko ndi ogwira nawo ntchito popewa ndi kuthana ndi chiopsezo mu malo a ntchito. Lisanalembedwe lamulo la mgwirizano wa anthu ogwira ntchito m'boma m'chaka cha 1949 (No:94), ofesi yokhudzidwa ndi zimenezi inapanga kafukufuku pa kagwiritsidwe ntchito ka 'malamulo ogwirira ntchito ku nkondo' ku America, pa nthawi yomwe kunali nkondo yachiwiri ya pa dziko lonse, "pomwe zinapezeka kuti azibambo ndi azimayi ogwira ntchito omwe malamulo ndi malo awo ogwirira ntchito anali abwino amagwira ntchito yambiri kuposa omwe amagwira ntchito pansi pa malamulo ndi malo osakhala bwino tikatengera ntchito yogwiridwa ndi munthu mmodzi pa tsiku; kuti kuyimayima kwa ntchito ndi kuperewera kwa ogwira ntchito kunali kochepa pomwe panali malamulo abwino ogwirira ntchito komanso kuti nthawi yotaika chifukwa cha ngozi kapena *matenda odza kamba kantchito zinachepa chifukwa chogwiritsa ntchito ndondomeko ya chitetezo ndi ukhondo wa pamalo a ntchito*" (ILO, 2008b). M'chaka cha 2016, mkumano wa anthu oyang'anira ogwira ntchito pa dziko lonse unagwirizana za kugwira ntchito bwino m'malo a ntchito ndipo kuti operekera katundu auze mayiko kuti akwaniritse ndi kupeza njira zopititsa patsogolo chitetezo ndi chisamaliro cha ogwira ntchito onse, kuphatikizapo malo amene mumaperekeredwa katundu pamene akuonjezera phindu (ILO, 2016). Zimenezi zikuonetsa kuti madzi abwino ndi ukhondo ndi chinthu chofunikira pa malo abwino, aukhondo ndi otetezeka ogwirira ntchito. (milingo ndi migwirizano yowonjezera pothana ndi mavuto a madzi ndi ukhondo pa malo a ntchito zayikidwa mu chiwonjezero choyamba (Annex. 1)).

'Ntchito yabwino' imamangirira zonse zomwe anthu amafuna atadzakhala m'moyo wawo wa ntchito. Imakhudza mwayi wa ntchito yomwe ndi yopindulitsa ndi yopereka:

- Kapezedwe kabwino ka ndalama,
- Chitetezo pa ntchito ndi chitetezo cha mabanja awo,
- Chiyembekezo cha kupita patsogolo kwa munthu ndi
- kulumikizana pakati pa anthu,
- Ufulu wa anthu woyankhula nkhwawa zawo; kukonza ndi kutenga nawo mbali popanga ziganizo zokhudza moyo wawo komanso,
- Mwayi wofanana pakati pa akazi ndi amuna.

Zokambirana zambiri zomwe zinapangitsa kuti migwirizano ya kumisonkhano ya bungwe loyang'anira anthu ogwira ntchito pa dziko lonse ivomerezedwe ndi kutsindika kwa kufunika kwa madzi ndi ukhondo ngati njira yopititsira patsogolo phindu pochepetsa matenda odza Kamba ka tizilombo toyambitsa matenda ndi tina tofalitsa matenda poyamwa magazi (vector borne diseases). Mwachitsanzo, ichi chinachitika pomwe mgwirizano wokhudza ukhondo wa pathupi mu malo a ntchito ndi pa zamalonda unavomerezedwa (commerce and offices) mu chaka cha 1964 (No.120) ndinso mgwirizano wa chaka cha 2001 (No.184) wokhuza chitetezo ndi thanzi pa zaulimi. Kuyerekeza kwa bungwe loyang'ana za thanzi la anthu pa dziko lonse (WHO) m'chaka cha 2012, kunali kotu phindu lomwe eni ntchito angapeze polimbikitsa ukhondo wa pamalo litha kukhala lochuluka ndi mlingo wa kanayi potengera kukwera kwa thanzi ndi phindu pa ntchitopo. Mwachitsanzo, kuchepa kwa madzi m'thupi kutha kuchepetsa kuthekera kwa kagwiridwe ka ntchito ka thupi ndi ubongo pa munthu mwansanga kwambiri zomwe zingapangitse phindu lochepa komanso kuchuluka kwa ngozi. Pali umboni wokwanira kuti ngakhale





kuchepa kwa madzi m'thupi kochepa, kuli ndi mbali pa nkhani ya matenda osiyanasiyana ndipo kuti kukhala ndi madzi okwanira m'thupi kumachepetsa chiopsezo chosiyanasiyana cha pa thanzi (Manzi, 2007).

Kumangirira pa kafukufuku wa mu mayiko makumi awiri ndi asanu ndi mphambu ziwiri (27) mu Africa kunapeza kuti kuonjezera kupezeka kwa madzi akumwa kumapititsa patsogolo phindu la ogwira ntchito za ulimi" chifukwa cha thanzi la ogwira ntchito komanso nthawi yomwe amataya posaka madzi (Kiendrebeogo, 2012. M'dziko la Vietnam, mafakitale ena anachita bwino pomwe sanangoyang'ana za kupewa malo osakhala ndi zoyeneredza pogwira ntchito komanso kupanga malo ogwira ntchito kukhala oti anthu atha kuwakhulupirira ndi kugwiramo ntchito momasuka, kuphatikizapo madzi ndi malo opumulira abwino. Phindu linakwera kasanu ndi kawiri kuphatikizapo mphambu zisanu ndi imodzi (7.6%) pamene ogwira ntchito anaonetsa kukhutitsidwa ndi madzi, mpweya wabwino, malo opumulira abwino, malo odyera komanso chithandizo chamankhwala choperekedwera m'mafakitale, ngati zinthu zina zitasiyidwa chimodzimodzi (ILO 2015c., Brown et al, 2015). Izi zimathandiza ogwira ntchito kubwezeretsa mphamvu pomwe agwira ntchito nthawi yaitali pa tsiku; kuonjezera phindu ndiponso kuchepetsa kutopa; matenda odza Kamba ka ntchito; ndi kujomba.

Mwina olemba ntchito angakonde kutengerako zitsanzo izi zosalowa mthumba ndi zosavuta kukwaniritsa kuchokera ku dziko la Vietnam:

- Kugwiritsa ntchito makampani odalirika popereka madzi akumwa;
- Kuika madzi akumwa patali ndi fumbi, dzuwa, zinyalala, ndi zimbudzi;
- Kuonetsetsa kuti ogwira ntchito akupatsidwa mwayi wofanana wozeza ndi kugwiritsa ntchito madzi akumwa popanda ziletso zina zilizonse ndi
- Kutsuka ndi kusintha mosungira, makapu/mabotolo omwera kapena kutungira komanso zosefera madzi (ILO 2009a).

Kafukufuku wina anapeza kuti phindu lomwe ogwira ntchito mazana atatu (300) pa kampani ya 'Confection et Emballages' m'dziko la Haiti akanapangitsa kuti litayike, linatetezeka poyika zoziziritsira madzi zisanu ndi ziwiri zomwe zidapangitsa kuti ogwira ntchito aziyika maganizo awo pantchito ndi kugwira ntchito moyenera (Di Martino et al. 2003). Bungwe lopereka uphungu kwa anthu a ku Russia lotchedwa 'Russian –British consulting centre' linapeza kuti kuika chosungira madzi chokhala ndi sefa pa khitchen ya muofesi kunachepetsa mtengo wa madzi akumwa okhala mtimabotolo ndi gawo limodzi la magawo khumi (10%).

Kafukufuku wina akugwirizana ndi kupititsa patsogolo kapezedwe ka madzi ndi ukhondo. Mwachitsanzo, malo abwino omwe amayi angadzisamalirire pa nthawi imene akusamba zimathandizira ukhondo, umunthu ndi kutenga nawo mbali kwa amayi pa ntchito (Sommer, 2016).

Umboni ulipo woonetsa kuti madzi ndi ukhondo ndi mbali imodzi yofunikira kwambiri pa malo ogwirira ntchito abwino, osamalika ndi otetezeka. Pali mlingo ndi malamulo osiyanasiyana omwe dziko lonse lapansi limayendetsera ntchito za madzi ndi ukhondo m'malo a ntchito. Kuyambira m'chaka cha 1956, mgwirizano wa chitetezo cha m'malo ogwirira ntchito wa bungwe loyang'anira ogwira ntchito pa dziko lonse unaonjezerapo lamulo la madzi aukhondo m'malo a ntchito, ukhondo wa pamalo ndi wa pathupi. Milingoyi imatengeranso mmene malo a ntchito alili, monga mgwirizano wa alimi a minda ikuluikulu wa m'chaka cha 1958 (No.110), umene umalongosola zofunikira zapaderadera za anthu ogwira ntchito m'minda ndi kupereka madzi kwa ogwira ntchito. Chiwonjezero choyamba chikufotokoza tsatanetsatane wa madzi ndi ukhondo ku madera akumidzi; m'matauni; m'malo a ntchito; pa zochitika za m'mphepete mwa Nyanja ndi m'nyanja komanso madzi ndi ukhondo pa malo a ntchito. Olemba ndi ogwira ntchito amene amakhudgidwa ndi zochitika zokhudza madzi ndi ukhondo akulimbikitsidwa kuti aziwerenga ndi kudziwa malamulo ndi mlingo woyenera wa malo amene akugwirira ntchito. Powonjezerapo pa kuunikanso chiwonjezero choyambachi, olemba ntchito ayenera afufuze ngati pali mlingo wokhudzananso ndi ntchito yawo.

## NJIRA ZOUNIKIRA CHIOPSEZO, UKHONDO NDI CHISAMALIRO CHA ANTHU

Olemba ndi ogwira ntchito ayenera kuchirimika popanga malo antchito kukhala abwino, osamalika ndi otetezeka ndi kutengapo mbali pa kuchita kalondolondo woonetsetsa kuti izi zikuchitika pa malo awo a ntchito. Kutani zitheke, olemba ndi ogwirira ntchito akuyenera kaye kudziwa ndi kumvetsetsa zoyenera kutsatidwa pa ntchito yawo kuti:

- a) Aone zomwe zingakhale chiopsezo ndi zofunika pa thanzi ndi chitetezo cha ogwira ntchito, ndi
- b) Kuona zomwe zingathe kupititsa patsogolo zoyenera kutsatidwa kuti thanzi ndi chitetezo cha ogwira ntchito zipite patsogolo.

Bukuli likuzindikiritsa ndi kukhala chipangizo chomwe ogwira ndi olemba ntchito angamagwiritse ntchito pounika malo awo a ntchito. Likuperekanso uthenga wa mmene angapititsire patsogolo zoyenera kutsatidwa pantchito. M’buku la zoyenera kuchita mukupezekanso zolinga ndi mndandanda wa zoyenera kutsata zomwe zingathandizire pounika zoyenera kutsatidwa zokhudza madzi, ukhondo wa pamalo ndi wapathupi ku malo a ntchito.

Pali njira zosiyanasiyana zounikira zoyenera kutsata ndi ziopsezo zokhudza madzi ndi ukhondo pa malo a ntchito. Gawo ili likulongosola njira zingapo ndi kuyang’ananso zina zimene malo a ntchito akulimbikitsidwa kufufuza. Njirazi zikupereka tsatanetsatane wa mlingo umene ukugwirira ntchito limodzi ndi mabuku a zoyenera kuchita zomwe zili m’mabuku atatuwa.

### **Kauniuni wa chiopsezo/ Ndondomeko ya njira zoyenera kutsata popewa komanso kuthana ndi chiopsezo (hierarchy of controls approach)**

Njira ya kauniuni wa chiopsezo ndi yomwe olemba ndi ogwira ntchito ayenera kuunika ndi kuganizira ngati machitidwe ndi njira zaukhondo pa malo awo ogwirira ntchito zili zokwanira kuteteza ndi kuthana ndi chiopsezo china chilichonse. Kwakukulu, njirazi zikuyenera kupititsanso patsogolo moyo wabwino wa ogwira ntchito kuti phindu nalo lichuluke. Ukhondo ku malo a ntchito ndi sayansi imene imapereka chiyembekezo, imazindikira, kuunika ndi kuthana ndi ziopsezo zimene “Zimapezeka kapena kuyambira ku malo a ntchito, komanso zomwe zingaononge thanzi ndi moyo wabwino wa ogwira ntchito”. Pa nthawi yomweyo, njirayi imayang’ananso “kusintha kumene kungachitike pa malo ndi madera ozungulira malo a ntchitowo.” (Weber, 2011) Kudzera m’tanthanthauzoli, n’zachidziwikire kuti machitidwe abwino aukhondo ndi chitetezo zikuyenera kutengera kumvetsetsa kwa chiopsezo cha pa malo a ntchitowo. Kupewa kuyenera kukhale njira yaikulu yotetezera ogwira ntchito komanso dera lozungulira malo a ntchitowo.

Chida chodalirika chomwe chikulimbikitsidwa ndi a bungwe loyang’anira anthu ogwira ntchito pa dziko lonse pokwaniritsa chitetezo ndi chisamaliro pa malo a ntchito, ndi ndondomeko ya njira zoyenera kutsata popewa komanso kuthana ndi chiopsezo (hierarchy of control measures approach). Njira iyi inalongoledwa mu mlozo wa bungwe la oyang’anira anthu ogwira ntchito pa dziko lonse pa nkhani za chitetezo ndi ukhondo ku malo a ntchito (2001) komanso mu zomwe bungwe la oyang’anira anthu ogwira ntchito pa dziko lonse limagwiritsa ntchito pa kauniuni wa chiopsezo ndi chisamaliro m’malo omwe anthu ochita ntchito za malonda ang’onoang’ono amagwirira ntchito zawo (2013). Njirazi zimagwiritsidwa ntchito popititsa patsogolo zoyenera kutsata, chitetezo ndi thanzi la ogwira ntchito. Ngakhale kuti izi sizikuyang’ana zokhudza madzi abwino ndi ukhondo wokha, zimafotokozanso mmene tingadziwire ndi kuthetsera ziopsezo kudzera mu njira zosiyanasiyana. Njira ya kauniuni wa ziopsezo imaphatikizapo kugwiritsa ntchito ndondomeko zotsatirazi:

GAWO LOYAMBA - Kupeza ziopsezo

GAWO LACHIWIWI – Kupeza ovulala ndi chomwe chinawavulaza

GAWO LACHITATU – Kuchita kauniuni wa chiopsezo ndi kupeza njira yothandiza kuteteza ndi kuthana ndi chiopsezocho.

GAWO LACHINAYI – Kupeza amene akuyenera kukwaniritsa komanso nthawi yokwaniritsira.





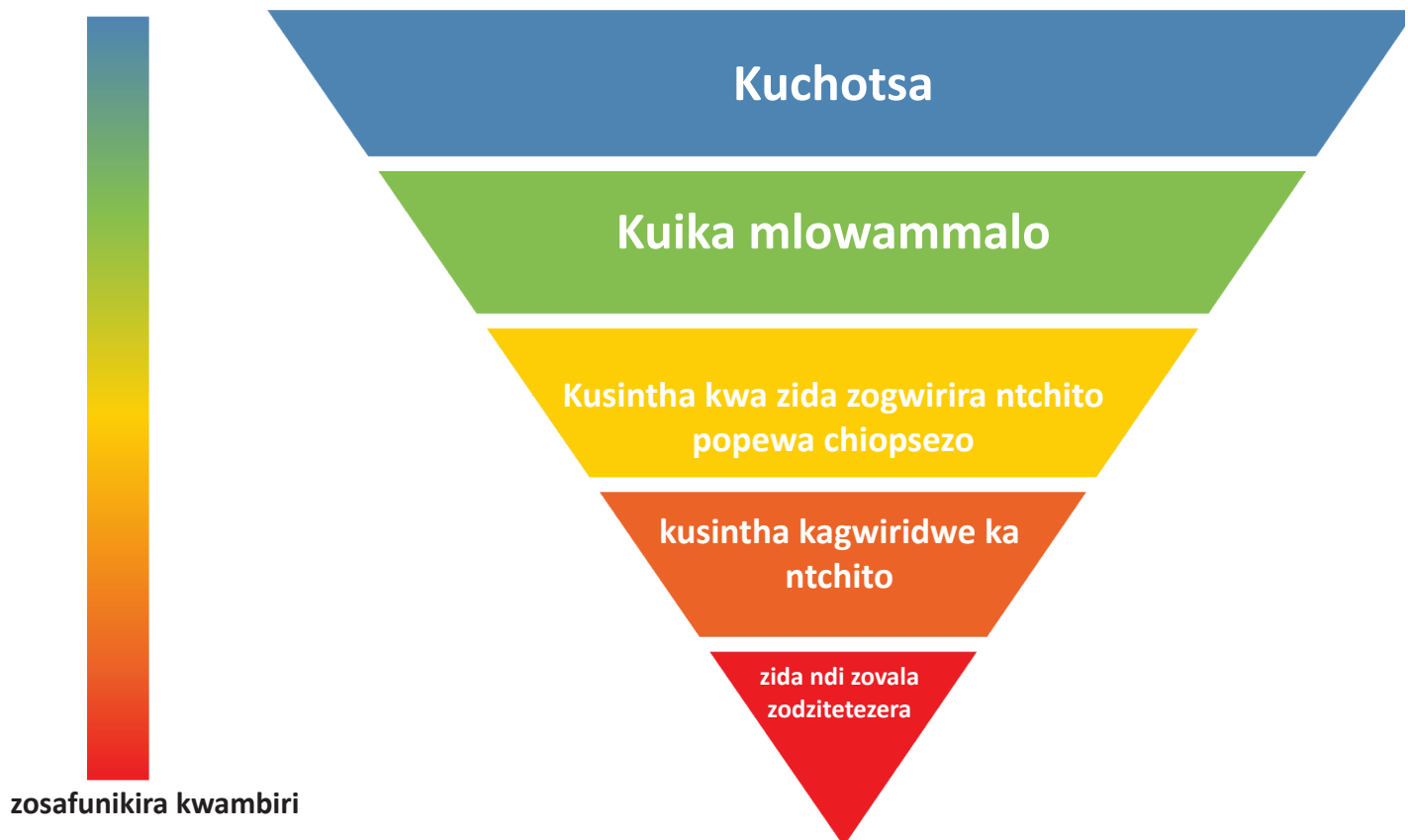


## GAWO LACHISANU – Kuchita kalondolondo ndi kulemba momwe ntchito ikuyendera.

Chiopsezo chikapezeka pochita kaunuuni, tiyenera tipeze njira zothanirana ndi chiopsezocho. Kotero, mbali yofunikira kwambiri pakauniuni ndi kupeza njira zopewera kapena kuthanirana ndi chiopsezo (hierarchy of controls), mlingo wokhadzikika wa pa dziko lonse wopewera ndi kuthanirana ndi chiopsezo ku malo antchito popeza njira zoyenera zolimbikitsidwa ndi bungwe loyang'anira anthu ogwira ntchito pa dziko lonse. Njira yoyenera kwambiri ndi kuthetseratu chiopsezocho. Njira zopewera ndi kuthanirana ndi chiopsezo zilipo zisanu (hierarchy of control measures) mu ndondomeko yotsatirayi potengera kufunikira kwake:

### NJIRA ZOPEWERA NDI KUTHANIRANA NDI CHIOPSEZO POTENGERA KUFUNIKIRA KWAKE

**njira zofunikira kwambiri**



(Zatengedwa kuchokera mu: NIOSH, Hierarchy of Controls (Washington D.C: CDC, 2015).

Malingana ndi madzi ndi ukhondo zinhuza zikugwiritsidwa ntchito motere:

1. Kuchotsa ziopsezo pogwiritsa ntchito njira zooneka ndi maso
2. Kusintha – zida, luso ndi zida zogwirira ntchito zomangamanga komanso njira zothetsera mavuto.
3. Kusintha njira zogwirira ntchito zomangamanga popewa chiopsezo – kusintha zida ndi njira zina zonse kuti chiopsezo chisafikire kwa ogwira ntchito.
4. Kusintha ndondomeko ya kagwiridwe ka ntchito – kuika chidwi pa kusintha mmene anthu akugwirira ntchito.
5. Zida ndi zovala zodzitetezera – chigoba, magalasi, zovala zodzitetezera kapena zovala zina kapena zida zimene zinapangidwira kuteteza wozivala ku ngozi ndi tizilombo toyambitsa matenda.



Nsanamira ya njira imeneyi ndi kupeza njira zopewera chiopsezo chimene chimabwera posakhala ndi madzi ndi ukhondo. Gome lotsatirali likuonetsa zitsanzo za njira zoikidwa pamodzi zomwe zingathandize kupewa chiopsezo chomwe chinadziwika kudzera m'kauniuni wa ziopsezo zobwera posakhala ndi madzi ndi ukhondo.

### Chikumbutso: Zitsanzo za njira zopewera chiopsezo

Unikaninso chiwonjezero choyamba( Annex 1) ndipo mutsirize mndandanda wa zochita mu chigawo choyamba mpaka chachitatu cha bukuli kuti mupeze ziopsezo zomwe zingakhalepo ndi mndandanda zochita womwe ungagwirizane ndi malo anu a ntchito

Kupewa chiopsezo chobwera posakhala/ Njira zopewera chiopsezo chobwera posakhala ndi madzindi ukhondo	Zitsanzo za njira zopewera chiopsezo
<b>Kuchotsa ziopsezo</b>	<ul style="list-style-type: none"> <li>• Kuletsa kugwiritsa ntchito zimbudzi zimene sizitha kupereka ukhondo wokwanira wa chimbudzi komanso kuletsa mchitidwe woipitsira paliponse.</li> <li>• Kuletsa mchitidwe wogwiritsa ntchito madzi ongoyenda kapena otungidwa malo ena osasamalirika, pakati pa ogwira ntchito.</li> <li>• Kuletsa alimi kugwiritsa ntchito mankhwala odziwika kuti ndi oopsa amene amapereka chiopsezo ku ntchito, dera ndi chilengedwe.</li> </ul>
<b>Kuika mlowammalo</b>	<ul style="list-style-type: none"> <li>• Kuchepetsa kapena Kupeza alowammalo a zakumwa zokhala ndi michere yochepa yofunikira m'thupi ndi kupereka madzi otetezedwa.</li> <li>• Gwiritsani ntchito utoto wosungunulira madzi (water-based) mmalo mwa utoto wosungunulidwa ndi zosungunulira zina (solvent-based) pofuna kuchotsa fungo komanso kuti ogwira ntchito asagwiritse ntchito zosungunulira zina pofuna kukonza malo ogwirira ntchito pomaliza pakupaka utoto.</li> </ul>
<b>Kusintha njira zogwirira ntchito popewa chiopsezo</b>	<ul style="list-style-type: none"> <li>• Ikani ndi kuthiriratu mankhwala Madzi a m'mipope asanagwire ntchito ku malo anu a ntchito.</li> <li>• Ikani zimbudzi zoyenda nazo m'malo a ulimi kuti ogwira ntchito azigwiritsa ntchito.</li> <li>• Kugwiritsa ntchito luso ndi zida zosiyanasiyana zophera tizilombo m'madzi.</li> <li>• Ikani madzi abwino omwe anthu angamatunge, zoziziritsira madzi, zonyamulira madzi kapena zosungira madzi zogwiritsidwa ntchito mobwere zabwereza kuti ogwira ntchito azitha kusungamo madzi akamagwira ntchito.</li> <li>• Ikani zolumitsira m'manja zamagetsi ndi makina opereka timapepala topukutira m'manja anthu akamaliza kusamba.</li> <li>• Konzaniinso zimbudzi ndi malo osambira (mwachitsanzo, kumanganso zimbudzi zina).</li> </ul>





### Kusintha kagwiridwe ka ntchito

- Khadzikitsani nthawi yopumira ndi kulimbikitsa kupereka kangachepe ka panthawi yopuma kuti zikhale mbali imodzi ya tsiku la ntchito pofuna kulimbikitsa ogwira ntchito kutsatira mchitidwe wabwino wokhudzana ndi madzi abwino ndi ukhondo ku malo a ntchito.
- Khazikitsani malamulo ndi ndondomeko ya zoyenera kutsata popereka malo osambira ndi zimbudzi zotetezedwa ndi zapaderadera kwa ogwira ntchito onse.
- Perekani maphunziro okhudza ukhondo kwa oyang'anira ndi ogwira ntchito.
- Limbikitsani machitidwe abwino pa kusamalira malo
- kuphatikizaponso kukonza zimbudzi ndi malo osambira; malo ophikira; okhala ndi osungiramo zinthu.
- Onetsetsani kuti zovala zonse zomwe zakhudzidwa ndi chiopsezo cha mankhwala zichapidwe ndi kusungidwa
- kuntchito pofuna kuteteza mabanja a anthu ogwira ntchitowo.

### Zida ndi zovala Zodzitetezera

- Perekani magolovesi, ma apuloni ndi zovala odzitetezera pogwira ntchito.
- Gwiritsani ntchito zovala zapadera zosiyana ndi zomwe mumamavala kunyumba popewa kufikitsa kunyumba chiopsezo.



Kaonekedwe ka malo otungapo madzi ndi ochitirako ukhondo kamayenera kuchitika panthawi yomwe mukujambula ndondomeko ya mamangidwe a malo ogwirirapo ntchitowo. Posaganizira kuti zidzachitika liti, chikonzero cha mamangidwe chiyenera kukhala ndi zokhudza kapezedwe ka madzi ndi ukhondo kwa anthu aulumali; zimbudzi ndi malo osambira anthu aakazi ndi aamuna; malo oti munthu atha kumasukamo payekha komanso kuyang'ana za chiwerengero cha anthu odzagwiritsa ntchito pa malowo (Izi zinatengedwa kuchokera mu: Asfaw et al., 2016; MacLeod et al., 2014).

Gome lomwe lili m'mwambamu, likupereka zitsanzo za njira zopewera ndi kuthanirana ndi chiopsezo potengera kufunika kwake. Mwachitsanzo, kupeza alowammalo a zakumwa zotsekemera ndi madzi akumwa abwino kutha kukhala kupeza zolowa mmalo zokhudza 'madzi akumwa'. (Davy et al., 2014). Kusintha njira zogwirira ntchito popewa chiopsezo ndi zida zopewera kapena kuthanirana ndi chiopsezo chokhudza madzi abwino ndi ukhondo.

Kusintha magwiridwe a ntchito kukutanthauza malamulo ndi mchitidwe wa pamalo a ntchito othandiza kuthana ndi chiopsezo chokhudza madzi abwino ndi ukhondo komanso kugwira ntchito m'malo oyenera monga; kukonza malo ndi kusunga zida ndi zovala zodzitetezera zomwe zimatchinga wogwira ntchito ku mankhwala oopsa pamene ali ku malo a ntchito okhawo. Nsanamira za madzi abwino ndi ukhondo ndi zofunikira posunga moyenera zida ndi zovala zodzitetezera komanso kupha tizilombo tomwe tingakhale m'zovala zogwirira ntchito zikagwiritsidwa ntchito pofuna kuchepetsa chiopsezo kwa ogwira ntchito ndi mawanja awo (mu njira yopatsirana matenda kuchokera ku malo a ntchito). Malamulo a bungwe loyang'anira ogwira ntchito pa dziko lonse pa machitidwe okhudza chitetezo ndi thanzi pa ulimi (2011) akulimbikitsa kukonza malo ngati njira yopititsira patsogolo phindu pochepetsa nthawi yoonongeka kudzera mu ngozi ndi matenda.

Pansi pa njira zopewera ndi kuthanirana ndi chiopsezo potengera kufunika kwake, dongosolo lomwe likuyang'ana kwambiri chiopsezo chokhudza madzi abwino ndi ukhondo limachitika panthawi imene malo ogwirira ntchito akuyenderedwa.

Pa nthawi yoyendera malo, ziopsezo zomwe zingakhale pamalowo komanso njira zozithetsera zimadziwika. Njirazi ndi kuphatikizapo kupereka madzi akumwa aukhondo; kumanga zimbudzi za akazi ndi amuna zomwe zingagwiritsidwe ntchito momasuka ndi mopereka ulemu; malo osambira m'manja m'malo ofunikira kwambiri popewa kupatsirana matenda; malo a zaukhondo (mwachitsanzo, zimbudzi, malo osambiramo ndi malo



osungiramo zovala, malo okhala, khitchini, malo ogulamo zakudya ndi malo opumirapo); kuphatikizapo ukhondo wa pamalo a ntchito. Njirayi itha kugwiritsidwanso ntchito kupeza zinthu zina zachidziwikire monga malamulo ndi machitidwe okhudzana ndi zimbudzi; nthawi yopuma; nthawi yogwirira ntchito ndi chipepeso zomwe zingachepetse nthawi yopuma pa malo a ntchito (mwachitsanzo, kusiyana pakati pa mtengo wa ganyu ndi mtengo wogwirira ntchito pa ola limodzi) ndi kulepheretsa kuthekera kwa ogwira ntchito kapena chikhumbokhumbo cha ogwira ntchito kuti apume.

**Chikumbutso:** Kauniuni ayeneranso kuonanso ngati pali malo azaukhondo ndi chisamaliro cha anthu okwanira opewera ndi kuthanirana ndi ziopsezo ku malo anu a ntchito ndipo ngati kulibe, zomwe ziyenera kuchitika popititsa patsogolo kapena ndi bweretsapo malo ofunikirawo. Mwachitsanzo, ogwira ntchito m'malo aulimi akhodza kumachitira chimbudzi paliponse chifukwa pamalopo palibe zimbudzi. Pothana ndi chiopsezochi olemba ntchito akuyenera kubweretsa zimbudzi zoyenda nazo pa malopo komanso malo osambira m'manja zomwe zingamakhuthulidwe zikadzadza ndipo zitha kusunthidwa kuchokera m'munda wina kupita pa munda wina pamene ogwira ntchito akusunthanso.

## Njira yogwiritsa ntchito zoyenera pa nkhani ya madzi ndi ukhondo wa pamalo a ntchito

Njira yogwiritsa ntchito zoyenera kutsata pa nkhani ya madzi abwino ndi ukhondo wa pamalo a ntchito Chidwi chachikulu chayikidwa pa nkhani ya madzi abwino ndi ukhondo m'malo a ntchito posachedwapa, ku mbali ina chifukwa cha chikhumbokhumbo chachikulu cha olemba ntchito kuti apereke zoyeneredza zabwino zogwirira ntchito kwa owagwirira ntchito, komanso kuonjezereka kwa kumvetsetsa kwa mgwirizano womwe ulipo pakati pa malo abwino ogwirira ntchito, umoyo wabwino wa anthu ndi phindu la anthu ogwira ntchito. Njira zosiyanasiyana monga ya madzi abwino ndi ukhondo wa pantchito ndi lonjezo la madzi abwino ndi ukhondo pa malo a ntchito, lomwe linalembadwa ndi bungwe loyang'anira za malonda ndi chitukuko chokhazikika padziko lonse (world business council for sustainable business development) lathandizira kuti izi zitheke. Kuonjezera apo, lamulo loyang'ana zamadzi (CEO WATER MANDATE) lathandizira kumbali imeneyi ndipo magulu akulimbikitsidwa kuti afufuze zogwirira ntchito ndi zitsanzo pa tsamba la intaneti limeneli. Zitsanzosi ndi kuphatikizapo ndondomeko zochitira kauniuni ndi zida zothandizira pa kafukufuku wothandiza kuunikira ndondomeko za chikonzero cha kumalo a ntchito zomwe zikuyang'ana za madzi abwino ndi ukhondo mogwirizana ndi thanzi ndi chisamaliro cha anthu.

Zoyenera kuchita pankhani ya madzi ndi ukhondo wa pamalo a ntchito, zimaphatikiza magawo anayi, kuti zitsogolere malo antchito ndi ogwira nawo limodzi ntchito- kukonzekera, kukambirana, kuchitapo kanthu ndi kupereka zotsatira. Ngati mbali imodzi ya zoyenera kuchita, kalodzera wa madzi ndi ukhondo ku malo a ntchito woonetsa chiyambi ndi mlingo wochitira kalondolondo, wapangidwa ndi a UNICEF. Chipangizochi chimapereka mafunso ofunikira kwambiri ndi tsatanetsatane wa zomwe zipangitse malo a ntchito kuganizira zodzipereka pankhani ya madzi ndi ukhondo potengera ntchito imene akuchita, kuzindikira, za madzi ndi ukhondo pakati pa oyang'anira ndi ogwira ntchito; malo otungapo madzi ndi ochitirapo ukhondo, malo ochitirapo ukhondo ogwira ntchito aakazi panthawi imene akusamba / ali kumwezi (MHM) komanso zinthu zopezeka pamalo zokhudza madzi ndi ukhondo monga, kumwa madzi ndi kusamalira zinyalala.

Kalodzerayu akuperekanso malangizo pa mmene mungapangire kafukufuku ndikudziwa zambiri zokhudza olemba ndi ogwira ntchito. Kalodzelayu anapangidwa kuti angagwiritsidwe ntchito m'malo a ntchito osiyanasiyana kuyambira ku mafakitale, mmalo azaulimi mpakana ku minda ya tiyi. Kafukufuku wopangidwayu akhoza kugwiritsidwa ntchito popanga malamulo ndizoyenera kutsatira zodzama ndi zokhazikika zokhudza madzi ndi ukhondo ndi mchitidwe umene ungathandizire pa chikonzero chopititsa patsogolo ndi kuchita kalondolondo wa zochitika. Chipangizochi chikuphatikizaponso zizindikiro za malamulo a madzi ndi ukhondo zokhudza nyumba zokhalamo zimene zimaperekedwa ndi olemba ntchito kapena nyumba zomwe zili pafupi ndi malo a ntchito kuti zithandize olemba ntchito kumvetsetsa bwino mavuto a madzi ndi ukhondo amene owagwirira ntchito amakumana nawo.





Zizindikiro za madzi ndi ukhondo ku malo a ntchito zikhonza kukhala zofunikira ku malo a ntchito popereka zofunika pa kauniuni zomwenso zingathandizire kuthekera kwa gulu lanu kuti amalize kulemba mdandanda wa zoyenera kuchita za m'buku loyamba mpaka la chitatu la chilinganizo cha madzi ndi ukhondo.

Bungwe la padziko lonse la WBCSD la za malonda ndilimodzi mwa mabungwe amene anadzipereka pakusintha makampani mogwirizana ndi dziko la pansi lokhadzikika. Ngati mbali imodzi ya ntchito zake bungweli lakhazikitsa kauniuni

wogwirizana ndi madzi ndi ukhondo wake ku malo a ntchito. Chipangizo chamalonjezani cha madzi ndi ukhondochi chimapereka kwa a zamalonda njira yowunikira mmene zinthu zilili pa nkhani ya kupeza chitetezo chokhudza madzi ndi ukhondo ku malo a ntchito ku malo a paderadera ochitira ukhondo pa kampani. Chipangizochi chinapangidwa kuti chithandize makampani kupeza pomwe akuperewera pa nkhani ya kutsatira lonjezo lawo pa madzi ndi ukhondo ku malo a ntchito. zikakwaniritsidwa, chipangizochi chikhoza kupereka chidule cha mmene zotsatira ndi mlingo wa kakhozodwe pofuna kuchita kauniuni wa mlingo woonetsa kutsatira zokhudza madzi ndi ukhondo komanso ngati chipangizo choonetsa pamene akulephera kukwaniritsa.

Bungwe la WBCSD limaperekanso zipangizo zina zofunikira pa ntchitoyi kudzera pa tsamba lawo la intaneti, kuphatikizapo kafukufuku yemwe anachitapo komanso zambiri za mmene kampani yanu ingatikiritire lonjezo la madzi ndi ukhondo.

## Kalondolondo Wa Madzi ndi Ukhondo Pamalo a Ntchito.

Njira ina iliyoonse yofuna kubweretsa kusintha pa malonda imayenera kuunikidwa, nthawi ndi nthawi mkatikati mwa ntchito pofuna kuona ngati zomwe zakwaniritsidwa ndi kusintha kwina, monga kusintha pa malamulo kapena zomanga malo zikubweretsa zotsatira zomwe mumafuna. Ndondomeko imeneyi imatchedwa kalondolondo ndipo kalondolondoyu akuyenera kukhala mbali imodzi yofunikira kwambiri ya chikonzero chanu cha ntchito ya madzi ndi ukhondo komanso cha kuyesayesa kwanu pa kukwaniritsidwa kwa ntchito ku





malo antchito. Dongosolo lochitira kalondolondo wabwino limaganiziridwa ndi kukonzekeredwa pachiyambi cha njira zokwaniritsira madzi ndi ukhondo kumalo a ntchito.

Kauniuni amapereka chiyambi cha mmene mungayeserere zotsatira pakudutsa kwa anthawi. Izi, zikutanthauza kuti zipangizo zimene mungagwiritse ntchito pochita kauniuni wanuyo kuphatikizapo chiyambi ndi mndandanda wa zoyenera kutsata ndi kuchita mu zigawo zikuluzikulu za buku la la madzi ndi ukhondo ziyenera kuunikidwanso pofuna kuona kuona kusintha kumene kwachitika ndinso ngati zolinga zimene mumafuna kukwaniritsa komanso zomwe mmafuna kusintha zikukwaniritsidwa. Ndibwino kupanga kalondolondoyu kawirikawiri mu nthawi yomwe mwakonzekera kuchita izi.

Kuvuta kwa kalondolondo wanu kutengera kuvuta kwa chikonzero chanu ndi zimene mukufuna kuyesa. kudziwa ndi kuunika. posatengera kuvuta kwa dongosolo limene mwakonzaka, cholinga chanu ndikuzindikira zimene zidachitika kapena zidasintha chifukwa cha ntchito yomwe inu munagwira. Dongosolo la kalondolondo wanu litha kuthandizanso kuona zinthu zina zimene zikuyenera kuonedwanso pamene mukupita chitsogolo pa kukwaniritsa zimene malo antchito akuyenera kuchita. Kalondolondoyu akhoza kubweretsa pambalambanda zinthu zimene simunalingalireko poyambirira zimene zimapangitsa inu kuti musakwaniritse zoyenera kukwaniritsidwazo kapena zomwe mukanatha kusintha.

Monga chikuonetsera chitsanzo chomwe chili m'munsimu, Kalondolondo amathandiza kupeza zinthu zimene zimasokoneza kupeza zotsatira zoyenera ndi zimene zimachepetsa kuthekera kwa zomwe mukuchita. Dongosolo la Kalondolondo silimangoyankha funso la kuti, “kodi takwaniritsa ntchito imene tinakonzaka?” koma kuti ndi njira yodziwiranso zinthu zimene zikugwira ntchito kapena ayi. Kuchita kalondolondo kawirikawiri kumatithandizira kukwaniritsa zotsatira zimene mukufuna komanso kupeza zotsatira za muyeso wa pamwamba.

### **Chitsanzo choyamba chongoganizira**

#### **Zimbuzi ndi kukonzanso mmalo a zaukhondo omwe ogwira ntchito aakazi angamagwiritse ntchito pa nthawi yomwe akusamba/ali kumwezi**

Kauniuni wanu anapeza kuti ndikofunika kupatula zimbuzi za ogwira ntchito aakazi ndikuikamo malo otayiramo zinyalala kuti ogwira ntchito aakaziwa athe kudzisamalira pamene akusamba/ali kumwezi koma ali ku malo a ntchito. Kudzera m'magulu a zokambirana, munapezanso kuti ogwira ntchito aakazi amajomba kuntchito pamene akusamba/ali kumwezi. Mwapeza kuti izi zikusokoneza phindu la pa malonda anu kapena ntchito komanso chisamaliro cha ogwira ntchito aakazi. Pofuna kukonzaka vutoli, chikonzero chanu cha zoyenera kuchita, chikuphatikizapo kumanga zimbuzi zatsopano za amayi okhaokha zimene zitakhale ndi zidebe zovindikira zotatiramo zinthu zimene amayi amagwiritsa ntchito munthawi ya msambo.

Munthawi ya kauniuni wanu mwazindikira kuti muli ndi umboni wokwanira wokhudzana ndi kabweredwe ka ku ntchito kotengera amuna kapena akazi. Mwapitilira ndi chikonzero chanundipo pakutha pamiyezi isanu ndi umodzi mwamanga zimbudzi zatsopano zimene zokhala ndi zidebe zotayiramo zinthu zimene amayi amagwiritsa ntchito pa nthawi imene akusamba/ali kumwezi. (izi muzilemba mundandamda wa zoyenera kuchita.)

Mwatsoka, pochita kalondolondo wanu wa pakutha pa miyezi isanu ndi umodzi uliwonse, ogwira ntchito aakazi akukuuzani kuti ngakhale kuti zimbudzi zalandiridwa bwino ndipo kuti ogwira ntchito aakazi akuzigwiritsa ntchito, ogwira ntchito aakazi akujombabe pa nthawi yomwe akusamba/ali kumwezi. Mwafufuza poyang'ananso zokhudza kabweredwe ka ogwira ntchito aamuna ndi aakazi ku ntchito ndipo mwapeza kuti palibe kusiyana kwenikweni pa kabweredwe ka ogwira ntchito aakazi chimangireni

zimbudzi zatsopanozo. Mwachitanso misonkhano yowonjezera ndi ogwira ntchito aakazi pofuna kudziwa chifukwa chenicheni ndipo mwapeza kuti kumalo a ntchito kulibe malo omwe ogwira ntchito aakaziwa angaguleko zinthu zomwe angagwiritse ntchito pa nthawi yomwe akusamba/ali kumwezi. Mwapezanso kuti ngakhale kuti m'zimbudzi muli zidebe zoyayamo zinyalala momwe amayi angamataye zinthu zomwe agwiritsa ntchito pa nthawi imene akusamba/ali kumwezi. Pa malo a ntchitowa palibe njira yoyenera imene angaonongere kapena kutayira zinthuzo kuchoka mu zidebe zotayiramo zinyalala ndiye ogwira ntchito aakaziwa amaopa kuzigwiritsa ntchito poopa kuti zitha kukakhuthulidwa limodzi ndi zinyalala zina pamabalambanda, ku malo a ntchitowo. Iwo amopa kuti nsalu zawo ndi zovala zina zimene munthu wamkazi amagwiritsa ntchito pamene akusamba/ali kumwezi zitha kuonedwa ndi anthu ena.

Chifukwa cha kutsatira ndondomeko ya kalondolondo wanu, mwaganiza zokhazikitsa njira zatsopano zimene zingathane ndi mavuto amene mwapezawa. Munthawi ya kalondolondo wanu wina, mwachitsanzo mumiyezi isanu ndi umodzi yotsatira, mwapeza kuti kabweredwe ka ogwira ntchito akazi pantchito kwapita patsogolo malingana ndikuunikanso kalemba wakabweredwe ka kuntchito, Komanso pali khutitsidwa kwa ogwira ntchito anu aakazi monga zikuonetsera, mukakumana nawo.

**Phunziro:** zotsatira zimene mumayembekezera kuti zibwera pakapita nthawi yayitali, monga kuwonjezereka kwa kabweredwe kakuntchito kapena phindu la patchitopo potengera kukonza kwa mavutowo, zitha kukhala zovuta kuzipatsa muyeso ndipo zitha kutenga nthawi kuziona. Mukhonza kusanena mwachindunji kuti khama lanu ndi lomwe labweretsa kusintha. Kutu mupeze mayankho a ena mwa mafunso ofunikirawa, mutha kulingalira zochita kauniuni kapena kupereka zofunika pochita kafukufuku pa kusintha kumene kwabwera kaamba kazimene mwakhala mukuchita.

### Mmene mungapangire Kalondolondo

Pamene njira zopangira kalondolondo zimasiyana, njira yabwino imakhala ndi zotsatirazi:

- Kupeza **chimene** mukuchipange kalondolondo (Mitu yeniyeni imene mukuyiganizira);
- **Uthenga** umene mukufuna zotsatira zake pakafukufukuyu (zokhudza chiwerengero cha zotsatira) kapena (zokhudza kufotokozera zotsatira).
- ▶ **Motani**- njira zimene mudzagwiritse ntchito kuti mupeze zotsatira.
- ▶ **Liti**-mudzatolera kangati zokhudza zotsatira zimene mukufuna kupeza;
- ▶ **Ndani**- kodi ndindani amene atadzatore kapena amene ali m'dindo popeza uthenga umenewu
- ▶ **Bwanji**-Kodi mudzagwiritsa ntchito njira yanji pozukuta ndikupereka zotsatira za uthenga wanu, komanso kodi uthenga umene udzapezekewo mudzagawana ndi ndani?

Kudzama kwa kalondolondo wanu kudzatengera kupezeka kwa zida zogwirira ntchito monga anthu ogwira ntchito, dongosolo la ndalama, luso limene lilipo ndi nthawi. Onetsetsani kuti zimene mutapange zikhale zenizeni. Oyimilira anthu ogwira ntchito ayenera kutengapo mbali ndipo mukhonza kugwiranso ntchito ndi anthu ena monga mabungwe a m'deralo, kapena sukulu za ukachenjede kuti zikuthandizireni kugwira ntchito. Izi zikhonza kuthandiza kutolera uthenga wolondola ndikuchepetsa kukondera (bias) pa uthenga umene wapezeka. Posalingalira za njira zopezera uthengawu, (mwachitsanzo, zolembedwa pa pepala, kafukufuku wochitika kudza pa intaneti, zithunzi ndi zina zimene mwakonzika kuti mugwiritse ntchito pa kalondolondoyu, onetsetsani kuti inuyo ndi ena onse amene mugwirire nawo ntchito limodzi ali ndi njira zabwino zosungira uthenga umene mwatolerawu.







## Chitsanzo Chongonizira Chachiwiri

### Njira yoyeserera pa ntchito yochita kalondolondo wa kafukufuku pa anthu ogwira ntchito mu minda ikuluikulu ya tiyi

**Mbali yofunikira kwambiri pa kalondolondoyu/ mlingo wa kapezedwe ka zotsatira:** Kusintha pa kapezedwe ka madzi akumwa otetezeka kwa anthu ogwira ntchito pamene akugwira ntchito mu minda ya tiyi.

**Kafukufuku wanjiji?** Kumva zambiri za maganizo azomwe magulu osiyanasiyana atakambirane pakukhutisidwa ndi mmene iwowa amaonera pa kapezedwe ka madzi pa malo antchitowa munthawi ya ntchito komanso kafukufuku woonetsa chiwerengero.

- ▶ Kuchuluka kwa malo otungapo madzi okumwa amene ogwira ntchitowa akupezapo madzi.
- ▶ Mlingo wa madzi mumalita, umene ogwira ntchitowa akunena kuti amamwa patsiku.
- ▶ Kuchuluka kwa kuyeza kwa ubwino wa madzi amene ali mu zosungira madzi.
- ▶ Kuchuluka kwa ogwira ntchito amene ali zotungira ndi kusungira madzi zoti zitha kugwiritsidwanso ntchito pamalo antchitowa.
- ▶ Kuchuluka kwa kapitidwe ka ku zipatala za pa minda ya tiyi.

**Njira Zochitira Kafukufukuyu:** Uthenga udzatoleledwa kuchokera kwa ogwira ntchito pa minda ikuluikulu ya tiyi powafunsa mafunso pamaso ndi pamaso, kuonerera, kuyesa madzi ngati ali ndi tizilombo toyambitsa nthenda ya (E. coli) ndi uthenga wa kapitidwe ka kuchipatala pa matenda osowa madzi mthupi.

**Nthawi yopangira kalondolodoyu:** Pamene uthenga udzatolelerdwa koyamba kwa kafukufuku woonetsa chiwerengero kwa ogwira ntchito m'minda ya tiyi ndiponso patantha miyezi inayi kwa chaka chimodzi patakhazikitsidwa malo otungapo madzi akumwa m'minda. Uthengawu udzatoleredwa nthawi ina iliyonse posadziwitsa anthu ogwira ntchito m'mindamo. Munthawi yoyesererayi, uthenga udzatoleredwa kuchoka kumagulu okambirana (focus groups) kumayambiriro ndi kumathero anthawi ya akalondolondoyu.

**Ndindani amene adzatolere uthengawu:** Uthengawu udzatoleredwa ndi komiti yaphatikiza anthu osiyanasiyana omwe ena adzakhala oyang'anira ntchito pa minda ya tiyiyo ndipo enaadzakhala oyimilira ogwira ntchito pofuna kuthandizira kupititsa patsogolo thanzi la ogwira ntchito ndi achipatala.

**Mmene uthenga udzazukutiridwe ndi kudziwitsa ena Zotsatira.** CBO idzapereka kwa amalonda lipoti la zotsatira pakatha masiku khumi ndi asanu (15days) pakutha pa miyezi inayi (4 months) iliyonse ndi lipoti lomaliza pakatha masiku makumi atatu (30days) kutatha kuyeserera kwa kafukufuku koyamba. Uthenga wotoleledwa udzazukutidwa pogwiritsa ntchito excel pa kompyuta kuti ipereke kumangirira kwa zotsatira zonse m'mene zayendera zokhudzana ndi kuyesa madzi, kusintha kumene kwa chitika mu nyengo yakalondolondo; maganizo aanthu ogwira ntchito komanso uthenga umene anthu auzindikira. Zonsezi zidzayikidwa mu lipoti la zotsatirazi. Mu lipotili simudzalembedwa mayina a anthu kapena cholembedwa china chomwe chingathandizire kudzia za amene anatenga nawo mbali pa kafukufukuyu Lipoti lomaliza lidzafotokoza zokhudza kalondolondoyu ndipo lidzaperekedwa kwa ogwira ntchito. Maphunziro amene adzaphunziridwe, malangizo kapenanso maganizo, zinthu zimene zidzaoneke kuti zasintha zapita patsogolo zidzaikidwanso mulipoti lomalizali.

Monga mmene zafotokozeledwa madzi ndi ukhondo ndi mzati wa njira zimene zinaikikidwa pakuteteza moyo ndi thanzi la ogwira ntchito, pansi pa malamulo ndi zoyenera kuchita za, anthu ogwira ntchito padziko lonse. Amene adalemba zoyesererazi anatsindika kwambiri zoyenera kuchita zapaderadera zothandizira kuyang'ana chisamaliro ndi phindu pa ogwira ntchito. Chiwonjezero choyamba, chikufotokoza zomwe a ntchito zamalonda ambiri angayike poyambirira, zomwe muyenera kuunikanso ndi kuzisintha mogwirizana ndi mmene mungamagwiritse ntchito ku malo anu a ntchito.

Mlingo wa kagwiridwe ka ntchito umene buku ili limayang'ana wafotokoza tsatanetsatane wa chiyembekezo chimene dziko lapansi linakhazikitsira olemba ndi ogwira ntchito, pofuna kuonetsetsa kuti ntchito ikugwirika mokhazikika pofuna kupereka mpata kwa ogwira ntchito kuigwira ntchito bwino pa nthawi yonse imene akugwira ntchito ndi kuti ogwira ntchito akapitirire kukhala athanzi akapuma pa ntchito. Zipangizozizi zimaperekanso chidziwitso chofanana ndi coyenera kwa olemba ntchito onse kuti ateteze malo ndi anthu a m'dera lozungulira malo awo a ntchito.

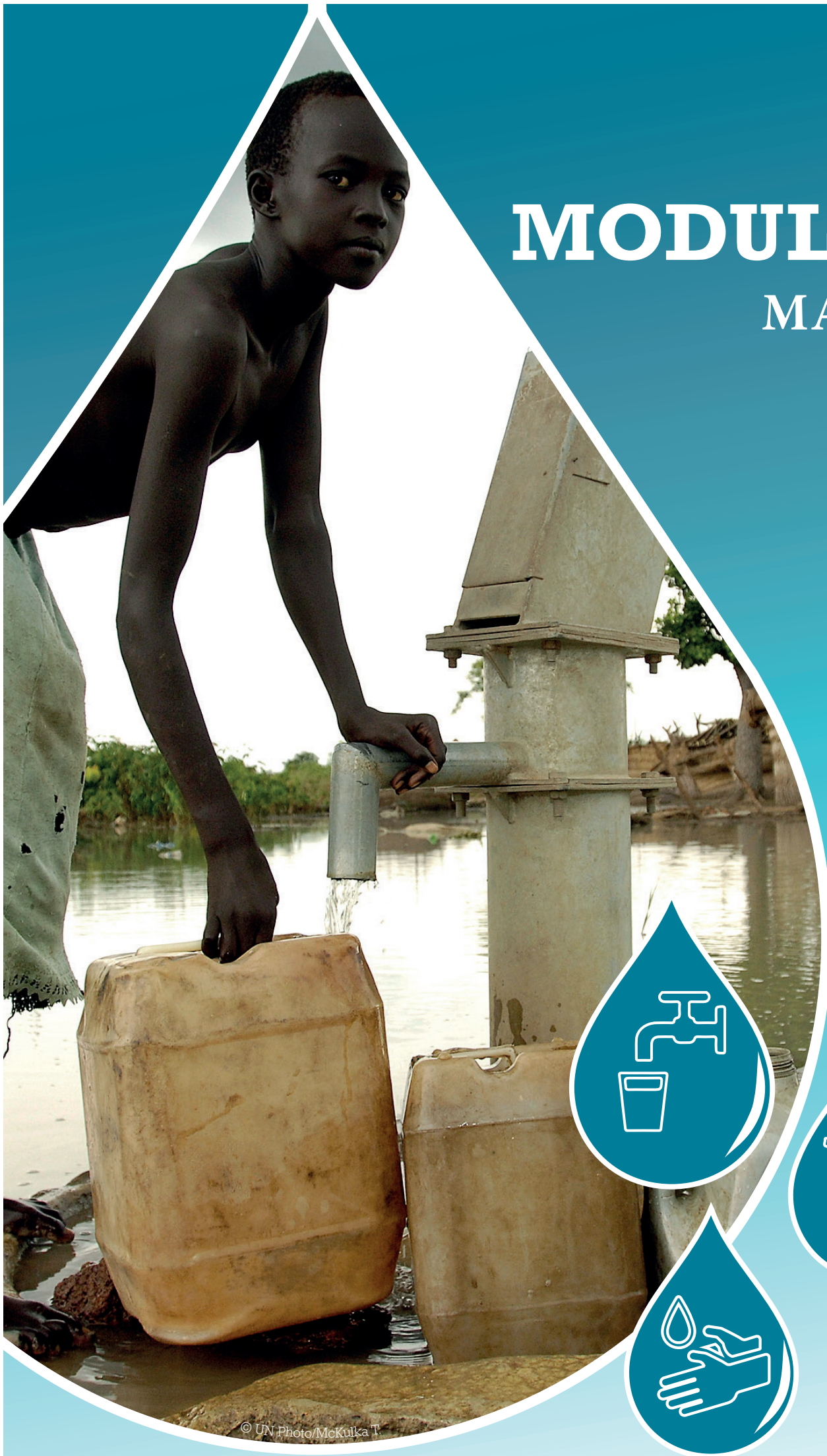
Buku ili ndi chiwonjezero choyamba chikufotokoza za 'mbiri' ya zipangizozizi, zimene zikufuna kupereka luso lopititsira patsogolo zolinga za ntchito. Chomwecho, zimene zalembedwa kumayambiliro kwa bukuli zikuyenera kukhala m'malingaliro nthawi zonse pamene zigawo zotsatira za bukuli ziwerengedwa.





# MODULE 1

## MADZI



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## CHIGAWO CHOYAMBA CHA BUKU LA MADZI NDI UKHONDO: MADZI

### Kodi madzi otetezedwa akumwa ku malo a ntchito ndi chani?

- ☐ “Madzi pa malo a ntchito” amatanthauza kuti kuthekera kopeza madzi aukhondo akumwa, komanso ochitira ukhondo wa pathupi ndi malo antchito mozungulira malo antchito kapena mosatalikirana kweni kweni ndi malo ogwirira ntchito.
- ☐ Kupeza madzi otetezedwa pamalo a ntchito kumayenera kuti kuzionedwa mwathunthu kuchokera ku mbali zonse, ngati njira imodzi yolimbikitsira chitetezo ndi ukhondo pa malo a ntchito kudzera mungalande za madzi ndi kuteteza malowa kutizilimbo toyambitsa matenda ndi kuthana ndi tizilombo touluka, chimene chiri chofunikira ku thanzi la anthu.
- ☐ Kupeza madzi abwino kumaphatikizaponso njira zimene zimachepetsa kuthekera kwakuti anthu akhudzane ndi madzi oyipa pakupereka njira zopititsira patsogolo ukhondo wa pathupi ndi wa pamalo. Izi, zimakhudza zonse, makhalidwe ndi malo ochitira ukhondo, zimene zimagwirira ntchito limodzi pofuna kupanga malo ogwirira ntchito otetezeka ndi abwino.

### Zomwe zili m’katimu

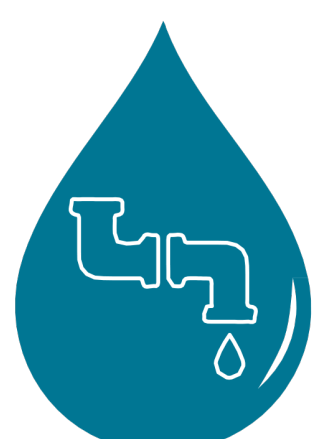
Chigawo cha buku la madzi ndi ukhondochi, chimafotokoza kufunika kwa kupeza madzi omwe angafunikire pokhala ndi malo a ntchito otetezeka ndi athanzi



**Kalodzera woyamba :**  
**gawo loyamba** (madzi akumwa otetezeka)



**Kalodzera woyamba:**  
**gawo lachiwiri** (madzi otetezeka ochitira ukhondo wathupi kapena wapamalo)



**Kalodzera woyamba: gawo lachitatu** (njira zothanirana ndi tizilombo toswanirana mu madzi okhazikika m’ngalande kapena malo ena pamalo ndi chiopsezo chokhudzana ndi madziwo)





# Kalozero woyamba. Chigawo Choyamba:

## Madzi akumwa otetezeka

Popanda madzi otetezeka, anthu sangakhale ndi moyo komanso ndi kuthekera kwa kukula kwa mundu wina uliwonse. Chitetezo cha madzi okumwa chasanduka vuto lalikulu m'mayiko ambiri, chifukwa chakuti m'malo amene madzi ambiri amene madzi amatungidwa ali pachiposezo cha kuyipitsidwa ndi tizilombo toyambitsa matenda kapena mankhwala oopsa. Madzi amene awonongeka si abwino ku thanzi la munthu, za chuma, malo okhala, komanso chitukuko cha moyo wa anthu ndi cha dziko. M'malo ambiri ogwirira ntchito ndi okhalamo, matenda amafala chifukwa cha kusowekera kwa ukhondo pa anthu, zakudya komanso malo okhala, kuchepa kwa mwayi wopeza madzi ndi kugwiritsa ntchito madzi oyipa. Kuonjezera apo, kusowa kwa madzi, chilala ndi chipalamba zikhodza kupereka chiposezo ku mwayi wokhala ndi madzi abwino. (Pena Guerrero et al. 2020).



### Ifundo zofunika pankhani ya madzi akumwa

- ▶ Anthu 785 miliyoni kufika lero alibe kuthekera kwa kupeza madzi akumwa
- ▶ Anthu 435 miliyoni amatunga madzi m'mayiwe ndi mu akasupe osatetezedwa.
- ▶ Anthu 144 miliyoni amagwiritsa ntchito madzi kuchokera m'madzi amene sanathiridwe mankhwala monga, nyanja, mayiwe ndi mitsinje.
- ▶ Anthu pafupifupi 2 miliyoni amagwiritsa ntchito madzi amene ayipitsidwa ndi chimbuzi.
- ▶ Madzi akumwa oyipa analingidwa kukhala choyambitsa imfa 435,000 zobwera kaamba ka kutsegula m'mimba m'chaka chili chonse.

(Izi zatengedwa mu: United Nations Children's Fund, and World Health Organization, Progress on household drinking water sanitation and hygiene 2000-2017 special focus on inequalities (Geneva WHO joint monitoring program me 2019)

## 1. Kodi madzi otetezeka akumwa ndi chiyani?

Madzi otetezeka akumwa amene amatchedwanso kuti 'madzi abwino', kapena 'madzi okonzedwanso,' ndi madzi amene ali okwanira pa mlingo woyenera kumwedwa (komanso abwino kuphikira ndikugwiritsa ntchito pa ukhondo wa pathupi ndi pakhomu) popanda kubweretsa chiposezo pa thanzi/ moyo. Mwatsoka ngakhale izi zili chonchi, madzi ambiri amene amayenera kukhala akumwa siotetezeka. Ziopsezo zikuluzikulu zitatu za madzi akumwa, tizilombo ting'onotung'ono toyambitsa matenda, mankhwala (izi zimachitika kwambiri m'malo a ntchito) ndi zina zochokera mumphamvu za nyukiliya (radiology). Kuperewera kwa madzi otetezeka kukhoza kuyambitsanso mavuto a kusowekera madzi m'thupi ndi matenda ena amene amadza kamba kakutentha zimene zikambidwe pazokha kutsogoloku.

### A. Chiopsezo kuchokera ku tizilombo tiyambitsa matenda

Madzi akhonza kuyipitsidwa ndi tizilombo ting'onotung'ono toyambitsa matenda totchedwa kuti ma bakteria ndi ma virus kapena tina tokulirako totera pakhungu pomwe timayamwa magazi (bacteria, viruses or parasites) timene timadziwika ndi kufalitsa matenda ambiri.

- ▶ Chiopsezo chachikulu pa thanzi la munthu kuchokera ku tizilombo toyambitsa matenda ndi kuyipitsidwa ndi zotuluka mthupi la anthu ndi nyama.
- ▶ Ngati muli tizilombo toyambitsa matenda mu thupi la munthu, tizilombo ting'onotung'onoti tikhonza kuchulukana ndi kufala kudzera mu zoyipa zochokera m'thupi la munthu ndi kufalikira kwa ena.
- ▶ Tizilombo tina tikhonza kuchulukana ndi kufala kuchokera mu zakudya, madzi, ndi zakumwa zimene zimaonjezera chiopsezo cha kuipitsidwaku ndi matenda.



Matenda obwera kudzera m'madzi, Zitsanzo:

Bakteriya	Vayilasi	Paparasiyiti
▶ Kamwazi (dysentry)	▶ Herpisi E (Hepatitis E )	▶ nthenda ya m'mimba yotsegulitsa ndi kuchepetsa chitetezo cha m'thupi mwa
▶ Kolera Cholera	▶ Herpisi A (Hepatitis A )	▶ Nthenda ya m'mimba yotsegulitsa ndi kutsanzitsa, mwa zina(Giardia)
▶ chikasu (Typhoid Fever)	▶ Poliyo (Polio)	▶ Nthenda yomwe imatsokomoletsa yobwera Kamba ka chimbudzi cha zinyama(Toxoplasma)
▶ Nthenda ya m'mimba yotsegulitsa mwinanso mpaka ngati kamwaziEscherichia Coli (E. coli)		

(Izi zochokera mu World Health Organization (2017 4th Edition) Guidelines for drinking-quality water.)

## B. Ziopsezo zochokera ku mankhwala.

Kuwonjezera pa tizilombo toyambitsa matenda, madzi akhonza kukhalanso ndi mankhwala ena. Mankhwala ena sabweretsa chiopsezo china chili chonse, koma ena akhoza kubweretsa mavuto pa thanzi la munthu.

- ▶ Mankhwala ambiri opezeka m'madzi akumwa amabweretsa mavuto patapita kanthawi munthu akumwabe madzi oterewo. Nthawi zambiri zimatha kutenga chaka kapena miyezi. Izi zili chomwechi chifukwa zotsatira zake zimakhala zikuunjikana kaye m'thupi ndipo zimachulukirachulukira pakutha pa nthawi.
- ▶ Mankhwalawa atha kupezeka m'madzi akumwa kudzera m'njira zosiyanasiyana kuphatikizapo izi:
  - Mwachilengedwe (kuchokera ku dothi ndi miyala)
  - Kuchokera ku zotsatira za ntchito za ma kampani opanga zinthu komanso anthu (zotsalira kuchokera ku zopangidwa komanso mankhwala kuchokera m'migodi.
  - Kudzera m'zochitika pa ulimi (mankhwala ophera tizilimbo ta m'mbewu komanso feteleza.
  - Zinthu zina zoopsa zimene zakhudzana ndi madzi monga mankhwala okolopera oteteza ku tizilombo toyambisa matenda ndi ena opezeka mu mapaipe a madzi.







Zitsanzo za mankhwala amene amayipitsa madzi okumwa

Zowononga zobwera mwa chilengedwe

- ▶ Arsenic
- ▶ Floride
- ▶ Iron

Zowononga zobwera chifukwa cha zochitika pa ulimi

- ▶ Ammonia
- ▶ Endosulfan
- ▶ Nitrate

Zowononga zobwera chifukwa cha makampani opanga zinthu ndi mokhala anthu

- ▶ Buryllum
- ▶ Cynide
- ▶ Mercury

Zowononga zokhudzana ndi madzi m'malo m'mene amathiliramo mankhwala amadzi akumwa.

- ▶ Asbestos
- ▶ Chlorine
- ▶ Lead

(Izi zatengedwa mu: World health organization (2011 Guidelines for drinking –water quality).

### C. Chiopsezo chobwera kudzera mu mphamvu ya nyukiliya/radioloje

Madzi akumwa akhoza kukhala ndi mphamvu zoopsa za nyukiliya (radioactivity) zoti zikhoza kuyambitsa matenda zomwe zimachokera kuchilengedwe ndi ku zinthu zina chifukwa cha zochita za anthu zomwe zimabweretsa chiopsezo pa thanzi la anthu m'madera ena. Chiopsezo chobwera ndi mphamvu ndichocheperako kusiyana ndi chobwera chifukwa cha tizilombo toyambitsa matenda ndi mankhwala oopsa. Kupatula munthawi zovutisitsa kwambiri, mphamvu ndiyocheperako m'madzi akumwa poyerekeza ndiyomwe ingapezeke muzinthu zina. Kuyesera zida nkondo za nyukiliya, zotsatira za ntchito za m'mafakitale ndi zachipatala komanso ngozi zabweretsa mphamvu za nyukiliya zopangidwa ndi anthu pa madzi akumwa. Malo antchitowa amene amapangitsa anthu kukhudzana ndi mphamvu za nyukiliya akufunsiwa kuunikaninso kalodzera wa bungwe loyang'ana zathanzi padziko lonse wa m'chaka cha (2017, 4th Edition). Mutu wa chisanu ndi chinayi mu kalozerayu akulongosola mwatsatanetsatane, za kachitidwe ka kauniuni wa ziopsezo komanso njira zothanirana ndi ziopsezo.

### D. Ziopsezo zokhudzana ndi kutentha

Kuchepa kwa madzi m'thupi ndi njira yayikulu kwambiri imene imapangitsa matenda odza kamba ka kutentha, kuphatikizapo nsungu, nkhwala, kutopa, sitiloko zobwera Kamba ka kutentha. Kugwira ntchito m'malo otentha kapena a chinyontho, m'malo otentha kwambiri komanso ntchito zolemetsa, zili ndi kuthekera kwakukulu koyambitsa nkhwala yobwera kamba ka kutentha pa ogwira ntchito. Zitsanzo:

- Ntchito zogwirira mkati mwa nyumba, monga zipala zopangiramo malata ndi zitsulo, mafakitale, mauvuni owotcheramo njerwa, malo opangiramo magalasi ndi malabala. Makhitchini, mopangira mankhwala, m'migodi ndi malo osungunulira miyala kupanga zitsulo.
- Ntchito zogwirira panja munyengo yotentha monga zaulimi, zomangamanga, za migodi, kusungunura ndi ntchito zogwira ku malo a zinyalala zoopsa, makamaka ntchito zomwe zimafuna ogwira ntchito kuvala zovala zodutsa mphepo pango'no kapena zosadutsa mphepo n'komwe zozitetezera.

#### Nkhawa yokhudzana ndi kutentha ndi kusintha kwa nyengo

Chiopsezo, chodza kamba ka ntchito chokhudzana ndi nkhwala yobwera kamba ka kutentha sichipezeke m'mayiko osauka ndi otentha okha; koma chimakhudzanso mayiko otukuka. Powonjezera apo ogwira ntchito omwe sanazolowere kukhala malo otentha ndipo akhudzidwa ndi kutentha mwadzidzidzi, atha kudwala nkhwala yodza kamba ka kutentha. Kusintha kwa nyengo kumawonjezera chiopsezochi. Nkofunika kuwonetsetsa kuti ogwira ntchito ali ndi madzi okwanira m'thupi, ndi zofunikira zina monga makina obweretsa m'pweya wozizira m'zipinda (air conditioning), mthunzi womwe angakhalepo popewa dzuwa, zovala zodzitetseza ndi nyengo yokwanira yopumira. Powonjezera apo kupeza chithandizo choyambirira chapakhomo (first aid) ndi chakuchipatala ziyenera kupezeke kuti zithane ndi nkhwala yobwera kamba ka kutentha.



## 2. Ndimalo ati amapereka madzi akumwa otetezeka?

Pofuna kupewa matenda, madzi akumwa ayenera kutungidwa kuchokera m'malo otetezeka. Pamene pali malo ambiri otungako madzi, okhawa amene ali a makono ndi womwe ayenera kukhulupirika pokatungako madzi akumwa ndi ophikira. Malo amakono otungako madzi akumwa ndi omwe, monga mamangidwe ake kapena kudzera njira zomwe zikugwiritsidwa ntchito, ndiwotetezeka ku zoipa zochokera kunja makamaka kuzoipa za chimbuzi. Ndondomeko yochitira kauniuni limodzi ya mabungwe a WHO/UNICEF (JPM) yatanthauzira malo otungiramo madzi ngati a makono ndi a chikale. Pamene kugawaku kukukhudza makomo zambirizi zikukhudzanso malo a ntchito. Lipoti ya ndondomeko yochitira kauniuni limodzi (JPM) Report, 2018: P.7). Amagwiritsa ntchito 'khwerero la ntchito' pochita kalondolondo wa m'mene ntchito ikuyendera mogwirizana ndi zolinga za chitukuko chokhazikika (SDG) m'makomo. Lipotili limayang'ananso ubwino wa madzi (madzi otetezeka ku zoipa za chimbuzi, ndi mankhwala oopsa)

**Gome 1.1.1. Zizindikiro zazikuluzikulu zomwe zimagwiritsidwa ntchito pochita kalondolondo wa madzi akumwa padziko lonse.**

MLINGO WA NTCHITO	TANTHAUZO
WOTETEZEDWA BWINO	Madzi akumwa atungidwa pa malo amakono otungapo madzi omangidwa pamalo, opezeka nthawi imene akufunika ndipo otetezeka kuzoyipa za ku chimbudzi ndi zochokokera ku mankhwala oopsa.
MLINGO WOYAMBIRIRA	Madzi akumwa otungidwa kuchokera ku malo amakono amene amapatsidwa nthawi yotungira yosadutsa mphindi makumi atatu ndipo anthu amayenera kuyima pa mzere kuti atunge
MLINGO WAPAKATIKATI	Madzi akumwa otungidwa kuchokera ku malo amakono, otungidwa munthawi yodutsa mphindi makumi atatu pa ulendo umodzi ndipo anthu otunga amayenera kuyima pa mzere.
MADZI OSATETEZEDWA	Madzi okumwa utungidwa pa chitsime kapena kasupe zosatetezedwa.
MADZI OYENDA PANTHAKA	Madzi otungidwa kuchokera ku mitsinje, madamu, kunyanja, mitsinje ing'onoing'no, mayiwe, njira zopatutsira madzi zochita kupangidwa; ndi ngalande zoyendamo madzi aulimi wa nthirira.



## Gome1.1.2. Madzi akumwa otetezedwa ndi osatetezedwa

MADZI AMENE OTETEZEKA	<b>Madzi a m'mapayipi a m'makomo.</b>	Mapayipi a madzi olumikizidwa m'nyumba kapena ku malo antchito, oyikidwa ku mpopi kapena mipopi ingapo (mwa chitsanzo ku khitchini ndi kubafa). Izi zimatchulidwanso kuti madzi olumikizidwa pakhomu
	<b>Madzi a m'mipope olumikizidwa pa puloti kapena pa malo anu.</b>	Madzi olumikizidwa ku mpopi umene uli pa malo anu kunja kwanyumba kapena malo a ntchito. Awa amatchedwanso madzi olumukizidwa pa malo anu.
	<b>Madzi a m'mipope olumikizidwa ku mpopi wa m'dera.</b>	Malo a madzi a mdera amene anthu angamatungapo madzi. Malowa akhonza kukhala ndi mpopi umodzi kapena ingapo womangidwa ndi njerwa kapena konkiliti, awa amatchedwanso kasupe wamdera kapena mpopi wamdera.
	<b>Madzi opopa kapena apamjigo.</b>	Dzenje lakuya limene labooledwa pansa pa nthaka kuti lifikire madzi a pansa pa nthaka omangwidwa ndi zokutirira modutsa madzi kapena mapayipi pofuna kupewa kugumukira ndi kuteteza malo otungapo madzi kukuphatikizana ndi madzi oyenda panthaka. Madzi amapopedwa kuchokera pansa pogwiritsa ntchito mphamvu za anthu, nyama, mphepo, magetsi, mafuta a diziro kapena dzuwa.
	<b>Chitsime chokumba chotetezedwa.</b>	Chitsime chotetezedwa kumadzi oyenda panthaka pomanga m'mbalim'mbali mwachitsime mkati mpaka pamwamba mokweza pang'ono kupitilira panthaka, chokhala ndi kangalande kopatutsira madzi otayikira pa chitsimecho kupita kutali ndi chitsime popewa kuti angalowenso pa chitsime. Chimavindikiridwanso pofuna kuchiteteza ku nyama ndi zinyalala zomwe zingathe kugweramo.
	<b>Kasupe wotetezedwa</b>	Kasupe wachilengedwe wotetezeka ku madzi oyenda, zitosi za mbalame ndi chimbuzi cha zinyama pogwiritsa ntchito ka bokosi kovindikira pakasupe ndipo kamamangidwa ndi njerwa kapena simenti mozungulira kasupeyo kuti madzi aziyenda motuluka mkabokosiko ndikupita mpayipi kapena malo otungirapo popanda kufikiridwa ndi zinthu zina zoyipa zimene zingawononge madziwo.
	<b>Madzi a Mvula</b>	Madzi amvula amene amakoloredwa kuchokera pamalo otchelera (omwe atha kukhala denga kapena malo ena apansi a m'mbali mwa nyumba)
	<b>Kasupe wosatetezedwa</b>	Kasupe yemwe akhoza kukhudzidwa ndi madzi oyenda pa nthaka, zitosi za mbalame kapena nyama zina zomwe zingathe kulowako. Akasupe osatetezedwa, nthawi zambiri, samakhala ndi kabokosi kovindikira pa kasupe.
MADZI AMENE OSATETEZEKA	<b>Chitsime chokumbidwa chosatetezedwa</b>	Chitsime chokumbidwa pa nthaka chomwe zina mwa zotsatirazi zikuchikudza: (1) Osatetezedwa ku madzi oyenda panthaka; kapena (2) Chosatetezedwa ku zitosi za mbalame ndi chimbuzi cha zinyama. Ngati chimodzi mwa izi chili choona, chitsimecho chimatengedwa ngati chosatetezedwa.
	<b>Thanki la laling'ono kapena mgolo</b>	Madzi ogulitsidwa ndi wopereka madzi amene amanyamula madzi kupititsa ku dera pogwiritsa ntchito ngolo, magalimoto ndi njira zina.
	<b>Galimoto yokhala ndi thanki la madzi</b>	Madzi amene amanyamulidwira ku dera ndipo ndipo amagulitsidwa kuchokera pagalimoto.
	<b>Madzi oyenda panthaka</b>	Madzi oyenda panthaka kuphatikizapo a m'mitsinje, m'madamu, a m'nyanja, m'mayiwe, mitsinje ing'onoing'ono, njira zopatutsira madzi zochita kupangidwa ndi ngalande zopatusira madzi aulimi wothilira.

Izi zatengedwa mu: WHO/UNICEF Joint Monitoring Program (JMP) for Water Supply and Sanitation. Core questions on drinking-water and sanitation for household surveys. 2006, P9.

**Madzi a m'mabotolo** ndi njira imodzi yopezera madzi akumwa ngakhale kuti madzi a m'mabotolo amatengedwa kuti ndiwotetezeka pokhapokha khomo kapena malo a ntchito akugwiritsa ntchito madzi akumwa ochokera pamalo otungapo madzi ophikira ndi ochitirapo ukhondo amakono. Pamene palibe uthenga wofotokozera za kagawidwe ka madzi potengera kutetezeka kwake, madzi am'mabotolo amayikidwa m'magulu potengera m'mene agwiritsidwira ntchito m'malo ena a ntchito. M'malo a ntchito ena, madzi a m'mabotolo otungapo gulu amapezeka kawirikawiri. N'kofunika kuwonetsetsa kuti madziwa atsimikizike kuti ndi otetezeka



### Chikumbutso: Ntchito yokhudza ndi kupha nyama.

- ❓ Kugwira ntchito ndi nyama kutha kuphatikizapo Kukhudzana ndi zoyipa zochokera ku nyama, zomwe zimapereka chiopsezo chotenga tizilombo toyambitsa matenda; komanso kukhudzana ndi madzi ochokera pansu pa nthaka. Nthenda imodzi, yomwe ili vuto lodziwika, lochokera kuchimbuzi cha nyama ndi *Escherichia coli* (E.Coli).
- ❓ Matenda atha kugwira ogwira ntchito potsatira kuyipitsidwa kwa madzi, kuphatikizapo zitsime zokhala ndi tizilombo toyambiitsa matenda a E.Coli; kumwa madzi oyipa; zitha kuyambitsa matenda a m'mimba monga kutsegula ndi matenda a impso ndi mavuto ena ndipo zotsatira zake zitha kukhala imfa makamaka, kwa ana ang'ono ndi anthu omwe chitetezo chawo cha m'thupi chili pa chiopsezo.
- ❓ Kugwira ntchito ndi nyama, kuyenera kuganizira za kuthekera kwa kukhudzana ndi madzi oyipa ndipo payenera pa pezeke njira zopewera.

*(Pofuna kudziwa zambiri, onani Safety and health in Agriculture: an ILO code of practice (2010).*

## 3 Zofunikira pa madzi akumwa a ogwira ntchito

Madzi ndi chinthu chofunikira kwambiri pa moyo wa munthu. Kuti thupi la munthu ligwire ntchito moyenerera, pali mlingo wa madzi wochepetsa umene thupili limayenera kukhala nawo kuti ligwire bwino ntchito. Ngati mlingowu watsika, kusowekera kwa madzi m'thupi pang'ono, ndi kusowekera kwa madzi m'thupi kwambiri, kumachitika.

- ❑ **Kuchepa kwa madzi a mthupi pang'ono** kumadzetsa mavuto pa thanzi la munthu monga, kulephera kukhala maso komanso kukhala ndi chidwi; kupweteka kwa mutu ndi kusokonekera. Kuchepa kwa madzi m'thupi kwa pang'ono kukhonza kukonzedwanso powonjezera kamwedwe ka madzi komanso kulimbikitsa kumwa zakumwa zobwezeretsa michere mthupi.
- ❑ **Kuchepa kwa madzi mthupi kwambiri** kukhoza kuyambitsa mavuto a kusagwira bwino ntchito kwa impso ndi chikhodzodzo ndipo munthu akhonza kumwalira kumene. Kuchepa kwa madzi m'thupi kwambiri kumafunika thandizo la kuchipatala.

Palibe mlingo wokhazikika wochepetsa wa madzi akumwa pofuna kebwezeretsa madzi m'thupi. Kwa wogwira ntchito wina aliyense, mlingo wochepetsa wa madzi m'thupi umasiyana potengera zisiyanasiyana, kuphatikizapo:

- Chimene wogwira ntchito ali, potengera msinkhu (zaka)/ kulemera kwathupi/kutalika m'mene thupi lawo lilili, kazoloweredwe kawo ka kutentha ndi kagwiridwe ntchito ka thupi, mmene thanzi lilili, ngati akumwa mankhwala kapena amamwa mowa.
- Mtundu wa ntchito imene akugwira. Monga, yopepuka, yapakatikati ndi yolemetsa.
- Kutentha ndi chinyontho.
- Zoala zozitetezera zimene amavala.

Ngati anthufe tikutaya madzi kudzera mu kutuluka thukuta, ntchito ina iliyonse imene imapangitsa ogwira ntchito kutuluka thukuta, limodzi ndi kutentha kwanyengo, ndi zinthu zofunikira kwambiri pamene tikulingalira za kufunikira kwa kubwezeretsa madzi m'thupi kwa ogwira ntchito. Gome lili m'munsili likupereka mlingo woganiziridwa wofunikira kuuganizira pamene tikuona ngati madzi okwanira akupezeka ku malo a ntchito ndi mtundu wa ntchito imene ikugwirika.



**Gome 1.1.3. Kufunika kwa madzi malingana ndi ntchito yochitika ndi Kutentha.**

	Ntchito ya mu ofesi/ malo otentha	Ntchito zolemetsa/malo otentha kwambiri
Akazi aakulu	Ma lita 2.2 patsiku	Malita 4.5 patsiku
Amuna aakulu	Ma lita 2.9 patsiku	Malita 4.5 patsiku

(Izi zatengedwa ku: Howard G, Batram J (2003) Domestic water quantity, Service, level and Health. World Health Organisation.)

**Gome 1.1.4 Mlingo wa madzi wongoganiziridwa wobwezeretsera madzi m'thupi potengera katenthedwe ndi kagwiridwe poyerekeza ndi kapumulidwe pa nthawi yogwira ntchito.**

Mlingo wa katenthedwe wa dziko lonse	Ntchito yochepa		Ntchito yochepalapo		Ntchito ya mphamvu	
Celsius	Mlingo wa ntchito /kupumula	Madzi omwedwa pa ola	Mlingo wa ntchito/ kupumula	Madzi omwedwa pa ola	Mlingo wa ntchito/ kupumula	Madzi omwedwa pa ola
25.6-27.7	Palibe	0.5 lita	Palibe	0.75 lita	Mphindi makumi anayi kugwira ntchito/ mphindi makumi awiri kupumula	0.75 lita
27.8-29.4	Palibe	0.5 lita	Mphindi makumi asanu kugwira ntchito/ mphindi khumi kupumula	0.75 lita	Mphindi makumi atanu kugwira ntchito/ mphindi makumi atanu kupumula	1 lita
29.4-31.1	Palibe	0.75 lita	Mphindi makumi atanu kugwira ntchito/ mphindi makumi atanu kupumula	0.75 lita	Mphindi makumi awiri kugwira ntchito/ mphindi makumi anayi kupumula	1 lita
31.1-32.2	Palibe	0.75 lita	Mphindi makumi atanu kugwira ntchito/ mphindi makumi atanu kupumula	0.75 lita	Mphindi makumi awiri kugwira ntchito/ mphindi makumi anayi kupumula	1 lita
>32.2	Mphindi makumi asanu kugwira ntchito/ mphindi khumi kupumula	1 lita	Mphindi makumi awiri kugwira ntchito/ mphindi makumi anayi kupumula	0.75 lita	Mphindi khumi kugwira ntchito/ mphindi makumi asanu kupumula	1 lita

**Zoyenera kudziwa:**

1. Mlingo wakutentha ukutengera kutentha kwa dziko lonse (wet bulb global temperatures) WBGT
2. Pamene palembedwa kuti palibe zikutanthauza kuti palibe mlingo woletsa kuchuluka kwakagwiridwe ka ntchito pa ola.
3. Ngati akuvala zozitetezera ku mpweya woyipa (mankhwala, za chilengedwe ndi mphamvu zoopsa za nyukiliya) muwonjezere 6 ku mlingo wa katenthedwe wa padziko lonse (WBGT)
4. Ngati akuvala zovala zozitetezera m'malo a chinyontho muwonjezere 3 digilizi pa mlingo w Mlingo wakutentha wa padziko padziko lonse m'malo a chinyontho.
5. Mlingo wa zakumwa patsiku usapitirire ma lita khumi ndi awiri (12litres)
6. Chenjezo, mlingo wa zakumwa paola usaposere litre imodzi (1 litre)
7. Kupuma kukutanthauza mlingo wochepetsetsa wantchito (kuyima kapena kukhala), pamthunzi ngati kuli kotheka.
8. Milingo yakagwiridwe imeneyi / kupumira; ndikumwa za madzi zimakhazikitsa kuthekera kwa kugwira ntchito ndi kubwezeretsa madzi mthupi kwa pafupifupi kwa maola anayi ogwirira ntchito, muntchito zomwe zatchulidwazi. Kufunika kwa madzi kwa munthu payekha payekha kutha kukhala kosiyanasiyana ndi kuchotsera kapena kuphatikizira (±) gawo limodzi la lita lamagawo anayi. (¼ lt/hr)

(Izi zatengedwa mu: Published in safety and health in agriculture. ILO code of practice. Appendix VI Adapted from: Montain SJ, et al. Fluid Replacement Recommendations for Training in Hot weather. Military Medicine, 164,7: 502 – 508, 1999)

## Nanga anthu ofunika chisamaliro chapaderadera?

- ▶ **Ogwira ntchito ang'onoang'ono** ali pa chiopsezo cha kuperewera kwa madzi potengera kuti matupi awo ang'ono. Matupi awo sakwanitsa kwenikweni kuchepetsa mlingo wakutentha mmalo ogwira ntchito. Anthu ogwira ntchito achichepere amatulutsa kutentha kwa matupi awo kochulukirapo malingana ndi kulemera kwa matupi awol (pound of body weight) poyerekeza ndi anthu akuluakulu. Iwowa atha kukhalanso osadziwa za chisamaliro chobwezeretsa madzi m'thupi akakhala ku malo a ntchito.
- ▶ **Amayi oyembekezera** Azimayi oyembekezera amafuna kubwezeretsa kowonjezera kwa madzi madzi pofuna kuonetsetsa kuti zofuna za mwana amene akukula mkati mwawoyo zikukwaniritsidwa, komanso kupereka madzi okwanira kwa thupi ndi dziwe la mwana wa mkatiyo (expandind –cellur space and amnionic fluid) . Nthawi zambiri, kukhala woyembekezera kumakweza katenthedwe ka thupi zomwe zimapangitsa mzimayi kukhala pa chiopsezo cha kutopa kodza kamba ka kuthentha.
- ▶ **Azimayi oyamwitsa** ali ndi kufunika kwa madzi kowonjezera kwa mlingo wa pakati pa malita magawo atatu a lita imodzi (750 mls- 1 litre) patsiku kwa miyezi isanu ndi umodzi yoyambirira yakuyamwitsa.
- ▶ **Anthu aulumali** atha kukumana ndi zolepheretsa kufikira malo otungapo madzi akumwa. Atha kukhalanso ndi kufunikira kwa madzi akumwa kosiya ndi ena.
- ▶ **Ogwira ntchito okalamba** atha kusafuna madzi owonjezera koma atha kukhala pa chiopsezo chachikulu chakuchepa kwamadzi m'thupi ndi matenda odza kamba ka malo oyipa otungapo madzi.
- ▶ **Anthu odwala** ndi amene chitetezo chawo cha m'thupi chili chotsika akhoza kukala pa chiopsezo cha kudwala ngati angamwe madzi oyipa poyerekeza ndi anthu omwe ndi a thanzi. Malingana ndi matenda awo akhoza kukhala kuti ali kale pachiopsezo cha kuchepa kwa madzi m'thupi ndipo atha kufunikira madzi ochuluka kapena zakumwa zowonjezera mphamvu m'thupi.

## 4 Kodi zofunikira zokhudza madzi akumwa kumalo antchito ndi ziti?

Kupeza madzi otetezeka akumwa ku malo antchito ndi ufulu wachibadwidwe wa munthu. Kuti ogwira ntchito akhale otetezeka, athanzi ndi aphindu, olemba ntchito ayenera atsimikize kupereka madzi otetezeka, zinthu zofunikira pa madziwo (monga makapu) komanso kukonza malo otungapo madzi. Mfundo zofunikira za madzi akumwa ku malo antchito zaonetsedwa pansipa.

### A. Madzi akumwa ayenera achokere pa malo otunga madzi amakono.

Izi zikutanthauza kuti madzi achokere ku malo otungapo madzi otetezedwa ndi oti ayezedwa pa nkhani ya ubwino wa madzi mwapafupipafupi ndipo kuti pazichitika kalondolondo pofuna kutsimikiza kuti madzi ndi abwino osavuta kupeza makamaka, ndi adindo odziwa za madzi kapena malo ena ogwira ntchito zoyezayeza zinthu osakhala a boma.

- ▶ Madzi abwino osavuta kupeza ayenera aperekedwe ngati alipo ndipo ngati kuli kotheka kutero. Zitsanzo zake zikuphatikizapo malo opereka madzi kudzera m'mipope kapena mipope ya madzi yolumikizidwa ku mipope yolumikizidwa ku mapaipe a madzi.





► Ngati madzi abwino osavuta kupeza palibe, madzi onyamulidwa ayenera kuperekedwa mu zosungira madzi. Zitsanzo zikuphatikizapo zoziziritsira madzi, zigubu, zosungira madzi zokhala ndi zivindikiro. Zosungira madzi ziyenera:

- Zotsekedwa kwambiri pofuna kuteteza madzi ku zoyipitsa madzi zochokera kunja;
- Zosungira madzizi ziyenera kukhala ndi mpope wa madzi wotulutsira madzi;
- Zotsukidwa ndi kuthiridwa mankhwala ophera tizilombo toyambitsa matenda mwapafupipafupi pofuna kuonetsetsa kuti chosungira madzicho sichikukhudzidwa ndi tizilombo toyambitsa matenda; ndipo
- Zotungira madzizi ziyenera zilembedwe mooneka bwino kuti zili ndi madzi akumwa kapena ayi



## CHIDZIWITSO

### MUSAMWE MADZIWA



#### Chikumbutso: Tetezana madzi

Powonjezera pakuonetsetsa kuti madzi akutungidwa m'malo amakono, (onani gome 1.1.1) madzi ayeneranso kuperekedwa pogwiritsa njira imene ikutetezanso madziwo ndi kuwapanga kukhala opanda zoyipa. Izi zikutanthauza kuti madzi sakuyenera kuperekedwa mu zotungiramo zotsegula monga zosungiramo madzi ndi ndowa zomwe ogwira ntchito atha kupisa ndi kutungamo. Zotungira madzi zotsegula monga zosungira madzi zimawonjezera chiwopsezo cha kuyipitsa madzi kuchokera ku tizilombo toyambitsa matenda topezeka mu m'mpweya, tizilombo ting'onoting'ono ndi nyama zina; chiopsezo cha mankhwala othira m'mbewu ndi kukhudzana ndi manja a ogwira ntchito; ndi makapu akuda opisirira ndi kutungira muzosungira madzizo.

## B. Madzi akumwa ayenera kukhala okoma

Madzi okumwa akuyenera kukhala ndi kakomedwe kabwino ndi opanda fungo loyipa pofuna kulimbikitsa kuwamwa.

- Madzi sayenera kukhala ndi kakomendwe kamene kangapangitse anthu kuti awone ngati siabwino. N'kofunika kukumbukira kuti kakomedwe pakokha sikakutanthauza kuti madziwo ali ndi vuto logwirizana ndi thanzi mwachitsanzo, (madzi omveka kukoma kwa mankhwala othira m'madzi sapereka chiopsezo cha vuto pa thanzi), ngati madzi otetezedwa omwe akuperekedwa sakukoma, m'malo mwake, anthu atha kuganiza zotunga madzi akumwa m'malo osatetezeka mwachitsanzo (madzi osatetezeka oyenda panthaka, ochequera m'mayiwe kapena m'nyanja) ndi kuyika moyo wawo pachiopsezo.
- Madzi ayenera akhale pa mlingo wa katenthedwe koyenera potengera mmene malo a ntchito ndi malo okhala alili. M'malo momwe muli motentherako, madzi amene ali ozizirako amamveka kukoma kwambiri kuposa madzi otentha ndipo amalimbikitsa ogwira ntchito kuwamwa.
- Kwa anthu ogwira ntchito m'migodi, madzi akumwa ayenera kupezeka pamwamba ndi pansi mu mgodi.





**Chikumbutso:** Kumwa madzi poyerekeza ndi zakumwa zina.

Madzi abwino akumwa ndi osavuta kupeza ayenera aziperekedwa kwa ogwira ntchito pofuna kubwezeretsa madzi m'thupi. Nthawi zina zakumwa zina zitha kuperekedwa potengera malamulo a ku malo a ntchito. Zakumwazi ndi monga:

- ❖ Zakumwa zonunkhira, zosungunula/ juwisi,
- ❖ Zakumwa zokhala ndi mchere wochepa
- ❖ Zakumwa zotentha zothandiza kubwezeretsa madzi m'thupi m'malo ozozizira.

Zakumwa zomwe sizikuyenera kulimbikitsidwa kapena kuperekedwa:

- ❖ Zakumwa zokhala ndi shuga wambiri, monga, zakumwa zodzidziritsa kukhosi
- ❖ Zakumwa zokhala ndi khafini (caffeine) wambiri monga zakumwa zowonjezera mphamvu.
- ❖ Zakumwa zoledzeretsa

## C Madzi akumwa akuyenera kupezeka mosavuta

Kupeza madzi akumwa kukuyenera kukhala kosavuta ndi kwapafupi kwa onse ogwira ntchito mutsiku lonse lathunthu.

- ▷ Zofunikira za anthu aulumali zikuyenera kuganiziridwa. Malo otungapo madzi akumwa pamalo a ntchito akuyenera kukonzedwa poganizira kuti wina aliyense athe kukwanitsa kuwafikira ndi mosavuta popanda vuto lina lililonse.
- ▷ Malo a zomangamanga, a zaulimi komanso a za nkhalango kapenanso komwe anthu amayenera kusuntha ndi kusintha malo ogwirira ntchito pafupipafupi, madzi akumwa ayenera kupezeka ku malo alionse ogwirira ntchito kapena pafupi ndi malo ogwirira ntchitowo omwe ogwira ntchito atha kuwafikira mosavuta pa tsiku logwira ntchito. Njira imodzi yophweka ndi kugwiritsa ntchito zosungiramo ndi kuziziritsira madzi zokhala ndi mipope yotulutsira madzi. Njira ina ndi yopereka zonyamulira madzi zoberekera zokhala ndi madzi onyamula munthu akamayenda komanso pomwe munthu angamwere madzi. (onani zithunzi zomwe zili m'munsimu) Atha kumagwiritsanso ntchito zotungira madzi zomwe angamatungiremo madzi ndi kuwasunga pa nthawi yomwe akugwira ntchito.



**Kafukufuku:** Kubwedzeretsa madzi m'thupi pogwiritsa ntchito zipangizo zosalira kugwira chomwera madzi m'manja. (hands-free hydration).

Ku dziko la El Salvador, njira yophatikiza njira zingapo pochita kafukufuku inagwiritsidwa ntchito pakati pa anthu odula nzimbe pofuna kuchepetsa nkawa yodza Kamba ka kutentha komanso kuchepa kwamadzi m'thupi posachepetsa phindu la pa ntchitopo. Wogwira ntchito okwana makumi asanu ndi limodzi anapatsidwa zonyamulira madzi zoberekera kumbuyo zokhala ndi kachubu kofewa kolumikizidwa kukamwa komwe sikafunika kugwiridzira ndi manja. Njirayi inaphatikizaponso malo opumulira okhala ndi mithunzi yoti itha kusunthidwa; nthawi yoikika yopumulira, zikwanje zamakono zosalira mphamvu zambiri zothandiza kugwira ntchito yambiri ndi njira zogwirira ntchito moyenera. Zotsatira za kafukufukuyu zimalembedwa pa nthawi yosiyanasiyana ya kafukufukuyu. Pakutha pa kafukufukuyu, kamwedwe ka madzi pakati pa anthu ogwira ntchitowa kanakwera ndi maperesenti makumi awiri ndi mphambu zisanu (25%) poyerekeza ndi poyamba. Nkhawa yodza Kamba ka kutentha ndi kuchepa kwa madzi m'thupi zinatsika. Ntchito yogwira munthu mmodzi pa tsiku inakwera kuchoka pa matani asanu ndi mphambu imodzi (5.1) a nzimbe kufika pa matani asanu ndi awiri ndi mphambu zitatu (7.3 tons) a nzimbe pakutha pa kafukufukuyu; zomwe, zinali zokwera poyerekeza ndi m'magulu ena a odula nzimbe. Magulu a atengambali pa kafukufukuyu anayankhula zabwino za mbali zina za kafukufukuyu zomwe zinaoneka kuti zinathandizira kwambiri kuti nkawa yodza Kamba ka kutentha ichepe.

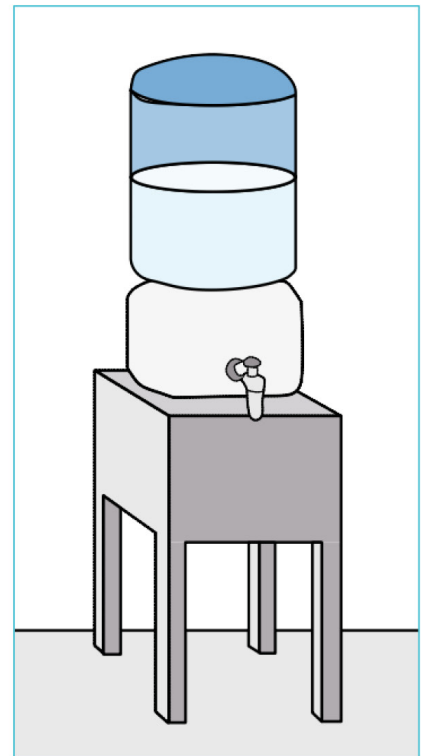
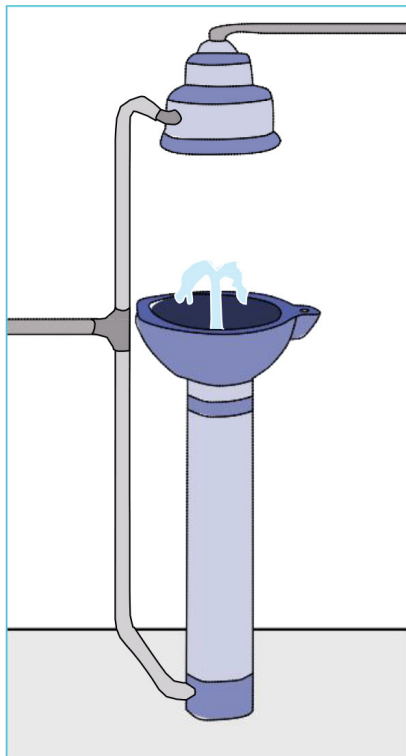
(Izi zinatengedwa mu buku lolembedwa ndi: Bodin ndi anzake lotsindikizidwa m'chaka cha 2016 lomwe mutu wake ndi "Njira yothandiza kuchepetsa nkawa yodza Kamba ka kutentha ndi kupititsa patsogolo kugwira ntchito moyenera pakati pa odula nzimbe ku dziko la El Salvador. Gawo loyamba ku-occup environ-Med, Vol.73, No.6), pp. 409-16.)



## D. Chosungira madzi akumwa choyenera kapena kapu iyenera kuperekedwa

Ogwira ntchito ena atha kuyipitsa madzi okumwa makamaka akakhala kuti akudwala kapena kuti anakhudza mankhwala oopsa ku malo a ntchito. Pachifukwa ichi zikho zomwera madzi siziyenera kugwiritsidwa ntchito mobwerekanabwerekana.

- ▷ Zomwera madzi monga makapu kapena mabotolo ziyenera kuperekedwa kwa wogwira ntchito aliyense kuti azigwiritsa ntchito yekha osati kubwerekana pakati pa ogwira ntchito ndipo izi zayenera kukhala zoti zizigwiritsidwa ntchito mobwerezabwereza pooa kuononga.
- ▷ Ngati zikho zakezake sizinaperekedwe, madzi oti atha kunyamulidwa ndinso sopo ayenera apezeke pafupi ndi malo otungapo madzi akumwa kuti zithandizizire pa kutsuka zosungiramo madzi kawirikawiri.
- ▷ Manja atha kukhala ndi tizilombo toyambitsa matenda ndipo atha kukhala chiopsezo kotero kuti sayenera kugwiritsidwa ntchito ngati chomwera madzi (mwachitsanzo: manja opinda omwe anthu amagwiritsa ntchito kumwera madzi mwachindunji kuchokera pa mpope)



**Chithunzi 1.1.1.** Z ” Njira zoyenerera zopereker madzi akumwa ku malo a ntchito achokera mu buku la: ILO/WHO HealthWISE Action Manual, 2014



**Chithunzi 1.1.2.** Kwa munthu wogwira ntchito zapanja pa ofesi wa ku Brazil yu madzi akumwa amapereka nthawi yopuma pa tsiku lalitali logwirira ntchito.

## O. Ziwiya Zomwera madzi ziyenera kukhala zogwirizana ndi malo a ntchito

Malo antchito amasiyana mosamvetsetseka kwambiri potengera mbali ndi mtundu wa ntchito. Njira yabwino ndi yoyenera yoperekerera madzi akumwa ndi kuchita kauniuni pamalo a ntchito. Zinthu zoyenera kulingarira ndi monga izi:

- ▷ Kutentha ndi kuzizira kwa ku m'malo a ntchito (onani gome 1.3)
- ▷ Mtundu wa ntchito (yosalemetsa, yolemetsa mwapakatikati kapena yolemetsa kwambiri)
- ▷ Malo komwe kukagwiridwe ntchito ndi kufupikirana kwake ndi malo otungako madzi akumwa.
- ▷ Zofunikira za munthu ndi munthu za ogwira ntchito (monga: kodi pali ogwira ntchito ena omwe angafunike thandizo lapaderadera monga amayi oyembekezera?)
- ▷ Chiopsezo cha madzi okhala ndi tizilombo toyambitsa matenda, mwachitsanzo, mankhwala ophera tizilombo mu mbewu ndi fetereza zitha kuononga madzi ku malo a zaulimi kotero payenera kukhala chisamaliro chapaderadera pofuna kuonetsetsa kuti palibe chiopsezo chodza Kamba ka madzi oonongeka kwa ogwira ntchito mu malowa.



#### Gome 1.1.4 Zoyenera kuganiziridwa pakaperekedwe ka madzi akumwa potengera kugwira ntchito ku malo otentha kapena ozizira.

##### Ku malo ogwirira ntchito otentha (mwachitsanzo, panja kumalo okhala ndi nyengo yozizira kwambiri nthawi zonse (tropical climates) kapena mu migodi kapenanso mu zipala (foundries))

- ❓ Perekani madzi ophatikizamo mchere pang'ono kapena sungunurani zakumwa zothiramo zonukhiritsa zomwe zilipo.
- ❓ Limbikitsani ogwira ntchito kumwa pafupifupi ola lililonse.
- ❓ Ngati ntchito ndi yogwirira malo awa ndi awo ndipo ndi kumalo koti simungakhazikitse malo otungapo madzi akumwa, pangani dongosolo loti ogwira ntchito awabweretsere madzi kapena kugwiritsa ntchito zotungapo madzi zoti zitha kunyamulidwa.
- ❓ Ganizirani kugwiritsa ntchito zakumwa zozira pa mlingo wapakati pa 15<sup>o</sup> ndi 20<sup>o</sup> potengera kuti izi zitha kukhala zokondedwa koposa zakumwa zoikamo madzi ouma (iced drinks)
- ❓ Pa ntchito yolemetsa ku malo otentha, patha kufunika madzi a mlingo wa litre imodzi (1 litre)
- ❓ Perekani malo a mthunzi opumirapo kuti ogwira ntchito athe kumapuma ndi kumwa madzi

##### Ku malo ogwirira ntchito ozizira (mwachitsanzo, ntchito yogwirira panja mu nyengo yozizira kwambiri pa chaka kapena pa ntchito yosunga zinthu mu malo oziziritsira)

- ❓ Perekani zipinda zotenthera kapena malo omwe ogwira ntchito atha kumwako madzi kapena zakumwa zina kuti athe kukhala ndi madzi okwanira m'thupi.
- ❓ Perekani zakumwa zotentha pofuna kubwezeretsa madzi m'thupi makamaka zomwe zilibiretu kapena zokhala ndi (caffeine) wochepa.
- ❓ Limbikitsani ogwira ntchito kuti azibweretsa mosungira zakumwa zotentha ku malo a ntchito kuti athe kumwa zakumwa zotentha monga madzi otentha ndi tiyi.



#### Chikumbutso:

Osapereka komanso osalimbikitsa kumwa zakumwa zoledzeletsa, zokhala ndi (caffeine), (carbon) komanso zakumwa zokhala ndi mchere wambiri kapena shuga wambiri. Kumwa zakumwa zoledzeretsa kumapangitsa kuti munthu asapange ziganizo zolondola; komanso kulephera kuganiza molongosoka; kuchepetsa madzi m'thupi ndi kupangitsa thupi kukhala pa chiopsezo cha kutentha ndi nkhawa yodza kamba ka kuzizira.



## KALODZERA WOYAMBA, GAWO LACHIWIRI: MADZI A UKHONDO WA PATHUPI NDI KU MALO A NTCHITO

Kuphatikiza pa madzi aukhondo ofunikira pobwezeretsa madzi m'thupi, palinso zofunikira zina za kumalo a ntchito zomwe zimapangitsa kupezeka kwa madzi kukhala kofunikira kwambiri pa thanzi ndi moyo wabwino wa ogwira ntchito komanso phindu la pa ntchito. Kupezeka kwa madzi kwa ogwira ntchito onse ndi kofunika pa kayang'aniridwe ka:

1. Ukhondo wa pathupi (pochapira ndi kusamba)
2. Ukhondo wa pamalo a ntchito (kukonzera zinthu ,kuchapa ndikusita)
3. Ukhondo wa zakudya (kukonza zakudya kapena kuphika)

### 1. Madzi ochitira ukhondo wa pathupi

Kupezeka kwa madzi ku malo a ntchito ndi kofunikira pokwaniritsa ukhondo wa pathupi kudzera mu kagwiritsidwe ntchito koyenera ka malo ochitira ukhondo ndi kusambira. Kusowa kwa ukhondo ku malo a ntchito kumagwirizana ndi kulephera kwa kupezeka kwa madzi okwanira. Pachifukwa ichi, malo a ntchito ayenera kupereka madzi okwanira akumwa komanso ochitira ukhondo wa pathupi.

### Malo ochitira ukhondo

Mtundu wa malo ochitira ukhondo omwe waperekedwa, kuphatikizapo ofuna madzi ogwiritsa ntchito ku zimbudzi za madzi (flush or pour flush toilets) kapena zimbudzi zokumba kapena zimbudzi zokololamo manyowa (pit latrines or composting toilets) zimagawana madzi ambiri. Zimbudzi za madzi zimagawana madzi ochulukira kwambiri pamene zimbudzi zokumba ndi zokololamo manyowa zitha kufuna madzi ocheperapo ndipo zimbudzi zosakhala zamadzi sizifuna madzi n'komwe. Posatengera kuti chimbudzicho n'chotani, olemba ntchito ali ndi udindo woonetsetsa kuti mlingo wa madzi woyenerera ukuperekedwa pofuna kukwaniritsa malo a ukhondo ndi ogwirira ntchito za pamalopo.

Mlingo wa madzi woonjezera utha kufunikiranso pakudzisambitsa kapenanso kugwiritsira ntchito mu zopoperera/zodzifayirira madzi zam'manja monga (zodzisambitsira ku malo otulukira chimbudzi) pamene mapepala osetera sagwiritsidwa ntchito. Izi zidzagwira ntchito potengera miyambo ya ogwira ntchitowo, yomwe iyenera kuganiziridwa pounika mlingo wa madzi omwe angafunike mu malo ochitira ukhondo.



#### Mlingo woganizilidwa wa madzi omwe angafunike m'malo ochitira za ukhondo ofuna madzi

- ▶ Zimbudzi za madzi: ma lita a pakati pa khumi ndi makumi awiri (10- 20) pa munthu aliyense pa tsiku.
- ▶ Zimbudzi zokoka chingwe za madzi: ma lita a pakati pa limodzi ndi theka ndi atatu (1.5-3 litres ) pa munthu aliyense pa tsiku.
- ▶ Kutsukira ku malo otulukira chimbudzi: ma lita a pakati pa limodzi ndi awiri (1-2 litres) pa munthu aliyense pa tsiku.

Izi zatengedwa mu: UNICEF (2013) WASH in schools for Lebanon

## Kusamba m'manja ndi kusamba m'thupi

Ndi zofunikira kusamba m'manja ndi sopo ndi madzi pa nthawi yofunikira kwambiri pokwaniritsa ukhondo wabwino wa pathupi ndi kupewa matenda ku malo a ntchito.

Powonjezera apo m'malo ena a ntchito, ogwira ntchito amagwiritsa ntchito kapena kugwira ntchito m'malo amene muli zoyipa, mwachitsanzo, kugwira ntchito zokhudza kapena kupha nyama; kugwira mankhwala oopsa monga mankhwala ophera tizilombo m'mbewu kapena kukhudzana kwambiri ndi fumbi (monga: malasha kapena fumbi la miyala) ndipo ogwira ntchitowa ayenera azipeza malo osambira m'manja komanso m'thupi pomaliza kukhudza mankhwala oterewa.



### Chiopsezo chochokera ku madzi oyipitsidwa pamene akusamba

Madzi osamba m'manja ayenera kukhala osamalika ndipo sayenera kupereka chiopsezo kwa ogwira ntchito:

- Sayenera kukhala ndi mankhwala oopsa omwe atha kuika thanzi la ogwira ntchito pachiopezo
- Ngati madzi osamba m'manja kapena m'thupi siochita kunyamulidwa (mwachitsanzo, madzi osamalika akumwa) payenera kulembedwa kuti “Madziwa ndi osamba kokha osati kumwa”.
- Ayenera kukhala osamalika ku tizilombo toyambitsa matenda monga: tizilombo toyambitsa matenda tosaoneka ndi maso totchedwa *Naegleria fowleri* (todziwika kuti tizilombo toyambitsa matenda tomwe timadya ubongo) ndi tizilombo tosaoneka ndi maso toyambitsa matenda tokhala paliponse (free-living) takhala tikuchititsa imfa zobwera kamba kogwiritsa ntchito madzi otungidwa m'malo osatetezdwa.

(Izi zatengedwa mu: CDC (2015). Facts about *Naegleria fowleri* and Primary Amoebic Meningoencephalitis)

### Ukhondo wa pamene munthu wamkazi akusamba

Malo antchito ayenera kupereka madzi aukhondo ndi otetezeka okwanira omwe angafunike ndi azimayi pa nthawi yomwe ali kumwezi/kusamba; ku ntchito komanso nthawi ya ntchito. Chigawo cha UKhondo wa pathupi: kalodzera woyamba: Gawo la chisanu (hygiene Module: Guide 1.5)

- Kupeze madzi a ukhondo kukuyenera kutsimikizidwa makamaka m'malo azimbudzi, kusamba m'manja, kuchapa komanso ochapira zovala munthu wamkazi akakhala ku mwezi m'malo a payekha popanda anthu ena kudziwa potengera kufunika kwake malingana ndi machitidwe ndi miyambo ndi chikhalidwe cha ku maloko -(local MHM practices).
- Madzi aukhondo ayenera kupezeke m'malo osambira apaderadera kapena osambira shawa monga zingafunikire pokwaniritsa ukhondo wa pathupi makamaka kwa ogwira ntchito omwe amagwira ntchito kutali ndi komwe amakhala.

## 2. Madzi ogwiritsira ntchito pokonza malo ogwirira ntchito

Kupezeke kwa madzi ku malo a ntchito ndi kofunikiranso pokonza malo ogwirira ntchito pafupipafupi ndi mwapaderadera komanso kuchapira ndi kusitira potengera ntchito yomwe ingafunike pamalopo. Kukwaniritsa ukhondo wa pamalo a ntchito kumapititsa patsogolo thanzi, moyo wabwino ndi chilimbikitso cha ogwira ntchito. Izi ndi monga:

- Kukonza moyenera malo osiyanasiyana a pa malo a ntchito (monga: kukolopa, kupukuta mazenera, ma (ceiling), kukwecha zimbudzi ndi kukonza malo odyera)
- Kugwiritsa ntchito mankhwala opha tizilombo toyambitsa matenda, ngati kuli kofunikira kutero,







pokonza malo okhudzidwa ndi mankhwala oopsa mwachitsanzo, zinthu zoyipitsidwa/ kuonongedwa mwachilengedwe kapena kapangidwe kawo monga (chimbudzi cha zinyama kapena zinyalala za a chipatala).

- Kuchapa ndi kusita zogwiritsira ntchito ku malo a ntchito monga nsalu zopukutira, zovala pogwira ntchito, zovala zodzitetezera ndi nsalu zofunda.

Kuchuluka kwa madzi ofunikira ndi njira yokonzera malo komanso yochapira ndi kusitira zimatengera mbali ya ntchito kapena mtundu wa ntchito yomwe ikugwirika. Onani mabuku a bungwe loyang'anira anthu pa dziko lonse kuti muone zoyenera kuchita pa kakonzedwe ka malo a ntchito potengera mbali ya ntchito mu chiwonjezero choyamba (Annex 1).

### 3. Madzi a ukhondo wa pachakudya

Madzi ndi ofunikira potsukira, kukonza ndi kuphikira chakudya. Madzi amene akhudzane ndi chakudya choti chidyedwe ayenera kukhala otetezedwa ku tizilombo toyambitsa matenda osati kupereka chiopsezo kwa ogwira ntchito. Pachifukwa ichi, ogwira ntchito onse ndi malo onse odyera ayenera kukhala ndi madzi onyamulidwa ogwiritsira ntchito pa chakudya ndi zofunika zokhudzana ndi kuphikaphika ku malo a ntchito, kuphatikizapo madzi:

- ▷ otsukira zakudya
- ▷ ophikira ndi kukonza zakudya ndi
- ▷ otsukira ziwiya zakukhitchini ndi zophikira.

N'kovuta kupereka kuchuluka kwa madzi ophikira omwe ogwira ntchito amafuna chifukwa zimatengera chakudya chomwe chikuphikidwa, ntchito ya madzi pa chakudyacho ndi momwe ogwira ntchito akufunira kuphika pa malo a ntchitowo malingana ndi momwe mbali ya nchitoyo ilili. Ku malo a ntchito omwe ndi a kwaokha, ndipo ogwira ntchito amakhalira komweko, monga pa malo okhazikika ogwirira ntchito yazokonza zinthu akutali ndi m'mbali mwa nyanja; kapena a zantchito za maulendo a pamadzi ndi kofunikira kuti madzi onyamula okwanira aperekedwe.



#### Mlingo woganiziridwa wa madzi ophikira omwe angafunike

Pamene mlingo wa madzi ofunika pophika ukutengera kuchuluka kwa chakudya chomwe chadyedwa, zikhalidwe zambiri zili ndi chakudya chomwe chimadyedwa kwambiri, monga, mpunga, nyemba kapena mbatata. Mlingo wa madzi omwe angafunike utengera kuganizira za madzi omwe angafunike pokonza chakudya chokwanira chomwe anthu amadya kwambiri pachikhalidwe chawo kuti akhale a thanzi. Bungwe loyang'anira za 'thanzi' pa dziko lonse limaganizira mlingo wa pakati pa ma litre asanu ndi limodzi a madzi pa tsiku ndi omwe munthu angafune pophika.

Izi zatengedwa kuchokera: WHO (2013) How much water is needed in emergencies  
WHO: Geneva 2013.



## KALODZERA WOYAMBA GAWO LACHITATU: NGALANDE ZOTULUTSIRA MADZI NDI NJIRA YOTHANILANA NDI TIZILOMBO TOFALITSA MATENDA KUDZERA M'KUYAMWA MAGAZI TOPEZEKA M'MADZI OKHALITSA OKHAZIKIKA NDI CHIOPHYEZO CHA MADZI M'MALO A NTCHITO.

'Madzi' ku malo a ntchito ayenera kutengedwa ngati nkhanu yokhudza za chilengedwe yomwe ili yogwirizana kwambiri ndi chitetezo cha pantchito ndi ukhondo. Malamulo ena a kumalo a ntchito atha kupereka chiopsezo chokhudzana ndi madzi pa thanzi la ogwira ntchito ndi dera lonse, koteru, njira zopewera ndi kuthanirana ndi chiopsezo ndi zofunika. Kusintha kwa nyengo kukukwezanso chiopsezo kudzera mu mvula yamphamvu ndi kusefukira kwa nyanja zikuluzikulu.

### 1. Ngalande

N'kofunika kuteteza madzi oyenda pa nthaka ku malo a ntchito; ndi malo ena ozungulira; ku nyumba za anthu ogwira ntchito kuti asakhudzane ndi madzi oyipa ndi zinthu zina zoyipa. Madzi a mvula kapena madzi osefukira atha kuwonjezera chiopsezo ngati palibe ngalande zotulutsira madzi. Chiopsezo ku madzi oyenda pa nthaka chitha kukhala zinyalala zoopsa, (monga zinyalala zakuchipatala kapena mankhwala ogwiritsidwa ntchito popanga zovala/zopangidwa kuchokera ku zikopa), mathanki osefukira anyansi za ku chimbudzi kapena zimbudzi zokumba. Chiopsezo chokhudzana ndi kupewera kwa ngalande zotulutsira madzi zokwanira ndi monga:

- ▶ Kuyipitsidwa kwa m'malo otungapo madzi akumwa ku malo a ntchito komanso ku madera okhala kufupi kapena m'munsi mwa mitsinje kuchokera pa malo a Zachilengedwe
- ▶ kuyipitsa mitsinje ndi nyanja zikuluzikulu zomwe ndi gwero la chakudya kwa anthu okhala m'madera ozungulira; ndi
- ▶ Kukhala m'malo omwe tizilombo kapena tina tomwe timanyamula majeremusi kapena tizilombo toyamwa magari kuchokera pa munthu mmodzi kupita pa mizake tingamaswaniranemo.

Pachifukwa ichi, olemba ntchito ayenera kuchita kauniuni wa chiopsezo cha pamalo a ntchito kuti athe kuzindikira kuthekera kwakukwera kwa madzi oyenda panthaka ku malo a ntchito kaya ndi fakitale, mgodi, malo a zaulimi ndi malo ena ogwirirako ntchito. Zoyenera kuchita ndi monga:

- ▶ Kupanga chikonzero chokwanira cha ngalande zotulutsira madzi
- ▶ Kuchita chikonzero cha malo ndi kujambula mokonzekera kuthana ndi kayendedwe ndi katulutsidwe ka madzi a mvula; ndi
- ▶ Kutaya madzi oyipa kudzera mu tingalande zotulutsira madzi a pang'ono pa pamalo antchito kuphatikizapo kupereka mpata ku madzi othamanga ochokera ku malo a zaulimi wa nthirira.

Cholinga cha ngalande zotulutsira madzi zabwino ku malo a ntchito ndicho kuti ogwira ntchito athe kugwira ntchito mosangalala mu malo okhala ndi chiopsezo chochepa chochokera ku madzi osayenda kuphatikizapo a mvula, osefukira, madzi oyipa otsalira pogwira ntchito za pakhomu ndi madzi oyipa ochokera ku zipatala. Ngalande zotulutsira madzi zoyenera zidzathandizanso kuteteza anthu okhala m'madera ozungulira malo a ntchito.

**Kochokera**

malo omwe madzi othamanga a mvula amatengedwa, mwachitsanzo. Koyambira madzi oyenda a mvula

**Njira zoyendamo madzi:**

kayendedwe kapena njira zoyendamo madzi a mvula

**Polandirira:** pomwe madzi osefukira raha kuphotcholera ndi kuononga zomangidwa

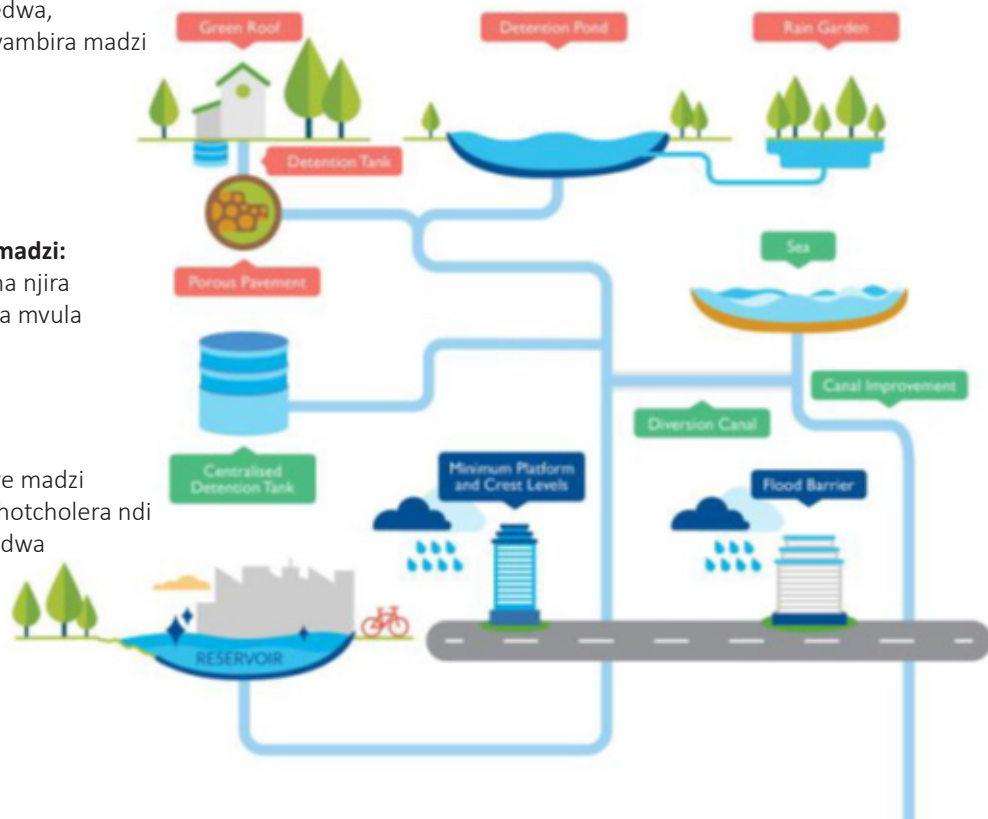


Figure 1.3.1. Zitsanzo za ku Singapore: njira yoyendamo madzi, zolandirira madzi pofuna kuthana ndi madzi a mvula ndi vuto la kusefukira kwa madzi

Izi zatengedwa kuchokera ku : Singapore national water agencyPUB, “Managing Storm Water for Our future”

<https://www.pugovsg/documents/managingStormwaterpdf>.





## 2. Ngalande zotetezera chiopsezo chochokera ku tizilombotofalitsa matenda poyamwa magari.

Ngalande zotulutsira madzi ndizofunika kwambiri makamaka poteteza ku tizilombo tofalitsa matenda kudzera mkuyamwa magari; ku malo a ntchito kapena malo okhalako ogwira ntchito.

Nthenda zobwera kamba ka tizilombo tofalitsa matenda kudzera mkuyamwa magari (nthenda zoyambitsidwa ndi tizilombo toyambitsa matenda ndi tizilombo tina toyamwa magari) ndi zina mwa zinthu zoyambitsa kwambiri maudwali ndi imfa, makamaka pomwe pali madzi osayenda ndi kusowekera kwa ngalande zotulutsa madzi. Udzudzu ndi tizilombo tofalitsa nthenda ya malungo yomwe ndi imodzi mwa zinthu zoyambitsa kudwala komanso imfa. Udzudzu umafalitsanso nthenda zina monga: Chikasu ndi Denge (Yellow fever and Dengue). Kukhala ndi ngalande zotulutsira madzi komanso kupewa madzi osayenda pamalo a ntchito ngati njira yothanirana ndi tizilombo tofalitsa matenda poyamwa magari, kumayimira njira yothandiza kwambiri yochotsera chiopsezo.



Nthenda zodza kamba ka tizilombo tofalitsa matenda kudzera mkuyamwa magari ndi monga (palinso zitsanzo zina kupatula zotsatirazi)

- ▶ Nthenda yotupitsa ubongo (Japanese Encephalitis)
- ▶ Nthenda yopangitsa munthu kumva kuzizira, kupweteka kwa mutu, kuphwanya m'thupi, nsungu ndi kutupa kapena kudyeka ubongo (West Nile Virus)
- ▶ Malungo (Malaria)
- ▶ Chikasu (Yellow Fever)
- ▶ Denge (Dengue)
- ▶ Nthenda yomwe imapangitsa munthu kuchita khungu kukhala ndi nsungu, kumva kuyabwa ndinso timabulumabulu totupa pa khungu (Onchocerciasis).

(Izi zatengedwa mu buku la madzi a bwino ndi ukhondo losindikizidwa m'chaka cha (2016) lomwe mutu wake ndi: "CDC (2016). WASH-related diseases).



### **Chikumbutso: Njira yothanirana ndi tizilombo toyambitsa matenda kudzera mkuyamwa magari ndi nkhani yokhudza madzi ndi ukhondo wathunthu**

Tikafika pa nkhani yoteteza malo a ntchito ku tizilombo tofalitsa matenda poyamwa magari zoyenera kuchita si kukhala ndi ngalande zotulutsira madzi zokha ayi, palinso zina zambiri.

Njira yothana ndi tizilombo tofalitsa matenda poyamwa magari ndi njira yathunthu yogwiritsidwa ntchito kumalo a ntchito yomwe imaphatikiza kusamala bwino madzi, ukhondo wa pamalo ndi wa pathupi kuphatikizaponso:

- ▶ Kutaya bwino chimbuzi
- ▶ Kutaya bwino zinyalala
- ▶ Kugwiritsa ntchito njira yosamala mankhwala oopsa
- ▶ Chitetezo choyenera cha malo osungiramo zakudya

### 3 CHIOPSEZO CHOKHUDZA NTCHITO ZA M'MADZI

Mbali zina za ntchito kapena ntchito zina zimafuna kuti anthu agwire ntchito m'madzi kapena pafupi ndi madzi, mwachitsanzo:

- ▶ Kupha nsomba
- ▶ Ulimi wa nsomba
- ▶ Ntchito zaulimi zokhudza mbewu zodalira madzi monga mbewu ya mpunga.
- ▶ Kukumba miyala m'malo odzadzira madzi.

Kugwira ntchito m'madzi kapena m'malo ozungulira madzi kumakhala ndi chiopsezo pa chitetezo ndi ukhondo wa ku malo a ntchito chapaderadera chomwe chimayenera kuunikiridwa ndi kuthetsedwa pofuna kuteteza chitetezo ndi thanzi la ogwira ntchito. Chiwonjezero choyamba (Annex 1) chikuyang'ana za ziopsezosi ndi mmene mungathanirane nazo kumalo ena a ntchito monga ku mtunda ndi m'migodi.

#### Matenda ofala kudzera m'madzi

Payenera kuchitika kauniuni wokwanira wa chiopsezo cha pamalo a ntchito pofuna kuzindikira bwino za njira yomwe ingagwiritsidwe ntchito ku malo anu a ntchito popewa matenda obwera kudzera m'madzi. Ngalande zotulutsira madzi sizithandiza kuchepetsa chiopsezo pa ogwira ntchito ku matenda odza kamba ka kugwiritsa ntchito madzi oyipa. Mwachitsanzo, ogwira ntchito za ulimi ena ayenera kuima nthawi yaitali m'minda ya mbewu ya mpunga yodalira madzi. Zikatero, kugwiritsa ntchito ngalande zotulutsira madzi sikungakhale njira yoyenera. Choncho ogwira ntchitowa atha kukhala pa chiopsezo chotenga matenda okhudzana ndi malo awo ogwirira ntchito, monga likodzo (onani gome lomwe lili m'munsimu). Koteru, ayenera kutsatira njira zozitetezera monga kuvala nsapato za jombo.



#### Chida chofunikira kwambiri: Kupewa Likodzo

Likodzo ndi nthenda yoyambitsidwa ndi tizilombo tolowa pakhungu yomwe ndi imamveka kwambiri m'madera otentha kapena ofunda. Imafalitsidwa ndi madzira a tizilombo ta nkhozi tokhala ndi matenda tolowa pakhungu. Kwenikweni imafala pokhudzana ndi madzi omwe mumapezeka nkhozi. Anthu ogwira ntchito zaulimi omwe amayima nthawi yaitali m'madzi okhala ndi nkhozi zambiri, monga m'minda ya mbewu ya mpunga, ali pachiopsezo chapaderadera chotenga matendawa. Kupeza madzi akumwa osamalika kumathandiza kupewa matendawa pochepetsa kukhudzana ndi madzi okhala ndi tizilombo toyambitsa matenda- mwachitsanzo, potunga madzi kapena pogwiritsa ntchito madzi otungidwa m'malo osasamalirika posamba mwinanso kuchapira. Kugwiritsa ntchito malo okhala ndi zoyenereza za ukhondo ndi kuthetsa mchitidwe wokachita chimbuzi kuchire zimathandizanso pa kapewedwe ka kufala kwa matendawa poona kuti madzira a tizilombo toyambitsa matenda a likodzo saatha kukalowa m'madzi kuti adzaswe.

(Mukafuna kudziwa zambiri onani: WHO's Fact sheet on Schistosomiasis.)





## BUKU LA ZOYENERA KUCHITA LA OLEMBA NTCHITO: MADZI



Olemba ntchito komanso mabungwe awo amatenga mbali yofunikira kwambiri polimbikitsa mlingo wogwirira ntchito wofunikira wa chitetezo, thanzi pamalo a ntchito. Mabungwe a olemba ntchito ali ndi mbali yofunikira kwambiri popereka uthenga wokhudza mmene olemba ntchito angayang'anirire za chitetezo ndi ukhondo wa kumalo a ntchito kwa olemba ntchito zimenenso zikugwirizana ndi kupereka madzi ndi ukhondo; makamaka ntchito za mabizinesi ang'onoang'ono mu ntchito za zachuma za m'madera ang'onoang'ono. Olemba ntchito ndi ofunikira pokonza ndi kuonetsetsa kuti pali kukambirana (kugawa uthenga, kufunsana ndi kukambirana) zokhudza madzi ndi ukhondo ku malo a ntchito pakati pa oyimira boma, ogwira ntchito, oyimira ogwira ntchito ndi mabungwe oyimira ogwira ntchito. Izi ndi kuphatikizapo kupeza madzi otetezeka ndi kuthana ndi chiopsezo chokhudzana ndi madzi. Olemba ntchito atha kutsatira ndondomeko yazoyenera kukwaniritsa yotsatirayi kuti athane ndi chiopsezo chokhudzana ndi madzi m'malo a ntchito.



**Ndondomeko ya zoyenera kukwaniritsa O.1.1. Kulumikizana mosabisirana kanthu ndi adindo odziwa bwino zamadzi pofuna kuwonetsetsa kuti madzi omwe akuperekedwa akuchokera ku malo osamalirika ndipo ndi otetezeka moti atha kumwedwa.**

### Chifukwa?

Madzi ochokera ku malo osasamalirika kapena omwe sanayezedwe motsimikizira chitetezo chake atha kukhala ndi tizilombo toyambitsa matenda ndipo atha kuyambitsa matenda kwa ogwira ntchito.

### Motani?

- ☐ Pangani chikonzero choti mupereka madzi aukhondo akumwa.
- ☐ Chitani kauniuni wa chikonzero limodzi ndi atsogoleri a kudera pofuna kuonetsetsa kuti malo a ntchito akutsata malamulo a madzi akumwa a ku deralo.
- ☐ Panganani ndi adindo oyenera kukayendera ndi kuyeza malo omwe kumachokera madzi akumwa; pofuna kuonetsetsa kuti ndi otetezeka ndi kumwedwa komanso kuti alibe chiopsezo cha tizilombo toyambitsa matenda. Ngati n'kotheke tengani kalata kwa adindowo yoonetsa kuti madziwo ndioyenera kumwa.
- ☐ Ngati pamalo ogwirira ntchito palibe madzi ochokera ku malo otengako madzi ovomerezeka/malo ochokera madzi otetezeka, yesetsani kuti madzi okwanira anyamulidwe ndi kufikitsidwa kumalo a ntchito muzonyamulira komanso zosungira zovomerezeka.  
Ma thanki onyamulira madzi, mathanki osungira madzi ndi zosungira ndi kuziziritsira madzi ziyenera kutsukidwa ndi mankhwalani ndi kuvomerezeka ndi adindo.
- ☐ Khadzikitsani mchitidwe wakuti adindo aziyeza kuyenerezeka kwa madzi ndi kuunikanso zonse zokhudza madzi; kapena khalani ndi ogwira ntchito ophunzitsidwa bwino omwe angamagwire ntchito imeneyi. Mukatero, lembani zomwe mwapeza pakuyezako.





**Ndondomeko yazoyenera kukwaniritsa O.1.2. Perekani madzi otetezeka okwanira omwe angapezeke mosavuta.**

**Chifukwa?**

Kuchepa kwa madzi m'thupi kumachepetsa kuthekera kwa kagwiridwe ntchito kwa thupi ndi ubongo ndipo kutha kuchepetsa phindu ndinso kukweza chiwerengero cha ngozi ku malo a ntchito. Madzi akumwa omwe mwanamula ayenera kuperekedwa ndipo ayenera kutetezedwa ku zoyipa. Madzi omwe sanachite kunyamulidwa atha kudwalitsa ogwira ntchito. Madzi akumwa osatetezeka ayenera aonetsedweretu poyera kuti siakumwa.

**Motani?**

- ❑ Chitani kauniuni wa chiopsezo ku malo a ntchito kuti muzindikire kufunika kwa madzi akumwa potengera:
  - o Kutentha ndi kuzizira kwa kumaloko
  - o Mlingo wa kagwiridwe ka ntchito
  - o Zofunikira za munthu aliyense payekhapayekha, kuphatikizapo ulumali ndi;
  - o Mtunda wa pakati pa malo pomwe ntchito ikugwirikira ndi pomwe pazitungidwa madzi akumwa
- ❑ Perekani madzi akumwa otetezeka okhawa omwe ali ochokera ku malo ovomerezeka mogwirizana ndi malamulo a dziko.
- ❑ Perekani madzi mu zosungiramo madzi pamene madzi a m'mipope sakutuluka kapena sangathe kukwaniritsa kufunikira kwake. Onetsetsani kuti zosungiramo madzi:
  - o Zatsekedwa kwambiri. Osapereka zosungiramo madzi zopanda
  - o Zivindikiro monga mabigiri kapena ndowa zomwe ogwira ntchito athakupisamo. Zili ndi mpope kapena kovindikira kotulutsiranso madzi potunga.
  - o Zalembedwa moonekeratu kusonyeza zomwe zilimo
  - o Zikutsukidwa ndi mankhwala kwapafupipafupi
- ❑ Onetsetsani kuti kupeza madzi akumwa ndi kwapafupi kwa ogwira ntchito, poganizira ntchito yomwe akugwira. Izi ndi kuphatikizapo ntchito yomwe akugwirira kutali ndi malo a omwe anawalemba ntchito; monga pa zaulimi, migodi ndi zomangamanga.
- ❑ Ganizirani zofuna za ogwira ntchito okhala ndi ulumali. Pangani zoti malo otungapo madzi akumwa ku malo anu antchito akhale osavuta kufikiridwa ndi wina aliyense.
- ❑ Ganizirani zofunikira za ogwira ntchito omwe miyoyo yawo itha kukhala pachiopsezo monga; amayi oyembekezera, okalamba ndi ena omwe matupi awo ali ndi vuto lofuna madzi ochuluka komanso kupeza madzi pafupipafupi uku akugwira ntchito.
- ❑ Perekani zomwera madzi zakezake kapena lolezani kugwiritsa ntchito zosungira madzi zoti zitha kugwiritsidwa ntchito mobwerezabwerezera monga mabotolo. Perekani malo ndi madzi aukhondo ndi zotsukira zotetezedwa pomwe zomwera madzi zingathe kumatsukidwa mwapafupipafupi. Chepetsani zosungira madzi zogwiritsidwa ntchito mwakamozi kokha, ngati kuli kotheka.





**Kafukufuku:** Limbikitsani kumwa madzi poyerekeza ndi zakumwa zotsekemera zopanda zofunikira za m'thupi.

Kulimbikitsa kumwa madzi ndi mbali yofunikira kwambiri yomwe ingayambitsidwe ku malo a ntchito yokhudza kukhala a thanzi. M'maiko ambiri, kumwa zakumwa zotsekemera kwakhala kukukwera. Kafukufuku yemwe a E. Davy ndi anzawo anachita m'chaka cha (2014) anapereka maganizo omaliza oti makina ogulitsira ndi kugulitsa zakumwa zotsekemera zopanda zofunikira m'thupi akhale ndi malire pofuna kupewa vuto la 'kunepetsa'/kunepa kwambiri (overweight).

**Phunziro:** Kupititsidwa patsogolo kwa kapezedwe ndi kaperekedwe ka madzi akumwa ndi kuchotsa zakumwa zotsekemera zosakhala ndi zofunikira za m'thupi m'malo a ntchito kutha kuthandizira pa nkhani yolimbikitsa kumwa madzi potero kusunga mlingo woyenera wa kuchuluka kwa madzi a m'thupi mwa ogwira ntchito.

(Izi zatengedwa m'buku lolembedwani a B.M Davy ndi anzawo lotsindikizidwa m'chaka cha (2014) lomwe mutu wake ndi: "Impact of individual and worksite environmental factors on water and sugar-sweetened beverage consumption among overweight employees," in Prev Chronic Dis, Vol.11. No., pp. 071



**Chikumbutso:** Njira zopewera kapena kuthanirana ndi chiopsezo

Njira zopewera kapena kuthanirana ndi chiopsezo ndi ndondomeko yokhazikika ya pa dziko lonse yopewera ndi kuthanirana ndi chiopsezo pa chitetezo ndi thanzi popeza njira zoyenera. Njira zoyenera kwambiri ndi kuchotsa chiopsezo.

Njira yachiwiri ndi kusintha – zida, luso ndi zida zogwirira ntchito zomangamanga komanso njira zothetsera mavuto; motsatidwa ndi njira ya kusintha njira zogwirira ntchito popewa chiopsezo –

kusintha zida zogwirira ntchito popewa chiopsezo komanso njira zina zonse kuti chiopsezo chisafikire kwa ogwira ntchito; ndi kusintha kagwiridwe ka ntchito – kuika chidwi pa kusintha mmene anthu akugwirira ntchito. Chitsanzo chogwirizana ndi madzi abwino ndi ukhondo pa "kusintha-zida, luso ndi zida zogwirira ntchito popewa chiopsezo" ndi kuika madzi akumwa otetezedwa mmalo mwa zakumwa zotsekemera zopanda zofunikira m'thupi.

### Tetezani madzi akumwa ku kuthekera kokhala ndi zoyipa Zoyambitsa matenda

- ☐ Lembani moonekera bwino zosonyeza madzi omwe ananyamulidwa ndi omwe sananyamulidwe mu chiyanikhulo chozindikirika bwino, ku malo otungako madzi.
- ☐ Letsani kumwa madzi m'malo momwe muli chiopsezo cha tizilombo toyambitsa matenda. Limbikitsani malamulo ovomereza kumwa madzi m'malo okhawo omwe ali ovomerezeka.
- ☐ Sungani madzi patali ndi mankhwala oopsa ndipo onetsetsani kuti malo otungapo madzi akumwa sakulumikizana ndi madzi ongoyenda.
- ☐ Onetsetsani kuti madzi akumwa sakuphatikizidwa ndi madzi osanyamulidwa/omwe simunanyamule. Funsani adindo oyang'ana za madzi ngati pali chikaiko china chilichonse.
- ☐ Tsukani ndi mankhwala, kawirikawiri, mathanki onyamulira ndi osungira komanso zoziziritsira madzi monga mwakufunikira malingana ndi mmene anganenere adindo oyang'ana za madzi.
- ☐ Onetsetsani kuti kuyeza madzi kukuchitika pafupipafupi ndi adindo oyang'ana za madzi kapena ogwira ntchito za madzi otsimikizika.



**Kafukufuku: Kafukufuku: Njira zogawira madzi zitha kukhalanso zoyipa.**

Ku Ulaya, kafukufuku akusonyeza kuti gawo limodzi la magawo atatu a nthenda za m'matumbo/m'mimba zikugwa mogwirizana ndi kagawidwe ka madzi. Kafukufuku wochitika ndi anthu a ku Spain anafotokoza za nthenda ya m'matumbo yoopsa yotchedwa 'gastroenteritis' (AGE), pakati pa ogwira ntchito ku fakitale ya zamagetsi (appliances). Kafukufuku anapeza kuti panali nyengo ya nthenda ya AGE yokwana mazana atatu ndi mphambu ziwiri (302) yomwe inakhudza anthu ogwira ntchito okwana mazana awiri, makumi atatu ndi mphambu zisani ndi zitatu(238) pakati pa mwezi wa June ndi September m'chaka cha 2013. Kafukufuku wokhudza malowa anapeza kugwirizana pakati pa kagawidwe ka madzi m'mafakitale ndi madzi akumwa m'malo odyera pa fakitale.

Phunziro: Pangani ubale wosabisirana kanthu ndi adindo oyang'ana za madzi a kudera ndipo yezani madzi akumwa kwapafupipafupi kuti muteteze thanzi lanu ndi la ogwira ntchito anu.

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Izi zatengedwa mu buku lolembedwa ndi a: J.M. Altzibar et al 2015 "Outbreak of acute gastroenteritis caused by contamination of drinking water in a factory, the Basque country", in J Water Health, Vol. 13, No. 1), pp.168-73.)





**Ndondomeko ya zoyenera kukwaniritsa O.1.3. Perekani madzi otetezeka okwanira ogwiritsira ntchito pa ukhondo wa pathupi ndi pa malo a ntchito.**

#### Chifukwa?

Madzi ndi chinthu chofunikira kwambiri pokwaniritsa ukhondo wa pathupi ngakhaleenso wa pamalo. Kupeza madzi otetezedwa ndi kofunikira pophika, kukonza malo; kuchapa ndi kusita kuti ogwira ntchito atetezedwe ndi kuti akhale a phindu.

#### Motani?

- ☐ Chitani kauniuni wa chiopsezo cha pa malo a ntchito chokhudza kufunika kwa madzi ochitira ukhondo wapathupi ndi wa pamalo.
- ☐ Perekani madzi aukhondo osamba m'manja, osamba m'thupi ndi osambira ku shawa omwe angafunike pa malo a ntchito.
- ☐ Perekani madzi oti atha kunyamulidwa ophikira, kukonzera chakudya komanso kutsukira zakudya ndi ziwiya zakukhitchini ndi zida zogwirira ntchito, ngati ogwira ntchito angawafune.
- ☐ Perekani madzi okonzera malo antchito ndi kuchapira ndiponso kusitira monga mmene angafunikire potengera mbali komwe kugwirike ntchito ndi ntchito yomwe igwirike. Tsatirani malamulo a dziko pa kaperekedwe ka madzi ogwiritsira ntchito zina pa malo a ntchito



**Ndondomeko ya zoyenera Kukwaniritsa O.1.4. Onetsetsani kuti pali ngalande zotulutsira madzi ngakhaleenso kuyang'anitsitsa nkhani ya chiopsezo pa chitetezo cha kumalo a ntchito ndi ukhondo**

#### Chifukwa?

Madzi ku malo a ntchito ndi ofunikira pa thanzi la ogwira ntchito komanso kubweretsa phindu. Komanso, tikayang'ana mbali ina ya madzi omwewo, madzi atha kubweretsa chiopsezo pa thanzi akakhala kuti ali ndi tizilombo toyambitsa amatenda; atha kuyambitsa matenda mu dera lozungulira ndiponso atha kukhala moswanirana tizilombo tomwe timafalitsa matenda.

#### Motani?

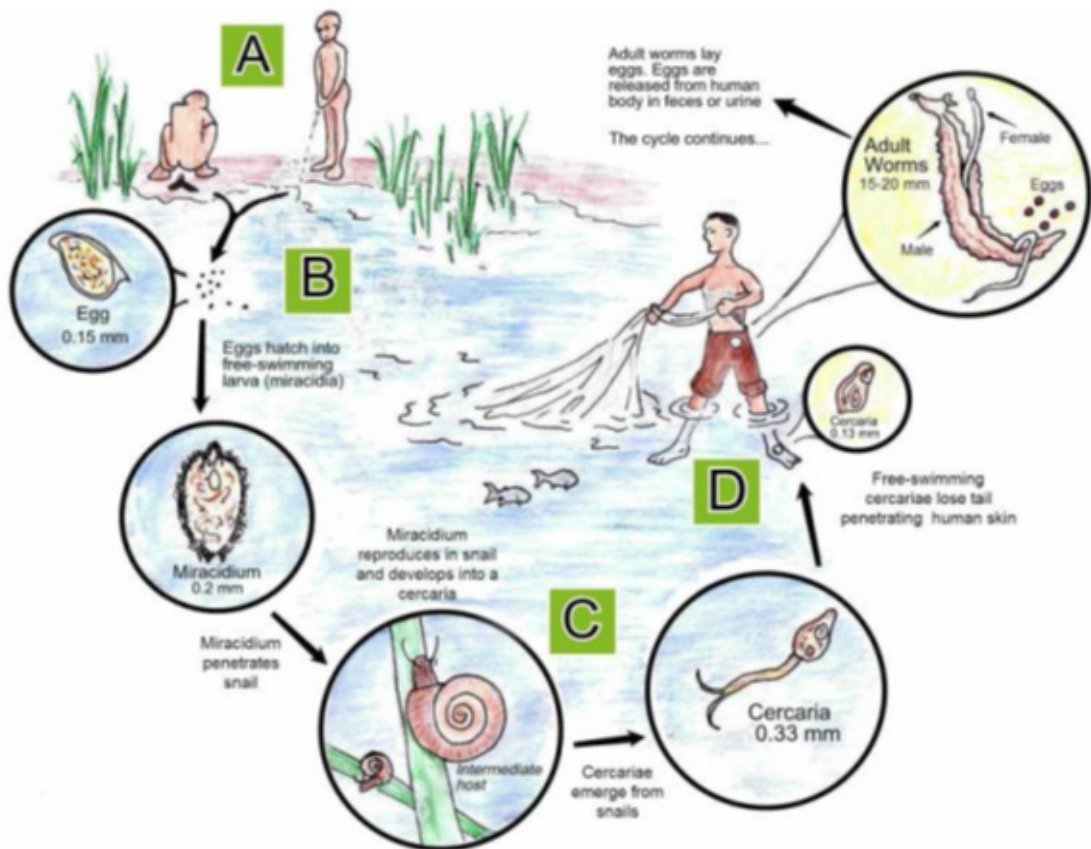
- ☐ Chitani kauniuni wa chiopsezo cha ku malo a ntchito; kuphatikizapo chiopsezo chobwera ndi tizilombo tofalitsa matenda poyamwa magazi; ndi chitetezo cha ku malo a ntchito ndi ukhondo wa mbali ndi mbali kapena wotengera mtundu wa ntchito.
- ☐ Chotsani madzi osayenda kapena pezani njira yothetsera kusayenda kwa madzi pa malo a
- ☐ ntchito monga opezeka m'matayala kapena ndowa pofuna kuti madziwo mungamakhale tizilombo tofalitsa matenda poyamwa magazi, mwachitsanzo, udzudzu.
- ☐ Vindikirani mabeseni otcherera madzi a mvula ndi zina zosungira madzi ku malo a ntchito pogwiritsa ntchito ukonde wophera tizilombo.
- ☐ Onetsetsani kuti njira za madzi za ulimi wa nthirira zapangidwa ndi kugwiritsidwa ntchito mothandiza kulepheretsa kufala kwa matenda ngati likodzo, nkho m'madzi ndi zomwe

zimakhala ndi tizilombo toyambitsa matenda a likodzo. Njirazi zitha kuphatikizapo mchitidwe wosamala madzi, kutulutsa madzi moyenera pogwiritsa ntchito ngalande kapena kuyika sefa pamalo polowera madzi ndi cholinga cholepheretsa nkhozi zazikulu kuti zisadutse.

Perekani nsapato zoyenerera ndi zovala zina zodzitetezera ndipo onetsetsani kuti ogwira ntchito akuzivala pofuna kupewa chiopsezo chobwera chifukwa chokhudzana ndi tizilombo toyambitsa matenda tolowa pakhungu.

Onetsetsani kuti ogwira ntchito onse akutha kupeza malo ochitira ukhondo pofuna kupewa mchitidwe wochita chimbudzi kutchire womwe umafalitsa nthendayi (onani buku lachiwiri). Mwayi wa makulidwe a tizilombo toyambitsa matenda a likodzo umawonjezereka pomwe munthu amene ali ndi nthendayi a chita chimbuzi kapena kukodza madzira a tizilombo toyambitsa nthenda ya likodzo m'madzi momwe mumapezeka nkhozi ndipo potero, kuwaika anthu ena pachiopsezo chotenga matendawa.

Izi zatengedwa mu buku lolembedwa ndi a: J.M. Altzibar et al 2015 "Outbreak of acute gastroenteritis caused by contamination of drinking water in a factory, the Basque country", in J Water Health, Vol. 13, No. 1), pp.168-73.)



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**Ndondomeko ya zoyenera kutsata W.1.2.gwiritsani ntchito ndi kukonza malo otungapo madzi ochitira ukhondo wa pathupi ndi wa pamalo komanso kutsatira malangizo a kagwiritsidwe ntchito ka madzi a ku malo a ntchito**

### Chifukwa?

Ogwira ntchito amene auzidwa mmene angakwaniritsire kubwezeretsa okha madzi m'thupi ndi kufunkira kwa madzi kumalo a ntchito komanso kuthana ndi chiopsezo chobwera kamba ka madzi, adzakhala okonzekezedwa bwino kuteteza thanzi ndi chitetezo chawo ndipo atha kuthandiza kwambiri malo a ntchito kukhala a phindu.

### Motani?

- Konzani maphunziro pafupipafupi (monga pa masabata atatu alionse) a ogwira ntchito omwe aziphatikiza zokhudza kubwezeretsa madzi m'thupi, kupeza madzi otetezedwa ndi chiopsezo cha kumalo a ntchito mu uthenga wake. Mwachitsanzo, mutha kupereka maphunziro pa:
  - o Zifukwa zomwe kubwezeretsa madzi m'thupi kuli kofunika ndi dongosolo lomwe lingathandize kuonetsetsa kuti ogwira ntchito akubwezeretsa madzi m'thupi.
  - o Komwe kuli madzi akumwa ndi njira zosamalira malowa.
  - o Komwe kuli madzi ochitira ukhondo wa pathupi ndi wa pa malo a ntchito ndi kagwiritsidwe ntchito kake komanso mmene angamazikonzero.
  - o Zifukwa zomwe ngalande zotulutsira madzi ndi njira zopewera ndi kuthanirana ndi chiopsezo zili zofunikira pa malo a ntchito.
  - o Chiopsezo chokhudzana ndi madzi chomwe chingakhudza mbali ndi zochitika ndi ntchito ya pamalopo komanso njira zothanirana ndi chiopsezocho.
- Perekani malangizo achindunji a kufunika kwa madzi potengera mbali ya malo a ntchito ndi malamulo a kagwiridwe ka ntchito. Yang'anani mu chionjezero choyamba kuti muone malangizo achindunji.
- Pamene madzi akutungidwa malo osatetezeka, khazikitsani zida zothirira mankhwala m'madzi; tsatirani chikonzero chotetezera madzi (onani chikonzero chotetezera madzi (WHO 2005 water safety plans) cha bungwe loyang'anira thanzi pa dziko lonse cha chaka cha 2005) ndipo lembani mndandanda wa anthu ogwira ntchito ophunzitsidwa bwino omwe aziyang'anira zidazo.



**Ndondomeko ya zoyenera kukwaniritsa O.1.6. Lemberani ndi kufotokoza za zochitika, matenda ndi ngozi**

### Chifukwa?

Olemba ntchito komanso mabungwe a olemba ntchito ali ndi kuthekera kwa kutolera ndi kugawa uthenga wokhudza chiwerengero cha ziopsezo ndi matenda okhudzana ndi madzi, zomwe zingakhale umboni pa ntchito yolimbikitsa kupewa komanso malamulo a ku malo a ntchito.

**Motani?**

- Pangani kalemba wodalilika wosabisa china chilichonse wa zochitika, matenda ndi ngozi zokhudzana ndi madzi kapena kuti phatikizanipo nkhani zokhudza madzi pa mndandanda wa kagwiridwe ka ntchito. Mwachitsanzo:
  - o Malo otungapo madzi omwe sakugwira ntchito kapena kupezeka kwa tizilombo toyambitsa matenda m'malo otungamo madzi.
  - o Kugwa kwa matenda odza kamba ka madzi.
  - o Kugwiritsa ntchito madzi mosayenera ku malo a ntchito.
  - o Kusefukira kwa madzi ndi kuonongeka kapena kukhala ndi madzi oyipisidwa ku malo antchito.
  - o Mbiri yolembedwa ya kakonzedwe ndi kutsuka kwa zotungira ndi zosungamo madzi.
  - o Mbiri ya zotsatira za kuyeza madzi.
- Konzani ndondomeko ya kaperekedwe kosabisa china chilichonse ka uthenga wokhudzana ndi zochitika ndi kudziwitsa adindo oyang'ana za madzi m'dera kuphatikizapo maudindo a pa kaperekedwe ka uthengaka.





## Chigawo choyamba: Madzi

### Ndondomeko ya zoyenera kuchita ya olemba ntchito

<b>O.1.1</b>	Kodi mukutha kupatsana uthenga mosabisa china chilichonse ndi adindo oyang'ana za madzi; ndi opereka madzi pofuna kuonetsetsa kuti madzi akuperekedwa ndi opereka madzi ovomerezeka komanso kutetezedwa ngati zili zofunikira kutero?	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
	Mukuganiza kuti pachitike chani? _____ Maganizo _____	<input type="checkbox"/> chofunikira kutsogoza?
<b>O.1.2a</b>	Kodi mukudziwa malamulo, miyezo ya dziko lonse yomwe ingakhudze malo anu a ntchito?	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
<b>O.1.2b</b>	Kodi mumapereka madzi mu malo amene akugwirizana ndi malamulo a dziko? (onani mafunso otsogolera m'munsimu)	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
<b>O.1.2c</b>	Kodi mumataya zipangizo zotetezera madzi ngati kuli kofunika kutero?	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
	Mukuganiza kuti pachitike chani? _____ Maganizo _____	<input type="checkbox"/> chofunikira kutsogoza?
<b>O.1.3a</b>	Mumapereka madzi okwanira ogwiritsa ntchito pa ukhondo wapathupi ndi wa pamalo antchito, kuphatikizapo kuchapa zovala kapena zodzitetezera (PPE)?	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
<b>O.1.3b</b>	Kodi madzi amene mumapereka amakwaniritsa zomwe zili m'malamulo? Amayezedwa pafupipafupi?	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
	Mukuganiza kuti pachitike chani? _____ Maganizo _____	<input type="checkbox"/> chofunikira kutsogoza?
<b>O.1.4a</b>	Kodi mwakonza ngalande zotulutsa madzi ndi malo oyenera?	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
<b>O.1.4b</b>	Kodi mwaika njira zothandiza kuyang'ana pa chitetezo ndi ukhondo pamalo antchito wogwirizana ndi madzi kumalo a ntchito pofuna kuteteza ogwira ntchito ndi anthu okhala m'dera lozungulira ku chiopsezo cha tizilombo toyambitsa matenda?	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
	Mukuganiza kuti pachitike chani? _____ Maganizo _____	<input type="checkbox"/> chofunikira kutsogoza?
<b>O.1.5</b>	Kodi mumapereka maphunziro a zina ndi zina zomwe munthu ayenera kuphunzira uku akugwira ntchito kwa ogwira ntchito anu, kuphatikizapo uthenga wa kufunika kobwezeretsa madzi m'thupi, kupeza madzi otetezedwa ndi chiopsezo?	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
	Mukuganiza kuti pachitike chani? _____ Maganizo _____	<input type="checkbox"/> chofunikira kutsogoza?
<b>O.1.6</b>	Kodi muli ndi dongosolo lokhala ndi anthu ogwira ntchito, lodalilika ndi losabisa china chilichonse lolembera ndi kupereka lipoti la zochitika, matenda ndi ngozi zokhudzana ndi madzi komanso kulemba kakonzedwe ndi zotsatira za kayezedwe ka madzi monga zingafunikire?	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
	Mukuganiza kuti pachitike chani? _____ Maganizo _____	<input type="checkbox"/> chofunikira kutsogoza?

Mafunso otsogolera kauniuni wa kapezedwe ka madzi ku malo a ntchito (O.1.3b):		
	Funso	Yankho
1	Kodi madzi akumwa amatungidwa kuti kudera lomwe mukukhala?	
2	Kodi anthu ogwira ntchito ayenera kuyenda mtunda wautali bwanji kuti akafike komwe amatunga madzi akumwa?	
3	Kodi amatenga mphindi zingati kuti apite ndi kubwera kuchokera ku malo omwe amatunga madzi?	
4	Kodi malo otungapo madziwo akugwira ntchito moti anthu akutha kutungapo madzi?	
5	Mumatsuka kangati mathanki a madzi, ngati alipo?	
6	Kodi madzi akumapezeka mopitilira pa malo otungapo madzi kwa tsiku lonse kapena chaka chonse?	
7	Muli ndi chikonzero chopereka madzi ngati malo otungako madzi atasiya kugwira ntchito?	
8	Kodi pali chimbudzi chokumba pa mtunda wotalikira ma mita zana limodzi kuchokera pa malo otungapo madzi?	
10	Kodi malo otungapo madziwo anayezedwa pofuna kudziwa ngati ali woyipitsidwa ndi chiopsezo cha mankhwala oopsa kapena tizilombo toyambitsa matenda?	
11	Kodi muli ndi njira yoyezera ubwino wa madzi otungidwa pamalowo?	
12	Ndi anthu ogwira ntchito angati omwe amatunga madzi pa malo alionse otungapo madzi?	





## BUKU LA ZOYENERA KUCHITA OGWIRA NTCHITO: MADZI

Ogwira ntchito, oyimira ogwira ntchito komanso mabungwe a ogwira ntchito anazindikira kalekale kufunikira kwa kuthandizirapo pa kupititsa patsogolo chitetezo ndi ukhondo wa ku malo a ntchito ndi kuteteza chitetezo, thanzi ndi moyo wabwino wa ogwira ntchito. Pogwirizana chimodzi; kugawana uthenga; kufunsana ndi kukambirana ndi olemba ntchito, ogwira ntchito ndi mabungwe awo apititsa patsogolo njira zoperekera uthenga mu m'madera ambiri. Kupeza zambiri zokhudza madzi abwino ndi ukhondo ku malo a ntchito, kuphatikizapo madzi otetezedwa ndi mbali imodzi ya chitetezo ndi ukhondo ku malo antchito imene ingapindule kwambiri kuchokera ku zochitikazi.

Zoyenela kutsata zotsatilazi, zikupeleka mndandanda wa zoyenera kuchitidwa ndi ogwira ntchito ndi mabungwe awo pofuna kukwaniritsa madzi a ukhondo ndi kuchepetsa ziopyezo zobwera ndi madzi. Izi zitha kukwaniritsa malo a ntchito kukhala a ukhondo.



### **Ndondomeko ya zoyenera kukwaniritsa W.1.1. Gwiritsani ntchito ndi kukonza malo otungapo madzi akumwa moyenerera ndipo tsatirani uphungu wa ku malo antchito pa kubwezeretsa madzi m'thupi**

#### **Chifukwa?**

Olemba ntchito anu ali ndi udindo wopereka madzi akumwa oti atha kunyamulidwa. Pachifukwa ichi, ogwira ntchito omwe akutsatira uphungu wa kumalo a ntchito pa kubwezeretsa madzi m'thupi ngakhale pa kagwiritsidwe ntchito ndi kakonzedwe ka malo otungapo madzi akumwa; adzakhala otetezeka, athanzi ndi opindulitsa. Ntchito zanu sizikuyenera kukhala ndi zotsatira zoipa pa ubwino wa madzi pofuna kuteteza thanzi la anzanu onse ogwira ntchito.

#### **Motani?**

- o Khalani odziwa za uphungu kuyang'anira za kubwezeretsa madzi m'thupi wa ku malo a ntchito ndi kagwiritsidwe ntchito ndi kakonzedwe ka malo otungapo madzi akumwa.
  - Pangani nawoni maphunziro omwe olemba ntchito kapena oyimira anthu ogwira ntchito akonza.
  - Funsani okuyang'anirani ngati simukumvetsetsa malangizo othandizira pa zochita ku malo a ntchitowo.
  - Limbikitsani ogwira ntchito ang'onoang'ono ndi ongoyamba kumene kuti akhazikike m'chitidwe wobwezeretsa madzi m'thupi.
  - Aphunzitseni ogwira ntchito ena amene angakhale pa chiopsezo chokhudzana ndi kukhala ndi madzi ochepa m'thupi monga ogwira ntchito okhala ndi ulumali.
- ☐ Imwani madzi pafupipafupi; ngakhale pamene simukumva ludzu. Kumbukirani kuti ngati mukufika pomva ludzu ndiye kuti mutha kukhala kuti madzi afika kale pochepa m'thupi.
- ☐ Sankhani madzi ngati chakumwa kuti mukhale ndi madzi okwanira m'thupi. Zakumwa zokhala ndi shuga wambiri kapena khafini (caffeine) zimapangitsa kuti madzi achepe kwambiri m'thupi.
- ☐ Musamwe zakumwa zoledzeretsa pa nthawi yomwe mukugwira ntchito kapena musanayambe kugwira ntchito.
- ☐ Gwiritsani ntchito malo otungako madzi akumwa kukhala omwerako madzi kokha osatinso zina.



Gwiritsani ntchito makapu otsukidwa bwino anuanu, mabotolo omwera madzi oti mutha kudazgwiritsanso ntchito nthawi ina kapena zosungiramo madzi zina. Musabwerekane zinthuzi pofuna kupewa tizilombo toyambitsa matenda. Zitsukeni pafupipafupi. Onani gome lomwe muli zokhudza ‘madzi akumwa’ mu chiwonjezero choyamba (Annex 1) malingana ndi mbali yomwe ntchito yanu ili.



**Chikumbutso:** Kalondolondo pankhani ya kubwezeretsa madzi m’thupi

Pogwira ntchito m’ malo otentha kapenanso pogwira ntchito zolemetsa, kutuluka thukuta ndi njira yachilengedwe yosungira kutentha kwa thupi pa mlingo woyenera ngakhale kuti kutuluka thukuta kwambiri kutha kuchepetsa madzi m’thupi mwachangu. M’madera ena, ogwira ntchito amafuna kuti azipeza madzi akumwa pafupipafupi monga: ku ntchito zaulimi ndi ku malo kotentha koma kuli kwa chinyontho, pofuna kupewa kuchepa kwa madzi m’thupi. Muyenera kukhala tcheru poyang’ana zizindikiro ndi zitsimikizo za kuchepa kwa madzi m’thupi monga:

- ▶ Kumva ludzu kwambiri koposa nthawi zonse.
- ▶ Mkodzo woderapo kapena kukodza mkodzo wochepa poyerekeza ndi nthawi zonse.
- ▶ Kupweteka kwa mutu.
- ▶ Kuthetheka kwa thupi.
- ▶ Kufooka kapena kumva chizungulire.

(Pofuna kudziwa zambiri zokhudza kubwezeretsa madzi m’thupi ndi kugwira ntchito m’ malo otentha, werengani buku lomwe mutu wake ndi: “Temperature at work-heat. Aguide for safety representatives from the Trade Union Congress (TUC)).



**Ndondomeko ya zoyenera kukwaniritsa W.1.2.** Phunzitsani ogwira ntchito za kufunika kwa kubwezeretsa madzi mthupi, kupeza madzi otetezedwa ndi ziopsezo zokhudzana ndi madzi.

### Chifukwa?

Kupeza madzi abwino ku malo antchito ndi kofunika osati pa nkhani yakumwa yokha komanso kuchapira, kuphikira ndi kunkonza malo malingana ndi malo a ntchito.

Potsatira malangizo a ku malo a ntchito pa kagwiritsidwe ntchito ka madzi, wogwira ntchito aliyense atha kuthandiza kukonza malo otetezeka ndi a ukhondo ogwirirapo ntchito a ogwira ntchito onse.

### Motani?

Khalani odziwa ndi kutsatira malangizo a paderadera a ku malo antchito opangidwa ndi okulembani ntchito pa kagwiritsidwe ntchito ka madzi ndi malo otungako madzi.

Gwiritsani ntchito malo okhawo ovomerezeka posamba m’manja ndi kudzisamalira pofuna kuonetsetsa kuti madzi akutha kunyamulidwa komanso ndi otetezeka kuti atha kugwiritsidwa ntchito.

Osatsuka zida zogwirira ntchito mu malo omwe ndi osambira popewa kutenga zoyipa.





Ndondomeko ya zoyenera kuchita W.1.3. Tsatirani malamulo a kuntchito pa ngalande zotulutsa madzi ndi njira zopewera ndi kuthanirana ndi chiopsezo ndi kugwira ntchito motetezeka m'madzi ndi m'malo ozungulira madzi

### Chifukwa?

Madzi ku malo a ntchito ndi chitetezo cha kumalo a ntchito ndi ukhondo zimaposera pa madzi akumwa. Madzi atha kukhalanso chiopsezo akakhala kuti ndiwoyipitsidwa, kapena pomwe akhala moswanirana tizilombo tofalitsa matenda.

### Motani?

- ❑ Dziwani ndi kutsatira malamulo a paderadera okhudza ngalande zotulusira madzi ndi njira zopewera ndi kuthanirana ndi chiopsezo. Mwachitsanzo:
  - Chotsani madzi kuchokera pamalo pomwe tizilombo tofalitsa matenda timakhala monga ndowa, matayala ndi zosungiramo madzi zina zomwe zingakhale moswaniranamo udzudzu ndi tizilombo tina.
- ❑ Dziwani ndi kutsatira malamulo apaderadera okhudza chitetezo pogwira ntchito m'madzi kapena m'malo ozungulira madzi. Malamulowa ndi kuphatikizapo: Kapewedwe ka paderadera potengera mtundu wa ntchito kapena mbali yogwirirako ntchito, mwachitsanzo, nthenda zofala kudzera m'madzi monga likodzo mu madzi osayenda.
- ❑ Tsatirani malangizo a kumalo a ntchito pa kagwiritsidwe ntchito ka madzi ochapira ndi kusitira monga kungafunikire.
- ❑ Gwiritsani ntchito madzi oti atha kunyamulidwa pa zofunikira zonse za zophikaphika, kuphatikizapo kutsukira zakudya, ziwiya, zogwiritsa ntchito pophika ndi kuphikira.
- ❑ Onani gome loyenerera lomwe mwalembedwa zokhudza madzi malingana ndi mbali ya ntchito mu chiwonjezero choyamba (Annex 1).



**Ndondomeko ya zoyenera kuchita W.1.4. Chitani kalondolondo ndi kupereka lipoti la chiopsezo chokhudzana madzi**

### Chifukwa?

Ogwira ntchito onse ali ndi ufulu wopeza madzi otetezeka ku malo a ntchito komanso ufulu wotetezedwa ku chiopsezo chobwera kamba ka madzi. Kuseri kwa ufulu umenewu kuli udindo wochita kalondolondo wa chiopsezo pa chitetezo ndi ukhondo wa kumalo a ntchito potengera mmene zimagwirizanirana ndimadzi; ndi kupereka lipoti zinthu zisanafike poyipa. Kalondolondo ndi kupereka malipoti zimathandizira mkhalidwe wopewera matenda pa malo antchito womwe utha kuchepetsanso ngozi ndi kudwaladwala.

### Motani?

- ❑ Dziwani zomwe zitha kupereka chiopsezo chokhudzana ndi madzi ku malo a ntchito, mwachitsanzo:

- Malo otungapo madzi oonongeka
- Malo otungako madzi osasamalika ndi okhala ndi oyipa monga zosungiramo madzi zopanda zivindikiro.
- Kusintha pa kakomedwe kapena maonekedwe a madzi akumwa
  - Kusintha pa mmene madzi akumwa akuonekera, kukomera kapenanso mmene akununkhira zitha kutanthauza kusintha pa ubwino wa malo otungapo madzi mwinanso kuperewera kwa zoyenera kuchita poteteza madzi ndipo izi ziyenera zifufuzidwe.



Yang'anitsitsani kwambiri zokhudza kagwiritsidwe ntchito kosayenera ka madzi akumwa ndi malo ena otungako madzi akumwa ndinso kutsatsatira zoyenera kuchitika ndi ena mwa ogwira ntchito, mwachitsanzo, ogwira ntchito omwe:

- Sakugwiritsa ntchito zomwera madzi zawozawo
- Kuyipitsa malo amene ali otungapo madzi akumwa mwachitsanzo, pochapa zovala zodzitetezera m'malo omwe sanayikikire kuchapako.
- Akugwiritsa ntchito madzi omwe siochita kunyamula pazofunikira za zophikaphika,



makamaka ngati zakudyazo zikugawidwa pakati pa ogwira ntchito.

Adziwitseni oyang'anira ntchito zochitika; kapena khalidwe lina lililonse lomwe lingadzitse chiopsezo chokhudzana ndi madzi. Kumbukirani kuti chiopsezo chitha kukhala:

- Kuthekera (zinthu zomwe zitha kupangitsa vuto pa thanzi mtsogolo ngati sizikonzedwa)
- Zenizeni (chiopsezo chomwe chili vuto pa thanzi pa nthawi)



### Chikumbutso: Kufunikira Kwa kugawa uthenga

Kupanga chikhalidwe chopewa ku malo a ntchito sichinthu chapafupi kapenanso kuti sichikhudza mbali imodzi yokha. Chitetezo cha ku malo a ntchito, makamaka tikanena za kupereka madzi ndi ukhondo, chimalira kukambirana koyenera kwapafupipafupi pakati pa ogwira ndi olemba ntchito (kuphatikizapo oyimira olemba ntchito ndi mabungwe a ogwira ntchito ndi mabungwe oyimira anthu ogwira ntchito).

Kugawa uthenga, kufunsana ndi kukambirana pakati pa ogwira ntchito ndi olemba ntchito pa mfundo zikuluzikulu zokhudza madzi ndi ukhondo, makamaka zomwe zili zogwirizana ndi mbali ina ya ntchito kapenanso ntchito; ndi zofunikira kwambiri popereka malo otetezedwa ogwiriramo ntchito.

Mabungwe a anthu ogwira ntchito (trade unions) ndi ena a ogwira ntchito anazindikira kale kufunika kwa kuthandizirapo pa njira zothandiza pa chitetezo ndi ukhondo ku malo a ntchito. Monga bungwe lolimbikitsa ntchitoyi, mabungwe oyang'anira ogwira ntchito ali ndi kuthekera kodziwitsa anthu ndi kuchitapo kanthu popangitsa malamulo ndi mchitidwe wogwirizana ndi kupereka madzi ndi ukhondo. Kuwonjezera apo, mabungwe a anthu ogwira ntchito ali ndi kuthekera kogwira ntchito yophunzitsa ndi kupereka zogwiritsa ntchito pa kufunikira kwa madzi ndi ukhondo, makamaka kudza mu makomiti a chitetezo ndi ukhondo ku malo antchito.





## Chigawo choyamba: Madzi

**Ndondomeko ya zoyenera kuchita ya ogwira ntchito; oyimira ogwira ntchito ndi mabungwe oyimira ogwira ntchito**

<b>W.1.1</b>	Kodi inu ndi anzanu ogwira nawo ntchito mumakonzabwino malo otungako madzi ofunikira pochita ukhondo wa pathupi ndi wa kumalo antchito	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
	Mukuganiza kuti pachitike chani? _____ Maganizo _____	<input type="checkbox"/> chofunikira kutsogoza?
<b>W.1.2</b>	Kodi inu ndi anzanu ogwira nawo ntchito mumatsatira malangizo a kumalo a ntchito ake ake okhudza kubwezeretsa madzi m'thupi?	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
	Mukuganiza kuti pachitike chani? _____ Maganizo _____	<input type="checkbox"/> chofunikira kutsogoza?
<b>W.1.3</b>	Kodi inu ndi anzanu ogwira nawo ntchito mumatsatira malangizo a ku malo a ntchito pa ngalande zotulutsira madzi ndi njira zopewera chiopsezo ngati zithu zofunikira ku malo anu a ntchito?	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
	Mukuganiza kuti pachitike chani? _____ Maganizo _____	<input type="checkbox"/> chofunikira kutsogoza?
<b>W.1.4a</b>	Kodi inu ndi anzanu ogwira nawo ntchito mumachita kalondolondo wa ziopsezo zokhudza madzi ndi zisimo zomwe zili chiopsezo za ogwira ntchito ena?	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
	Mukuganiza kuti pachitike chani? _____ Maganizo _____	<input type="checkbox"/> chofunikira kutsogoza?
<b>W.1.4b</b>	Kodi pali komiti yoyang'anira ntchito yogwirira ntchito limodzi, yoona za chitetezo ndi ukhondo wa ku malo a ntchito?	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
	Mukuganiza kuti pachitike chani? _____ Maganizo _____	<input type="checkbox"/> chofunikira kutsogoza?

## Buku lachiwiri: Ukhondo wa pamalo

- “Ukhondo pamalo” umatanthauza kupereka kwa malo ndi zofunikira zokhudza: kutaya chimbudzi moyenera; ukhondo wa azimayi akakhala kumwezi/akamasamba ndi kutaya zinyalala za kumalo a ntchito.
- “Ukhondo wa ku malo a ntchito” mawu omwe amaposera pongotanthauza chimbudzi cha ku malo a ntchito. Amatanthauzanso kukwaniritsa kwa ukhondo wa pathupi podzera m’kugwiritsa bwino ntchito ndi kukonza zimbudzi, kudzera mu ntchito monga kutaya moyenera madzi oyipa ndi madzi ochokera m’zimbudzi ndi kutolera zinyalala. Tanthauzo la mawuwa limaphatikizaponso kulimbikitsa khalidwe la ukhondo wa wogwira ntchito aliyense, kuphatikizapo kugwiritsa bwino ntchito zimbudzi ndi kupewa kuchitira chimbuzi kuchire.
- Ukhondo wa ku malo a ntchito umaphatikizaponso njira zomwe zimachepetsa kuthekera kwa kutenga matenda popereka malo aukhondo ogwirira ntchito. Izi zimakhudza zonse ziwiri: khalidwe komanso malo ochitira ukhondo, zomwe zimayendera limodzi popanga malo aukhondo ogwirira ntchito.

## Zomwe zili mu Chigawochi

Bukuli likupereka mfundo za ukhondo wa ku malo a ntchito ndi kufotokoza kufunikira kwa kukwaniritsa ukhondo pofuna kuteteza thanzi la ogwira ntchito. Cholinga cha buku lophunzitsirali ndi kudziwitsa olemba ndi ogwira ntchito, mofanana, za pa mitu yotsatirayi:

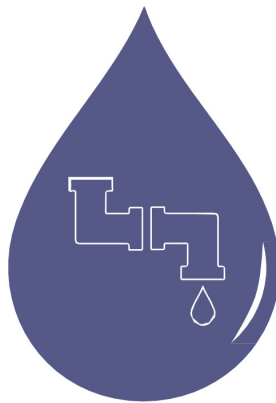
**Kalodzera wachiwiri, gawo loyamba:**

**Malo ochitira ukhondo**



**Kalodzera wachiwiri, gawo lachiwiri :**

**Madzi oyipa ndi madzi ochokera mzimbudzi**



**Kalodzera wachiwiri, gawo lachitatu:**  
**kutaya zinyalala zouma**







# MODULE 2

## UKHONDO WA PAMALO

Module Two

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# KALODZERA WACHIWIRI: GAWO LOYAMBA- MALO OCHITIRA UKHONDO

## Chifukwa chani malo ochitira ukhondo ali ofunikira?

Malo ochitira ukhondo monga kupezeka kwa zimbudzi, ndiofunikira kwa anthu onse. Ukhondo wa pamalo unazindikirika ngati ufulu wachibadwidwe wa padziko lonse, ngakhale kuti anthu ambiri pa dziko lonse sapeza zimbudzi, choncho, amapita kukachita chimbudzi patchire, mchitidwe umene umatchedwa 'kuchita chimbudzi patchire'.

Chimbuzi cha munthu chimatha kukhala ndi tizilombo tomwe titha kuyambitsa matenda. Anthu akatenga tizilomboti, chimbuzi chawo chimakhala ndi tizilombo totero tambiri tomwe titha kuyambitsa matenda akakhala kuti anakhudzana ndi chimbuzichi.



### Matenda okhudzana ndi ukhondo wa pamalo(zitsanzo)

- ▶ Kutsegula m'mimba (Diarrhoea)
- ▶ Kamwazi (Dysentery)
- ▶ Kolera (Cholera)
- ▶ Nthenda ya kuonongeka kwa chiwindi-mtundu woyamba (Hepatitis A)
- ▶ Nthenda ya kuonongeka kwa chiwindi-mtundu wachiwiri (Hepatitis B)
- ▶ Nthenda yoyambitsa kuzizidwa, kupweteka kwa m'mimba, kutsanza, kubzimbidwa, kutsokomola, kutsegula ndi kufooka (Typhoid fever)
- ▶ Poliyo (polio/ poliomyelitis)

(Izi zatengedwa mu buku la bungwe loyang'anira thanzi pa dziko lonse (WHO) losindikizidwa m'chaka cha (2015), lomwe mutu wake ndi "Sanitation, Fact Sheet. N392)

Matenda odza kamba ka kukhudzana ndi chimbuzi cha munthu atha kukhala a kayakaya ndipo atha kuyika moyo wa munthu pa chiopsezo. Mwachitsanzo, matenda a m'gulu la kutsegula m'mimba ndi opeweka nthawi zambiri koma anapha ana ndi akulu odutsa 1miliyoni ndi theka

### Zida zowonjezera pa ukhondo wa pamalo ndi thanzi:

- "WHO Guidelines on sanitation and Health: (WHO, 2018)
- "CDC Guidelines for reducing health risks to workers handling human waste and sewage"
- "WHO Five keys to safer food manual (WHO, 2005)"



### Mfundo zofunikira pa nkhani ya kuchita chimbuzi kutchire

- ▶ Kuchita chimbuzi kutchire kumalimbikitsa kubwera Mobwerezabwereza kwa matenda ndipo zotsatira zake ndi umphawi.
- ▶ Mayiko komwe mchitidwe wochita chimbudzi kutchire uli wokwera ndi omwe ali ndi chiwerengero chokwera kwambiri cha imfa za ana ochepera zaka zisanu, ndi mlingo wokwera wa kunyentchera ndi umphawi.
- ▶ Munthu mmodzi pa anthu asanu ndi awiri alionse (1 out of 7) pa anthu mamiliyoni mazana asanu ndi atatu ndi makumi asanu ndi anayi kudza mphambu ziwiri(892 million), amachita mchitidwe wochita chimbuzi kutchire, makamaka m'ngalande za m'misewu, kutchire kapena m'mitsinje.
- ▶ Anthu asanu ndi anayi mwa anthu khumi alionse (9 out of 10) amene amachita mchitidwe wochita chimbuzi patchire, amakhala m'madera akumidzi. Koma chiwerengero cha anthu okhala m'mizinda ndi m'matauni ochita chimbuzi pa tchire chikukwererakwerera pamene anthu akupita kukakhala m'matauni popanda zimbudzi zokwanira.
- ▶ Kuchita chimbuzi patchire kumawayika anthu, makamaka azimayi ndi ana pa chiopsezo cha nkhanza.
- ▶ Kuchita chimbuzi patchire kumabweretsa mavuto ena osowa malo otetezeka ochitirako ukhondo kwa azimayi ndi atsikana pamene ali kumwezi/akusamba.

(Izi zatengedwa mu buku la bungwe loyang'ana za thanzi pa dziko lonse lomwe mutu wake ndi: "World Health Organisation (2015). Sanitation, Fact Sheet N392").

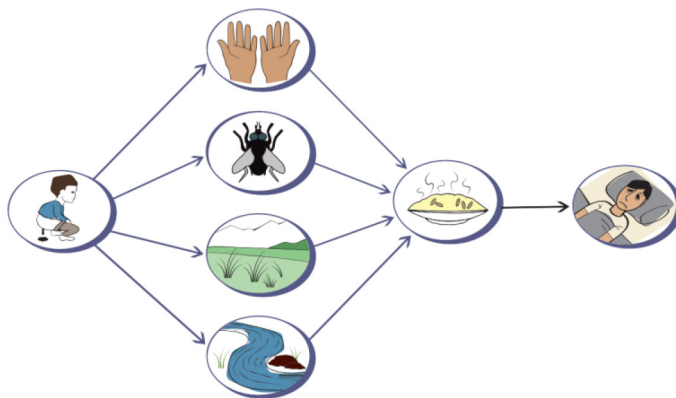
### Tizilombo toyambitsa matenda topezeka m'chimbuzi titha kudwalitsa ena m'njira zosiyanasiyana.

- ❑ **Madzi:** Kuchita chimbuzi kutchire; kapena kusataya chimbuzi moyenera kutha kuchititsa kuti chimbuzi chikapezeke m'malo otungako madzi mwachindunji kapena pokokoloka, nthawi yomwe kukugwa mvula /kusefukira kwa madzi; ndi kusiya tizilombo toyambitsa matenda m'madzimo.
- ❑ **Zala:** Zala kapena manja omwe sanasambitsidwe pochoka kuchimbudzi kapena posintha thewera atha kukhala ndi tizilombo toyambitsa matenda. Manja akudawa atha kusiya tizilombo toyambitsa matenda pa chakudya kapena kwa anthu ena pogwirana nawo chanza.
- ❑ **Ntchentche:** Ntchentche ndi tizilombo tina touluka timakatera pa chimbuzi pamene tikudya chimbuzicho ndipo pouluka timanyamula chimbuzi china chomwe chinaikhudza pathupi pake. Tizilomboti tikakatera pa madzi kapena chakudya, tizilombo toyambitsa matenda titha kufalikira pa madziwo kapena chakudyacho, kotero, n'kumupatsira tizilombo toyambitsa matenda munthu amene atamwe madziwo kapena atadye chakudyacho.
- ❑ **Pansi mu nyumba/ malo ena ndi ena panja:** Ngati chimbuzi sichinatayidwe moyenera, tizilombo toyambitsa matenda tochokera pa chimbuzicho titha kupezeka pansi 'mnyumba kapena m'minda ndi kulowa pansi pa nthaka ndi mbewu komanso zakudya zina. Ana aang'ono, makamaka, ndi omwe ali pa chiopsezo kwambiri chotenga tizilombo toyambisa matenda kuchokera pa chimbuzi chopezeka pansi m'nyumba ndi pa malo ena ndi ena panja potengera nthawi yomwe amakhala pansi m'nyumba kapena panja malingananso ndi mchitidwe wawo woyika zinthu kukamwa.





### Chinzunzi 2.1.1. Chojamula



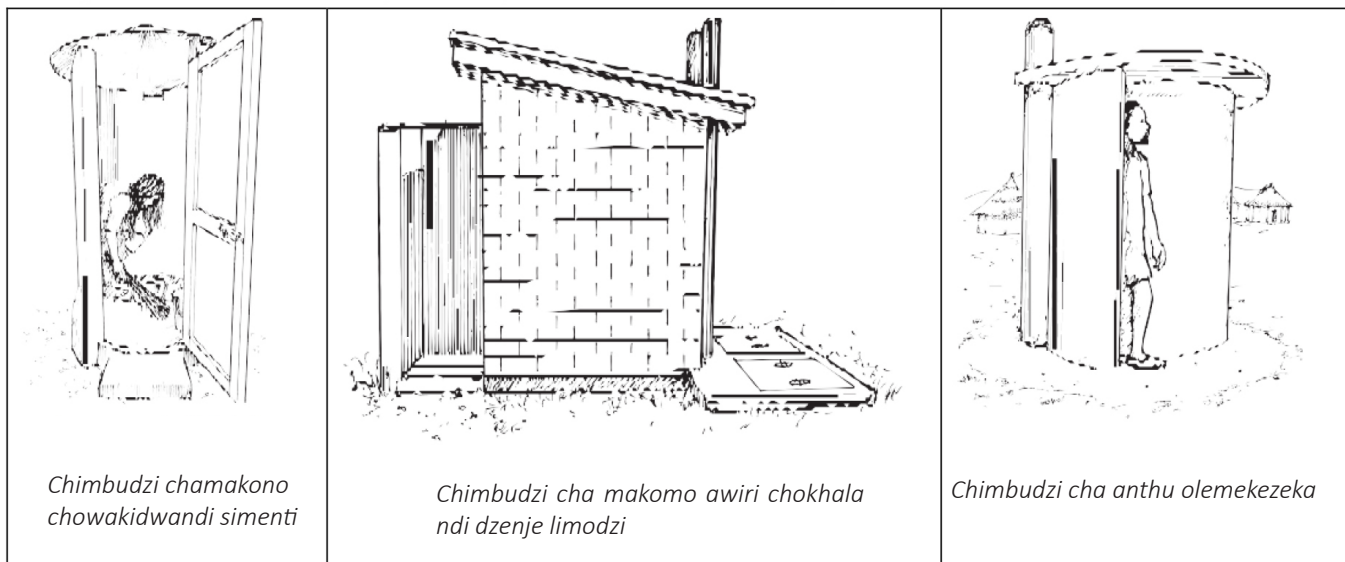
Chithunzichi chimatchedwa kuti F-diagram chifukwa njira zonse zomwe tizilombo toyambitsa matenda kudzera mu chimbuzi kapena mkamwa tingawiritse ntchito poyambitsa matenda zimayamba ndi lembo la mtsekanjira 'F'. Izi zinatengedwa ndi kusinthidwa pang'ono kuchokera m'buku lolembedwa ndi a E. G. Wagner ndi a L.N. Lanoix losindikizidwa m'chaka cha (1958), lomwe mutu wake ndi "Excreta disposal for rural and small communities. WHO, Geneva, p.12

### Ndi zimbudzi za mtundu wanji zomwe ziliko?

Zimbudzi zilipo, makamaka za mitundu iwiri: Zamakono ndi zachikale. Chimbudzi chamakono ndi chomwe chimapangitsa anthu kuti asakhudzane ndi chimbuzi. Chimbudzi chachikale ndi chomwe sichipangitsa kuti anthu asakhudzane ndi chimbuzi. Pofuna kuteteza thanzi la anthu, zimbudzi zamakono ndi zofunika. (Onani gome 1.1)

Ndondomeko yochitira kalondolondo limodzi ya bungwe loyang'ana za thanzi pa dziko lonse (Joint monitoring programme-JMP) ya chaka cha 2015, imanthauzira ukhondo wamakono ndi wachikale pogwiritsa ntchito sikelo yotchedwa "Khwerero la ukhondo" (sanitation ladder)- (Onani gome 1.1). Maguluwa atha kugwiritsidwa ntchito poyang'ana za kumalo a ntchito ndi ku nyumba chifukwa ndi zokhudza komwe chimbuzi chimatayidwa. Mumalo osamalidwa bwino, chimbuzi cha munthu chimatayidwa ku malo oyenera kutayako chimbuzi kapena kunyamulidwa ndi kukatayidwa ku malo ena kutali chitathiridwa mankhwala. Ku malo ena a ntchito monga m'minda yikuluyikulu, komwe anthu amasunthasuntha kuchoka pa munda uwu kupita munda wina kukagwira ntchito, ogwira ntchito atha kufunika zimbudzi zonyamula. Zikatero, mmene chimbuzi chochokera m'zimbudzi zotere chitayidwire zingathe kupangitsa kuti zidziwike kuti chimenechi ndi chimbudzi chamakono kapena chichikale.

### Chinzunzi 2.1.2. Zitsanzo za zimbudzi zamakono



Gome:2.1.1. Mitundu ya malo a za ukhondo/zimbudzi

Mtundu wa chimbuzi		Tanthauzo
(ZIMBUDZI ZAMAKONO)	Chimbudzi chamadzi Chogwejemula	Chimagwiritsa ntchito thanki ya madzi pogwejemula ndipo chimakhala ndi kotsekera madzi ka paipi pansi pa mtondo wokhalapo, komwe kamathandiza kuti ntchentche ndi fungo zisadutse. Chimbuzi chimatayidwa mu dzenje losungiramo chimbuzi lomwe limakumbidwa panja pa nyumba mothandizidwa ndi madzi kuti chiyende.
	Chimbudzi chamadzi chochita kuthirira madzi	Chimbudzichi chimafananako ndi chimbudzi chamadzi chofulasha/ gwejemula koma ichochi chimadalira kuthiramo madzi m'mtondo kuti chimbuzi chipite. Chimakhala chopanda thanki losungira madzi ogwejemulira ndipo chimbudzi chimatayidwa m'dzenje losungiramo chimbudzi panja pa nyumba mothandizidwa ndi madzi. Maenjewa nthawi zina amakhala awiri kupangira kuti lina likadzadza linalo lithandizire.
	Chimbudzi chokumba chokhala ndi mpweya wokwanira	Ichi ndi chimbudzi chokumba chokhala ndi kapaipi kopitirira msinkhu wa chimbudzicho kumbuyo kapena m'mbali mwa chimbudzicho. kukamwa kwa kapaipika kumavindikiridwa ndi sefa ya waya kapena neti yopherera ntchetchi kuti mkati mwa paipiyo muzikhala mdima. Chimbudzichi chinapangidwa kuti chizikhala chouma ndipo zimakhala bwino anthu akakhala kuti sakugwiritsa ntchito madzi kuti azisambitse kotulukira chimbudzi akatha kuchita chimbudzi ndipo ngati iwowa akugwiritsa ntchito zinthu zouma zodzipukutira akatha kuchita chimbudzi monga: mapepala kapena masamba. Zamadzimadzi zotuluka m'thupi zophatikizika ndi chimbuzi monga mkodzo, zimalowa panthaka ndi kusiya chimbudzi chouma kuti chiwole.
	Chimbudzi chokumba chokhala ndi silabu	Ichi ndi chimbudzi chokumba chouma chomwe dzenje lake limakhala lovindikira ndi silabu kapena popondera pokhala ndi bowo lonyonyomalapo kapena pokhala. Poponderapo payenera kukhala polimba ndipo patha kupangidwa kuchokera ku simenti kapena konkire yemwe amaphimba dzenje la chimbudzicho kuti chimbuzi chisamaonekere, kupatula kudzera pa mtondo wonyonyomalapo kapena pa bowo. Mkodzo umalowa pa nthaka kusiya chimbuzi chouma kuti chiwole. Chimbudzichi chitha kukhala ndi maenje awiri kupangira kuti limodzi likadzadza linalilo lithandizire.
	Chimbudzi chokololamo manyowa	Ichi ndi chimbudzi chouma chomwe mumaikidwa zinthu zokhala ndi michere yambiri ya kaboni (carbon) wambiri monga udzu, zopala zochokera ku matabwa, phulusa ndi zina zomwe zimaphatikizidwa ndi chimbuzi ndipo zimasungidwa pansi pa chisamaliro chapaderadera kuti manyowawo apangidwe ndi chitetezo choti atha kukathiridwa kuminda.
(ZIMBUDZI ZACHIKALE)	Chimbudzi chopanda Silabu	Ichi ndi chimbudzi chimene chimagwiritsa ntchito dzenje lobowoledwa pansi pa nthaka ndipo sichigwiritsa ntchito silabu yonyonyomalapo, popondera kapena mtondo wokhalapo. 'Chimbudzi' ndi bowo longokumbidwa mosalira ukadaulo wina ulionselo.
	Ndowa kapena chosungiramo chimbuzi china chokhala ndi chivindikiro	Chimbudzichi ndi kusunga chimbuzi pogwiritsa ntchito ndowa kapena chosungiramo china chokhala ndi chivindikiro pofuna kukachithira mankhwala ndi kukachitaya nthawi ina kapena kukachigwiritsa ntchito ngati manyowa.
	Chimbudzi cholendewera/ chammalere	Ichi ndi chimbudzi chomangidwa pa madzi m'nyanja, m'mtsinje kapena madzi ena mmene chimbuzi chimagwera mwachindunji.
	Kuchita chimbudzi Malo osabisika	Izi ndi kuphatikizapo kuchita chimbuzi kutchire/kumunda/pamadzi/m'nyanja/m'mbali mwa nyanja kapena chimbuzi chokulungidwa ndi kutayidwa limodzi ndi zinyalala zina zouma pena paliponse.

Izi zatengedwa mu buku lomwe mutu wake ndi: "WHO/UNICEF Joint Monitoring programme (JMP) for water supply and sanitation. Improved and unimproved water sources and sanitation facilities, 2015"





**Chikumbutso:** kusamba m’manja moyenera ndi kofunikira paukhondo.

Zimbudzi zamakono ndi njira imodzi yokhalira ndi moyo wa thanzi komanso otetezedwa ku tizilombo tosaoneka ndi maso tomwe timayambitsa matenda. Kasambidwe koyenera ka m’manja pakutha pa kugwiritsa ntchito chimbudzi nkofunikiranso. Mutha kuwerenga zambiri za izi mu chigawo chachitatu( Ukhondo wa pathupi)

## Kumanga zimbudzi pa malo a ntchito?

Kufunikira kwa zimbudzi ku ntchito kwachidziwikire, ndipo kumaimira ufulu wachibadwidwe koma siumayikiridwa nzeru nthawi zambiri. Posatengera kuti anthu akugwira ntchito dziko liti kapena mbali iti, olemba ntchito ali ndi udindo wopereka zimbudzi zamakono zochitira ukhondo zomwe zimalola ogwira ntchito kudzithandiza motetezeka komanso momasuka; kuphatikizapo azimayi kukwanitsa kuchita ukhondo wokhudza nthawi yawo yosamba/pamene ali kumwezi popanda kubweretsa chiopsezo pa thanzi lawo kapena la ena.

Pamene boma ndi adindo odziwa ntchito yawo ali ndi udindo wopanga malamulo okhudza zimbudzi ndi kakonzedwe kake ku malo antchito, olemba ntchito ali ndi udindo wopereka ndi kukonza zimbudzi. Zinthu zofunikira kuganiziridwa zokhudza ukhondo wa ku malo antchito ndi izi:

- Payenera pakhale zimbudzi zokwanira za ogwira ntchito pa malo a ntchito.
- Kamangidwe ka zimbudzi kayenera kutengeranso miyambo ndi chikhalidwe cha ogwira ntchito, mwachitsanzo, zimbudzi zonyonyomalapo kapena zokhalapo komanso kupereka zodzisambitsira kumalo kotulukira chimbuti pambuyo pa kuchita chimbuti, zokwanira.
- Zimbudzi ziyenera kugawidwa potengera kuti izi ndi za akazi kapena amuna. Zitseko za zimbudzizo ziyenera kukhala zotheka kutseka kuchokera mkati pofuna kuonetsetsa kuti pali chitetezo chokwanira ndi kusungirana ulemu wochita zinthu m’malo awekha obisalika.
- Ogwira ntchito azitha kupeza zimbudzi mu nthawi yake pamene akufuna kugwiritsa ntchito zimbudzizo posatengera akuti ogwira ntchitowo akugwirira kuti ntchito.
- Zimbudzi ziyenera kukhala zaukhondo ndi kukonzedwa pafupipafupi pofuna kupewa matenda.
- Zimbudzi ziyenera kukhalanso ndi zida zosambira m’manja pomwe pazipezeka sopo ndi madzi panja kapena pafupi ndi chimbudzi pofuna kuthandizira mchitidwe wosamba m’manja kwa ogwira ntchito onse pakutha pa kugwiritsa ntchito chimbudzi. (Onani buku lachitatu pa ukhondo)

Mu nthawi zina, olemba ntchito amapereka malo okhala kapena nyumba kwa ogwira ntchito awo. Nyumba zoperekedwa ndi akuntchito ziyenera zikhale ndi zimbudzi zamakono. Zikatero, ogwira ntchito ali ndi udindo wogwiritsa ntchito zimbudzi moyenera pofuna kuteteza thanzi lawo, thanzi la anzawo ogwira nawo ntchito ndi anthu okhala dera lozungulira malo awo antchito.



Zimbudzi zaukhondo ndizokonzedwa bwino mophatikizana ndi kusamba m’manja ndi nsanamira za thanzi, ulemu ndi ufulu wochita zinthu m’malo a wekha obisalika.



## Nanga mukuganizapo bwanji za anthu osiyanasiyana?

Pamene ogwira ntchito onse akufunika zimbudzi zamakono, pali magulu ena a ogwira ntchito amene akufunika kuwaganizira mwapaderadera.

- ▶ **Ogwira ntchito aakazi a msinkhu woti sanasiye kusamba/kupita kumwezi.** Nkhani zokhudza kusamba/kupita kumwezi zimatengedwa ngati zolawula kuzikamba mzikhalidwe ndi m'madera ambiri. N'chachidziwikire kuti izi zimachitikanso m'malo a ntchito. Kusowekera Zimbudzi za ukhondo ndi zokonzedwa bwino mophatikizana ndi kusamba m'manja ndi nsanamira za thanzi, ulemu ndi ufulu wochita zinthu m'malo a wekha obisalika. Kusowekera kwa malo a wekha obisalika osinthirako ndi kuchapirako zovala zakuda zakumwezi kutha kupangitsa mavuto okhudza thanzi pa moyo wa munthu monga kukhala ndi tizilombo toyambitsa matenda kudzanso ena okhudza thanzi la ubongo monga kuganiza kwambiri; kukhumudwa ndi kutsika kwa chisangalalo. Kulephera kwa kukhala ndi mwayi wodzisamalira pa nkhani za kumwezi/kusamba, ku malo a ntchito zimapangitsa kuti ogwira ntchito aakazi ajombe masiku angapo zomwe zimapangitsa kuti phindu la pa ntchito lichepe.
- ▶ **Azimayi oyembekezera:** Azimayi oyembekezera atha kufuna kugwiritsa ntchito zimbudzi mwapafupipafupi ndipo atha kufuna nthawi yambiri yopitira kuchimbudzi pa tsiku poyerekeza ndi ena. Popanda nthawi yambiri yopitira kuchimbuzi, ogwira ntchito makamaka, amayi oyembekezera atha kukhala ndi mavuto a m'thupi.
- ▶ **Anthu aulumali:** Anthu aulumali atha kukhala ndi zofunikira zosiyanasiyana pakafikiridwe ka ku chimbudzi. Poganizira kumanga zimbudzi, payenera pakhale maganizo oti zidzagwiritsidwanso ntchito ndi anthu a ulumali. Mtunda komanso malo omangapo chimbudzi ayenera atengere kuti zitha kufikiridwa ndi kugwiritsidwa ntchito mosavuta ndi anthu aulumali. Zinthu zimene zingalepheretse anthu a ulumali kufikira zimbudzi ndi monga; masitepe opezeka pakhomu la chimbudzi, kusowekera kwa zogwirira, kusowekera kwa kuwala kokwanira, makomo opapatiza ndi malo ochepa oti njinga zodziyendetserapo zitha kutembenuka kapena kulephereka kwa kugwiritsamo ntchito ndodo zowathandizira poyenda ndinso zimbudzi zokhala kutali ndi malo a ntchito.
- ▶ **Anthu okhala ndi vuto la chitetezo chotsika m'thupi:** Anthu omwe ali ndi chitetezo chotsika m'thupi monga omwe ali ndi kachilombo ka HIV kapena omwe akudwala matenda a EDZI ndi omwe atha kudwala mwamnsanga chifukwa cha tizilombo toyambitsa matenda ku malo a ntchito. Podziwa kuti chimbuzi chitha kufalitsa tizilombo toyambitsa matenda, n'kofunikira kuti zimbudzi zizikhala zosamalidwa ndi kukonzedwa bwino. M'pofunika kuikirakonso nzeru ku nkhani ya anthu omwe akudwala, monga ku zipatala za ku malo antchito kapena pamene kwabuka matenda pakati pa ogwira ntchito.
- ▶ **Anthu ochokera ku mayiko ena:** Anthu ochokera kumayiko ena amakhala ovutikira chifukwa chokhala kutali ndi kwawo, mavuto omwe angathe kukhalapo chifukwa cha ziyankhulo zachilendo ndi kulephera kupeza chithandizo cha mankhwalu ndi cha zofunikira zina za pamoyo wawo. Malo a ntchito ayenera kuganizira za zofunikira zokhudza ukhondo pa moyo wa anthu ochokera ku mayiko ena, makamaka zokhudza miyambo ndi chikhalidwe zomwe zitha kukhala zosiyanana ndi za ku mayiko omwe iwo akugwirako ntchito. Anthu ochokera ku mayiko ena atha kukhalanso kuti akudalira nyumba zoperekedwa ku malo a ntchito, zimene ziyeneranso kukwaniritsa ufulu wozeza zimbudzi zaukhondo.
- ▶ **Ogwira ntchito ang'onoang'ono ndi ogwira ntchito atsopano:** Ogwira ntchito ang'onoang'ono atha kudziwa zocheza zokhudza chiopsezo chomwe chingapewedwe pogwiritsa ntchito zimbudzi. Ogwira ntchitowa atha kukhala kuti akudziwanso zocheza zokhudza kagwiritsidwe ntchito ka zimbudzi ndipo atha kukhala pa chiopsezo chachikulu chodwala ndi chotenga matenda. Ogwira ntchito atsopano atha kukhala kuti sakudziwa mmene malo a ntchito alili kapena malamulo a pamalo a ntchito okhudza kagwiritsidwe ntchito ka zimbudzi. Ogwira ntchito onse ayenera kudziwitsidwa bwino za kumene kuli zimbudzi ndi zomwe zikuyembekezereka pa kagwiritsidwe ntchito kake.



- **Ogwira ntchito okalamba:** Ogwira ntchito achikulire atha kukhala ndi zofunika zapaderadera pa nkhani ya zimbudzi. Wogwira ntchito amene akudwala nthenda ya mchikhodzodzo yomwe imapangitsa kuti munthu asakhale ndi ulamuliro pakutuluka kwa mkodzo (incontinence) akuyenera kuganiziridwa mu njira monga yopatsidwa nthawi yopitira kuchimbudzi yapafupipafupi ndi chithandizo cha uphungu pa mmene munthuyo angamadzisamalirire mokhudzana ndi nthenda imene akudwalayo. Ogwira ntchito okalamba athanso kukhala ndi vuto la maso kapena kusamvetsetsa komanso kuvutika kuyenda, kuyenda mtunda waufupi wokha (range of motion) ndi kulephera kuyendetsa malo okumanirana mafupa (joint movement). Awa ayenera athe kufikira zimbudzi mosavuta.



### Mfundo zofunika kukumbukira

- Kupereka, kukonza ndi kugwiritsa ntchito zimbudzi moyenera zitha kupititsa patsogolo moyo wabwino ndi thanzi la ogwira ntchito.
- Kulimbikira kwa ogwira ntchito kutha kuonjezereka akadziwa kuti malo awo a ntchito ali ndi zimbudzi zotetezeka ndipo kuthekera kwa kudwala ndi matenda n'kochepe.
- Pomaliza, kupereka zimbudzi zoyenera zimachepetsa chiopsezo cha kudwala kwa ogwira ntchito ndi imfa, potero, kumapititsa patsogolo phindu limene ogwira ntchito amapanga pa magawo onse a pantchito.

### Chithunzi 2.1.3 chimbudzi choyenera cha anthu aulumali



## Magawo osiyanasiyana a pa ntchito potengera za chuma

Ogwira ntchito m'magawo osiyanasiyana amayenera kupeza zimbudzi zamakono ngakhale kuti gawo lililonse ndi losiyana ndi linzake potengera mlingo wa zachuma. Maonekedwe ndi mtundu wa chimbudzi zitha kusiyananso potengera malamulo a kagwiridwe ka ntchito a pamalo a ntchito ndi komwe ntchito ikugwirika, mwachitsanzo ku fakitale kapena ku munda waukulu(farm).



### Chikumbutso:

Mabuku ambiri a bungwe loyang'anira anthu ogwira ntchito pa dziko lonse amapereka malangizo a zimbudzi potengera magawo. Kutu mudziwe zambiri pa gawo lanu onani mu chiwonjezero choyamba (Annex 1).

# KALODZERA WACHIWIRI GAWO LACHIWIRI. KATAYIDWE KA MADZI OYIPA NDI CHIMBUZI

## Ndi chifukwa chiyani katayidwe ka madzi oyipa ndi chimbuzi kali kofunikira?

Cholinga cha zimbudzi zamakono zomwe zafotokozedwa mu kalodzera wachiwiri gawo loyamba ndi kupatula zimbudzi cha munthu ku kukhudzana ndi anthu. Chimbuzi chimenechi chiyenera chipite kwina kwake, ndipo katayidwe koyenera kamachotsa kuyipitsa malo okhalamo, amene ali ofunikira pa thanzi la munthu.

Katayidwe kotetezeka ka chimbuzi ndi kofunikira kwa ogwira ntchito komanso anthu okhala m'dera lozungulira. Katayidwe koyenera ka chimbuzi katha kukwaniritsidwa mu njira zosiyanasiyana zina zofunika madzi ndipo zina zofunika madzi apang'ono kapenanso zosafuniratu madzi. Posatengera njira, katayidwe koyenera ka chimbuzi ndi njira imodzi yaikulu yothanirana ndi kafalitsidwe ka matenda kopitirira kodzera mu chimbuzi mogwirizana ndi zolowa mkamwa. Kotero, ukhondo ndi wofunikira kwambiri pa kulepheretsa kufala kwa matenda.



### Tanthauzo a mawu: **Chimbuzi**

**1. Chimbuzi** ndi mawu omwe amagwiritsidwa ntchito pofotokoza mwaulemu 'manyi' a munthu omwe amachokera mu malo ochitirako ukhondo monga: zimbudzi zokumba; zimbudzi zosakhala za madzi zolowamo wina aliyense ndi maenje osungiramo zochokera kuchimbudzi cha madzi zopezeka panja pa nyumba.



### Tanthauzo la mawu: **Madzi oyipa**

**2. Madzi oyipa** ndi mawu omwe amagwiritsidwa ntchito potanthauza mawu angapo monga:

- Madzi akuda, kapena madzi ochokera kuchimbudzi: Mkodzo wa munthu wophatikizana ndi manyi.
- Madzi otuwa kapena madzi otsalira: Madzi omwe atsalira pakutha pogwiritsidwa ntchito zosiyanasiyana monga: kuphikira, kuchapira ndi kusamba. Madzi oyipa nthawi zambiri amaphatikizidwa ndi madzi ochokera kuchimbudzi poyenda m'mapaipi ndi kukafika mumaenje osungiramo zochokera kuchimbudzi opezeka panja pa nyumba.

## Ukhondo wamakono ndi ukhondo wachikale

Monga, zimbudzi, pali njira zamakono komanso zachikale zokwaniritsira ukhondo. Njira zamakono ndi zomwe zimadziwika kuti zimapatula chimbuzi cha munthu ku kukhudzana ndi munthu ndipo ndi zofunikira kwambiri pochepetsa matenda ku malo a ntchito ndi m'madera ozungulira.

**GOME 2.2.1 Njira zamakono zokwaniritsira ukhondo**

Mtundu wa njira	Kufotokozera kwake
Njira yochotsera zoyipa pamalo ponse	kugwiritsa ntchito mapaipi ochotsera zoyipa (mwachitsanzo, chimbudzi) omwe anapangidwa wapaderadera kuti azichotsamadzi oyipa kuchokera pa malo okhalapokapena a ntchito kupita ku chidzenje chomangidwa chosungirako zoyipa za m'nyumba panja.
Njira yochotsera zoyipa kukataya kwina yosalira kugwiritsa ntchito zinthu zamtengo wapatali	Njira yomwe imadziwika ndi kugwiritsa ntchito timapaipi ting'onoting'onoko kwa omwe amagwiritsidwa ntchito pa njira yapamwambayi omwenso amayikidwa mosalira ndalama zambiri potengera mtundu wa nyumba.
Njira yophatikiza njira zingapo yokhazikika	Njira yochotsera zamadzimadzi za madzi otuwa pamene zinyalala zokulirako za m'madziwa zalowa ndi kuyalana pansi pa chidzenje chosungira zoyipa (septic tank). Njira yochotsera zamadzimadzi za madzi otuwa pamene zinyalala zokulirako za m'madziwa zalowa ndi kuyalana pansi pa chidzenje chosungira zoyipa (septic tank).
Njira ya chidzenje chosungiramo zoyipa pa chukumbidwa pa malo	Njira yochotsera zoyipa za mnyumba kudzerwa mu malo ena okonzedwa pansi pa nthaka panja, momwe zimasungidwa kudikirira kuti zidzachotsedwe nthawi ina zikadzadza, mwachitsanzo pogwiritsa ntchito chigalimoto chopopa zakuchimbudzi chomwe chimakataya kutali.
Njira ya zimbudzi za madzi/ zothirira madzi zolumikizidwa ku zimbudzi zokumba; zimbudzi zokumba ndi zimbudzi zokololamo manyowa.	Njira yomwe siigwiritsa ntchito mapaipi kupitsa zoyipa kutali. M'njirayi, zoyipa zimasungidwa pansi pa nthaka kapena kukonzedwa kwapaderadera ndi kuphatikizidwa ndi zinthu zina kuti ziwolerane ndi kugwiritsidwa ntchito ngati manyowa. Zimbudzi zokumba zikadzadza zimavindikidwa ndi kusiyidwa zikadzadza ndipo china chimakumbidwa pa malo ena. Kuti njirayi iwerengeredwe ngati imodzi mwa njira zamakono zochitira ukhondo, zimayenera kukwanitsa kupatula chimbuzi kukukhudzana ndi anthu ndi kulepheretsa kuyipitsa malo okhala mu dera lozungulira ndi malo amene zili. Mu madera a m'matauni kapena omwe anthu amakhalako ambiri mothithikana, kapenanso malo ake ndi a zithaphwi/ madzi ake apansi ali pamwamba (high water table) njirayi siyingakhale yokwanira.

(Izi zatengedwa mu bulu lomwe mutu wake ndi: WHO/UNICEF Joint monitoring programme (JPM) FOR Water Sanitation, Improved and unimproved water sources and sanitation facilities lotsidikizidwa m'chaka cha 2015.

Ukhondo wachikale potengera katayidwe ka chimbuzi ndi pomwe:

- ☐ Pali chimbudzi cha madzi/chochita kuthirira madzi kapena kutaya chimbuzi mu malo omwe sanatchulidwe mu gome 2.2.
- ☐ Chimbuzi chimatayidwa pafupi ndi malo okhala kapena ogwirira ntchito (osati mu dzenje lakuya, thanki losungira zoyipa zochokera m'nyumba kapena dzenje losungira oyipa zochokera m'nyumba) kapena pomwe chimbudzi chimapititsidwa mu njira/ku yadi/puloti, paipi yochotsera zakuchimbudzi yophulika, chidzenje, ngalande zoyenda madzi kapena malo ena kuchokera m'mapaipi otulutsa zoyipa za m'nyumba. Izi sinjira zoyenera zochotsera chimbuzi ndipo ziyenera kupewedwa pofuna kuteteza thanzi la anthu komanso malo okhalapo.

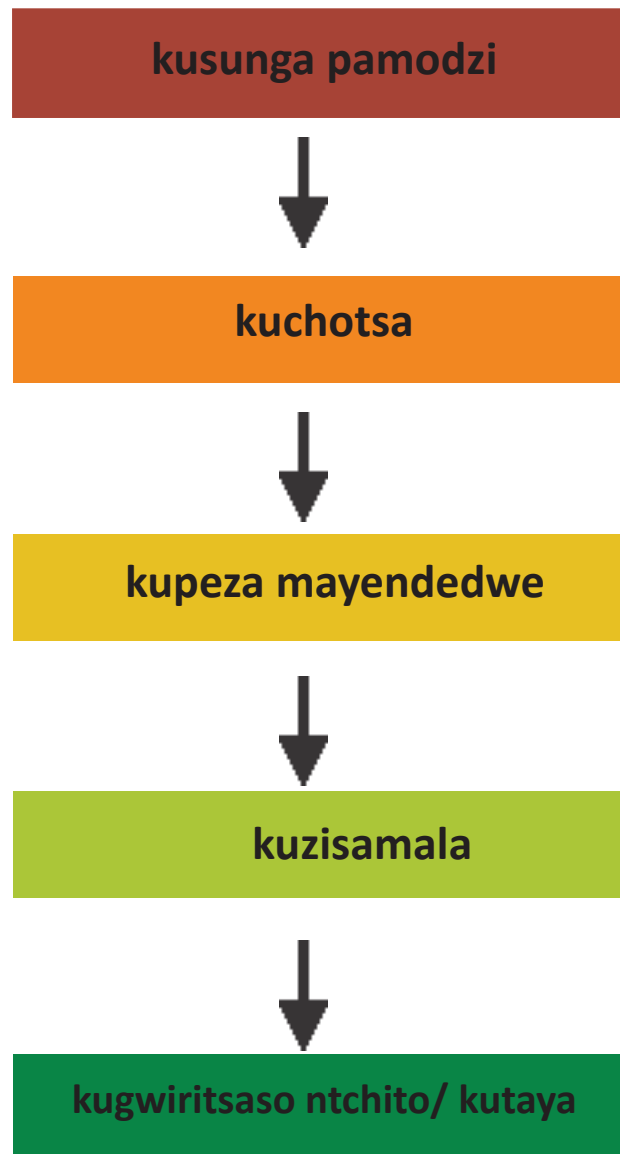


**Kodi ndondomeko zotayira madzi oyipa ndi ziti/Zosamalirira zoyipa zochokera ku chimbudzi ndi malo ena omwe muli mipope m'nyumba/zachiphalaphala?**

Mawu akuti 'kusamalira'/kutaya ali ndi ndondomeko zingapo zomwe ndizofunika powonetsetsa kuti zonyatsa zonse zasamalidwa moyenerera ndipo kuti sizikupita kumalo omwe zitha kusakanikirana ndi kuwononga malo omwe ndi ozungulira malo ochitirako ukhondo.

Njirazi zafotokozedwa mu ndondomeko ya ukhondo yoonetsedwa mu njira ya tcheni mu (figure 2.4)

Kutaya madzi oyipa ndi zochoka ku chimbudzi kutha kuphatikizapo thandizo la adindo ogwira ntchito zokhudza katayidwe ka zochokera ku chimbudzi a m'dera ogwira ntchito m'boma ndinso omwe amagwira ntchito paokha polira malipiro. Njirazi zitha kusiyana potengera kuti njira zina zimagwiritsa ntchito ma payipi amadzi kukathira mudzenje pamene zina zisigwiritsa ntchito mapayipi.

**Chithunzi 2.2.1 tcheni cha njira ya ukhondo**

(Izi zatengedwa mu: Wastewater Management, A UN-Water Analytical Brief, 2015.)





**Zipangizo zofunikira kwambiri: Chisamaliro cha zinyala zachiphalaphala zochokera ku chimbudzi ndi malo ena omwe pali madzi a m'mipope m'nyumba**

Pomwe malo otayira zoyipa asakusamalidwa, zoyipa zochokera ku zimbudzi ndi malo ena okhudzana ndi mosambira ndi kutsukira zinthu m'nyumba, zoyipazi zitha kusefukira ndi kuyenderera kupita m'malo otungapo madzi. Njira zochotsera zinyalala zamadzi madzi zomwe zilipo, nthawi zambiri sizimayendetsedwa bwino choncho anthu amangotayapo zinyalalazi mosatsatira dongosolo loyenerera. Anthu omwe amayang'anira za kasamaliridwe ka zinyalalazi ayenera kudziwa momwe angatayire ku malo oyenerera kuti zinyalalazi zisayipitse zinthu zina. Pofuna kulimbikitsa kauniuni wa chiopsezo ndi njira zosamalirira zinyalala zachiphalaphala zochokera ku chimbudzi ndi malo ena omwe muli mipope ya madzi m'nyumba, kuti zisayike pachiopsezo miyoyo ya anthu, bungwe loyang'anira thanzi pa dziko lonse la (WHO) linakhazikitsa buku la ndondomeko ndi zipangizo zofunikira zotsatirazi zomwe amene akutenga nawo mbali pa ntchito imeneyi ayenera kugwiritsa ntchito:

- Ndondomeko zomwe mungatsatire pofuna kugwiritsanso ntchito mwaubwino madzi oyipa, manyi/chimbuzi ndi madzi ochokera m'zimbudzi a mtundu wa grey.
- Zida zauthenga wa momwe mungagwiritsirensa ntchito zoyipa zochokera mthupi la munthu.
- The World Bank also has a variety of resources specific to urban areas on its Faecal Management Tools website

**Njira zogwiritsa ntchito kusunga zinyalala m'chidzenje panja pa nyumba zopanda kugwiritsa ntchito malo otayira zinyalala akutali.**

Pogwiritsa ntchito njira zimenezi, zinyalala zochokera ku chimbudzi ndi m'malo ena omwe muli madzi a m'mipope m'nyumba, zinyalazi zimasungidwa m'chidzenje chosungira zinyalalazi panja pa nyumba chomwe chimafuna kuchotsamo zinyalalazo pakapita nthawi. Ngati kuchotsa zinyalalazi kungafunikire, ogwira ntchito ya za ukhondo amatenga zinyalalazi kuti akazithire mankhwala ndi kukazitaya.

- **Zimbudzi zokumba:** Chimbudzi chokumba chimasunga zoyipa pomalo pomwepo. Pofuna kuchotsa zinyalala m'chimbudzi chotere, zinyalala ziyenera kuthiridwa mankhwala zisanakatayidwe ndi cholinga choti ngati zikatayidwa, malo omwe mumapezeka madzi akufupi ndi komwe kwatayidwa zinyalalazi, madzi ake a achilengedwe asawonongeke ndipo anthu m'midzi yozungulira malowo asakhale pachiopsezo chokumana ndi zinyalala zosasamalidwazi. M'malo omwe muli anthu ochuluka amafunika kukhala ndi malo asalaira ndi kutayako zinyalala patali ndi anthu zomwe zimakhudza kuchotsa ndi kukhuthula zinyalala ndi kuzinyamula pogwiritsa ntchito mayendedwe a thambi yogwira ntchito zaboma zokhudza zinyalala m'deralo kapena pogwiritsa ntchito anthu ogwira ntchito yochotsa zinyalalayi paokha atalipiridwa kapenanso anthu a ganyu.
- **Thanki losunga zoyipa zochokera m'nyumba:** Maenje okumbidwa panja pa nyumba osunga zinyalala zochokera kuzimbudzi ndi malo ena momwe mumatuluka madzi m'nyumba podzera m'mapayipi, omwe amafunika kuchotsamo zinyalala pakapita



nthawi pogwiritsa ntchito monga, chigalimoto chopopa zakuchimbudzi zomwe zimachotsedwa pamalopo ndi kukathiridwa mankhwala kuti zigwiritsidwe ntchito kapena zitayidwe.

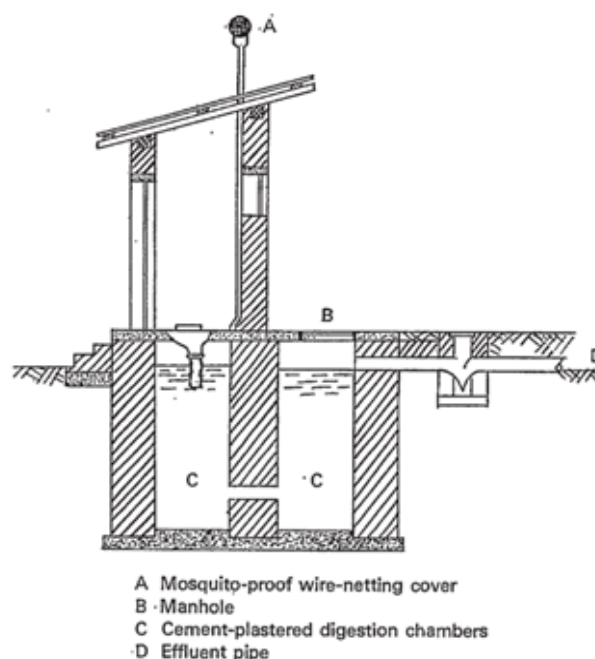
## Malo osungiramo zoyipa apatali

Njira ya dzenje lotayira zoyipazi imapangidwa mulumikizana ndi chimbudzichi kuti zoyipazi zidziyeneda mu mapayipi monthandizidwa ndi madzi kukafika ku malo otayira zinyalalawawa. Nthawi zina patha kufunika kuti zoyipazi zipopedwe zikafika malo ena pofuna kuonetsetsa kuti zafika ku malo oyenera kusungidwako/kutayidwako.

- **Zimbudzi Za madzi:** Mapayipi otulutsa zinyalala olumikizidwa ku zimbudzi za madzi anapangidwa kuti azitenga madzi oyipa ndi kuwatulutsa m'nyumba kupita kutali komwe zoyipa zochoka ku chimbudzizi zimakathiridwa mankhwala /kutayidwa. Njira zonse zotulutsa zinyalalazi zimalumikizidwa ku dzenje lothirirako mankhwala zinyalalali podziwa kuti zoyipa zochokera m'thupi la munthu zimayimira chiopsezo pa thanzi la anthu zoyipazo zikakhala kuti sizinathiridwe mankhwala.

Choncho dzenje lalikulu losungiramo zoyipali ndi njira yochitira ukhondo yodula yomwe imalira ndalama kuti igwire ntchito komanso kukonzedwa ndi akatswiri ophunzitsidwa bwino (makamaka ogwira ntchito zokhudza madzi) amene angaonetsetse kuti madzi oyipa akuchotsedwa ku malo antchito, kuthiridwa mankhwala ndi kugwiritsidwanso ntchito kapena kutayidwa munjira yoyenerera.

### Chithunzi 2.2.2. Kamangidwe ka chimbudzi cha madzi chobisalika



(Izi zatengedwa mu: Kalozera wa thanzi ndi ukhondo wa pathupi pa ntchito ya ulimi wotsindikizidwa m'chaka cha 1979)

### Chithunzi 2.2.3. Mzimayi kukonza m' chimbudzi



**Chidziwitso:** ogwira ntchito ya za ukhondo amagwira ntchito yaikulu pochotsa zochokera m'zimbudzi ndi malo ena omwe mumatuluka madzi a m'mipope mu m'malo ogwira ntchito osiyanasiyana. Pa tsiku lokumbukira ubwino wokhala ndi chimbudzi m'chaka cha 2019, bungwe loyang'anira ogwira ntchito pa dziko lonse (ILO); banki yaikulu ya pa dziko lonse (world bank) ndi bungwe la chithandizo cha madzi (Water Aid) linakhadzikitsa ntchito ya kauniuni wa malamulo awo ogwirira ntchito yomwe mutu wake unali: “Thanzi, chitetezo ndi kulemekezedwa kwa ogwira ntchito zaukhondo” (Health, safety and dignity of sanitation workers)

Mawu otsogolera kauniuniyu akuti “anthu ogwira ntchito zaukhondo nthawi zambiri samaoneka/ samatengedwa ngati anthu ofunikira ndipo nthawi zambiri amagwira ntchito pansi pa malamulo omwe amawapangitsa khudwidwa ndi zotsatira za kusowekera kwa ukhondo monga matenda oyambitsa kufooka, ngozi, kusolidwa ngakhale imfa pa ntchito yawo ya tsiku ndi tsiku. Ufulu wa ogwira ntchito uyenera kulemekezedwa, ogwira ntchito ayenera kukhala ndi Mtendere ndi chithandizo chochita chikonzero monga ogwira ntchito ndipo malamulo ndi ndondomeko zawo zogwirira ntchito ziyenera kukhala zapamwamba ndi zokhadzikitsidwa monga mwa malamulo otsogola kuti thanzi ndi ufulu wa ogwira ntchito zitetezedwe pofuna kuonetsetsa kuti pali malamulo abwino ogwirira ntchito monga mmene mfundo ya chitukuko chokhadzikika ya chisanu ndi chitatu (SDG 8) zimafunira.

kuti zikhala mu ndandanda ndi malamulo a anthu ogwira ntchito monga analemba a SDG 8.

Olemba, ogwira ndi mabungwe ogwira ntchito ayenera kuzindikira kufunika kwa ogwira ntchitowa ndi kuwathandizira pa kuyesayesa kwawo kwakuti akwaniritse kukhala ndi ntchito yabwino.



## Ndi zinthu ziti zomwe zili zoyenera kuziganizira ku malo a ntchito?

Njira zosamalira madzi oyipa m'malo a ntchito zikuyenera kukhala zoyenerera komanso zopezekeratu. Mfundo zoyendetsera zinthu zizipangidwa mwachindunji potsatira zinthu zotizungulira monga (mvula, kutentha, mvula), zachikhalidwe komanso zipangizo (anthu, zachuma, zipangizo zogwilira ntchito ndi malo).

Olemba ntchito ayenera kuonetsetsa kuti akonza njira zosamalira madzi oyipa komanso zoyipa zaziphalaphala zochokera kuchimbudzi ndi malo ena omwe kuli madzi am'mipope m'nyumba ndi kulumikizana ndi nthambi yogwira ntchito zaukhondo ndi ena ogwira ntchitoyi paokha polira malipiro pofuna kuonetsetsa kuti kagwiridwe ka ntchitoyi kachitika mwaukadaulo ndipo ayenera kukhala odziwa ndi kulimbikitsa kaperekedwe ka ntchito zaukhondo ku malo a ntchito; ndipo ayenera kuchita kalondolondo wa chiopsezo chomwe chingakhalepo ku malo awo a ntchito.

Pamene owona za ukhondo alembedwa ntchito, olemba ntchito atenge mbali yopewera matenda monga kupweteka kwa mutu, chizungulire, kutentha kwa thupi, kutopa, mphumu, kolera, matenda tupitsa m'mbalim'mbali mwa mkati mwa matumbo ndi m'mimba a (gastroenteritis), matenda opangitsa thupi kutentha mdi kupweteka kwa m'mimba komanso kukhosomola ndi kusafuna chakudya a (typhoid), a poliyo, a likodzo, matenda a maso ndikupsa kwa khungu ndi kuyabwa kwa thupi; matenda okhudza misempha ndi mafupa a (musculoskeletal) kuphatikizapo kupweteka kwa msana, mabala obayidwa ndi odzicheka, kupwetekeka ndi zinthu zosiyanasiyana zomwe zingamenya thupi (blunt force trauma) ndi kumwalira. Ayikenso malo odutsira mphweya okwanira kuti fungo loyipa lochokera ku maenje osungira ndi kutayirako zoyipa lisamamamveke ndipo atsati ndondomeko yopewera kugumukira kwa zipupa za maenje ngakhaleenso zipupa za zomangamanga ndinso mabala odza Kamba ka zinthu zosongoka. Ogwira ntchito apadera akhalepo kuti azipulumutsa ogwira ntchito omwe alipo kale. Onetsesani kuti pasakhale kuwasala anthu amene amagwira ntchito zoterezi. Onani (Diagne, 2019, 'Healthy, Safety and Dignity of Sanitation Workers: An initial assessment report', forthcoming, and Standard Operating Procedure (SOP) for Faecal Sludge Management for Municipalities in Gujarat issued in 2015 by the Urban Management Centre).



### Mfundo yoyenera kuikumbukira

Kupereka, kukonza komanso kugwiritsa ntchito zipangizo zaukhondo moyenera sizokwanira kuteteza thanzi la ogwira ntchito. Pakuyenera kukhala njira zamakono zosamalira madzi oyipa ngakhaleenso zoipa zaziphalaphala zochokera kuchimbudzi ndi malo ena omwe muli madzi a m'mipope ku pamalo antchito. Izi ndikuphatikizapo kuigwira ntchito limodzi ndi a nthambi yaboma yogwira ntchito zaukhondo m'dera ngakhaleenso amene amagwira ntchitoyi mwapadera koma si aboma.

## KALODZERA WACHIWIRI, GAWO LACHITATU: KUSAMALIRA NDI KUTAYA ZINYALALA ZOUMA

### Chifukwa chani kusamalira zinyalala zolimba n'koyenera?

Nyansi zagona pa zinyalala. Izi zimaphatikizanso zipangizo zonse zomwe zimatengedwa ngati zosafunikira ndipo zimatayidwa. Ngati zinyalalazi sizisamalidwa ndikutayidwa pamalo oyenera zikhoza kuyika miyoyo ya anthu komanso zachilengedwe pa chiopsezo. Mwachitsanzo:

- ❑ **Nyama zodya zowola:** ntchentche, makoswe, agalu, njoka ndi nyama zina zimadza kamba ka zinyalala makamaka m'nyengo yotentha. Zina mwa nyamazi zitha kuvulaza anthu monga kuwaluma kapena kutenga ndi kufalitsa matenda.
- ❑ **Kuonongeka kwa madzi:** zinyalala zomwe sizinatayidwe m'malo oyenera zitha kukokoloka ndi madzi ndikukathera m'mitsinje ndi m'nyanja. Izi zitha kudzetsa kuonongeka kwa madzi a pansi pa nthaka ndi m'zitsime komanso kuonongeka kwa madzi omwe nsomba ndi nyama zina zimadalira. Ngati anthu angagwiritse ntchito madzi oonongekawa, atha kudwala matenda osiyanasiyana. Kuonongeka kwa njira zodutsa madzi ndi ndizina zodzera m'zachilengedwe kutha kubweretsa mavuto pa nsomba ndi zakudya zina zopezeka m'madzi zomwe anthu amadalira.
- ❑ **Moto ndi utsi:** Milu ya zinyalala zimapereka danga la moto olusa ndipo utsi ungathe kupereka chiopsezo kumiyoyo ya anthu ngati zinthu zowotchedwazo zili ndi zinthu monga mapepala apulasitiki kapena mankhwala aululu oopsa.
- ❑ **Matenda odza Kamba ka tizilombo toyambitsa matenda poyamwa magari:** Zinyalala zotayidwa mwachisawawa mu ngalande zotulutsa madzi a mvula zitha kupangitsa kuti mapayipi atsekeke kapena kukhadzikika kwa madzi malo amodzi ndikupangitsa kuti ntchentche ndi udzudzu ziswaniranepo, zomwe zingadzitse kufala kwa malungo, denge ndi chikasu.

### Nanga ku malo a ntchito mutha kuchita bwanji

Malo ogwirira ntchito amatulutsa zinyalala za mitundu yosiyanasiyana. zinyalala zam'malo ena ogwilira ntchito zitha kukhala zoopsa ndipo zitha kupereka chiopsezo ku miyoyo ya antchito ndi owalemba ntchito. Milu ya zinyalala itha kudzetsa kununkha ndipo itha kupangitsanso kuti malo asaoneke. Izi zitha kuchotsa chikhumbukhumbi cha ogwira ntchito pa ntchito, kuchepetsa mlingo wa ntchito yogwirika komanso kudzetsa mavuto azaumoyo. Mtundu umodzi wa zinyalala za m'malo ogwirira ntchito ndi nyansi zochokera mzimbudzi zomwe zafotokozedwa mu GOME 2.2. koma pali nyansi zina za m'malo ogwirlira ntchito zomwe zifotokozedwe m'munsimu.

### Zinyalala zokhudzana ndi ziweto

- ❑ Ulimi wa nyama ndi mbalame umadzetsa kukhudzana ndi zinyalala zochokera ku nyama monga, nthenga, magari, zikopa za nyama, nyanga ndi ndowe ndi zina zinyalala zina zamadzimadzi.
  - ❑ Kugwira ntchito ndi nyama kutha kubweretsanso chiopsezo chokhudzana ndi mpweya woyipa monga wa 'ammonia' ndi wochokera ku mankhwala ena ophera tizilombo toyambitsa matenda pamalo omwe amagwiritsidwa ntchito popanga zinthu komanso kukhudzana ndi fungo la 'methane' yemwe amapangidwa ndi manyowa ochkera ku ziweto.
- Chiopsezo chachikulu kwambiri ndi kukhudzidwa kwa anthu ndi tizilombo toyambitsa matenda tomwe nyama zimafalitsa kwa anthu (zoonosis). Matenda ochuluka atha kufalitsidwa pakati pa nyama ndi anthu ndipo zikhoza kudzetsa matenda oopsa kapena imfa. COVID-19 ndi nthenda yofalitsidwa kwa anthu kuchokera ku nyama.

Matenda ofalitsidwa ndi nyama (zitsanzo zina)



- ▶ Nthenda yoyambitsa kagulu ka tizilonda, totupa tikulutikulu kapenanso zinthu zakuda zozunguilira ndi zolowa moposera khungu; pa khungu (Anthrax)
- ▶ Chimfine cha mbalame (Avian flu)
- ▶ Nthenda yopangitsa kutentha kwa thupi, kutuluka thukuta, kutopa, kupweteka kwa mutu
- ▶ kuphwanya kwa thupi ndi kusamasuka kwa thupi (Brucellosis)
- ▶ Kutsegula m'mimba (Cryptosporidiosis)
- ▶ (mphere/magitala)
- ▶ Njoka za m'mimba zozungulira (Trichinosis)
- ▶ Chifuwa chachikulu (TB)
- ▶

(Izi zachokera mu: *Safety and health in agriculture: an ILO code of practice (2010)*).

### Nyansi zochokera kuchipatala/ zakuthwa

- Katundu monga masingano obayira ndi magalasi osweka ndi oyipitsidwa amatengedwa ngati zinyalala zakuchipatala ndipo ziyenera kugwiridwa mosamala chifukwa zitha kuvulaza anthu ngati sizitayidwa moyenera.
- Kuvulala kodza kamba ka masingano kapena magalasi osweka kutha kudzetsa vuto la kusokonekera chifukwa cha ululu wodza pathupi ngakhaleenso chiopsezo chotenga tizilombo toyambitsa matenda ofalitsidwa kudzera m'magazi.
- Nthawi zonse, zinthu zakuthwa ziyenera kusungidwa mosungira momwe anthu sangafikiremo ndipo ziyenera kutayidwa m'malo oyenera popewa kufala kwa matenda.







(The European Union (EU) Framework Agreement on Prevention from Sharp Injuries in The Hospital and Healthcare Sector (2009)):Mgwirizano wa bungwe la mayiko a ku ulaya wakagwiridwe ka ntchito wokhudza kupewa kupwetekeka kochokera ku zinthu zakuthwa muzipatala ndi malo ena operekerako chithandizo chamankhwala

Chiwerengero cha anthu opwetekeka oposer 1 miliyoni chimachitika chaka chilichonse kudzera mu masingano ndi zinthu zina zakuthwa kupangitsa izi kuti zikhale chiopsezo chobwerabwera kwambiri pa thanzi ndi chitetezo ku m'malo antchito ku Ulaya. M'chaka cha 2009, mabungwe a olemba ntchito ndi mabungwe oyang'anira ogwira ntchito ku mbali yazaumoyo anatikitira mgwirizano wa mayiko a ku Ulaya kuti apewe kupwetekeka kochokera ku masingano/nyereti ndi zinthu zina zakuthwa.

## kutaya zipangizo zogwiritsa ntchito pamene azimayi akusamba/ali kumwezi

- Zipangizo zogwiritsidwa ntchito pamene azimayi akusamba/ali kumwezi ziyenera kutayidwa mwaukhondo pochepetsa kuononga chilengedwe komanso kuteteza miyoyo ya anthu mu nthawi yomwe wosambayo ali ndi tizilombo toyambitsa matenda monga kachilombo koyambitsa matenda a chiwindi (hepatitis) kapena HIV. Zipangizo zotayiramo zinyalala zosiyana ziyenera kuperekedwa ndi kuyikidwa muzimbudzi zomwe ziyenera kukhala zoti madzi sangalowe ndikudutsira ndipo zokhala ndi zivindikiro zogwira kwambiri. Zidebe zotayiramo zinyalala ziyenera kukutiridwa ndi mapepala apulasitiki kapena zipangizo zina zoyenerera kuti ziteteze ena kukhudzana ndi zinthu zomwe zaipitsidwa.
- Katayidwe kayenera kakhale kakokhakokha kosiyana ndi zidebe zotayamo zinyalala zina kuti ogwira ntchito aakazi akhale omasuka kupeza chisamaliro chimene angachifune pamene ali kumwezi/kusamba, pa malo achinsinsi mopanda mantha ndi manyazi, ku malo ogwirira ntchito.
- Zinthu zogwiritsidwa ntchito panthawi imene azimayi akusamba/ali kumwezi ziyenera zitengedwe ngati zinyalala zakuchipatala pa nthawi yotolera ndi kukataya zinyalala zosasungunuka (Elledge 2018: 2562; Roxburgh et al. 2020). Pomwe tikuyatsa zinyalala zokhudza msambo kuphatikizapo mapadi amakono, zinyalalazi ziotchedwe mosamala poonetsetsa kuti utsi wotuluka ku zootchazo siunatulutse mankhwala oopsa.

## Kutaya zinyalala zoopsa zolimba

- Zipangizo zina zopezeka pa malo antchito zikhoza kukhala zopereka chiopsezo ku moyo wa anthu kotero ziyenera kutayidwa kumalo oyenera pofuna kuti zisaononge malo ogwirira ntchito kapena malo ozungulira.
- Zina mwa zinyalala zoopsa zouma za kumalo antchito ndi: utoto wopaka makoma ndi mankhwala osungunulira ake, zinthu zoyipitsidwa ndi asibesitosi (asbestos-contaminated) ndinso zinthu zina zokhala ndi (mercury) kapenanso (lead) zinyalala za madzimadzi komanso zinthu zina zochokera ku zotsatira za ntchito za m'mafakitale ndi m'migodi.



### Zinyalala zoopsa zamadzi

- ❑ Zinyalala zoopsa zamadzimadzi zomwe nthawi zina zimatchedwa efuluwent, ndizopereka chiopsezo chochuluka ku miyoyo ya anthu kamba kakuti zimatulutsidwa mosavuta ndi kupita kukayiptsa chilengedwe mosavuta.
- ❑ Mankhwala otsala ophera tizilombo komanso madzi omwe ayipitsidwa ndi mankhwalawa komanso mankhwala oopsa amadzi ochokera ku mafakitale ayenera kutengedwa ngati zinthu zoopsa ndipo ziyenera kutayidwa motsatira malamulo operekedwa ndi adindo.



Ndondomeko yofanana ya padziko lonse yoyikira mankhwala m'magulu ndi kuwalemba mayina ya (The Globally Harmonized System of Classification and Labelling of Chemicals (GHS)), imapereka uphungu pa zolembedwa zokhudza chitetezo cha pa mankhwala ndi kupereka uthenga wodziwitsa kwa ogwira ntchito ndi oyang'anira ntchito. Zolembedwa zokhudza mankhwalazi ziyenera kuphatikizapo uthenga wokhudza chiopsezo chopezeka m'mankhwalawo, chisamaliro ndi zoyenera kuziganizira potaya, ndi kayendetsedwe kake.

(Pofuna kudziwa zambiri onani: Globally Harmonized System of Classification and Labelling of Chemicals (GHS), Rev.6 (2015) )

Pamene chidwi cha anthu chili pa kuopsa kwa kukhudzana ndi katundu oopsa m'malo antchito, nthawi zina anthu amayiwala zomwe zimachitika ndi zipangizo zoopsazi zitagwiritsidwa ntchito. Mfundo yoyenera kuganizira ndi kuchepetsa kapena kuthetsa kukhudzana pakati pa anthu ndi zinyalala za m'malo ogwirira ntchito mpaka zitachotsedwa ku malo a ntchito ndi kukatayidwa moyenerera. Kutaya zinyalala za m'malo ogwirira ntchito nthawi zambiri kumakhudza anthu ogwira ntchito yotolera zinyalala, nthambi zaboma zogwira ntchito zosamalira anthu, ndi anthu ena ogwira ntchito yotolera zinyalala. Cholinga ndichakuti zinyalala za m'malo ogwirira ntchito komanso malo ozungulira zichotsedwe moyenerera ndikutayidwa m'njira yoyenera.

Maboma, anthu olemba ena ntchito ndi anthu agwira ntchito ali ndi udindo wowonetsetsa kuti zinyalala za ku malo ogwirira ntchito zatayidwa moyenerera ku malo oyenerera. Olemba anthu ntchito ayenera kukambirana ndi kutenga uphungu ku boma kapena adindo oyenerera pa zoyenera kutsata pomwe akufuna kutaya zinyalala za ku malo awo ogwirira ntchito. Ndipo ayenera kutsata malamulo oyenera pakatayidwe ka zinyalala. Momwemonso, anthu ogwira ntchito ayenera kutsata malamulo operekedwa ndi owalemba ntchito ndi kuchita kalondolondo wa zopsezo zokhudzana ndi zinyalala.

### Tisamale bwanji zinyalala kumbali zosiyasiyana zogwirirako ntchito?

Poti malo osiyasiyana ogwirira ntchito amatulutsa zinyalala zosiyasiyana, anthu okhudzidwa ayenera kudziwa mtundu wa zinyalala womwe ungakhale woopsa ku miyoyo ya anthu ku mbali yawo yogwirira ntchito, ndi kudziwanso momwe angatayire zinyalalazo moyenera.



**Chikumbutso:** Zipangizo zosiyanasiyana za bungwe loyang'anira ogwira ntchito pa dziko lonse la (ILO) zimapereka upangiri wa kasamalidwe ndi katayidwe ka zinyalala potengera malo. Mukafuna kudziwa zambiri za m'dera lanu onani chiwonjezero choyamba (Annex 1).

**Chithunzi 2.3.1.** kuchotsa zinyalala kumalo omwe kukuchitika zomangamanga ku dera lina ku midzi ku Cairo



**Chithunzi 2.3.2.** Malo othirirako mankhwala m'madzi otchedwa SILOE omwe anapangidwa ndi gulu la SILA lobweretsa pamodzi ogwira ntchito zoya'nganira madera a kumidzi ndi matauni ku Nyanja ya Annacy



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**Chithunzi 2.3.3.** makama oumitsirapo zinthu zochokera m'zimbudzi ndi malo ena otulukirapo madzi a m'mipope m'nyumba pa malo osamalira zinyalala zachiphalaphala ku Niayes, Dakar, Senegal





### **Mfundo yofunika kuikumbukira**

Njira za ukhondo zotayira zinyalala zomwe zimathandizira kuti anthu asakhudzane ndi zipangizo zowononga miyoyo yawo, zimanthandiza kuti anthu ogwira ntchito akhale ndi moyo wotetezeka, wathanzi, kuwonjezera chikhumbokhumbo chogwira ntchito ndipo zitha kupitisa patsogolo phindu la pantchito.







## BUKU LA ZOYENERA KUCHITA OLEMBA NTCHITO: UKHONDO

Pomwe boma lili ndi udindo wokonza malamulo pa nkhani za ukhondo, anthu omwe amalemba anthu ena ntchito ali ndi udindo wogwiritsa ntchito malamulowa mu malo ogwirira ntchito. Anthu olemba ntchito ali ndi udindo wowonekeratu powapatsa anthu ndi kukonza zimbudzi m'malo ogwirira ntchito ndi kupeza njira zotetezeka zosamalizira madzi oyipa kapena zoyipa zochokera m'zimbudzi ndi malo ena otungapo madzi a pampope m'nyumba komanso zinyalala zouma. Buku ili likupereka mfundo zoyenera kutsata pa kagwiridwe ka ntchito pofuna kupewa ngozi zokhudzana ndi ukhondo ndi mmene zoyenera kutsatidwa zingagwiritsidwire ntchito monga momwe adindo analamulira.



### **Zoyenera kutsata O.2.1. perekani malo ochitira za ukhondo amakono mogwirizana ndi malamulo adziko**

#### **Chifukwa?**

Zimbudzi zamakono ndi zaukhondo ndizofunika kwambiri chifukwa popanga malo ogwirira ntchito otetezeka ndi omasuka kwa ogwira ntchito onse. Ogwira ntchito amalimbikira akadziwa kuti pa malo awo ogwirira ntchito pali zimbudzi zotetezeka zomwe zimachepetsa chiopsezo cha matenda. Kupereka zimbudzi za ukhondo ndi zotetezeka kwa ogwira ntchito kuti azigwiritsa ntchito kumachepetsa chiopsezo cha madwale. Matenda ndi imfa, kutenga matenda ndi imfa pakati pa anthu ogwira ntchito. Zotsatira za izi ndi kuchepetsa kujomba kwa ogwira ntchito ndi kulimbikitsa phindu la ogwira ntchito.

#### **Motani?**

- ❑ Onani malamulo a dziko pa nkhani ya malo ochitira za ukhondo mmalo ogwirira ntchito. Izi zimasiyana potengera dziko. Ndondomeko zoti zitha kukwaniritsidwa zalembedwa m'gawo la m'musimu.
- ❑ Chitani chikonzero kuti muwonetsetse kuti mukupereka malo ochitira za ukhondo apamwamba kwa ogwira ntchito onse m'malo onse.
- ❑ Unikaninso chikonzero chanu ndi akatswiri kuti muonetsetse kuti malo anu ogwirira ntchito akutsatira malamulo a mdera pa nkhani za ukhondo mu dziko lanu
- ❑ Onani upangiri wovomerezeka ndi bungwe loyang'anira ogwira ntchito pa dziko lonse la ILO pokhudza kaperekedwe ka ka zimbudzi ku malo anu a ntchito mu chiwonjezero choyamba (Annex 1).



### **kufunika kochita chikonzero**

Nthawi yomwe mumatenga pochita chikonzero imathandiza kugwiritsa ntchito ndalama moyenerera ndi kukonza chinthu chokhazikika. Ndibwino kukonzeratu chinthu kusiyana ndi kudzalirira ku utsi tsiku lina.



## Ndondomeko za momwe angakhalire malo oчитira za ukhondo

Malamulo a dziko atha kupereka mtundu, kuchuluka ndi mlingo wamaonekedwe ndi mamangidwe oyenera a malo ohcitrako ukhondo omwe ayenera kuperekedwa ndi ogwira ntchito (kuphatikizapo zimbudzi zofikiridwa ndi kuchuluka kwa zimbudzi potengera anthu amene alipo). Olemba ntchito ayenera kukambirana ndi adindo odziwa ntchitoyi kuti amvetsetse malamulo ndi kukambirananso ndi oyimira ogwira ntchito kuti athe kukwaniritsa malamulowo.

### zina mwa njira zomwe zingatsatidwe pokhazikitsa malowa ndi izi:

- Kukhazikitsa zipangizo zozithandizira molingana ndi malo ake. Ikani zimbudzi zamakono zamadzi ngati mungakwanitse kutero ndi cholinga chosiyanyitsa zinyasi zakuchimbudzi kukhala pafupi ndi anthu. Ikani malo ozithandizira azibambo oyenerera. Ngati malo ozithandizira ali a kunja akuyenera kukhala ndi panso popanda zibowo komanso ofoleredwa bwino. Kumbukirani kutsatira chikhalidwe cha athu poyika malo ozithandizirawa ndi cholinga choti adzithandiza momasuka.



#### Chikumbutso

Zipangizo zozithandizira zamakono zimagwiritsa ntchito madzi kuti zichotse zoipa zonse kukazitaya mu dzenje. Malowa amakhala abwino aukhondo, koma kuti zitero zimasowekera kukhala ndi malo amene ali ndi madzi okwanira zimene sizili choncho mu malo onse ogwirira ntchito.

- ▷ **Khazikitsani malo ozithandizira okwanira osiyanyitsa amuna ndi akazi molingana ndi kachulukidwe ka athu ogwira ntchito.** Malowa akhale ndi zizindikiro zosiyanyisa kuti ena ndiogwilisira ntchito azimayi pamene ena azibambo. Malo okwanira ozithandizira amathandiza kuchepesa thawi yodikilira ngati mzako akugwiritsa ntchito malo ena
- ▷ **Onetsetsani kuti akhale malo a chinsinsi.** Malo ozithandizira akuyenerereka kumangidwa bwino mothandizira kusunga chinsinsi. Akuyenera kukhala malo oti pozithandiza alowamo muthu mmodzi yekha komanso otsekedwa bwino. Akhazikitsidwe pa malo oyenerera. Malo ozithandizira akuyenerereka kukhala ofikilika ndi wina aliyense ogwira ntchito pa nthawi imene afuna kutero.
- ▷ **Akhale malo ofikirika/opezekeratu.** Onetsetsani kuti malo ozithandizira ndi ofikirika kwa ogwira ntchito wina aliyense kuphatikizirapo anthu a ulumali wina ulionse. Adindo akuyenera kupereka ndondomeko za anthu oyenera kugwiritsa ntchito malo ozithandizirawa ndipo izi zikuyenera kutsatidwa.
- ▷ **Malo ozithandizirawa akuyenera kukhala chapafupi ndi anthu** kuti aziwafikira mosavuta kupewa matenda omwe angayambitsidwe ngati malo odzithandizira angawatalikire. Komanso malowa sakuyenera kuyandikira kwambiri malo ogwirira ntchito anthu kupewa fungo lomwe amatulutsa malo ozithandizirawa.
- ▷ **Ogwira ntchito apatsidwe nthawi yoyenerera yogwiritsa ntchito malo ozithandizira.** Ogwira ntchito akuyenera kupatsidwa nthawi yabwino yoyenerera yogwiritsa ntchito zimbudzi



mwaufulu. Olemba ntchito akuyenera kudziwa bwino kuti anthu amafuna kudzithandiza pafupipafupi choncho nthawi yopita kuchimbudzi akuyenera kupatsidwa ndithu popanda kumva kulakwitsa.

**Gome 2.3.1.** Zitsanzo za momwe akuyenera kukhalira malo ozithandizira molingana ndi ndondomeko za boma

Boma ndi momwe zachokera	Ndondomeko
Singapore, National Environmental Agency	<p>Malo omangidwa pamodzi ndi malo okhala anthu okhala apaokha ku malo ogona</p> <ul style="list-style-type: none"> <li>• Abambo- chimbudzi chimodzi akuyenera kugwilidwa ntchito ndi azibambo okwana 15</li> <li>• Amayi- malo ozithandizira awiri akuyenera kugwiritsidwa ntchito ndi azimayi okwana 15</li> </ul>
United States of America, Occupational Safety Health Adminiation	<ul style="list-style-type: none"> <li>• Malo ogwiritsidwa ntchito ndi anthu osiyanasiyana</li> <li>• Malo ozithandizira amodzi Akuyenera kugwiritsidwa ntchito ndi anthu osapitirira 15</li> <li>• Malo odzithandizira awiri akuyenera kugwiritsidwa ntchito ndi athu pakati pa 16 ndi 35</li> <li>• Malo ozithandizira atatu akuyenera kugwiritsidwa ntchito ndi anthu okwana 36 mpaka 55</li> <li>• Malo ozithandizira anayi akuyenera kugwiritsidwa ntchito ndi anthu okwana 56 mpaka 80</li> <li>• Malo ozithandizira asanu akuyenera kugwiritsidwa ntchito ndi anthu okwana 81 mpaka 110</li> </ul>

United Kingdom, Health and Safety Executive	<p>malo odzithandizira ogwiritsidwa ntchito ndi azimayi okhaokha.</p> <ul style="list-style-type: none"> <li>• Chimbudzi chimodzi chikuyenera kugwiritsidwa ntchito ndi azimayi pakati pa 1 mpaka 5</li> <li>• Zimbudzi ziwiri zikuyenera</li> <li>• kugwiritsidwa ntchito ndi azimayi pakati pa 6 mpaka 25</li> <li>• Zimbudzi zitatu zikuyenerereka kugwiritsidwa ntchito ndi azimayi pakati pa 26 mpaka 50</li> <li>• Zimbudzi zinayi zikuyenera kugwiritsidwa ntchito ndi azimayi pakati pa 51 mpaka 75</li> <li>• Zimbudzi zisanu zikuyenerereka kugwiritsidwa ntchito ndi azimayi pakati pa 76 mpaka 100.</li> </ul>
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- ▶ **Onetsetsani kuti akhale malo opita mpweya.** Malo ozithandizira akuyenera kukhala odutsa mphepo. Izi zimathandizira kuchepetsa fungo lomwe limachokera m'malo odzithandizira.
  - ▶ **Akhale malo owala.** Malo odzithandizira akuyenera kukhala owala bwino nthawi inailiyonse.
  - ▶ **Akhale ndi zipangizo zozithandizira zoyenerera.** Ogwira ntchito akuyenera kuonetsetsa kuti zipangizo zogwiritsira ntchito podzithandizira zilipo malingana ndi chikhalidwe cha anthu.
- Akhale malo opangidwa moyenerera ndi chilengedwe cha azimayi.
- Kuyika mwapaderadera malo odzithandizira azimayi osaiwalanso aulumali
  - Onetsetsani kuti ndi malo otetezeka komanso a chinsinsi
  - Akhale malo owala bwino
  - Onetsetsani kuti muli zipangizo zabwino zosungira chilichonse chimene azimayi akumwezi amagwiritsa ntchito.
  - Onetsetsani kuti muli ziwiya zosambira m'manja komanso zochapira zinthu zomwe azimayi akumwezi amagwiritsira ntchito.



**Chikumbutso: Kudziwa ndi Kuzolowera miyambo ya ku dera**

Olemba ntchito ayenera kudziwa miyambo ya kudera ya ogwira ntchito akamamanga ndi kupereka malo ochitirako ukhondo apo bii, ogwira ntchito atha kukhumudwa kapena kumva kusolidwa ndipo atha kusagwiritsa ntchito zimbudzi moyenera.

- ▶ Perekani malo omangidwa moyenera kugwiritsidwa ntchito ndi amayi kuti apeze chisamaliro cha pa nthawi imene akusamba/ali kumwezi.
    - ▶ Perekani zimbudzi zosiyana zoti zitha kugwiritsidwa ntchito ndi azimayi onse ndi kuganiziraninso azimayi aulumali.
    - ▶ Onetsetsani kuti zimbudzi zamangidwa pamalo oyenera ndi kuti ndizoti munthu atha kugwiritsa ntchito mwachinsinsi, kuphatikizapo kukhala ndi mfungulo kuchokera mkati mwake.
    - ▶ Onetsetsani kuti zimbudzi zili ndi kuwala kokwanira kuti azimayi azitha kusintha zovala kumwezi mosavutikira.
    - ▶ Perekani zidebe zotayiramo zipangizo zomwe zagwiritsidwa ntchito zosiyana monga zidebe zokhala ndi zokutirira mkati mwake zokhalanso ndi zivindikiro. Payeneranso papezeke njira yotayira zinyalalazi moyenera ndi kuonetsetsa kuti zinyalalazi zikutayidwa limodzi ndi inyalala zina zolimba.
- Perekani madzi kapena mabeseni a madzi mkati mwa chimbudzicho kapena m'malo apadera oti azimayi atha kumachapira zovala kumwezi zogwiritsidwa ntchito kangapo zisanafike potayidwa monga mwandondomeko ya chinsinsi.

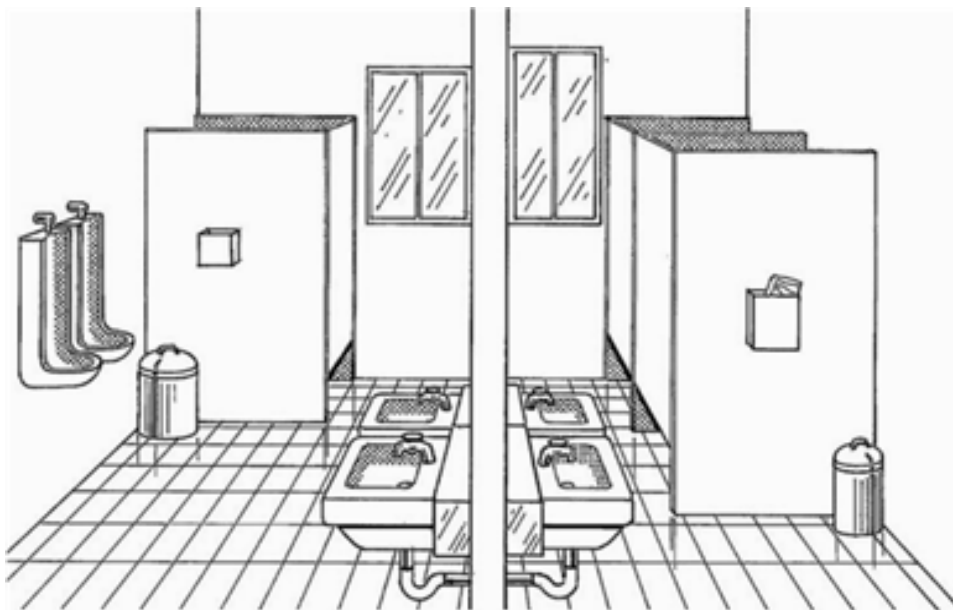
**Chikumbutso: Azimayi oyembekezera**

Azimayi oyembekezera amafuna kugwiritsa ntchito zimbudzi pafupipafupi choncho ndiwoyenera kupatsidwa mpata wogwiritsa ntchito malo odzithandizirawa. Kusagwiritsa ntchito zimbudzi monga mmene zikufunikira kutha kuyambitsa mavuto a impso ndi ena a pa thanzi.

- ▶ Gwiritsani ntchito zipangizo zomwe sizidonthedzedwa pomanga zimbudzi zanu, (mwachitsanzo, sementi wosauma) pomanga zimbudzi, chifukwa zitha kupangitsa azimayi kuti asagwiritse ntchito zimbudzi poopa kudonthezera.

### Chithunzi 2.3.4. Zimbudzi zokhala ndi malo osambira ogwira ntchito aamuna ndi akazi

(Izi zatengedwa mu: Improving working conditions and productivity in the garment industry, an action manual, ILO.)



- ❑ Malo ozithandizira akhale osamalidwa ndi a ukhondo. Malo osakonza bwino samapereka chikoka choti anthu agwiritse ntchito. Malo osakonza bwinowa atha kuyambitsa matenda osiyanasiyana. Zina mwa ndondomeko za momwe mungakonzere malo ozithandizirawa zili motere:
  - ▶ Ikani maina aokonza ndi masiku awo cholinga azidziwa kuti iwo ndiosamalira pamalowo pa nthawi yakuti.
  - ▶ Yenderani malo ozithandizirawa pafupipafupi kuti muonetsetse kuti ndiokonzedwa bwino nthawi zonse
  - ▶ Tenganipo gawo pamene malo ozithandizira ali osakonza bwino kapena ngati chipangizo china chaonongeka.



#### Chipangizo chofunikira

Onetsetsani kuti mukutsata njira zamakono zosungira zinyasi zochokera ku chimbudzi. Mfundo zili pamwambazi zitha kupereka ndondomeko zoyambirira. Powonjezerapo, onani zipangizo zina zomwe zagwiritsidwa ntchito mu chigawo chachiwiri monga zotsatirazi:

- ▶ [The world business council for sustainable development \(WBCSD\) WASH at the Workplace Pledge](#)
- ▶ [WASH pledge Guiding Principles for implementation and](#)
- ▶ [WASH self-assessment tool for business.](#)





### Choyenera kutsata O2.2. Onetsetsani kuti njira zamakono zosamalirira madzi/zoyipa zochokera m'zimbudzi za madzi ndi malo ena omwe muli mipope ya madzi m'nyumba zikugwiritsidwa ntchito

#### Chifukwa

Nyasi zochokera kuchimbudzi ngati sizisamalidwa bwino zimatha kuononga malo ogwirira ntchito komanso zimatha kuyambitsa matenda osiyasiyana. Pamene tikupereka malo odzithandizira aukhondo kwa ogwira ntchito athu tikuyenera tionetsetse kuti taikanso njira zoyenerera zosungira zinyasi zochokera kuchimbudzi. Izi ndizothandizira moyo wa ogwira ntchito komanso anthu owazungulira a m'mudzi.

#### Motani

- ☐ Konzani posungira zinyasi malingana ndi mmene palili pa malo ogwirira ntchito
- ☐ Onesetsani kuti mamangidwe a malo anu aukhondo ndiovomerezeka ndi malamulo a dziko lanu
- ☐ Pakhale kulumikizana komanso kumvetsetsana ndi oyang'anira zosamalira malo osungira zinyasi kuti njirazi zizikhalabe zaukhondo.
- ☐ Onani ngati pali kuopysa kwinakulikonse komwe kungakhalepo kapena komwe kulipo pokhuzana ndizinyasi zochokera kuchimbudzi.
- ☐ Sungani zinyasi pogwiritsa ntchito njira zamakono zomwe zili zosapereka chiopsezo ku umoyo wa anthu komanso ku chilengedwe.
- ☐ Yenderani pafupipafupi malo osungira zinyasi kuonetsetsa kuti ali oyenerera komanso funsani upangiri kwa anthu pomwe pali kufunikira kutero.



### Chikumbutso: kufalitsa kachilombo ka virus koyambitsa nthenda ya Ebola

Kachilombo ka virus koyambitsa nthenda ya Ebola (Ebola Virus Disease-EVD) kamafala pakati pa anthu kudzera mu kukhudzana ndi magazi omwe ali ndi kachilombo ka nthendayi kapena madzi ochoka m'thupi mwa munthu wodwala nthendayi kuphatikizapo chimbudzi chake. Kukhudzana ndi chimbudzi chotero chisanathiridwe mankhwala kutha kufalitsa nthendayi. Olemba ntchito ayenera kukambirana ndi adindo ogwira ntchito zaumoyo ngati pali chiopsezo cha nthenda ya Ebola ku malo a ntchito. (Pofuna kudziwa zambiri, onani : [the joint WHO/ILO briefing note for workers and employers on Ebola Virus disease](#).)



### Zoyenera kutsata O2.3. Onetsetsani kuti njira za ukhondo zosamalirira zinyalala zikutsatidwa

#### Chifukwa?

Malo ogwilira ntchito nthawi zambiri amakhala ndi zinyalala zosiyanasiyana. Ngati sizisamalidwa bwino zinyalalazi zitha kukhala chiopsezo ku umoyo wa anthu ogwira ntchito komanso ku chilengedwe. Matenda ena amatha kuyamba kudzera mutizilombo tomwe timapezeka pa malo oti zinyalala zakhalisa.

#### Motani?

- ☐ Konzani chikonzero chosamalirira zinyalala malingana ndi mmene palili pa malo ogwirira ntchito
- ☐ Pakhale kulumikizana kwabwino ndi osamalira zinyalala kuti zizitayidwa mu nthawi yake



- Onani kuopsa kwina kulikonse komwe kungapezeke kamba kakusasamalira zinyalala
- Onetsetsani kuti potaya zinyalala mwagwiritsa ntchito njira yoti siipereka chiopsezo kwa anthu komanso chilengedwe.
- Ikani zipangizo zoyenerera zotayiramo zinyalala zokhudza azimayi
- Yenderani malo osungira zinyalala pafupipafupi pofuna kuonetsetsa kuti ndi osamalidwa bwino.



### **Zoyenera kutsata O.2.4. Phunzitsani anthu ogwira ntchito za ukhondo Chifukwa chiyani anthu akuyenera kuphunzitsidwa zokhudza ukhondo?**

Anthu amene aphunzitsidwa bwino zakasamalidwe ka malo ozithandizira komanso mmene angasamalire zinyalala amakhala ndi mwayi waukulu opewa matenda komanso amadziwa bwino kusamalira malo awo okhala.

Tingaphunziste bwanji athu zokhudza ukhondo

- Anthu aphunzitsidwe m'madera onse monga awa:
  - Kuopsa kokhudzana ndi zinyasi zaku chimbudzi
  - Kuopsa kochitira chimbuzi pa malo ena alionse
  - Kusamalira zimbuzi zawo komanso kutengapo gawo pamene zaonongeka kuti zikonzedwe
  - Ziopsezo zokhudzana ndi zinyalala zopezeka ku malo anu a ntchito ndi mmene angapewere kukhudzana ndi zinyalala mu malo awo ogwira ntchito
  - Mmene angatayire zinyalala malingana ndi malo awo ogwirira ntchito
  - Mmene angakonzere ndi kusamalirira malo odzithandizira
- Apatsidwe malangizo zoyenerera kuti azitsatira potaya zinyalala molingana ndi malo awo ogwira ntchito.



### **Kufunikira kowaphunzitsa anthu m'malo ogwira ntchito za ukhondo**

Anthu ophunzitsidwa bwino za m'mene angasamalirire malo awo ogwira ntchito ali ndi mwayi waukulu wopewera zovuta zomwe zimagwa pa moyo wawo komanso amapewa matenda omwe atha kusokoneza kagwridwe kantchito yawo. Zina mwa ndondomeko zomwe zingagwiritsidwe ntchito pophunzitsa ogwira ntchito ndi izi:

- Apatsidwe upangiri woyenerera wabwino mwaulere. Izi zizichitika pafupipafupi kuti uthenga ukhazikike mwa iwo komanso kuti asamaiwale.
- Onetsetsani kuti apatsidwa maphunziro oyenerera molingana ndi ntchito zawo
- Maphunziro akonzedwe kumadera komwe athu akugwirira ntchito mu nthawi yoyenerera yomwe anthu angakwanitse posakoneza ntchito zawo zina ndi zina.
- Maphunziro akhale muchiyakhulo chomwe ogwira ntchito amachimvetsa molingananso ndi chikhalidwe chawo
- Yenderani malo antchito limodzi ndi ogwira ntchito pofuna kuwakumbutsa zokhudza mchitidwe wabwino wa madzi ndi ukhondo.
- Funsani nzeru za momwe mungaperekere maphunzirowa kwa ogwira ntchito komanso onetsetsani kuti zipangizo zogwiritsira ntchito pa maphunzirowa ndizokwanira bwino. Aphunzitsidwe zinthu zoyenerera zomwe zithandizire kubweretsa kusintha.
- Yambitsani ndi kupitiriza chikhalidwe chopewa ndi kupereka mphatso kwa ogwira ntchito omwe akuchita mchitidwe wabwino wa madzi ndi ukhondo pofuna kupewa zochitika zoipa zokhudza thanzi ku malo anu a ntchito.





### Zoyenera kuchita O.2.5. Lemberani ndi kupereka lipoti la zochitika, nkhani, matenda ndi ngozi zokhudza ukhondo

#### Chifukwa?

Pamene olemba ntchito akuyang'anira ntchito zamalonda ndipo ali ndi udindo pa thanzi la ogwira ntchito, ali ndi udindo wopeza njira zochitira kalondolondo ndi kulemba zochitika zokhudza ukhondo zimene zimakhudza moyo wa ogwira ntchito, kalemba wa zochitika amapereka umboni wofunikira kwa adindo a mdera kuti adzagwiritse ntchito popeza njira zopewera zamtsogolo.

#### Motani?

- Pangani njira yopangira kalemba wa nkhani zokhudza ukhondo wa pamalo, zochitika, matenda ndi ngozi. Ngati muli ndi njira yokhazikitsidwa kale yochitira kalemba wa zochitika ku malo a ntchito, onetsetsani kuti nkhani zokhudza ukhondo zaphatikizidwamo. Zitsanzo za zochitika zokhudza ukhondo wa pamalo zitha kuphatikizapo
  - Mchitidwe wochita chimbudzi patchire
  - Zimbudzi zosefukira
  - Chimbudzi cha zinyama kapena zosungiramo chimbudzi zosefukira
  - Mankhwala oopsa otayika pa nthaka kapena mmalo otunga madzi (mwachitsanzo, kutaya mankhwala othira m'mbewu mu madzi oyenda)
  - Kubuka kwa matenda okhudzana ndi kusowekera kwa ukhondo
  - Kupwetekeka chifukwa cha kumanga zinthu molakwika kapena kusamalira zimbudzi monga kuterereka ndi kugwa
  - Kuchekeka chifukwa cha zinthu zakuthwa monga masingano
- Pangani njira yapoyera yoperekeka uthenga wa zochitika zokhudza ukhondo kwa adindo a mdera.



#### Matanthauzo a mawu

- **Zochitika zoopsa:** zochitika zosavuta kuzidziwa monga mmene zafotokozedwera mu malamulo ndi zoyenera kutsata, zokhala ndi kuthekera koyambitsa kupwetekeka kapena matenda kwa anthu ku malo a ntchito kapena ena opezekako anthu.
- **Zochitika:** Chochitika chosakhala ndi chitetezo choyamba chifukwa cha kapena mukatikati mwa ntchito pamene kupwetekeka kwa munthu sikunachitike kapena kupwetekeka kukufuna chithandizo choyamba basi.
- **Matenda okhudzana ndi ntchito:** Matenda otengedwa kamba ka kukhudzidwa ndi chiopsezo chobwera chifukwa cha ntchito ina yake
- **Ngozi zokhudzana ndi ntchito:** Chochitika chodza Kamba ka, kapena mkatikati mwa ntchito chomwe zotsatira zake ndi (a) kupwetekeka kothera ku imfa (b)kupwetekeka kosathera ku imfa.

(Ngati mukufuna kudziwa zambiri onani: ILO code of practice for recording and notification of occupational accidents and disease (1995).



## Chigawo cha bukuli chachiwiri: Ukhondo wa pa malo Zoyenera kuchita olemba ntchito

<b>O.2.0</b>	Kodi mukudziwa malamulo a dziko, zoyenera kutsata ndi milingo pa ukhondo wa pa malo imene ikukhudza malo anu a ntchito?	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
	Mukuganiza kuti pachitike chani? _____ Maganizo _____	<input type="checkbox"/> chofunikira kutsogoza?
<b>O.2.1</b>	Kodi mumapereka kapena mumapeza malo ochitirako ukhondo amakono amene amafikira mlingo wa zofunikira wa malamulo a dziko kapena zoyenera kutsata (onani mafunso enieni pansipa)	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
	Mukuganiza kuti pachitike chani? _____ Maganizo _____	<input type="checkbox"/> chofunikira kutsogoza?
<b>O.2.2</b>	Kodi malo anu antchito ali ndi njira zaukhondo zosamalirira madzi oyipa ndi zochokera kuchimbudzi?	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
	Mukuganiza kuti pachitike chani? _____ Maganizo _____	<input type="checkbox"/> chofunikira kutsogoza?
<b>O.2.3</b>	Kodi malo anu a ntchito amasamalira zinyalala zouma munjira ya ukhondo?	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
	Mukuganiza kuti pachitike chani? _____ Maganizo _____	<input type="checkbox"/> chofunikira kutsogoza?
<b>O.2.4</b>	Kodi maphunziro ochitika ku ntchito kwanu amaphatikizapo uthenga wokhudza ziopsezo zokhudza ukhondo ndi njira zamakono zaukhondo?	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
	Mukuganiza kuti pachitike chani? _____ Maganizo _____	<input type="checkbox"/> chofunikira kutsogoza?
<b>O.2.5</b>	Kodi malo anu a ntchito ali ndi njira yodalirika ndi yochitira zinthu poyera kuti izichita kalemba ndi kupereka lipoti nkhani, zochitika, matenda ndi ngozi, zokhudza ukhondo?	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
	Mukuganiza kuti pachitike chani? _____ Maganizo _____	<input type="checkbox"/> chofunikira kutsogoza?



**Mafunso othandiza kuchita kalondolondo pa kapezedwe ka madzi ku malo anu antchito (O.2.1b):**

1	Kodi ndi mtundu wanji wa zimbudzi womwe ogwira ntchito amapeza?	
2	Kodi amuna ndi akazi amagwiritsa ntchito zimbudzi zimodzi/	
4	Kodi pali malo osinthirako zovala a ogwira ntchito aakazi?	



## ZOYENERA KUCHITA WOGWIRA NTCHITO: UKHONDO

Ogwira ntchito, oyimira ogwira ntchito ndi mabungwe oyimira ogwira ntchito amatenga mbali yaikulu polimbikitsa ukhondo wamakono ku malo antchito. Ogwira ntchito akakhala nawo pazokambirana ndi pa zochitika zokhudza ukhondo, amakhala ndi kuthekera kwakukukulu kopeza mavuto, kuthandiza kupeza njira zogwirika zothanirana ndi mavuto ndi kutsatira zotsatira pamenepo. Chigawo chimenechi cha bukuli, chinapangidwa kuti chilimbikitse mbali ya ogwira ntchito, oyimira ogwira ntchito ndi mabungwe ena a ogwira ntchito popewa kudwala ndi matenda ena okhudzana ndi ukhondo ndi kulimbikitsa chikhumbokhumbo, chisamaliro ndi phindu la ogwira ntchito ku malo a ntchito.



### Zoyenera kuchita W.2.1. Gwiritsani ntchito malo ochitira ukhondo moyenera ndipo tsatirani malamulo a kumalo antchito powasamalira

#### Chifukwa?

Kugwiritsa ntchito zimbudzi moyenera ndi kuzisamalira, sizidzathandiza kuteteza thanzi lanu lokha, komanso la ogwira nawo ntchito. Kutsatira malamulo a kuntchito okhudza zimbudzi ndi kuzigwiritsa ntchito moyenera ndi udindo wanu ngati wogwira ntchito.

#### Motani?

- ❑ Khalani odziwa zokhudza malamulo a ukhondo wa kumalo antchito opangidwa ndi olemba ntchito, ndi kuwatsatira.
  - Khalani nawo pa maphunziro omwe olemba ntchito kapena bungwe lanu la ogwira ntchito.
  - Funsani okuyanga'nirani pa ntchito kuti akufotokozereni ngati simukumvetsetsa malamulo a kumalo a ntchito.
  - Limbikitsani ndi kuthandiza ogwira ntchito ang'onoang'ono ndi ongoyamba ntchito kumene ntchito kuti apange mchitidwe wotetezeka waukhondo wapamalo ndi pathupi.
  - Adziwitseni ndi kuwazolowedza ogwira ntchito ena amene thanzi lawo lingakhale pa chiopsezo chachikulu chokhudzana ndi ukhondo, monga ogwira ntchito okhala ndi ulumali.
- ❑ Siyani kuchita chimbudzi kuchire. Limbikitsani ogwira nawo ntchito kuti atsatre chitsanzo chanu.
- ❑ Gwiritsani ntchito malo ochitira ukhondo pamene pakufunikira. Osasunga mkodzo pamene pakufunika kupita kukakodza.
- ❑ Sambani m'manja ndi sopo pakutha pa kuchita chimbudzi, kusamalira zinyalala komanso musanayambe kudya.
- ❑ Osadziletsa kumwa zakumwa nthawi yantchito chifukwa choti chimbudzi palibe. Auzeni vuto lanu okuyang'anirani pantchito ngati zili choncho.
- ❑ Gwiritsani ntchito malo okodzako amuna ndi zimbudzi monga mwa ntchito yake. Osagwiritsa ntchito malo ochitirako ukhondo mosiyana ndi ntchito yomwe anapangidwira.
- ❑ Samalirani malo ochitirako ukhondo monga mmene munawapezera pofuna kupitiriza chisamaliro chake.
- ❑ Tayani zinthu zogwiritsidwa ntchito ndi azimayi akamasamba/akakhala kumwezi m'malo oyenera.





### Chikumbutso: Kuopisa kwa kusapita kokodza

Kusunga mkodzo wambiri kwa nthawi yaitali kutha kuwonjezera mwayi wanu wodwala matenda okhudza njira ya mkodzo kapena chikhodzodzo. Ogwira ntchito m'mbali zomwe sangapeze zimbudzi mwamnsanga monga, mu ntchito zamayendedwe a pamsewu, ayenera kudziwa mwapaderedera kapena kudziwitsa olemba ntchito awo mwapaderedera za kufunika kopita kuchimbudzi pa nthawi yomwe zikufunika kutero.

**Chithunzi 2.3.5.** Chitsanzo cha malangizo a ogwira ntchito pa mmene mungagwiritsire ntchito chimbudzi



zikomo kwambiri chifukwa chosamalira chimbudzi kuti wobwera m' mbuyo mwanu adzachipeze chabwinobwino



### Zoyenera kuchita W.2.2. Gwiritsani ntchito malo ochitira ukhondo moyenera ndipo tsatirani malamulo a kumalo antchito powasamalira

#### Chifukwa?

Ogwira ntchito ali ndi udindo wotsatira malangizo pakatayidwe ka zinyalala ku malo antchito. Zinyalala zotsalira zokhudzana ndi ntchito zitha kukhala zoopisa ku thanzi la munthu ndi malo okhalapo.



Potsatira ndondomeko yofunikira pochepetsa chiopsezo chochokera ku zinyalala chokhudzana ndi ukhondo wa pa malo, ogwira ntchito atha kudziteteza, kuteteza maanja awo ndi anthu okhala mu dera lozungulira.

### Motani?

- Khalani odziwa ndi kutsatira malamulo apaderadera a ku malo a ntchito opangidwa ndi okulembani ntchito pa katayidwe ka zinyalala.
- Pezekani pa maphunziro omwe olemba ntchito kapena bungwe lanu la ogwira ntchito akupereka.
- Funsani okuyan'ganirani pantchito kuti akufotokozereni ngati simukumvetsetsa za malamulo okudza katayidwe ka zinyalala
- Osataya zamadzimadzi zoopsa monga mankhwala othira mu mbewu, m'malo motsukira mbale kapena kusambira m'manja kukhitchini kapena ku bafa; muchimbudzi kapenanso mu ngalande
- Onani kalodzera wa katayidwe ka zinyalala potengera mbali ya ntchito mu chiwonjezero choyamba (Annex 1).



### Zoyenera kutsatila wogwira ntchito: Mgwirizano

Ogwira ntchito ali ndi udindo wodziteteza ku malo antchito. Izi zikuphatikizapo kugwirizana ndi malamulo a thanzi ndichitetezo ku malo antchito. Mayiko nthawi zina amapereka ziletso ngati ogwira ntchito sakutsatira malamulo pa chitetezo.

- Ku Singapore, zotsatira za kutsatsatira ndi dipo.
- Kulephera kwa ogwira ntchito kutsatira malamulo a kumalo a ntchito pa chitetezo, kumatengedwa ngati kulakwira malamulo a ntchito, zimene zitha kuthera ku kulangidwa ndi wolembe ntchito.
- Ku Morocco, kulephera kutsatira malamulo kutha kupangitsa kuti munthu achotsedwe ntchito popanda kulandirapo kena kalikonse.

(Izi zatengedwa mu: Occupational health convention, 1981 (No.155), Article 19(a); General Survey concerning the Occupational Safety and Health Convention, 1981 (No.164), and the Protocol of 2002 to the occupational Safety and Health Convention, 1981. ILO: Geneva, 2009.)



### Zoyenera kuchita W.2.3. Londolozani ndi kupereka lipoti la chiopsezo chokhudzana ndi ukhondo wa pamalo

### Chifukwa?

Ngati wogwira ntchito muyenera mudziwe malamulo a ukhondo wapamalo ndi makhalidwe a pamalo pomwe muli. Kugwiritsa ntchito zimbudzi mosayenera, kapena malo otayako zinyalala atha kupereka chiopsezo kwa inu, ogwira nawo ntchito, ndi anthu okhala dera lozungulira. Poyankhula



mavuto anu, mutha kusintha zinthu zokhudzana ndi chitetezo ndi thanzi ku malo anu a ntchito.

### Motani?

- Khalani tcheru kuonetsetsa zinthu zosakhala zaukhondo ku malo a ntchito, mwachitsanzo:
  - Zimbudzi zoonongeka.
  - Zimbudzi zome sizingafikiridwe ndi ogwira ntchito aulumali.
  - Kusowekera kwa zotayirako zinthu zogwiritsidwa ntchito pamene mzimayi akusamba/ali kumwezi.
  - Zitini zosefukira zotayiramo zinyalala.
  - Chimbudzi chanyama chophatikizana ndi madzi chosefukira ndi kuyenderera paliponse.
  - Mosungira mankhwala othira mu mbewu modontha.
- Khalani tcheru kuonetsetsa ogwira ntchito amene sakugwiritsa ntchito malo ochitirako ukhondo moyenera kapena kusatsatira malamulo. Mwachitsanzo, ogwira ntchito amene:
  - Akuchita chimbudzi kutchire.
  - Amanonyomala pa mtondo wachimbudzi m'malo mokhalapo.
  - Amataya zinyalala zoopsa pa malo okhalako m'malo mwa m'malo moyenera.
  - Akugwiritsa ntchito zimbudzi pa ntchito zomwe sizake monga kukhala malo opumirako.
- Auzeni oyang'anira ntchito zochitika kapena makhalidwe omwe angakhale chiopsezo chokhudzana ndi ukhondo. Kumbukirani kuti ziopsezo zitha kukhala kuthekera (zitha kuyambitsa mavuto pa thanzi mtsogolo ngati simunathane nacho) kapena (chiopsezo chenicheni chomwe chikuyambitsa vuto lokhudza thanzi).



### Chiopsezo choonekeratu

N'zotheka kuti zina mwa zinthu zosakhala zaukhondo pa malo zimapereka chiopsezo chachikulu pa moyo kape thanzi lanu. Kumbukirani kuti muli ndi ufulu wosabwera ku ntchito komwe kuli chiopsezo choonekeratu chopitirira pa moyo kapena thanzi lanu ngati wolembe ntchito kapena adindo odziwa za ntchito auzidwa ndipo sanakonzere vutolo. Mwachitsanzo, tangoganizani, pamalo pamene anthu akupitiriza kuchita chimbudzi kutchire pa munda womwe inu mukugwirapo ntchito zomwe zikuyambitsa matenda a kolera pakati pa ogwira ntchito. Inu simukufuna kuti mutenge nthendayi ndipo mwauza adindo odziwa za ntchito. Ngati sanachitepo kanthu, ndipo kufala kwa kolera kukupitilira, ichi chikupereka chiopsezo choonekeratu chopitilira ku moyo kapena thanzi.

(Izi zachokera mu: ILO Occupational Health and Convention, 1981 (No. 155), Article 19 (f).



## Chigawo chachiwiri: Ukhondo

Zomwe ogwira ntchito, owayimilira komanso bungwe loyimilira ogwira ntchito lingamaone

<b>W.2.1</b>	Kodi malo a zaukhondo pamalo anu antchito akugwiritsidwa bwino ntchito?	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
	Mukuganiza kuti pachitike chani? _____ Maganizo _____	<input type="checkbox"/> chofunikira kutsogoza?
<b>W.2.2</b>	Kodi ogwira ntchito ndi owayang'anira awo amatsatira malamulo amalo a zaukhondo pakakonzedwe ka malowa a zaukhondowa	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
	Mukuganiza kuti pachitike chani? _____ Maganizo _____	<input type="checkbox"/> chofunikira kutsogoza?
<b>W.2.3</b>	Kodi inuyo, ogwira ntchito anzanu ndi olemba ntchito m'matsata malamulo pa katayidwe ka zinyalala	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
	Mukuganiza kuti pachitike chani? _____ Maganizo _____	<input type="checkbox"/> chofunikira kutsogoza?
<b>W.2.4</b>	Kodi amene anakulembani ntchito amachita kalondolondo ndi kafukufuku wam'mene malo azaukhondo alili ndi makhalidwe a anthu ogwira ntchito?	<input type="checkbox"/> Inde <input type="checkbox"/> Ayi
	Mukuganiza kuti pachitike chani? _____ Maganizo _____	<input type="checkbox"/> chofunikira kutsogoza?



# MODULE 3

## UKHONDO WAPATHUPI



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Module Three



IKANI CHIKUTIRO CHA CHIGAWO CHACHITATU APA



## CHIGAWO CHA BUKULI CHA CHITATU: UKHONDO

### Ukhondo wapathupi ndi chani ku malo a ntchito?

- Ukhondo ku malo antchito umafotokoza m'chitidwe wodzisamala ndi kusamala malo omwe ukukhalapo kuti kuti pasakhale zinyalala komanso kuti pasakhale poyipa ndi chiopsezo chotenga matenda. Izi ndi kuphatikizapo mchitidwe wa anthu paokha ndi wa ku malo anchito kusamba m'manja, womwe umateteza thanzi ndi kulepheretsa kufala kwa matenda. M'chitidwewu ndi monga: kusamba m'manja, kusamba m'thupi, kuchapa ndi kusita zovala, ukhondo wa pa chakudya ndi ukhondo wa pathupi azimayi akakhala kuti akusamba/ akakhala kumwezi.
- Mchitidwewu ukuphatikizaponso kutumikira kwina kokhudza ukhondo ndi kupereka malo ochitirako ukhondo omwe angagwiritsidwe ndi aliynse pothandiza kukhala a ukhondo ndi kupewa kufala kwa tizilombo toyambitsa kudwala ndi matenda mwachitsanzo, malo osambirako m'manja okhala ndi sopo, malo osambirako shawa, malo ochapirako ndi kusitirako, malo okonzerako ndi kuperekerako chakudya ndi chisamaliro chosiyanasiyana chokhudza azimayi akamasamba/akakhala ku mwezi.
- Ukhondo wa pathupi umakhudza njira zomwe zimapititsa patsogolo khalidwe la ukhondo ndi chisamaliro cha kumalo a ntchito, potengera zikhalidwe za anthu ndi kukhala ndi malo ofunikira pa ukhondo zimene, limodzi, zimapanga malo ogwirirako ntchito aukhondo ndi otetezeka.

### Zamkati mwa bukuli

Bukuli likufotokoza za kufunika kwa ukhondo wa pathupi ndi kupereka zofunikira pokhala ndi malo ogwirira ntchito aukhondo ndi otetezeka. Cholinga cha buku lophunzitsirali ndi kudziwitsa anthu okhudzidwa zosiyanasiyana zokhudza mitu yotsatirayi:

#### Kalodzera wachitatu, chigawo choyamba:

Ukhondo wa mmanja

#### Kalodzera wachitatu, chigawo chachiwiri :

Kusamba shawa kapena kusamba podzithira madzi

#### Kalodzera chigawo

:Kuchapa zovala

#### wachitatu chachitatu



**Kalodzera wachitatu, chigawo chachinayi:**  
Kusamalira zakudya

**Kalodzera wachitatu, chigawo chachisanu:**  
Ukhondo ndi kuzisamalira ukakhala kumwezi







## KALODZERA WA CHITATU CHIGAWO CHOYAMBA: UKHONDO WA M'MANJA

### Chifukwa chani ukhondo wa m'manja ndi wofunika ku malo antchito?

Kupeza madzi abwino ndi malo ochitirako ukhondo, pazokha, sizokwanira kupititsa patsogolo thanzi ndi ukhondo wapathupi. Umboni ukusonyeza kuti khalidwe laukhondo ndilo lili lofunika kwambiri poteteza kukudwala ndi matenda. Pakati pa mchitidwewu, kusamba m'manja ndi sopo pogwiritsa ntchito madzi pa nthawi yoyenera kwambiri (kuphatikizapo pamene munthu wamaliza kuchita chimbuzi; pamene munthu asanayambe kukonza chakudya ndi pamene asanayambe kudya) ndi zofunika kwambiri. Kusiyanana ndi mmene zilili mu buku la zolinga zachitukuko ku Malawi (MDGs), Mndandanda wa kuyang'anira ntchito limodzi wosindikizidwa mu chaka cha 2015 (JMP 2015) ndi Zolinga zachitukuko zokhazikika (SDGs) zimaphatikizapo kupezeka kwa malo osambirapo m'manja zili m'gulu la zizindikiro za madzi ndi ukhondo (WASH) Komanso, pamene izi zikuyang'ana pa kupezeka kwa madzi abwino ndi khondo pa malo okhalapo, zimakhudzanso malo ogwirira ntchito. Zizindikiro zatsopano zikuphatikizapo khwerero la kusamba m'manja (onani chithunzi 3.1) lokhala ndi malo osambirako m'manja lomwe likuonetsa kufunika kwa sopo ndi madzi ku malowo.

#### Chithunzi 3.1 khwerero la kupezeka kwa zofunikira pa kusamba m'manja

MLINGO WA NTCHITO	TANTHAUZO
<b>ZOFUNIKIRA KWAMBIRI</b>	Kupezeka kwa malo osambirako m'manja ndi sopo komanso madzi ku malo a ntchito.
<b>ZIPANGIZO ZILIPO ZOCHIPA</b>	Kupezeka kwa malo osambirako m'manja popanda sopo ndi madzi ku malo a ntchito.
<b>PALIBE ZIPANGIZO</b>	Kusapezeka kwa malo osambirako m'manja pa malo a ntchito.

(Izi zatengedwa mu buku La Joint Monitoring Programme 2015.



Manja amene akhudza zoyipa, amafalitsa tizilombo toyambitsa matenda kuchokera kwa munthu mmodzi kupita kwa wina ngati palibe ukhondo. Potengera mmene zafotokozedwera mu buku la ukhondo, chimbuzi cha munthu chimakhala ndi tizilombo tomwe timayambitsa matenda. Manja amene akhudza chimbuzi, mamina ndi zamadzimadzi zina zochokera m'thupi atha kufalitsa tizilombo toyambitsa matenda ndi kuyambitsa matenda.

Manja atha kunyamulanso majeremusi kuchokera mu zinthu zina zomwe zili ndi kuthekera kwa kufalitsa matenda ku malo a ntchito monga: chimbuzi cha mbalame; ziweto kapena nyama zakutchire ndi chakudya chomwe chayipisidwa. Powonjezera apo majeremusi, manja ndi zovala zitha kukhala motengera mwa zinthu zoopsa monga mankhala othira mu mbewu ndi mankhwala ena oopsa.

Mankhwala oopsa amene sanasamalidwe munjira yaukhondo ku malo a ntchito atha kutengedwera ku nyumba za ogwira ntchito kudzera mu zovala ndi nsapato ndi kukhala chiopsezo ku mabanja a ogwira ntchito, makamaka kwa ana aango'ono.

Kusamba m'manja n'kofunikira kwambiri ku malo a ntchito, makamaka pamene chiwerengero chachikulu cha anthu chingathe kusonkhana m'malo okhala ochepa. Izi zimachitika kwambiri:

- ☐ Pamene anthu amene akudwala kapena amene ali pachiopsezo chachikulu chotenga matenda akhala mopanikizana (m'malo olandilirako chithandizo cha mankhwala, malo osamalirako anthu okalamba kapena osowa thandizo);
- ☐ Ku malo omwe kumaphikidwa kudyerako zakudya.
- ☐ Kumene anthu ogwira ntchito amagana makamaka ngati pali ana aang'ono.



### Matenda obwera kamba kosowa ukhondo (palinso zitsanzo zina)

- ▶ Chibayo (pneumonia)
- ▶ Nthenda ya maso yomwe imafilitsa ndi kupweteketsa maso (Trachoma)
- ▶ Mphere (Scabies)
- ▶ Nthenda zopatsirana za pakhungu ndi m'maso (skin and eye infections)
- ▶ Nthenda zokhudzana ndi kutsegula m'mimba (Diarrhoea-related diseases)
  - Kolera (Cholera)
  - Kamwazi (Dysentery)

(Izi zatengedwa mu buku La UNICEF lomwe mutu wake ndi 'Hygiene Fact Sheet' losindikizidwa m'chaka cha 2015)

Maboma ambiri; ogwira ntchito za bungwe la m'mgwirano wa mayiko (UN) ndi mabungwe ena apeza njira zolimbikitsira kusamba m'manja pofuna kupewa kufala kwa kachilombo ka COVID-19, kuphatikizapo:

- [Ogwira ntchito za madzi ku Bangladesh](#), ku Eswatini, ku Guinea, ku Honduras, ku Madagascar, ku Nigeria, ku [Pakistan](#), ndi ku Peru, mwa ena, apeza njira zolimbikitsira kusamba m'manja.
- Dziko la Nigeria nalo lakhazikitsa komiti yolimbana ndi kachilombo ka covid19 ku mbali ya madzi abwino ndi ukhondo; imene yapeza thandizo ku mabugwe omwe si a boma kuti liyike malo osambira m'manja ku malo amene kuli anthu ovutika.
- Ku [Malawi](#), boma ndi ogwira ntchito limodzi ndi boma poyang'ana za moyo wa anthu,





linapereka mndandanda wa zoyenera kutsata womwe unalamula olemba ntchito kupereka malo osambirako m'manja kwa ogwira ntchito awo.

Ntchito yoyang'ana zolimbikitsa ntchito mwakathithi ku bungwe loyang'ana za anthu ogwira ntchito pa dziko lonse (The ILO Employment-Intensive Investment programme) imathandizapo pa kumanga [malo](#) operekerako ntchito ya madzi abwino ndi ukhondo mu mayiko angapo, kuphatikizapo ku [Jordan](#) ndi ku [Phillipines](#) ndipo lakhazikitsa ntchito yokhudzana ndi COVID-19. Ntchitoyi yapangitsa kuti achinyamata okwana zikwi makumi awiri alembedwe ntchito yogawa mankhwala othandiza kupha tizilombo toyambitsa matenda m'manja, sopo, kupereka maphunziro pa njira zodzitetezera kudzera mu ukhondo, kupopera mankhwala olimbana ndi tizilombo toyambitsa matenda m'malo osiyanasiyana omwe ali ndi chiopsezo chachikulu cha kuthekera kwakuti anthu angatengereko matenda ndinso kuuza ndi kutsogolera anthu pa ntchito yokonza m'malo osiyanasiyana. Gawo loyamba la ntchito ngati yomweyi ku [Tunisia](#), yaika kusintha kobwera kudzera mu zochitikazi ngati chinthu choyambirira pa zonse.

Ntchito yolimbikitsa ntchito yabwino ya bungwe loyang'ana za anthu ogwira ntchito ku [Nicaragua](#) yathandiza mbali ya ntchito yopanga zovala kupanga gawo loyang'ana za kachilombo ka COVID-19 mwadzidzidzi, limene likulimbikitsa kusamba m'manja mwakathithi ndi kupereka malangizo kwa ogwira ntchito. Ku [Indonesia](#), ntchitoyi yayambitsa chikonzero cha ndondomeko ya zoyenera kuchita ya m'mafakitale kuti adziwitse ogwira ntchito za kusamba m'manja ndi njira zina; pogwiritsa ntchito uphungu watsopano wa bungwe loyang'ana za anthu ogwira ntchito komanso bungwe loyang'ana za thanzi pa dziko lonse. Ku [Bangladesh](#), ogwirira ntchito yolimbikitsa ntchito yabwino limodzi (Better work partners) amanga malo osambirako m'manja ndipo akulimbikitsa ndikumema anthu ogwira ntchito kuti azisamba m'manja mwapafupipafupi.

Izi zatengedwa mu [Hand Hygiene at the workplace: an essential occupational safety and health prevention and control measure against COVID-19 \(2020\)](#)

## Chofunikira ndi chani pa kusamba m'manja koyenera?

Malo osambirako m'manja okwanira komanso opezeka ndi aliyense ndiwo ofunikira ku malo a ntchito. Izi ndi kuphatikizapo magawo ake ofunikira monga: Kupezeka kwa mabeseni osambira m'manja okhala ndi sopo, madzi a m'mipope oti atha kunyamulidwa ndi tinsalu topuputira m'manja ta aliyense (apo ayi mapepala) kapena njira zina zopuputira m'manja.

### 1. Mabeseni osambira m'manja (kapena zinthu zina zosambira m'manja)

Mabeseni ndi zinthu zomwe zimathandiza ogwira ntchito kusamba m'manja ndi madzi otuluka ku timipope. Izi ndi za mitundu komanso maonekedwe osiyanasiyana angapo ndipo atha kugwiritsidwa ntchito ndi munthu m'modzi kapena anthu angapo pa nthawi imodzi (mwachitsanzo, zosambirapo m'manja zolola anthu angapo kusamba m'manja) potemgera ndi mmene malo antchito alili.

- Ziyenera kukhala zoti anthu aulumali atha kuzifikira
- Ziyenera kulumikizidwa ku madzi otuluka ku mpope kapena kapaipi kokhala ndi kotsegulira ndi kutsekera madzi.
- Njira yochotsera kapena pogwera madzi osambidwawo ndi ofunika, poti atha kukhala ali ndi tizilombo toyambitsa matenda kapena zithu zoopsa zochotsedwa m'manja posamba. Ngalande zotulutsira madzi zoyenera ndi zofunikanso pofuna kupewa tizilombo tofalitsa matenda poyamwa magari.

## 2. Madzi otetezeka a m'mipope

Madzi oyenda otuluka m'mipope sangathe kukhala ndi tizilombo toyambitsa matenda. Madzi achikhalire a mosambira kapena mu ndowa atha kukhala ndi tizilombo toyambitsa matenda tochokera m'manja mwa ogwira ntchito ena omwe anasamba pamenepo kumayambiriro. Zinthu zina zofunika kuyang'ana ndi zotsatirazi:

- Madzi otuluka ku m'pope ayenera kumatuluka mwamphamvu.

### Chithunzi 3.1.1. Ku malo a ntchito yopanga zinthu a a Al Rashley El Mizan



- Madzi akhale otetezeka ku tizilombo toyambitsa matenda. Ngati kuli kotheka ayenera kukhala otetezeka kuti anthu atha kumwa. Pamene palibe madzi oti atha kunyamulidwa osamba m'manja, madzi osanyamulidwa omwe aperekedwa kuti anthu asambe m'manja ayenera kusonyezedwa bwino powalemba mooneka bwino kuti siotetezeka kuti n'kumwa.
- Kutentha kapena kuzizira kwa madzi ndikofunika kuganiziridwa. Madzi otentha atha kuthandiza kuchotsa litsiro lomatirira ndi kufuchirira komwe nthawi zambiri kumasunga tizilombo toyambitsa matenda. Nthawi yogwira ntchito m'nyengo yozizira, madzi otenthawa atha kuthandiza kulimbikitsa kusamba m'manja powonjezera kumveka bwino akamasamba.



### Madzi otuluka osati mmapayipi

Njira yabwino ndi kukhala ndi madzi a pampope ku malo osambirako m'manja, ngakhale kuti kusapezeka kwa madzi a m'mipope ku malo osambirako m'manja sikutanthauza kuti ogwira ntchito sangasambe m'manja moyenerera. Njira ina ndi kukhala ndi mosungira madzi mokhala ndi kampope. Ku malo komwe kuli ogwira ntchito ochepa, mpopi wosambira m'manja wokonzedwa kuchokera ku chosungiramo madzi chocheperako komwenso kumamangidwa chingwe chomwe chimakokedwa ndi kutulutsa madzi munthu akaponda pomwe panazikidwa chogwiritsa chosungira madzicho (Tippy Tap); utha kukhala njira yabwino. Pogwiritsa ntchito njira zotere mpofunika kuonetsetsa kuti mu chosungira madzicho muli madzi. ([Onani kalodzero wa bungwe la UNICEF kuti mudziwe za kapangidwe ka mpope womwe wafotokozedwa pamwambapa – \(Tippy Tap\)](#)).

(Izi zachokera mu: ILO Occupational Health and Convention, 1981 (No. 155), Article 19 (f).

## 3. Sopo kapena alowam'malo a sopo

Kusamba m'manja koyenera kumafunika sopo kapena alowam'malo a sopo. Kusamba m'manja ndi madzi okha ndi kosathandiza kwenikweni tikafika pa nkhani yochotsa tizilombo toyambitsa matenda. Sopo ndiwofunikira chifukwa:

- ☐ Amachotsa mafuta ndi litsiro lokakamira m'manja lomwe limanyamula tizilombo toyambitsa matenda pothandizira kutikita ndi kukwecha komwe kumachotsa tizilomboto.
- ☐ kugwiritsa ntchito sopo kumawonjezera nthawi yomwe muthu amatenga posamba zomwe zimawonjezera mwayi woti tizilombo toyambitsa matenda tichotsedwa kapena kuwonongedwa.
- ☐ Amawasiya manja akununkhira bwino. Kafungo ka kuyera komwe sopo amabweretsa pathupi kamalimbikitsa anthu kugwiritsanso ntchito sopo mwapafupipafupi.



### Alowam'malo a sopo

1. **Phulusa:** Pamene palibe sopo, bungwe loyang'ana za thanzi pa dziko lonse limati phulusa lochokera ku nkuni kapena malasha litha kugwiritsidwa ntchito ngati sopo m'malo mogwiritsa ntchito madzi okha.
2. **Kutikita m'manja utadzolamo zophera tizirombo zokhala ndi mphamvu yazoledzeretsa (alcohol –based hand rub):** Bungwe loyang'ana za umoyo pa dziko lonse limatinso ngati palibe sopo, kutikita m'manja ndi zophera tizilombo zokhala ndi mphamvu ya zoledzeretsa; kutha kugwiritsidwa ntchito. Bungwe loyang'ana za anthu ogwira ntchito pa dziko lonse linaonanso kuti njira yotikita m'manja ndi zodzola zoledzeretsayi ndi yapafupi ndi yoyenera yolowa m'malo mwa kusamba m'manja, ngati manjawa sanade. Ndondomeko yakagwiritsidwe ntchito kake ili motere:
  - Onetsesani kuti kutikita kwakwanira khungu la zikhatho zonse.
  - Tikitani manja onse pamodzi kwambiri, uku mukuonetsetsa kuti zala mwazitikitanso.

- Siyani kutikita mukaona kuti zodzola zomwe munadzola zaulukamo m’manja ndipo kuti manja auma.
- Onetsetsani kuti manja asambitsidwa ndi sopo mukakhala kuti mwagwiritsa ntchito njira yotikita m’manja ndi zodzola manja zokhala ndi mphamvu yazoleredzeretsa kangapo motsatidzana.

Water, sanitation and hygiene standards for schools in low-cost settings. WHO: Geneva, 2009; ILO/WHO HealthWISE Action Manual. Factsheet 3.10 ‘Hand hygiene’ ILO: Geneva, 2014.)

Ntchito zina zitha kudetsa kwambiri m’manja kapena atha kusiyamo mutakakamira zinthu zovuta kuchotsa, monga utoto. Zinthu ngati izi zitha kufuna kuti paperekedwa zochotsera zapaderadera zomwe zingathandize kuchotsa zinthuzo. Kumbukirani kuti zinthu zoopsa monga zosungunurira utoto ndi mankhwala ena, zisagwiritsidwe kusambira m’manja chifukwa izi zitha kukhala zoopsa ku moyo wa munthu.

#### 4. Tinsalu topuputira m’manja kapena zoumitsira m’manja

Pakutha pa kusamba m’manja, m’manja muyenera muumitsidwe. Manja onyowa amaterera ndipo atha kuchititsa ngozi zosafunika ku malo a ntchito. Polimbikitsa kuumitsa m’manja, tinsalu kapena njira zina zoyenera zoumitsira m’manja ziyenera kupezeka pafupi ndi mabeseni osambiramo m’manja. Izi zitha kukhala topuputira m’manja togwiritsa ntchito munthu mmodzi kamodzi topangidwa kuchokera kumapepala kapena zinthu zina; kapena zoumitsira m’manja za mphepo yotentha zodalira magetsi. Chachikulu n’choti posatengera njira youmitsira m’manja, njira iliyonseyo iyenera ikhale yaukhondo. Nthawi zina sitizilombo tonse tomwe tingachoke posamba m’manja ndipo titha kupititsidwa ku zopuputira m’manja pa nthawi youmitsa m’manja. Izi zikutanthauza kuti;

- ☐ Nsalu iliyonse yopuputira iyenera kugwiritsidwa ntchito ndi munthu m’modzi komonso kamodzi kokha
- ☐ Pakutha pakugwiritsa ntchito, chopuputiracho chiyenera kutayidwa mwachangu, kapena kusiyidwa mu malo oyenera kochapira ndi kusitirako zovala.

#### Njira yoyenera yosambira m’manja ndi iti?

Kusamba m’manja kuyenera kutenga nthawi yokwana masekandi 40 (40 seconds) . Onani kalodzera wotsatirayu woonetsa ndondomeko ya kasambidwe ka m’manja. Kalodzerayu akhonza kupachikidwa pa mwamba ngati chikumbutso cha zoyenera kuchita.

#### Ndi nthawi yanji yomwe ili yofunika kusamba m’manja?

Panthawi yogwira ntchito, pali nthawi zina zomwe kusamba m’manja kuli kofunika kwambiri.





MUSANAYAMBE KUGWIRA NTCHITO	MUKAMALIZA KUGWIRA NTCHITO
<ul style="list-style-type: none"> <li>▶ Musanayambe kudya kapena kumwa.</li> <li>▶ Musanayambe kugwira kapena kugawa zakudya kapena zakumwa.</li> <li>▶ Musanayambe kugwira ntchito ina yatsopano yomwe imafunika kuti m'manja mwanu mukhale moyera (mwachitsanzo, kugwira odwala mu malo operekerako chithandizo cha mankhwala).</li> <li>▶ Musanabwerere ku nyumba ku banja lanu.</li> </ul>	<ul style="list-style-type: none"> <li>▶ Pochoka kuchimbudzi kapena ku malo okodzako.</li> <li>▶ Pakutha kukhudza chimbuzi cha munthu; pakutha pakukonza malo osiyanasiyana; pakutha pa ngozi; kapena pakutha pa kusintha mwana thewera.</li> <li>▶ Pakutha pakukhudza zamadzimadzi zina za m'thupi la munthu monga mamina pamene munthu ali ndi chimfine.</li> <li>▶ Pakutha pakukhudza zinthu zoopsa monga, chimbuzi cha zinyama, mankhwala othira m'mbewu, kapena mankhwala oopsa osungunurira zinthu zosiyanasiyana.</li> </ul>

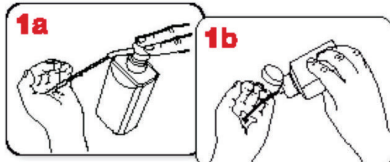
## Mitu ya mabuku ena pa okhudza kusamba m'manja

- Global handwashing partnership.
- WHO guidelines on hand hygiene in health care (2009).
- Hand hygiene: Why, How and When (WHO, 2009).

**Chithunzi 3.2.1** Kalodzera wachitsanzo wa bungwe loyang'ana za thanzi pa dziko lonse.

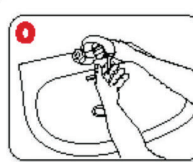
## Mmene munga tikitile m'manja?

M'MANJA ZOKHALA NDI MPHAMVU YOLEDZERETSA

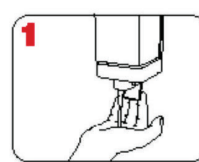


Thirani chikhatho chopindidwa ndipo onetsetsani kuti zapakidwa pa dzanja ponse.

## KUSAMBA M'MANJA NDI SOPO



nyowetsani m'manja ndi madzi



pakani sopo wokwanira kupakika pa dzanja ponse



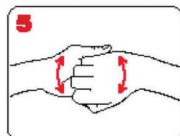
Tikitani m'manja poyendetsa chikhatho ndi chikhatho



tikitani podutsitsa dzanja la manja pamwamba pa kumbuyo kwa dzanja lamanzere mutatsegula zala zanu kuti pakati pa dzala pasambidwenso



tikitani poyendetsa chikhatho pa chikhatho mutapingatsitsa chala chilichonse pakati pa chinzake kuti musambe pakati mdi m'mbalim'mbali mwa dzalazo



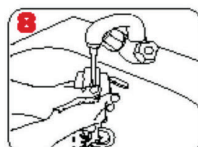
tikitani pomapinda mwakasinthasintha mutagwira chala chanu chachikulu cha kumanzere m'chikhatho chakumanja kenako chonchonso ndi chakumanja



sambani meakasinthasintha popititsa kutsogolo ndi m' mbuyo mwa chikhatho ndi tidzala topinda. Chitani izi ndi manja onse.



sambani meakasinthasintha popititsa kutsogolo ndi m' mbuyo mwa chikhatho ndi tidzala topinda. Chitani izi ndi manja onse.



Tsukuludzani m'manja



Pukutani m'manja mokwanira pogwiritsa ntchito tinsalu topukutira



Gwiritsani ntchito kansalu potseka m'pope kuopera kudetsanso m'manja



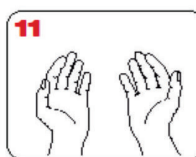
20-30 sec



40-50 sec



M' manja mwanu mukaima ndiye kuti manja anu ndi otetezeka tsopano



ndipo m' manja mwanu ndi motetezeka tsopano



October 2006, version 1.

## Kodi mabeseni osambira m’manja ayikidwe malo ati?

Ukhondo wa ku malo antchito ndi ukhondo wapathupi zimayendera limodzi. Kotero, mabeseni osambiramo m’manja ayenera ayikidwe pafupi ndi malo alionse amene kungakhale chiopsezo ku thanzi la anthu kapena ku malo omwe ntchito yake imafunika m’manja moyera polimbikitsa ukhondo wa kumalo a ntchito. Mabeseniwa ayeneranso kukhala pamalo poti anthu aulumali atha kuwafikira. Izi ndi kuphatikizapo:

- Zimbudzi ndi malo okodzako anthu aamuna: Pafupi ndi chimbudzi chilichonse kapena malo alionse okodzako anthu aamuna ku malo a ntchito, payenera pakhale beseni losambirako m’manja, sopo ndi madzi. Zimbudzi zina zimakhala ndi beseni losambiramo m’manja moyandikana ndi chimbudzicho. Mabeseni osambira m’manja atha kuyikidwa panja pa chimbudzi. Kufupikirana kwa beseni ndi chimbudzi kuyenera kukhala koti kuzikumbutsa ogwira ntchito kusamba m’manja pakutha pa kugwiritsa ntchito chimbudzi kapena malo okodzako anthu aamuna; asanabwerere kokagwira ntchito.



### Malo obisalika a akazi omwe akusamba/ ali kumwezi

Malo osambirako m’manja mkati mwa malo ogawidwira amuna kapena akazi kapenanso tizipinda; ndi ofunikira pa nkhani ya ukhondo wa pamene mzimayi akusamba/ ali kumwezi, potengera kuti anthu aakazi sangakonde kusukusula manja opakidwa ndi magari pa malo osambira m’manja ogwiritsidwa ntchito ndi gulu la anthu.

- **Zinthu zoopsa:** Malo ogwirirako ntchito amene angapereke chiopsezo cha zinthu zoopsa kwa ogwira ntchito ayeneranso kukhala ndi beseni losambiramo m’manja pafupi pofuna kuteteza thanzi la ogwira ntchito. Mwachitsanzo, ku mbali ya ntchito zachipatala, mabeseni osambiramo m’manja siofunikira pafupi ndi zimbudzi zokha ayi komanso mzipinda zoyezera odwala ndi mzipinda zopangira ma opaleshoni.
- **Malo akuntchito ophikirako ndi ogulitsiramo zakudya**  
Madzi ndi sopo ndizofunika ku malo ophikirako zakudya kuti anthu azisamba m’manja mwachizolowezi asanayambe kapena pamene ali mkati mokonza ndi kugawa zakudya ndi zakumwa. Beseni losambira m’manja loyikidwa mkati mwa malo ogulitsiramo zakudya ndi lofunikiranso kuti likumbutse ogwira ntchito kufunikira kosamba m’manja asanayambe kudya kapena kumwa.
- **Malo okhalamo a kuntchito:** Mabeseni osambiramo m’manja okhala ndi sopo ndi madzi ayenera kuyikidwanso mu malo okhalako omwe olemba ntchito apereka kwa ogwira ntchito awo, kuphatkizapo pafupi ndi ndi zimbudzi ndi malo okodzako anthu aamuna komanso ku malo ophikirako.



### Mfundo yofunika kuikumbukira kwambiri:

Manja atha kunyamula tizilombo toyambitsa matenda ndi zinthu zina.

Kusamba m’manja ndi njira yapafupi, yachangu yomwemwenso ndi yotchipa yolimbikitsira thanzi ndi yopewera kufala kwa matenda ku malo a ntchito.

Kupereka mabeseni osambira m’manja ndi kulimbikitsa kusamba m’manja kutha kuwonjezera thanzi ndi moyo wabwino wa ogwira ntchito; ndi kupewa kujomba kobwera Kamba ka kudwala kwa ogwira ntchito, kotero kupititsa patsogolo chikhumbokhumbo ndi phindu la ogwira ntchito.



## KALODZERA WACHITATU: GAWO LACHIWIRI. KUSAMBA SHAWA KAPENA KUSAMBA PODZITHIRIRA MADZI KU BAFA

### Chifukwa chani kusamba shawa ndi kusamba podzithirira madzi ku bafa kuli kofunikira ku malo a ntchito?

Nthambi yachiganizo yoti “Kusamba shawa kapena kusamba podzithirira madzi”, imatanthauza kusamba m’thupi kwa mtundu wina uliwonse kupatula kusamba kwa m’manja. Monga mmene zafotokozedwera mu kalodzero wapitayu, manja atha kunyamula tizilombo toyambitsa matenda komanso mankhwala oopsa. Zilinso chimodzimodzi ndi ziwalo zina za thupi. Tiyanera tiganizire kusamba kwa mitundu itatu ndi kufunikira kwawo pa chitetezo ndi thanzi ku malo a ntchito:

1. Kusamba kawirikawiri
2. Kusamba kwa kumalo antchito
3. Kusamba kwadzidzidzi



#### Mavuto/nkhawa yokhudza thanzi pa kusowekera kwa ukhondo (zitsanzo sizokhazi)

- ▶ Nsabwe (body lice)
- ▶ Mphere (Scabies)
- ▶ Mauka (Fungal infections)
- ▶ Zipere (Ring worms)
- ▶ Nthenda ya maso yomwe imapweteketsa ndi kufiiritsa maso ngati magari (Trachoma)
- ▶ Njoka za m’mimba zokhala kotulukira chimbuzi (pin worms)
- ▶ Kutsegula m’mimba (Diarrhoea)
- ▶ Chibayo/ nthenda zogwira njira yodutsa mpweya (Pneumonia/respiratory infections)

(Izi zatengedwa mu buku lomwe mutu wake ndi “Centre for Disease Control and Prevention, CDC (2014). Hygiene-related Diseases Factsheet.”)

### 1. Chifukwa chani kusamba kawirikawiri kuli kofunikira?

Tsiku lililonse, posatengera zomwe timachita, timakhudzidwa ndi zinthu zochokera m’malo omwe timakhala zomwe zimamatirira pa khungu lathu monga, fumbi kapena zouluka ndi mphepo. Kuwonjezera apo, thupi lathu limatulutsa thukuta. Izi zitha kuchitsa kuti tide ndipo kuti khungu lathu likhale poswanirana tizilombo toyambitsa matenda.

Kusamba pafupipafupi ndi njira yoonetsetsera kuti tachotsa tizilombo pathupi pathu ndipo kuti sitikunyamula tizilombo toyambitsa matenda popita kuntchito. Zimatithandizanso kuti tizinunkhira bwino, kuonjezera kumasuka kwathu ndi kwa omwe akugwira ntchito motizungulira.



## 2. Chifukwa chani kusamba kwa kumalo a ntchito kuli kofunikira?

Monga mmene zilili ndi kusamba m’manja, ziwalo zina za thupi zitha kukhudzana ndi tizilombo toyambitsa matenda toopsa, zinthu kapena zomwe zitha kuyambitsa matenda kwa munthu pamene ali ku ntchito, malingana ndi mmene zinthu zilili ku ntchitoko ndi mtundu wa ntchito yomwe ikugwirika. Pena, malo a ntchito ayenera kukhala ndi malo osambirako pofuna kupereka mpata kwa ogwira ntchito kuti azitha kusamba akatha kuigwira ntchito kuti achepetse chiopsezo kapena matenda kwa onse, ogwira ntchito ndi omwe akhudzana nawo pogwira attachoka ku ntchito. Zimathandizanso kupewa kufala kwa matenda monga kachilombo koyambitsa matenda a Corona, komwe kamatha kufalitsidwa kudzera pogwira kunkhope.

**Chiopsezo chofala kudzera pakhungu:** Ndi chifukwa chani zinthu zofala kudzera pakhungu zili zodetsa nkhwana? Ndi kovuta kulingalira kuti zinthu zofikira pa khungu zingabweretse mavuto ku thupi lonse. Apa ndi pomwe nkhwana iyi ili yofunikira kwambiri. Zinthu zina zimatha kudutsa pa khungu ndikulowa m’magazi kupangitsa kuti thupi lonse lipwetekeke. Mavuto a za umoyo atha kuonekera mwachangu komanso atha kutenga nthawi kuti aonekere. Zitsanzo zake zili munsimu.

Zinthu zomwe zingakhudze munthu	Ntchito zolemetsa/malo othentha kwambiri
Nikotini mu masamba a fodya	Matenda a fodya wa mmunda omwe zizindikiro zake ndi kusanza, nseru, mutu ndi chizungulire
Mankhwala opopera kapena kuthira mbewu	Kudwala komwe kungakhale kosadetsa nkhwana komanso kodetsa nkhwana
Benzini kapena Toluini m’makampani a mafuta ndi mankhwala a galimoto.	Kuyabwa pa khungu, kuotcheka ngati zafika mmagazi zitha kuyambitsa mavuto ochepa chitetezo cha m’thupi .

## Chofunikira ndi chiyani posamba ku ntchito?

Monga kusamba mmanja, malo ena ogwira ntchito amafunika zipangizo zosambira mthupi zomwe zili ndi madzi oyenda abwino, sopo komanso chopuputira chogwiritsa ntchito kamodzi. Chinthu china choyenera kuchiganizira ndi kufunikira kodi malo osambira wo akhale obisika.

## Zipangizo zosambira

Zipangizo zomwe zingapezeke pa ntchito zosambira ndi monga shawa (yomwe madzi azituluka mu mpopi ochokera mmwamba) kapena shawa yochita kuzithira ndi manja. Kapenanso ma beseni atha kugwiritsidwanso

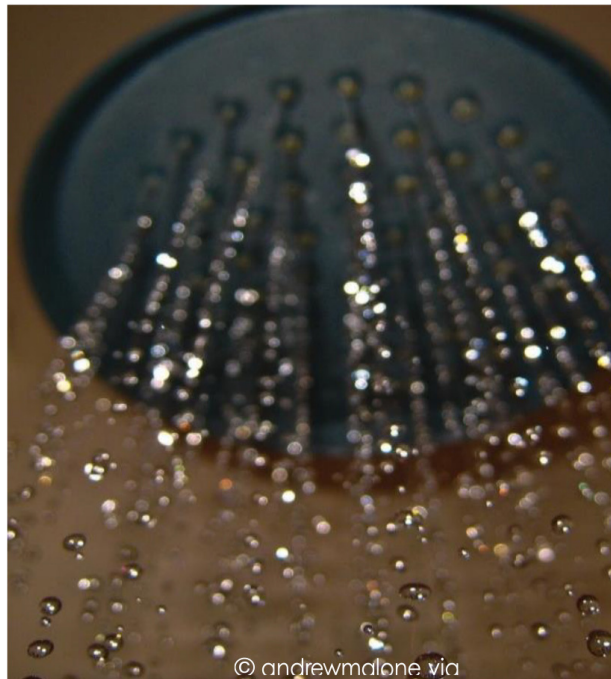


ntchito. Zipangizo zosambira zikhale:

- Zotetezedwa, pa malo a bwino komanso pobisika. Zikhale zosiyanitsa kwa amayi ndi abambo.
- Zikhale zopezeka mosavuta komanso mulingalire zochitika ndi mtundu wa ntchito yomwe imagwiridwa.

### Kuphatikiza apo:

- Madzi asabwerezedwe ndi munthu wina ogwira ntchito akamalizila wina
- Chotsani madzi oti asambira kudzera mu paipi yoyenelera. Madzi oti munthu wasambamo atha kukhala ndi majeremusi oipa, choncho pakhale njira yabwino komanso yotetezedwa yotayira madzi kuchoka ku bafa kuti asanonongenso chilengedwe.
- Madzi oti munthu wasambira asagwiritsidwenso ntchito ina iliyonse. Izi n'zoyenera kuchitika makamaka ku malo a ntchito omwe amagwiritsa ntchito zinthu zoyenera kutsuka. Malo otsukilako zinthu zogwilira ntchito akhale osiyana ndi osambirako kuti malo osambirakowo akhale osamalika.



Chithuzi 3.2.1. Shawa

## Madzi otuluka pampope/oyenda

Cholinga cha malo osambirako aku ntchito ndi kuchotsa zoipa zina zili zonse pa khungu komanso mu tsitsi pa malo otakasuka ndi a ukhondo. Choncho, madzi osamba akuyenera kukhala:

- Otetezeka kuti asayike munthu pa chiopsezo. Nthawi yosamba, madzi atha kulowa mmaso komanso mkamwa zomwe zitha kuyambitsa matenda ngati munali majeremusi. Ngati madzi si a pa pompi, payikidwe chizindikiro chooneka abwino kuti madzi wo siotetezedwa kuti munthu amwe.
- Otuluka ndi mphamvu kuti aphwanye zokuda komanso zitsotso. Kuphatikiza apo, madzi ofunda amathandiza kuphwanya zitsitso mofulumira. Ngakhale ILO imalimbikitsa kuti madzi oyenda ndi omwe akuyenera kugwiritsidwa ntchito posamba mmalo a ntchito, kusamba ndikotheka ngakhale



palibe madzi a pa mpopi, makamaka kungosambira m'thupi.

- Potakasuka kuti ogwira ntchito azilimbikitsika kusamba pafupi pafupi. Madzi ofunda osamba angalimbikitse komanso kukhala osangalatsa kwa ogwira ntchito.
- Otetezedwa kuti athandize kuti thupi likhale ndi mulingo otentha oyenelera. Mwa chitsanzo, zingakhale zoopsa komanso kuyika moyo wa anthu pa chiopsezo cha zibayo ngati ku malo ogwira ntchito kuli kozizira ndipo kulibe madzi otentha.

Olemba anthu ntchito aonetsetse kuti madzi okwanira akupezeka pa malo a ntchito kuti asatayike. Mipopi ikhale yogwira bwino ntchito ndipo mipopi yonse yochucha madzi ikonzedwe mansanga. anso ma beseni atha kugwiristsidwaso

## Sopo

Sopo ndi zina zovomerezeka kusambira mthupi ngati mankhwala otsukira tsitsi zigwiritsidwe ntchito kuti zithane ndi zinthu zoononga zomwe zimapezeka pa khungu ndi mu tsitsi. Sopo akhale:

- ❑ Osayabwitsa khungu. Chifukwa choti malo ena a ntchito amafunika kusamba pafupipafupi, sopo akhale oti sangaononge kapena kuyika khungu pa chiopsezo ngakhale atagwiritsidwa ntchito mowilikiza.
- ❑ Asakhale ndi zinthu zomwe ndi zosavomerezeka kusambira m'thupi. Kumbukilani kuti chimodzimodzi posamba manja, sopo ovomerezeka yekhayo ndi yemwe agwiritsidweso ntchito posamba. Zinthu monga zosungunulira kapena zothira mu penti ndi zoopsa ndipo zitha kuononga thupi la munthu.

## Zopuputira

Thupi likuyenera kupuputidwa mukamaliza kusamba kuti mumve bwino komanso kuchepetsa ngozi zomwe zingadze Kamba ka thupi lotelera. Zupuputira pa malo a ntchito zikhale:

- ❑ Zopanda chilichonse choononga komanso zochapa bwino
- ❑ Zigwiritsidwe ntchito kamodzi, komanso ogwira ntchito asabwerekane.
- ❑ Zichapidwe ndi kusitidwa bwino kapena kutayidwa malingana ndi zochitika komanso zotsatilidwa za pa malo a ntchito

### Chithunzi: 3.2.2. Malo osambirapo mwadzidzidzi



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### 3. Kodi ndi chifukwa chani kusamba kosakonzekera nkofunika?

Ndizotheka munthu kupezeka kuti wakumana ndi zinthu zoyika moyo wake pa chiopsezo mosayembekezera, mwachitsanzo pachitika ngozi yoti mankhwala atayika. Zitatero, munthu akuyekera kusamba pompompompo molunjika kuthana ndi mankhwala oipa aja ndi cholinga chochepetsa chiopsezo pa moyo wa munthuyo.

Mphindi zoyambirira kuti munthu wangokhudzana kumene ndi mankhwala oyika moyo pa chiopsezowa, makamaka omwe angathe kusupula khungu ndi zofunikira kwambiri. Kungochedwa pang'ono kupereka chithandizo kutha kupangitsa kuti munthu avulale kwa nthawi yayitali. Malo osambirako adzidzidziwa amapereka thandizo la nsanga komanso la pompo pompo kuti thupi komanso nkhope zisaonongeke, kupereka mwayi kwa ogwira ntchito kuti atsuke mwansanga mankhwala omwe angathe kuononga moyo. Malo osambirako adzidzidzi omwe angayikidwe ndi shawa komanso malo osukusulirapo nkhope.

#### Shawa yosambirako mwadzidzidzi

Pomwe ndi zoyenerera, pa malo a ntchito pakhale shawa za dzidzidzi zomwe zipangidwe molingalira kuti ogwira ntchito asambe kumutu ndi m'thupi ngati atapezeka kuti wakumana ndi mankhwala oopsa. Shawa zadzidzidzi zi zitha kugwiritsidwanso ntchito kuchapa zovala kuchotsa mankhwala oipa. Kapena kuzimitsira zovala zomwe zayaka moto malingana ndi moto wake.

#### Malo osukusulirapo ku nkhope mwadzidzidzi

Ngati nkhope komanso maso kwakhudzidwa ndi mankhwala osiyanasiya, atha kuyambitsa kuyabwa, kusaona kwa nthawi yochepa kapena kwa muyaya ngakhalenso khungu. Ngati ngozi zangati izi zachitika, sukusulani mmalo osukusulira nkhope mwadzidzidzi kuti muchepetse chiposezo cha mankhwala oopsawa. Malo osukusulirapo wa atha kukhala ngati kasupe koma okhala ndi potulukira madzi pawiri pomwe madzi angafikire maso onse awiri pakamodzi.



#### Mankwala owoononga

Izi ndi zinthu zomwe zimatha kuononga minyewa ya thupi ngati yakhudzidwa nazo, kupangitsa kuti maso kapena khungu lionongeke pompo pompo. Pakhungu, zinthu izizi zitha kuotcha komanso kutulutsa matuza pa khungu. Zikapanga kwambiri, matuzawa ngati ali malo aakulu pathupi, munthu atha kumwalira. Ngati zakhudzana ndi maso, zinthu zoonongazi zitha kuotcha, kupangitsa zipsera ngakhale khungu. Zina mwa zitsanzo za zinthu zoonongazi pa malo a ntchito ndi:

- ▶ hydrochloric acid
- ▶ nitric acid
- ▶ ammonium hydroxide
- ▶ potassium hydroxide (caustic potash)
- ▶ sodium hydroxide (caustic soda)


Ndi zofunikira kwambiri kuti olemba anthu ntchito, mabwana komanso ogwira ntchito adziwe bwino lomwe za mankhwala ndi zina zonse zomwe agwiritse ntchito pa malo a ntchito komanso mmene angathanilane ndi kutayika kapena kukhudzana ndi mankhwala alionse chifukwa chiopsezo cha izi kumakhala kosiyana molingana ndi mtundu wa mankhwalawo. Chithunzi 3.2.3. chikuonetsa chitsanzo cha mmene mankhwala ochapila zinthu angasamalidwe.



**Chithunzi 3.2.3.** Malangizo akagwiritsidwe ntchito ka malo osambila adzidzidzi ngati munthu wakhudzidwa ndi mankhwala ochapila zinthu

#### GHS Label elements, including precautionary statements

Emergency Overview

<b>Signal word</b> <b>Hazard Statements</b> Causes mild skin irritation Causes serious eye irritation 	<b>Warning</b> <div style="font-size: 2em; color: orange; text-align: center;">1</div>	<div style="font-size: 1.5em; font-weight: bold;">MSDS = Clorox Bleach</div>
<b>Appearance</b> Clear, pale yellow	<b>Physical State</b> Liquid	<b>Odor</b> Citrus, herbaceous, bleach

#### Precautionary Statements - Prevention

Wash hands and any exposed skin thoroughly after handling.  
Wear eye protection/face protection such as safety glasses.

#### Precautionary Statements - Response

##### Eyes

IF IN EYES: Rinse cautiously with water for several minutes. Remove contact lenses, if present and easy to do. Continue rinsing. If eye irritation persists: Get medical advice/attention.

##### Skin

If skin irritation occurs: Get medical advice/attention.

#### Precautionary Statements - Storage

None

#### Precautionary Statements - Disposal

None

#### Hazards not otherwise classified (HNOC)

The following medical conditions may be aggravated by exposure to high concentrations of vapor or mist: heart conditions or chronic respiratory problems such as asthma, emphysema, or obstructive lung disease.

#### Unknown Toxicity

0.08% of the mixture consists of ingredient(s) of unknown toxicity.

#### Other information

Toxic to aquatic life with long lasting effects

#### Interactions with Other Chemicals

Reacts with other household chemicals such as products containing ammonia, toilet bowl cleaners, rust removers, or acids to produce hazardous gases, such as chlorine and other chlorinated compounds.

### 3. COMPOSITION/INFORMATION ON INGREDIENTS

Chemical Name	CAS-No	Weight %	Trade Secret
Sodium hypochlorite	7681-52-9	1 - 5	*
Sodium hydroxide	1310-73-2	0.1 - 1	*

\* The exact percentage (concentration) of composition has been withheld as a trade secret.



### Kufunikira kophunzitsa anthu za kusamba kwadzidzidzi

Ngozi zadzidzidzi chifukwa cha kukhuthuka kwa makhwala zitha kuchitika nthawi ina iliyonse, ndipo ngati munthu athamanga kusamba mthupi kapena mmaso komanso kugwiritsa ntchito njira yoyenelera molingana ndi mankhwalawo, atha kuthandizika mwansanga komanso mokhutilitsa. Kumbukilani kuti:

- ❑ Ogwira ntchito wina aliyense akufunika maphunziro omveka bwino akagwiritsidwe ntchito komanso za malo opezekako mashawa komanso kosukusulirako ku maso kwadzidzidzi.
- ❑ Musangoganiza kuti ogwira ntchito aliyense akudziwa malo wa komanso ndondomeko zoyenelera
- ❑ Mupange maphunziro opereka chithunzi cheni cheni komanso owapatsa mwayi oyeselera zinthu zadzidzidzi monga momwe angapezele zipangizo zi.
- ❑ Akumbutseni ogwira ntchito kuti maso kuti atsukike moyenerela ayambe achotsamo zomwe zinalowamozo.



## Zofunikira ndi chiyani pa zipangizo zosambira mwadzidzidzi?

Zofunikira pa zipangizo zosambira mwadzidzidzi ndi:

- ❑ **Madzi aukhondo:** Ndi zofunikira kuti madzi omwe aperekedwa ndi otetezedwa ndipo sakupereka chiopsezo kwa anthu ogwira ntchito. Ngati madzi si a pa mpopi, uthenga ulembedwe mooneka bwino kuti madzi wo si otetezedwa kuti amwedwe.
- ❑ **Pafupi komanso zosavuta kuzipeza:** Pa nthawi ya ngozi, ngati mankhwala awazikira munthu, mphindi iliyose ndi yofunikira. Malo kapena zipangizo zosambirako zikhale pafupi ndi malo ogwirilako ntchito omwe kumapezeka mankhwala oyika moyo pa chiopsezo. Kuphatikiza apo, zipangizo zikhale zosavuta kagwiritsidwe ntchito kuti ogwira ntchito atha kugwiritsa ntchito pompo pompo. Kumbukilani kuti zinthu zina kuwazikira mmaso zitha kuononga maso pompo pompo. Choncho, ogwira ntchito athe kuchitapo kanthu pangosiya mosataya nthawi yochulukika.



### Kutsindikapo pazofunikira

Zinthu zina zofunikira pa mitundu ya zosambira za dzidzidzi ndi kagwiritsidwe ntchito ndi kuzikonza kwake zikaonongeka zimakonzedwa ndi anthu oyenelera. Mwa zina zoyenera kutsata ndi izi:

- ❑ Ndondomeko ya kasamalidwe ka zinthu
- ❑ Malo komanso mulingo wa zosambira za dzidzidzi
- ❑ Muyeso oyenelera wa malo osambira adzidzidzi
- ❑ Kuthamanga kwa madzi
- ❑ Katenthedwe ka madzi
- ❑ Zinthu zina zokankha madzi monga madzi amchere osungidwa bwino
- ❑ Ma nambala a ma lamy a anthu owadziwitsa pakachitika ngozi kuti alandire thandizo ndi chisamaliro cha ku chipatala mwa nsanga



### Mfundo yoti mutolepo

**Kupezeka, kukonza ndi kugwiritsa bwino ntchito zipangizo zosambira pa malo a ntchito komanso mwadzidzidzi kumathandiza kuteteza moyo ndi thanzi la ogwira ntchito komanso ukhondo wa pa malo a ntchito.**



## CHIGAWO CHACHITATU, GAWO LACHITATU KUCHAPA NDI KUSITA ZOVALA

### Kodi kuchapa ndi kusita zovala n'kofunikira bwanji ku ntchito?

Monga manja ndi matupi amakhala pa chiopsezo chokumana ndi majeremusi komanso zinthu zina zoopsa, momwemonso zovala ndi zipangizo zogwirira ntchito. Zovala za ku ntchito ndi zina zozitetezera zomwe zimapangidwa kuti ziteteze ogwira ntchito, zimatha kusunga zinthu zosiyanasiyana zoyika moyo pachiopsezo. Choncho ndipofunikira kulingaliranso nsalu komanso zina zomwe zingade pa malo a ntchito monga nsalu ndi zopuputira.

### Kodi kuchapa ndi kusita zovala kapena zipangizo zogwirira ntchito n'kofunikira bwanji?

Zovalal ndi zipangizo zogwirira ntchito (monga zisoti, magalasi a m'maso ndi zipangizo zopumira) zimapangidwa kuti zitchingire munthu ku zinthu zoyika moyo pachiopsezo m'malo ogwira ntchito. Choncho, ndi zoyenera kuti zovala ndi zinthuzi zionongeke.

Ngati zochitika pa ntchito zatha zovala ndi zinthu zoonongekazi ndi zipangizo zina zimachotsedwa ndipo pamakhala chiopsezo choti zitha kukhudza munthu ngati zinthuzi sizinalongosoledwe bwino, kuchapidwa kapena kutayidwa moyenerera.

Mankhwala ndi zinthu zina zoyika moyo pa chiopsezo zomwe zimapezeka pa zovala ndi zipangizo zogwilira ntchito ndi:

- ▶ Mankhwala ophera zilombo za mu mbewu
- ▶ Asibesitosi
- ▶ Zotuluka pa thupi la munthu zachibadwidwe
- ▶ Ziweto nd nyama zokufa ndi zina zotuluka pa thupi lawo.
- ▶ Zinthu zobwera kamba ka utsi ofuka ku zida za nyukilkiya
- ▶ Mankhwala oopsa komanso oononga

Zovalal ndi zipangizo zogwirira ntchito zizichapidwe ndi kusitidwa bwino molingana ndi malangizo omwe anaperekedwa kapena zitayidwe moyenelera malingana ndi malamulo a dziko lo. Iyi ndi ntchito ya olemba anthu ntchito. Ogwira ntchito asatenge zovala ndi zipangizo zoongekazi kuti akachape kunyumba.

Mwa njira ina, anthu ogwira ntchito atha kusintha zovala zawo nkuvala zogwirira ntchito akafika ku malo a ntchito. Malo osinthirako zovala komanso osungirako zinthu ngati loka ndi ofunikira kuti mupewe kufala kwa tizilombo toyambitsa matenda kuchoka ku zovala za pa ntchito kupita ku zovala za kunyumba.



### Chithunzi 3.3.1. Ogwira ntchito yochapa zovala ku Washington Hotel ku United States



© ILO/Maillard J.



#### Chenjezo: Zomwe munganyamule kunyumba pochoka ku ntchito

Ngati simusiya zovala za ku ntchito ndi zipangizo zina ku malo anu a ntchito, muli pa chiopsezo chonyamula majeremusi ndi zinthu zina zoyika moyo wanu pa chiopsezo kunyumba kwanu. Zinthu izi zitha kukhalira pansi, m'mipando komanso makamaka kwa anthu apa banja lanu. Izizi zimatchedwa zoyika moyo pa chiopsezo zochita kubweretsa m'nyumba. Mankhwala ambiri aku ntchito amakhala oopsa kwa ana. Odetsa nkhawa kwambiri ndi mankhwala a tizilombo omwe ali oopsa kwa ana/ achichepere omwe amangoyika zilizonse m'kamwa komanso kukhalira kusewera pansi pomwe fumbi ndi zina zochokera ku zovala zimatsalirapo.

### Zipangizo zina zogwirira ntchito

Zipangizo zina zimatha kukhala zokuda malingana ndi ntchito yomwe zimagwiritsidwira ntchito ndipo zimafunika kuchapa moyenelera kuti tichepetse chipsezo paukhondo wa ku ntchito. Mtundu wa zipangizo umatengeraso ndi mtundu wa ntchito. Chinthu chofunikira kulingalirapo ndi choti kodi zipangizo zomwe zikukambidwazo zili ndi kuthekera koyipa ukhondo wa munthu pa ntchito pa chiopsezo kapena ayi. Ngati ndi choncho, atsogoleri oyenelera afunsidwe kupereka uthenga okhudzana ndi kuchapa, kugwiritsa ntchito komanso kutaya zinthu moyenelera pa malo a ntchito. Zina mwa zitsanzo za izi ndi:

- ▶ Zopuputira ku ntchito ndi zipangizo zosambira
- ▶ Zopuputira ndi zogonera ku malo okhalako ku ntchito
- ▶ Zinthu zomwe zaonongeka ndi Asibesitosi.
- ▶ Zopuputira ndi zogonera ku malo a za umoyo



### Ntchito za umoyo ndi HIV/EDZI

Kuchapa ndi kusintha zovala m'malo a ntchito za umoyo ndi kofunikira kwambiri, makamaka polimbana ndi matenda a Edzi. Zopuputira, zovala ndi zipangizo zonse za nsalu zomwe zaonongeredwa ndi magazi zitha kukhala ndi chiopsezo chofalitsa matenda.

- ▷ Zovala zonse zichapidwe ndi sopo
- ▷ Ngati palibe zipangizo zoyenelera, zovala zoonongeredwa zichapidwe ndi madzi otentha mu chipangizo chochapira zovala ndipo madzi atenthetsedwe kufika pa madigiri 80 kapena kuchapidwa ndikusitidwa ndi simbi yotentha.
- ▷ Ngati zikuchapidwa pa manja, magulovesi apasitiki avalidwe mmanja

Zatengedwa ku: Joint ILO/WHO guidelines on health services and HIV/AIDS, Geneva, 2005



### Mfundo yoti mutolepo

Kuphatikiza pa manja ndi khungu, zovala zitha kukhalanso ndi zinthu zoyika moyo pachiopsezo ndikupangitsa kuti thanzi likhale pa chiopsezo. Njira za ukhondo zochapira ndi kusitira zovala zimapewetsa anthu kukhudzana ndi zinthu zoipa choncho ogwira ntchito amakhala otetezedwa komanso athanzi pamodzi ndi mabanja awo.



# KALODZELA WACHITATU GAWO LACHINAYI: UKHONDO WA ZAKUDYA

## Ukhondo wa zakudya ndi ofunikira motani?

Matenda odzera mu zakudya ndi limodzi mwa mavuto a zaumoyo pa dziko lonse lapansi. Tizilombo toyambitsa matenda opezeka mu zakudya amayambitsa kutsekula mmimba koopsa ndipo nthawi zina munthu amatha kufa. Ngati zakudya zaonongeka ndi makhwala zimatha kupanga mphamvu ya mankhwala aululu kapena kuyambitsa matenda a mgonagona monga Cancer.

Zakudya zosatetezedwa zitha kukhala nyama yosaphika, zipatso ndi masamba oonongeka ndi chimbudzi cha munthu kapena nyama komanso zakudya zoonongeka ndi mankhwala ngati (Mercury). Mwayi wake, matenda ambiri obwera Kamba ka zakudya atha kupeweka ngati tisamalira bwino zakudya.

## Tingakwanitse bwanji ukhondo wa zakudya ku ntchito?

Ufulu osakhala ndi njala ndi ufulu ofunikira kwa munthu ngakhale nthawi zina anthu amaunyalanyaza ponena kuti ndi njira yosamalira chitetezo ndi thanzi pa malo a ntchito. Chakudya chotetezedwa ndi chofunikira kuti ogwira ntchito akhale opindulitsa. Ogwira ntchito omwe sakupeza chakudya chotetezedwa kapena sakudziwa zofunikira pa ukhondo wa zakudya, atha kudwala ndi kujomba ku ntchito zomwe zitha kupangitsa kutsika kwa kupindula pa malo a ntchito. Ku malo a ntchito komwe malo ogona amaperekedwa, kufunikira kwa zakudya zotetezedwa kufikiranso ku malo okhalako, mabanja komanso dera lonse lokhalako.

Ndi zifukwa zambiri zomwe zingapangitse kuti chakudya chionongeke, monga:

- ▷ nyengo yotentha
- ▷ kutalika kwa nthawi yapakati pokonza ndi kudya chakudya
- ▷ madzi osatetezedwa
- ▷ kusaphika ndikutenthetsa mokwanira
- ▷ kusowa kwa ukhondo m'mkantini
- ▷ malo ovuta kutsuka
- ▷ kusowa kwa ukhondo wa munthu (kusamba mmanja) ndi;
- ▷ ziweto kumalowa ku khitchini

Chifukwa choti munthu wina aliyense amafunika zakudya zotetezedwa kuti akahle ndi thanzi la bwino, ukhondo wa zakudya ndi udindo wa wina aliyense pa malo a ntchito. Kulimbikitsa ukhondo wa zakudya kukugwirizana ndi kusintha khalidwe komanso kumvetsetsa mfundo zofunikira zotetezera zakudya. Ukhondo wa zakudya pa malo a ntchito uli ndi mbali zitatatu zomwe zimayendera limodzi monga, chakudya chotetezedwa, malo okonzera zakudya otetezedwa komanso kugawa zakudya kotetezedwa.

**Zoyambitsa matenda mu zakudya****Mabakiteriya**

Salmonella  
Campylobacter  
Listeria  
Vibrio cholera

**Prions**

Bovine  
spongiform  
encephalopathy  
("mad cow  
disease")

**Tizilombo**

Gardia  
Cryptosporidium

**Virus**

Matenda a  
chiwindi

*Zatengedwa ku: WHO (2015). Food safety. Fact sheet N°399.*

**Chakudya chotetezedwa**


Kuti mupewe kuonongeka kwa zakudya pa malo a ntchito komanso kulimbikitsa zakudya zotetezedwa, pali mdandanda wa mfundo zisanu zoti zizikumbukira, monga chikuonetsera chithuzi 3.4.1





**Chithunzi 3.4.1.** Mfundo zisanu za chakudya chotetezedwa, uthenga wokonzedwa ndi bungwe loyang'anira ogwira ntchito padziko lonse(WHO)


# Five keys to safer food



## Keep clean

- ✓ Wash your hands before handling food and often during food preparation
- ✓ Wash your hands after going to the toilet
- ✓ Wash and sanitize all surfaces and equipment used for food preparation
- ✓ Protect kitchen areas and food from insects, pests and other animals


**Why?**  
While most microorganisms are not visible to the naked eye, they are widely found in soil, water, animals and people. These microorganisms are carried on hands, wiping cloths and surfaces, especially cutting boards and the slightest contact can transfer them to food and cause foodborne illness.



## Separate raw and cooked

- ✓ Separate raw meat, poultry and seafood from other foods
- ✓ Use separate equipment and utensils such as knives and cutting boards for handling raw foods
- ✓ Store food in containers to avoid contact between raw and prepared foods

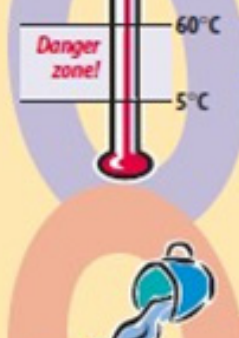
**Why?**  
Raw food, especially meat, poultry and seafood, can contain dangerous microorganisms which may be transferred onto other foods during food preparation and storage.



## Cook thoroughly

- ✓ Cook food thoroughly, especially meat, poultry, eggs and seafood
- ✓ Bring foods like soups and stews to boiling to make sure that they have reached 70°C. For meat and poultry, make sure that juices are clear, not pink. Ideally use a thermometer
- ✓ Reheat cooked food thoroughly


**Why?**  
Proper cooking kills most dangerous microorganisms. Studies have shown that cooking food to a temperature of 70°C can help ensure it is safe for consumption. Foods that require special attention include minced meats, sausages, large joints of meat and whole poultry.



## Keep food at safe temperatures

- ✓ Do not leave cooked food at room temperature for more than 2 hours
- ✓ Refrigerate promptly all cooked and perishable food (preferably below 5°C)
- ✓ Keep cooked food piping hot (more than 60°C) prior to serving
- ✓ Do not store food too long, even in the refrigerator
- ✓ Do not thaw frozen food at room temperature

**Why?**  
Microorganisms can multiply very quickly if food is stored at room temperature. By holding at temperatures below 5°C or above 60°C, the growth of microorganisms is slowed down or stopped. Some dangerous microorganisms still grow below 5°C.



## Use safe water and raw materials

- ✓ Use safe water or treat it to make it safe
- ✓ Select fresh and wholesome foods
- ✓ Choose foods processed for safety such as pasteurized milk
- ✓ Wash fruits and vegetables, especially if eaten raw
- ✓ Do not eat food beyond its expiry date

**Why?**  
Raw materials, but all produce and raw, may be contaminated with dangerous microorganisms and chemicals. Raw materials may be formed in damaged and mouldy foods. Care in selection of raw materials and simple measures such as washing and peeling may reduce the risk.

**Knowledge = Prevention**

Food Safety World Health Organization

WHO/FAO/WHO/UNEP  
Observation/Control  
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## 1 Khalani aukhondo

Tizilombo toyambitsa matenda timayenda mwachangu komanso mosaoneka kuchoka m'manja kupita mu zakudya. Ngati wogwira ntchito wakadya chakudya chilichonse - pali chiopsezo kuti zakudyazo zitha kukhala zoonongeka.

- ▷ Sambani m'manja pogwira, pokonza, pogawa ndi pakudya chakudya. Sambani mmanja pamene muli mu ndondomeko yokonza chakudya chifukwa mmanjamo mungathe kupezeka zinthu zoipa zomwe zingathe kuononga chakudya monga nyama yayiwisi.
- ▷ Vulani ndi kusunga pa bwino zipangizo zovala pa nthawi ya ntchito musanalowe ku malo odyerako komanso musanadye chakudya.
- ▷ Sambani m'thupi moyenerera musanakalowe m'malo odyerako ngati ntchito yanu mumagwiritsa ntchito zinthu zoyika moyo pa chiopsezo.
- ▷ Tsukani ndi kupukuta malo, zipangizo komanso zida zogwiritsa pokonza chakudya, ndi mankhwala othana ndi majeremusi
- ▷ Tetezani malo odyera ku zouluka komanso zilombo, ndi nyama zina zomwe zingathe kukhudzidwa ndi tizilombo toyambitsa matenda.

## 2. Patulani nyama yophika ndi yosaphika

Zakudya zosaphika zochokera ku nyama zimatha kukhala ndi majeremusi oopsa omwe atha kufalikira kusakudya zina kapena zophikidwa ndi zinthu zodyeramo.

- ▷ Patulani nyama, nkuku komanso nsomba zosaphika ndi zakudya zina pozikonza ndi kusunga.
- ▷ Gwiritsani ntchito ziwiya zosiyana pokonza zakudya zosaphika ndi zakudya zina.

## 3. Phikani mokwanira

Zakudya zina ngati nyama yosaphika zima funika kuphikidwa mokwanira bwino musanadye. Kuphika kumakweza katenthedwe ka zakudya ndipo kumapha tizilombo toyambitsa matenda tomwe tilimo.

- ▷ Bwatitsani msuzi ndi ndiwo ndipo phikani nyama, nkuku ngakhale nsomba mokwanira
- ▷ Tenthetsani zakudya mokwanira bwino musanadye

## 4. Sungani zakudya pa malo otentha moyenerera

Malingana ndi kutalika kwa tsiku lokhala ku ntchito, zakudya zisungidwe zisanadyedwe komanso zotsala pokudya. Izizi zimachitika kwa anthu ogwira ntchito omwe sangapeze malo ophikirako ndi kugulitsa zakudya ndipo amayenera kubweretsa zakudya kuchokera kunyumba.

- ▷ Pewani kusiya zakudya zophikidwa pamtete. Ikani zakudya zophikidwa kale komanso zosachedwa kuonongeka m'firiji.
- ▷ Zakudya zikhale zotentha mukamagawa

## 5. Gwiritsani ntchito madzi ndi zipangizo zotetezedwa

Madzi ogwiritsa ntchito potsuka ndi kuphikira zakudya akhale oyera bwino. Chomwechonso, zipangizo zophikira zakudya zikhale za bwino komanso zosaonongeka kapena kuda.

- ▷ Gwiritsani ntchito madzi oyera pophikira komanso kutsukira zipangizo zophikira ndi kudyera zakudya. ILO ikulimbikitsa kuti olemba anthu ntchito apereke madzi oyera kwa ogwira ntchito awo okonzera zakudya.
- ▷ Sankhani zakudya zosaonongeka, zosakhalitsa komanso zotetezedwa.
- ▷ Musagwiritse ntchito zakudya zomwe zafika kapena kudutsa tsiku lake loonongekera







### Mfundo yofunikila kwambiri

Kuti mudziwe zambiri za momwe mungachitire kuti zakudya za ku malo a ntchito zitetezedwe werenganinso WHO's Five Keys to Safer Food Manual. Bukuli lili ndi uthenga watsatanetsatane ndi malangizo pa mfundo zisanu komanso imafotokoza njira zotsatira pomphunzitsa anthu pa mutu ofunikirawu zokhudza pa malo a ntchito.

## Malo okonzera ndikuphikirako zakudya (Kantini)

Ogwira ntchito ali ndi ufulu okudya pa tsiku la ntchito kotero apatsidwe malo odyerako omwe ali aukhondo komanso osapereka chiopsezo pa moyo wa munthu posatengera mtundu wa malo ogwirako ntchito. Zakudya zitha kuonogeka mosavuta choncho ndikofunika kuti pakhale malo apadela omwe ogwira ntchito atha kudyerako zakudya. Malo ndi zipangizo zodyera zikhale:

- ▷ Zokonzedwa bwino kuti kukhale kwa ukhondo. Ma kantini akonzedwe pafupi pafupi kuphatikizapo malo ophikira, kukonzera ndi kudyerako ndi ziwiya zophikira komanso kudyera.
- ▷ Pakhale poyendeka mtunda waufupi kuchoka malo a ntchito
- ▷ Kofikirika ndi ogwira ntchito onse. Ogwira ntchito omwe ali ndi ulumali wina ulionse asakamizidwe kuyenda mtunda wautali kuti akadye.
- ▷ Zikhale pa malo otetezedwa ndi kotalikirana ndi malo ogwiritsilako kapena kusungidwa zinthu zomwe zimayika moyo pachiopsezo
- ▷ Kotchingika ku nyengo zovuta
- ▷ Chakudya chikhale chamtengo wabwino komanso chotetezedwa

Ogwira ntchito akhale ndi nthawi yokwanira kudya chakudya. Ogwira ntchito omwe akuona kuti nthawi ndi yochepa amakanika kupeza mpata yokadya zomwe zimaonjezera kutopa komanso danga lochita ngozi kapena kudwala

## Ntchito yokonza ndi kuperekerachakudya

Nthawi zina, ogwira ntchito amadalira zakudya zomwe zimaperekedwa ku kantini. Choncho, yemwe ali oyang'anira za chakudya akhale odziwa bwino za thanzi, ukhondo komanso kakonzedwe ka zakudya, kuti aonetsetse kuti ogwira ntchito asadwale ndi zakudya zomwe zagawidwa. Okonza ndi operekerachakudya akhale:

- ▷ ovomerezeka ndi bungwe lowayenerereza pa zakudya za ukhondo ngati nkofunika kutero
- ▷ otsata malangizo onse okhudzana ndi ukhondo wa zakudya
- ▷ aziyenderedwa pafupi pafupi ndi bungwe loyenerera



### Mfundo yoti mutolepo

Zakudya zoonogeka komanso zosatetezeka zimapereka chiopsezo kwa ogwira ntchito ndipo zitha kubweretsa matenda kapena imfa ndi kuchepa kwa kupindula kwa malo a ntchito. Kupeza chakudya chotetezeka, malo ndi ziwiya zodyera zosamalika ndi ntchito yoperekerachakudya yosamalika ndi zofunikira kuti ogwira ntchito akhale athanzi komanso kuthandiza kuti pa malo antchito pakhale posamalika ndi pa ukhondo.

**Chithunzi 3.4.2.** Mzimayi kulongosola ziwiya ku khitchini yaku kantini ku Bangkon, Thailand.



J. Maillard © ILO 1985.

## KALOZERA WACHITATU GAWO LACHISANU: UKHONDO WA ZAKUDYA

### Kodi kuzisamalira pa nthawi ya kumwezi ndi kofunikira motani ku malo a ntchito?

Amayi akuyimira pafupifupi theka la anthu ogwira ntchito pa dziko lapansi ndipo iwo omwe anafika msinkhu osamba ndi ofunikira komanso ochuluka pa amayi omwe analembedwa ntchito pa dziko lonse. Kusamba ndi zochitika za chibadwidwe komanso chizindikiro cha ubereki ngakhale mu zikhalidwe zina, izizi zili zochititsa manyazi ndipo zimaonedwa monyazitsa.

Ili litha kukhalanso vuto ku malo a ntchito ndipo amayi nthawi zambiri amakumana ndi zovuta ku mbali yozisamalira akakhala kumwezi nthawi ya ntchito. Mwa chitsanzo:

- ▷ Zimbudzi zochepe kapena zosamalika.
- ▷ Kusowa kwa chinsinsi mu zimbudzi komanso malo osambirako.
- ▷ Kusowa kwa malo ndi zipangizo zotayako nyanda kapena mapadi.
- ▷ Kusowa kwa mwayi wodzisamalira ngati ali paulendo wa za ku ntchito kapena pogwira ntchito Kumalo otalikirana ndi zimbudzi.
- ▷ Kusowa kwa zipangizo zovala nthawi yosamba
- ▷ Kuchuluka kwa chiopsezo cha matenda obwera Kamba kosazisamalira moyenelera nthawi yosamba
- ▷ Kukanika kumasuka kuyankhula za chisamaliro cha nthawi ya kumwezi ndi mabwana achimuna monga kufunika kwa nthawi yoonjezera mzimayi akapita ku chimbudzi.
- ▷ Zikhulupiliro zina zimapereka zotchinga (monga kukhulupilira kuti mzimayi yemwe ali kumwezi asatuluke m'nyumba) zomwe zitha kukhala ndi vuto pakuthekera kozisamalira ku malo a ntchito.

Ngakhale pali zovuta zochuluka pali njira zomwe zingatsatidwe pa malo a ntchito kuti alimbikitse zochita zozisamalira pa nthawi ya kumwezi. Chisamaliro chokwanira pa nthawi ya kumwezi zikutanthawuza zinthu, zochitika komanso mauthenga oti ogwira ntchito achizimayi omwe anafika msinkhu osamba ndi oyenera kuzisamalira mokwanira ndi moyenelera popanda kuchita manyazi kapena kuchititsidwa manyazi. Ndikofunika kudziwa kuti chisamaliro cha nthawi ya kumwezi ndi nkhani yofunikira ya zaukhondo komanso umoyo yomwe ikukhudzananso ndi, madzi ndi ukhondo wa pa malo. Zina mwa zomwe mukuyenera kulingalirapo pa chisamaliro cha nthawi ya kumwezi pa malo antchito ndi:

#### Zimbudzi

- ▷ Perekani zimbudzi zokwanira komanso zosiyana kwa amayi onse ndipo muganizirenso amayi olumala
- ▷ Onetsetsani kuti zimbudzi zili pa malo obisika komanso otetezeka kuphatikizapo ma loko mkati mwa zitseko za ku chimbudzi.
- ▷ Onetsetsani kuti mu zimbudzi mukuwala mokwanira kuti aone bwino zosinthira pa nthawi ya kumwezi.
- ▷ Perekani zipangizo zotayiramo zinthu zogwiritsa ntchito pa nthawi yakumwezi. (ma bini) Nkhuti zi zikhale ndi chivindikilo mkati mwa chimbudzi kapena malo owotcherako pafupi ndi chimbudzi. Ngati nkhati zi zilipo pakhale njira yochotsera zinthu mmenemo ndikuonetsetsa kuti zaonongedwa kapena kutayidwa mwaukhondo.



### Chithunzi 3.5.1. Chitsanzo cha nkhuti yotayamo ma padi akumwezi

#### Malo ndi zipangizo zosambira

- ▷ Papezeke malo ndi zipangizo zosambira zofikirika ndi amayi onse.
- ▷ Onetsetsani kuti malo ndi zipangizo zosambira ndi za malo obisika kuti amayi akhale omasuka kusamba m'manja, m'thupi ndi kuchapa zipangizo zakumwezi moyenelera

#### Dongosolo la ku ntchito

- ▷ Khalani ndi zipangizo zogwiritsira ntchito nthawi ya kumwezi pa malo a ntchito zomwe angazipeze mwachinsinsi .
- ▷ Anthu a zaumoyo apereke uthenga owadziwitsa amayi ogwira ntchito za momwe angazisamalire akakhala kumwezi
- ▷ Abambo makamaka mabwana ndi oyang'anira ogwira ntchito akhalepo pa nthawi yopereka uthenga ndi cholinga choti ambiri adziwe za kufunika kwa kudzisamalira nthawi ya kumwezi

monga kufunika kwa nthawi yokwanira pogwiritsa ntchito malo ndi zipangizo za chisamaliro pa nthawi ya kumwezi.

- ▶ Limbikitsani kuti pa malo pakhale pothandizira kuti amayi azitha kuzisamalira nthawi ya kumwezi opanda manyazi kapena kusolidwa.

### Mfundo yoti mutolepo



Amayi akuyimira pafupifupi theka la anthu ogwira ntchito pa dziko lapansi. Kuonetsetsa kuti pa malo a ntchito pali zowayenereza kuzisamalira nthawi ya kumwezi kumalimbikitsa chidwi chawo ndi kupindulitsa ndikuthana ndi kusolidwa komwe kumakhudzana ndi kumwezi.

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## NDONDOMEKO ZOYENERA KUTSATA OLEMBA NTCHITO: UKHONDO

Olemba ntchito ndi omwe ali oyenera kuonetsetsa kuti malamulo ndi ndondomeko zopangidwa ndi mabungwe ovomerezeka kuti pa malo a ntchito pakhalo pa ukhondo. Malo ogwirako ntchito aukhondo akutanthauza malo otetezeka osati kwa ogwira ntchito okha komanso kwa anthu onse opezeka pa malo a ntchitowo komanso aku banja ndi ena onse omwe ogwira ntchito angakumane nawo akachoka ku ntchito pa tsikulo. Choncho, mfundo za ukhondo zoyenera kutsata zotsatirazi zisatengedwe ngati chintchito cholemetsa koma khalidwe loyenerera lomwe lingathandize kuti pa malo onse antchito pakhalo moyo wa thanzi.

Zochitika izi zipangidwe mutakambirana ndi oyimirira ogwira ntchito komanso a komiti yoyang'anira za umoyo wa thanzi ndi oziteteza pa ntchito (OSH).



**Mfundo yoyenera kutsata O3.1. Perekeni zipangizo zoyenerera kuti manja akhale aukhondo molingana ndi malamulo komanso ndondomeko za dziko.**

### Chifukwa?

Ukhondo oyenerera wa m'manja ndi njira yofunikira kuti mupewe kufala kwa matenda pa malo a ntchito. Chochita choyambirira powonetsetsa kuti ogwira ntchito akutsatira zochitika zotukula ukhondo wawo ndi kuwapatsa zipangizo zosambira m'manja molingana ndi malamulo ndi malangizo omwe anaperekedwa. Izi zithandiza kuchepetsa chiopsezo cha matenda kwa ogwira ntchito choncho ogwira ntchito adzathandiza kuti phindu likhale lochuluka.

### Motani?

- ☐ Onani zomwe malamulo a dziko akunena (ngati alipo) pa zipangizo zosambira. Izi zitha kusiyana kutengera ndi dziko. Malangizo oti mutsate alembedwa mmusimu.
- ☐ Onetsetsani kuti zipangizo ndi malo osambira alipo motsata malamulo ndi ndondomeko za dziko lanu.
- ☐ Pangani ndi kukhazikitsa kulumikizana kodziwika ndi mabungwe opereka madzi kuti akupatseni madzi otetezedwa osamba komanso kutaya madzi ogwiritsira ntchito.
- ☐ Onani zinthu zomwe bungwe la ILO likuyenereza za zipangizo zosambiramo ku malo a ntchito (Onani pa tebulo la za izi mu Annex 1).

### Ndondomeko zoyenera kutsata za malo ndi zipangizo zosambiramo

- ☐ Perekeni zipangizo zokwanira. Malo/ mabeseni osambiramo akhale okwanira molingana ndi malo a ntchito ndi kuchuluka kwa anthu ogwira ntchito. Kuwadikiritsa anthu ogwira ntchito kuti asambe m'manja kutha kugwetsa ena ulesi kusasamba m'manja. Kumbukirani kuti mlingo wa malo osambiramo ukuyenera kugwirizana ndi malo ndi zochitika pa ntchito. (Onani pa tebulo la za izi mu Annex 1).
- ☐ Perekeni sopo ndi zomwe zingagwire ntchito m'malo mwa sopo. Sopo ndi zipangizo zina zosambira m'manja zovomerezeka ziperekedwe zokwanira. Komanso zomwe sizingayambitse kuyabwa. Musapereke zosambira m'manja zomwe sizinavomerezeke ndi mabungwe oyenerera chifukwa zitha





- ▶ kupweteka anthu
- ▶ Perekani malangizo. Ikani zikwangwani zofotokozera kusamba m’manja koyenerera pa malo osambira monga zomwe anafotokozera a WHO mu mfundo yotsogolera 1.1
- ▶ Perekani malo ndi zipangizo zoyanikirako zinthu zokwanira. Manja onyowa amaterera ndipo atha kupangitsa ngozi mosayembekezera. Puputani m’manja pogwiritsa ntchito zipangizo zopuputira aliyense chake (cha pepala kapena chilichonse), kapena zolumitsira za mphepo.
- ▶ Malo akhale okwanira bwino. Malo osambiramo akhale ofikirika kwa ogwira ntchito onse, nthawi zonse komanso ku malo onse ogwirako ntchito. Zikhale pa malo apafupi komanso ku malo komwe kumapezeka mankhwala ndi zinthu zoyika moyo pa chiopsezo. (Onani pa tebulo la za izi mu Annex 1).



### Kusamba m’manja pa malo okhudzana ndi ziweto

Malo osambira m’manja apezake m’malo ena osati pafupi ndi zimbudzi pokha ngati kuli zinthu zomwe zingayike moyo wa ogwira ntchito pa chiopsezo. Chintsanzo, ndi malo omwe amakumana ndi kapena kupezekako ziweto.

- ▶ Olemba ntchito akhazikitse ndi kulimbikitsa kusamba m’manja kawiri kawiri ngati njira yothandizira kuthana ndi tizilombo toyambitsa matenda ndi zina zonse zofalitsa matenda kuchoka ku ziweto.
- ▶ Madzi, sopo ndi mankhwala ophera tizilombo toyambitsa matenda ndi zopuputira ziperekedwe pa malo omwe ziweto zomwe zikuganiziridwa kuti n’zamatenda kapena zodwala zikusungidwako.

Zatengedwa ku: Safety and health in agriculture: an ILO code of practice. Geneva: ILO, 2010.

- ▶ **Onetsetsani kuti ndi mowala bwino.** Kuwala kwa chilengedwe kapena kwa magetsi kukhalepo kuti kuthandizire ogwira ntchito kutsimikiza kuti manja ayera akasambamo kuti atetezedwe.
- ▶ **Perekani nthawi yokwanira yosamba mmanja.** Ngakhale kusamba m’manja sikuchedwa, ogwira ntchito akhale omasuka kusamba m’manja ndipo asaopsezede kuti akuchedwa ku ntchito.
- ▶ **Onetsetsani kuti malo ndi zipangizo zosambira sizikugwiranso ntchito zina.** Malo ndi zipangizo zosambira m’manja zisagwirensa ntchito yochapira zinthu zina kuti musapereke mpata wofalitsa zinthu zoyipa. Zinthuzi zikhale zoyera bwino kuti wina athe kugwiritsanso ntchito.
- ▶ **Onetsetsani kuti pali njira zokwanira zotayira madzi akuda**  
Madzi omwe mwasambira m’manja atha kukhala ndi tizilombo toyambitsa matenda ndi zina zopereka chiopsezo. Olemba anthu ntchito onetsetsani kuti madzi ogwiritsa kale ntchito atha kuchotsedwa kupita ku malo oyenerera otayako ndi kuwathira mankhwala.



### Ukhondo wa m'manja pa ntchito yazaumoyo

Ukhondo wa m'manja m'malo mogwirira ntchito zachipatala ngofunika kwambiri kamba ka kukhudzana ndi zamadzimadzi zachilengedwe zochokera m'thupi mwa munthu. Magazi atha kunyamula tizilombo tosiyanasiyana tomwe tingafalitse matenda kwa ena amene sanatenge matenda m'malo operekera chithandizo cha zaumoyo kapena kwa ogwira ntchito. Pofuna kudziwa zambiri onani: The ILO/WHO Healthwise AAction Manual. ILO: GENEVA, 2014.

(Izi zatengedwa mu: Safety Health in Agriculture an ILO code of Practice. Geneva: ILO. 2010.)



### Mfundo yoyenera kutsata O.3.2. Perekani zipangizo ndi malo osambira molingana ndi malamulo ndi malangizo a dziko

#### Chifukwa?

Kuphatikizapo pa manja, nkhope ndi ziwalo zina za thupi zimatha kukumana ndi zinthu zoononga pa malo a ntchito. Kuti muteteze moyo wa ogwira ntchito, olemba ntchito apereke malo ndi zipangizo zosambira ngati zochitika za pa ntchito zikufunikira kutero. Izi zikaperekedwa zimathandiza kuteteza ogwira ntchito komanso ena pa malo a ntchito ndi ozungulira komanso a ku banja la ogwira ntchito.

#### Motani?

- ❑ Onani zomwe malamulo a dziko akunena (ngati alipo) pa zipangizo zosambira. Izi zitha kusiyana kutengera ndi dziko. Malangizo oti mutsate alembedwa mmusimu.
- ❑ Onetsetsani kuti zipangizo ndi malo osambira alipo motsata malamulo ndi ndondomeko za dziko lanu. Onetsetsani kuti izi ndi zofikirika ndi ogwira ntchito omwe ali olumala.
- ❑ Pangani ndi kukhazikitsa kulumikizana kodziwika ndi mabungwe opereka madzi kuti akupatseni madzi otetezedwa osamba komanso kutaya madzi ogwiritsira ntchito. Ngati madzi ali osatetezedwa ikanipo chizindikiro chofotokozera kuti madziwo siyenera kumwa.
- ❑ Onani zinthu zomwe bungwe la ILO likuyenerereza za zipangizo zosambiramo ku malo a ntchito (Onani pa tebulo la za izi mu chiwonjezero choyamba (Annex 1)).

### Ndondomeko zoyenera kutsata za malo ndi zipangizo zosambiramo

- ▷ **Perekani zipangizo zokwanira, za mtundu oyenera komanso zofikirika:** Malo osambiramo akhale okwanira molingana ndi malo a ntchito ndi kuchuluka kwa anthu ogwira ntchito. Kuwadikiritsa anthu ogwira ntchito kuti asambe m'thupi kuchotsa zoipa zonse ndi kusakhala bwino komanso koipa. Mtundu wa zipangizozu upangitse kuti ogwira ntchito athe kufikira mlingo oyenerera wa ukhondo wa munthu kuti athandize kuchepetsa mphamvu ndi kufala kwa zinthu zopereka achiopsezo pa moyo wa munthu. M'manja kutha kugwetsa ena ulesi kusasamba m'manja. Kumbukirani kuti mlingo wa malo osambiramo ukuyenera kugwirizana ndi malo ndi zochitika pa ntchito. (Onani Annex 1 pa malangizo a izi).
- ▷ **Onetsetsani kuti ndi malo obisika:** Malo osambirako akhale malo obisika mokwanira, choncho



akhale osiyana kwa amayi ndi abambo. Malo osiyana osambira ndiofunikira kuti alimbikitse ulemu ndi kulemekezedwa pa malo a ntchito.

- ▷ **Perekani madzi oyenda/otuluka pa mpope.** Madzi osatetezeka atha kuyambitsa matenda kwa anthu posamba ngati alowa m'maso ndi m'kamwa. Madzi osamba akhale otetezedwa ndipo nkoyenera kuti akhale ofanana ndi madzi okumwa. Ngati siotetezedwa kumwa zizindikiro zoyenerera ziyikidwe kuchenjeza anthu kuti asamwe. Madzi ofunda komanso oyenda aperekedwe kuti ogwira ntchito amve bwino komanso atetezedwe koposaposa atsukire thupi.
- ▷ **Perekani sopo ndi zomwe zingagwire ntchito mmalo mwa sopo.** Sopo ndi zipangizo zina zosambira m'manja zovomerezeka ziperekedwe zokwanira. Komanso zomwe sizingayambitse kuyabwa. Zosambira zosavomerezeka ngati zosungunulira zinthu zisapezeke ku malo osambirako.
- ▷ **Perekani zopuputira zokwanira.** Ogwira ntchito aliyense akhale ndi chopuputira chake choti agwiritse ntchito yekha akatha kusamba. Ogwira ntchito asabwerekane zopuputira ndipo izi zichapidwe pafupi pafupi.
- ▷ **Onetsetsani kuti malo ndi okwanira bwino.** Malo osambirako akhale ofikirika kwa ogwira ntchito onse komanso ali pa malo omwe sangaononge malo ogwirako ntchito.
- ▷ **Onetsetsani kuti ndi mowala bwino.** Kuwala kwa chilengedwe kapena kwa magetsi kukhalepo kuti ogwira ntchito amve bwino komanso atetezedwe.
- ▷ **Perekani nthawi yokwanira yosamba.** Kuwafulumizitsa ogwira ntchito kudzapangitsa kuti aone ngati alibe nthawi yosamba kapena kusamba mokwanira choncho kudzaonjezera chiopsezo ndi mavuto obwera kamba kosowa ukhondo.
- ▷ **Onetsetsani kuti malo ndi zipangizo zosambira sizikugwiranso ntchito zina.** Malo osambira akhale okanizidwa kupangirakonso zinthu zina kupatula kusamba m'thupi kokha ndipo musatsukireko zipangizo zogwirira ntchito. Izi zikhazikitsidwe ndikutsatiridwa.
- ▷ **Onetsetsani kuti pali njira zokwanira zotayira madzi akuda.** Madzi omwe akuyenda kuchoka ku malo osambirako achotsedwe moyenelera kuti asaononge komwe kumachokera madzi otetezedwa komanso chilengedwe.



**Mfundo yoyenera kutsata O.3.3. Perekani zipangizo ndi malo osamba ko mwadzidzidzi molingana ndi malamulo ndi malangizo a dziko**

### Chifukwa?

Ngozi zadzidzidzi chifukwa cha kukhuthuka kwa makhwala zitha kuchitika nthawi ina iliyonse mosayembekezera. Ngati izi zachitika change ndichofunika. Malo ndi zipangizo zosambirako mwadzidzidzi zimathandiza kuchotsa mankhwala oopsa omwe atayikira kotero chiopsezo pa moyo wa munthu chimachepa.

### Motani?

- ☐ Fufuzani malo omwe mankhwala atha kutayikira pa malo a ntchito.
- ☐ Lembani ndondomeko ya ya malo osambirako mwadzidzidzi molingana ndi zomwe munapeza



pa kafukufuku wa ku malo a nthcito molingana ndi malamulo ndi malangizo a dziko. Sungani uthenga wa mankhwala omwe ali ndi chiopsezo pa malo a ntchito ndi kukonzekeleratu zomwe mungachite kuteteza munthu ndi chilengedwe pa mankhwala alionse ogwiritsidwa ntchito ngati ngozi itachitika. Ndondomeko zina zomwe mungatsatire zalembedwa munsimu.

- Onetsetsani pafupipafupi kuti malo osambira ko adzidziwa akugwira ntchito
- Khomani malangizo ooneka bwino a momwe angagwiritsile ntchito malo osambirawa komanso aphunzitseni ogwira ntchito za nthawi komanso kagwiritsidwe nthcito kake ngati ngozi yachitika molingana ndi mankhwala omwe akhudzana nawo.

## Zoyenera kutsata ku malo osambira mwadzidzidzi

- ▷ **Onetsetsani kuti ndi zokwana komanso zoyenerera.** Kufunika kwa malo osambira mwadzidzidzi kumatengera mankhwala komanso ntchito yomwe imagwiridwa. Kusankha zozitetezera kaya ndi shawa, malo osukusululira kumaso kapena zonse zikhale zofanana ndi mulingo wa chiopsezo. Kuchuluka ndi mtundu wa malo osambira kukhale molingana ndi malamulo komanso malangizo a dziko.
- ▷ **Onetsetsani kuti ayikidwa pa malo oyenerera.** Kupwetekeka kumaso, mmikono ndi m'thupi kungathe kuchitika mwa nsanga. Ikani ma shawa adzidzidzi wa mmalo omwe ogwira ntchito angafikile nthawi yomweyo ngozi yachitika.
- ▷ **Onetsetsani kuti pali madzi otetezedwa.** Madzi okhala mma shawa adzidzidzi akhale otetezedwa. Ngati siotetezedwa onetsetsani kuti palembedwa chidziwitso choti madzi wo sioyenera kumwa. M'malo ena mitundu yina ya madzi imagwiritsidwa nthcito momga madzi a mchere. Malamulo a dziko aunikile pa izi.



### Njira zothanirana ndi chiopsezo

Njira zothanirana ndi chiopsezo ndi zovala zodzitetezera zimachepetsa kukhudzana kwa thupi ndi maso ndi mankhwala oopsa. Iyi ndi njira yabwino yotetezera ngozi. Ngakhale kuti njira zothanirana ndi chiopsezo ndi chitetezo cha maso sizikhala zokwanira nthawi zambiri. Ngozi zadzidzidzi ndi zosayembekezereka. Choncho, malo ndi zipangizo zosambira mwadzidzidzi zipezeke pa malo ogwira ntchito komwe kuli chiopsezo chokumana ndi mankhwala oyika moyo pa chiopsezo.





**Mfundo yoyenera kutsata O.3.4. Onetsetsani ndondomeko zoyenera kutsata posamalira zovala andi zipangizo zodzitetezera pa malo a ntchito**

**Chifukwa?**

Pochapa zovala ndi zipangizo zodzitetezera pa ntchito olemba anthu ntchito alingalirepo kuthekera koononga chilengedwe chifukwa chochapa izi.

- Ndondomeko zoyenera zitsatidwe pochapa zovala ndi zipangizo zomwe zaonongeka poonetsetsa kuti zovala zina zisaonongeke pa malopo.

**Motani?**

- Onani zomwe malamulo ndi malangizo a dziko kapena omwe anapanga zipangizo akunena zakachapidwe komanso kutaya kwa zovala ndi zipangizo zozitetezera pa ntchito mukamaliza kugwiritsa ntchito.
- Njira yodutsamo madzi ochapira zovala zokuda isamalidwe bwino kuti asaonongenso malo ena omwe mmapezeka madzi
- Zovala zokuda zisachapidwe pa malo omwe pakudutsa mpweya ochuluka



**Kuchapa zovala ndi zipangizo zozitetezera pa ntchito**

Mankhwala oyipa ngakhale ali mu mlingo ochepa pa zovala ndi zipangizo zozitetezera pa ntchito, ndi opereka chiopsezo pa moyo wa munthu. Ndi udindo wa olemba anthu ntchito kusamalira zovala ndi zipangizo zozitetezera pa ntchito kuphatikizapo akamaliza kugwiritsira ntchito monga kuchapa kapena kutaya.

**(Izi zatengedwa ku: Safety and health in agriculture: an ILO code of practice. Geneva: ILO, 2010)**

- Pangani dongosolo komanso ndondomeko yakusamalira komanso kuchapa zovala ndi zipangizo zozitetezera pa ntchito nthawi ya bwino, ndipo unikani dongosololi ndi atsogoleri oyenelera aku dela lanu.
- Perekani malo ndi zipangizo zosiyana zosinthirako komanso kusunga zovala za ogwira ntchito kuti muchepetse chiopsezo. Onetsetsani kuti izi ndi zosiyana kwa mayi ndi abambo.



**Mfundo yoyenera kutsata O.3.5 Onetsetsani kuti pali ndondomeko zoyenelera za ukhondo wa chakudya.**

**Motani?**

Zakudya zoonongeka zitha kuyambitsa matenda kwa ogwira ntchito mu nthawi yochepa ndipo zitha kufalitsa matenda omwe angafikilenso anthu ku delako. Olemba anthu ntchito aone zakasamalidwe ka zakudya mmene achitira ndi za umoyo oziteteza ndi wa nthanzi pa ntchito polingalira kuti izi



zimasokoneza phindu lomwe kampani limapeza.

### Motani?

- ☐ Khazikitsani ndi kulimbikitsa malamulo a pa ntchito molingana ndi mfundo zisanu za chisamaliro cha zakudya.
- ☐ Khomani uthenga wa “Mfundo zisanu za chisamaliro cha zakudya” mmalo onse okonzerako ndi kudya zakudya.
- ☐ Onetsetsani kuti malo osambirako alipo ndipo ndi osamalidwa bwino kuti anthu azisamba mmanja ndi m'thupi kuti achepetse kuonongeka kwa zakudya.
- ☐ Musalole ogwira ntchito kutengera kunyumba zovala ndi zipangizo zozitetezera pa ntchito. Pazapezeke otengera izi kunyumba mu njira ina iliyonse.
- ☐ Limbikitsani kuchapa ndi kuthira mankhwala ochotsera zoipa ku Malaya ndi zipangizo zozitetezera pa ntchito zomwe zagwiritsidwa ntchito moyenelera asanazigwiritsenso ntchito. Ogwira ntchito asalipile kanthu pa izi.
- ☐ Adziwitseni ochapa zovala za njira zoyenera kutsata posamalira zovala zomwe zada.
- ☐ Gwiritsani ntchito ndondomeko za ILO zomwe anapereka pa kasamlidwe ka zovala ndi zipangizo zozitetezera pa ntchito zokuda mu chiwonjezero choyamba.
- ☐ Perekani malo ndi zipangizo za ukhondo zokonzerako zakudya ngati zifunikira. Onetsetsani kuti ogwira ntchito onse akuzipeza zakudya komanso zili motalikana ndi malo komanso zipangizo zopereka chiopsezo pa moyo wa munthu.
- ☐ Onetsetsani kuti omwe akukonza ndi kupereka chakudya aphunzitsidwa bwino za ukhondo ndi chisamaliro cha zakudya.



**Mfundo yoyenera kutsata O.3.6. Onetsetsani kuti pali zipangizo ndi zochitika zoyenelera za chisamaliro cha amayi akakhala kumwezi**

### Chifukwa?

Amayi omwe anafika msinkhu osamba akuyimila pafupifupi theka la anthu ogwira ntchito pa dziko lapansi. Kuonetsetsa kuti pa malo a ntchito pali zowayenereza kuzisamalira nthawi ya kumwezi powaganizira pa nkhanu ya zimbudzi zokwanira, kusamba, kutaya zinthu, komanso kufalitha uthenga kumalimbikitsa moyo wabwino ndi wa thanzi komanso kuonjezera chidwi chawo ndi kupindulitsa pa malo a ntchito.

### Motani?

- ☐ Pakhale zimbudzi zawo zapadela zomwe amayi onse angafikile. Onetsetsani kuti zimbudzi zi zili ndi loko kuti akhale mobisika komanso mowala bwino kuti azithandize bwino.
- ☐ Perekani njira za ukhondo zotayira zinthu zomwe agwiritsa ntchito pa nthawi yomwe akusamba.
- ☐ Pakhale malo ndi zipangizo zawo zosambira kaya beseni kapena shawa ndi zina zomwe angagwiritse ntchito. Atsimikizileni kuti asamba ndi kuumitsa zinthu zawo mobisika.
- ☐ Khalani ndi zinthu zomwe angagwiritse ntchito pa nthawi yomwe akusamba pa malo a ntchito koma pobisika.
- ☐ Falitsani uthenga wa chisamaliro choyenelera pa nthawi yomwe amayi ogwira ntchito akusamba pogwiritsa ntchito a za umoyo kapena omwe ndi ovomerezeka ndi kuphunzitsidwa pa nkhanu izi. Abambo makamaka mabwana ndi oyang'anira ogwira ntchito akhalepo pa nthawi yopereka
- ☐ uthenga ndi cholinga choti ambiri adziwe za kufunika kwa kudzisamalira nthawi ya kumwezi monga kufunika kwa nthawi yokwanira pogwiritsa ntchito malo ndi zipangizo za chisamaliro pa nthawi ya kumwezi.





- Limbikitsani kuti pa malo pakhale pothandizira kuti amayi azitha kuzisamalira nthawi ya kumwezi opanda manyazi kapena kusolidwa.



### **Mfundo zoyenera kutsata O.3.7. Ikani uthenga Wa ukhondo wa munthu pa a maphunziro a ku malo a ntchito**

#### **Chifukwa?**

Ogwira ntchito omwe ali odziwa za momwe angakhalire a ukhondo ndi momwe angathandize kuchepetsa chiopsezo cha matenda komanso kuteteza ena omwe awazungulira

#### **Motani?**

- Ikanimo uthenga olimbikitsa ukhondo pa maphunziro aku ntchito. Mmadera onse a ntchito phunzitsani izi:
  - Phindu losamba pafupi pafupi komanso mu nyengo zofunikira kusamba
  - Kufunikira kwa ukhondo wa munthu ku ntchito ndi kunyumba
  - Malo omwe kuli ma beseni osambira, mabafa komanso kochapila zovala
  - Malo komanso zochitika zoyenera ku malo osambako mwadzidzidzi
  - Zofunikira pa ukhondo ndi kusamalira zakudya makamaka kwa omwe akukonza chakudya
  - Kufunikira kwa chisamaliro kwa amayi panthawi yomwe ali kumwezi
- Perekani malangizo achindunji pa za ukhondo wa munthu molingana ndi malo komanso zochitika ku malo antchito. Onani zomwe mukuyenera kutsata zomwe zili pa tebulo la za izi mu chiwonjezero choyamba.

Maphunziro akhale obwereza bwereza ndikumaonjezera uthenga moyenelera. Muyesetse kuti maphunziro akhale oonjezera nzeru komanso opereka mwayi oyeselera kuchita zinthu
- zoyenelera zo.

Limbikitsani maphunziro ndi uthenga (zomata pa khoma komanso zizindikiro) pa malo ofunikira ku ntchito kuwakumbutsa ogwira ntchito zomwe mukuwayembekezera komanso akuyenera kuchita.



### **Mfundo yoyenera kuchita O.3.8. Lembani ndikunena zochitika za ukhondo, zochitika, matenda ndi ngozi.**

#### **Chifukwa?**

Kulemba ndi kusunga zokhudza ukhondo pa malo a ntchito kumathandiza kupereka uthenga ofunikira kwa olemba anthu ntchito kuti akonze zinthu pa malo po. Izi zimathandizira kuti mabungwe oyang'anira amvetsetse zomwe zuchitika kudela komanso malo ena akutali ndi kuzigwiritsa ntchito popewa zinthu komanso kuphunzitsa anthu.

#### **Motani?**

- Pangani ndondomeko yodalilika ndi yodziwika yolembera zochitika pa ntchito, matenda ndi ngozi



komanso kuyikamo uthenga wa za ukhondo mu zochitika za pa malo a ntchito. Zitsanzo za zomwe mungayikemo:

- Kuonongeka kwa zipangizo ndi malo osambira
  - Kufala kwa matenda obwera Kamba kosowa ukhondo
  - Kusasamala ndi kuchapa moyenelera zovala ndi zipangizo zozitetezera pa ntchito.
  - Ogwira ntchito kutengera zovala zokuda za ku ntchito kunyumba
  - Ogwira ntchito omwe akumana ndi ngozi kapena kukhudzidwa ndi mankhwala oopsa ku ntchito
- Pangani ndondomeko yodziwika yomwe anthu angagwiritse ntchito kufotokozera zinthu kwa atsogoleri a mudela.
- Gwiritsani ntchito zolembazi kuphunzilirapo ndi kukonzera zochitika za ukhondo pa malo anu antchito.





## Phunziro Lachitatu: Ukhondo

### Zomwe olemba ntchito akuyenera kuonapo

<b>O.3.1</b>	Kodi zipangizo zosambira mmanja zilipo ndi zili pa malo oyandikana ndi kogwira ntchito ndipo kodi zikukwaniritsa zofuna za malamulo ndi malangizo a dziko?	<input type="checkbox"/> Eya <input type="checkbox"/> Ayi
	Ndi chani chomwe mukufuna kuti chichitike? Maganizo anu: ..... .....	<input type="checkbox"/> chofunikira Kwambiri?
<b>O.3.2</b>	Kodi malo ndi zipangizo zosambira zilipo ndipo ndi zolingana ndi malamulo ndi malangizo a dziko?	<input type="checkbox"/> Eya <input type="checkbox"/> Ayi
	Ndi chani chomwe mukufuna kuti chichitike? Maganizo anu: ..... .....	<input type="checkbox"/> chofunikira Kwambiri?
<b>O.3.3a</b>	Kodi malo osambira adzidzidzi alipo kwa ogwira ntchito omwe amagwira mankhwala	<input type="checkbox"/> Eya <input type="checkbox"/> Ayi
<b>O.3.3b</b>	Kodi ogwira ntchito onse akudziwa za ziopsezo komanso mankhwala omwe amakhala ndi chiopsezo kwa munthu zomwe zili pa malo a ntchito? Kodi pali uthenga pa malo a ntchito odziwitsa ogwira olemba ndi ogwira ntchito za zomwe angachite atakhala akumana ndingozi kapena chiopsezo? Kodi ogwira ntchito anaphunzitsidwa za ziopsezozi ndi zomwe angachite patachitika ngozi pa malo a ntchito?	<input type="checkbox"/> Eya <input type="checkbox"/> Ayi
	Ndi chani chomwe mukufuna kuti chichitike? Maganizo anu: ..... .....	<input type="checkbox"/> chofunikira Kwambiri?
<b>O.3.4</b>	Kodi pali zochitika zoyenelera zomwe mungasamalire ndi kuchapa zovala ndi zipangizo zozitetezera pa ntchito ndi kutaya zomwe zagwiritsidwa ntchito?	<input type="checkbox"/> <input type="checkbox"/>
	Ndi chani chomwe mukufuna kuti chichitike? Maganizo anu: ..... .....	<input type="checkbox"/> chofunikira Kwambiri?



<b>O.3.5</b>	Kodi za ukhondo wa zakudya zonse zili mchimake kuphatikizapo zakudya zisanaphikidwe ndi kudya?	<input type="checkbox"/> Eya <input type="checkbox"/> Ayi
	Ndi chani chomwe mukufuna kuti chichitike? Maganizo anu: ..... .....	<input type="checkbox"/> chofunikira Kwambiri?
<b>O.3.6a</b>	Kodi pali zipangizo, malo ndi zinthu zoyenera za chisamaliro cha amayi pa nthawi yomwe ali kumwezi?	<input type="checkbox"/> Eya <input type="checkbox"/> Ayi
<b>O.3.6b</b>	Anthu ogwira ntchito anauzidwa za chisamaliro choyenera pa nthawi yomwe amayi ali kumwezi ndipo amalandila thandizo loyenelera akakhala kumwezi?	<input type="checkbox"/> Eya <input type="checkbox"/> Ayi
	Ndi chani chomwe mukufuna kuti chichitike? Maganizo anu: ..... .....	<input type="checkbox"/> chofunikira Kwambiri?
<b>O3.7a</b>	Kodi maphunziro a ku ntchito munayikamo uthenga wa ziopsezo zobwera Kamba kopanda ukhondo komanso zoyenera kuchita polimbikitsa ukhondo?	<input type="checkbox"/> <input type="checkbox"/>
<b>O.3.7b</b>	Kodi uthenga unakhomedwa pa malo odziwika kulimbikitsa khalidwe loyenelera la ukhondo?	<input type="checkbox"/> <input type="checkbox"/>
	Ndi chani chomwe mukufuna kuti chichitike? Maganizo anu: ..... .....	<input type="checkbox"/> chofunikira Kwambiri?
<b>O.3.8</b>	Kodi ilipo ndondomeko yokhazikika ndi yodziwika yolembera ndi kufotokoza zochitika pa ntchito, matenda ndi ngozi?	<input type="checkbox"/> <input type="checkbox"/>
	Ndi chani chomwe mukufuna kuti chichitike? Maganizo anu: ..... .....	<input type="checkbox"/> chofunikira Kwambiri?





## ZOMWE OGWIRA NTCHITO AYENERA KUDZIWA NDI KUTSATA: UKHONDO

Ogwira ntchito ali ndi ufulu okhala ndi malo a ntchito aukhondo ndi otetezedwa. Ufulu umenewu umabweranso ndi udindo oti munthu achitepo kanthu kukhazikitsa ukhondo pa malo a ntchito, monga kusamba m'manja ndi kunena kwa oyang'anira chiopsezo chilichonse cha ukhondo. Pamodzi ndi ogwira ntchito ndi owayimilira awo ndi mabungwe a ogwira ntchito atha kugwiritsa ntchito mfundo zoyenera kutsata zomwe zili mmusimu kuti alimbikitse ukhondo pa malo a ntchito, kuchepetsa matenda kwa ogwira ntchito, kuwalimbikitsa kukhala olimbikira, athanzi ndi opindulitsa pa malo a ntchito. Ma komiti a za umoyo ndi kuziteteza pa ntchito (OSH) omwe muli mlingo wabwino wa ogwira ntchito ungathandizire kulimbikitsa ntchito.



### Mfundo yoyenera kutsata W.3.1 Tsatilani malamulo a ku ntchito akagwiritsidwe ntchito ndi kukonza malo ndi zipangizo zosambira

#### Chifukwa?

Kusamba m'manja ndi m'thupi ndi njira zopindulitsa kuchepetsa kukumana ndi majeremusi ndi zina zoyika moyo pa chiopsezo ku malo a ntchito. Ngati ogwira ntchito akuchita ukhondo pa iwo okha, sakuteteza moyo wawo okha komanso wa banja lawo, ogwira nawo ntchito, owazungulira ndi dela lawo.

#### Motani?

- ☐ Khalani odziwa ndi kutsatila malamulo onse aku ntchito okhudzana ndi kusamba m'manja ndi m'thupi.
  - Chitani maphunziro okonzedwa ndi ku ntchito kwanu kapena mabungwe ena.
  - Funsani okuyang'anirani ngati simukumvetsetsa za malamulo a zaukhondo wa pa malo a ntchito.
  - Limbikitsani ndi kuthandiza ogwira ntchito achichepere kutsata makhalidwe a ukhondo ndi odzitetzeza.
- ☐ Sambani m'manja pafupipafupi motsata malangizo ndi mu nthawi zofunikira kutero.
  - Onani zoyenera kuchita monga zafotokozeredwa pa tebulo la kusamba m'manja pa nthawi yomwe usanayambe komanso kumaliza kuchita zinthu zosiyanasiyana mu bukuli.
- ☐ Sambani moyenelera kuti muchepetse mavuto obwera kamba kochepa ukhondo.
- ☐ Sambani mmanja ndi m'thupi ndi sopo ndi zina zomwe zovomerezeka kugwiritsa ntchito koma osagwiritsa ntchito zinthu zoopsa.
- ☐ Gwiritsani ntchito chopuputula chanu ndipo musabwerekane ndi wina.
- ☐ Gwiritsani ntchito malo ndi zipangizo zonse moyenelera komanso pa ntchito yomwe zinapangiridwa.
- ☐ Siyani malo ndi zipangizo zosambira momwe munazipezera kuti ukhondo upitilire.
- ☐ Dziwani za malo osambira adzidzidzi ndikumvetsetsa nthawi ndi kagwiritsidwe ntchito kake.



### Mfundo yoyenera kutsata W.3.2 Tsatilani malamulo apa ntchito pa kusamalira ndi ukhondo wa zovala ndi zipangizo zozitetezera ku ntchito

#### Chifukwa?

Ogwira ntchito akuyenera kutsatila malamulo okhudzana kasamalidwe ka zovala ndi zipangizo zozitetezera pa ntchito. Zinthu izi zili ndi kuthekera konyamula zinthu zoyika moyo pa chiopsezo ndipo zikuyenera kusamalidwa molingana ndi malangizo kuti tilimbikitse ukhondo komanso kupewa kutengera majeremusi kunyumba.

#### Motani?

- ☐ Khalani odziwa ndi kutsatira malamulo onse aku ntchito okhudzana ndi kasamalidwe ka zovala ndi zipangizo zozitetezera ku ntchito.
- ☐ Funsani okuyang'anilani ngati simukumvetsetsa za kasamalidwe ka zovala ndi zipangizo zozitetezera pa ntchito.

#### Ngati mumasintha zovala ndi kusamba ku ntchito:

- ☐ Sungani zovala zanu pa malo osiyana ndi zovala ku ntchito kupewa kufalitsa zinthu zoyika moyo pa chiopsezo, mwa chitsanzo malo sinthira komanso osungira zinthu osiyana.
- ☐ Sambani m'manja ndi m'thupi kuchotsa zinthu zoyika moyo pa chiopsezo musanavalenso zovala zanu.
- ☐ Siyani zovala ndi zipangizo zozitetezera pa ntchito ku malo antchito kuti azilongosole. Musanyamule izi kupita nazo kochapitsa kapena ku nyumba.

#### Ngati simusintha zovala kapena kusamba ku ntchito:

- ☐ Valani zovala zozitetezera zomwe zimaperekedwa kuti muchepetse danga loti zovala zanu zitha kuonongeka ndi mankhwala ndi zina zoononga ku malo a ntchito.
- ☐ Chotsani nsapato zanu za ku ntchito musanalowe m'nyumba, kuti musalowetse makhwala komanso zina zoononga za ku ntchito m'nyumba mo.
- ☐ Sinthani zovala mukangofika kunyumba, musanakumane ndi aliyense makamaka ana.
- ☐ Sambani mmanja ndi m'thupi mukangofika kunyumba
- ☐ Chapani zovala zanu mwansanga ndipo muchapire mosiyana ndi mochapila zovala za banja lanu. Izi zimapewetsa kufala kwa zinthu zoyika moyo pa chiopsezo.



### Mfundo yoyenera kutsata W.3.3. Tsatilani malamulo a ukhondo wa zakudya

#### Chifukwa?

Majeremusi ndi mankhwala atha kufikira mu zakudya mosavuta pogwira, kukonza, kugawa komanso kudya zakudya. Matenda odutsa mu zakudya atha kuyambitsa kudwala ndikuchititsa kuti mujombe ku ntchito.





## Motani?

- Tsatilani mfundo zinayi zofunikira posamalira chakudya
  - Sambani m’manja ndi madzi ndi sopo (zina zomwe zingagwiritsidwe mmalo mwa sopo) musanagwire, kukonza kugawa komanso kudya chakudya.
  - Sambani m’thupi ngati kuli kofunika kutero, ndipo sungani zovala zokuda kutali ndi malo odyera.
  - Ikani mosiyanitsa zakudya zophika ndi zosaphika.
  - Phikani zakudya mokwanira kuti muphe majeremusi
  - Ikani zakudya pa malo abwino (monga m’fririji) ngati nkotheke kutero
  - Gwiritsani ntchito madzi oyera potsuka zakudya ndi zophikira komanso pophikira.
- Idyani pa malo oyenelera okha. Musadye kapena kumwa kanthu pa malo omwe pali zinthu zoyika moyo wanu pa chiopsezo.
- Tsatilani malamulo osamalira komanso a ukhondo wa zakudya ngati mukugwira ntchito yokhudzana ndi zakudya.



**Mfundo yoyenera kutsata W.3.4. Chitani kalondolondo ndi kupereka lipoti la ziopsezo zokhudzana ndi ukhondo**

## Chifukwa?

Zochitika pa malo a ntchito zimatha kusintha mwansanga komanso mosayembekezera. Ngati muli tcheru ku zinthu komanso khalidwe lomwe liingapereke chiopsezo ndi kuzifokozera anthu oyenerera kuti pa malo antchito pakhale pazikhala ukhondo nthawi zonse.

## Motani?

- Khalani tcheru kuona malo omwe asali aukhondo pa ntchito:
  - Zipangizo zosambiramo zomwe zili zoonongeka ndipo sizinakonzedwe
  - Kusowa kwa sopo ndi zopuputira
  - Zovala ndi zipangizo zozitetezera zokuda kuzisunga pamodzi ndi zoyera ku malo osinthirako
  - Kusowa kwa malo komanso zipangizo zozisamalira amayi nthawi yomwe ali kumwezi
- Mukhale tcheru ndi ogwira ntchito osatsatira izi. Mwa chitsanzo, anthu omwe:
  - Sasamba mmanja mu nyengo zofunikira kutero monga asanayambe kugawa chakudya
  - Amagwiritsa ntchito zipangizo zosambira mmanja molakwikwa monga kuchapiramo.
  - amachapira zipangizo zovala poziteteza pa ntchito mosayenelera mmalo momwe muli madzi
- Nenani kwa oyang’anira mchitidwe komanso khalidwe lililonse lomwe lingayike ukhondo pachiopsezo. Kumbukilani kuti ziopsezo zili ndikuthekera (kobweretsa mavuto pa moyo ngati sizikonzedwa) kapena ziopsezo zeni zeni (zomwe zingasokoneze moyo wa thanzi).



### Kuzisamalira mu nthawi yomwe amayi ali kumwezi/akusamba (MHM)

Ogwira ntchito achizimayi ali ndi ufulu kupeza malo ndi zipangizo zozisamalira mokwanira pa malo a ntchito nthawi yomwe ali kumwezi. Ogwira ntchitowa akhale olimbikitsidwa kunena zochitika zomwe zikupangitsa kuti akanike kuzisamalira mokwanira pa nthawi yomwe ali kumwezi. Bungwe loona za ufulu wa anthu a pa ntchito ku Zimbabwe la Zimbabwe Congress of Trade Union inakonzazochitika zokhudza ukhondo wa amayi pa nthawi yomwe akusamba/ali kumwezi pofuna kuwalimbikitsa kuti azitha kunena pomwe owalemba ntchito sakukwanitsa kuwapatsa chisamaliro chokwanira chokhudza izi, posankha mutu woti “Nthawi ya ulemu” (Dignity! period) zomwe zitha kulimbikitsa oyimirira ogwira ntchito ena kufotokozera anthu za izi.



### Kuunikira ndi kufotokozera: Zofunikira kwambiri kwa komiti yoyang'anira ogwira ntchito ndi kuziteteza pa ntchito

Ndi ntchito ya ogwira ntchito komanso owayimilira awo kuunikira koyenelera pa malo a ntchito ndi kuwaziwitsa oyang'anira za makhalidwe ndi zochitika zoopsa zomwe zingathe kuchitika. Kufotokozera zochitika ndi khalidwe loopsali zisaoneke ngati khalidwe loipa. Mmalo mwake, izi zithandizile kutukula makhalidwe aukhondo kotero malo ogwira ntchito azakhala aukhondo ndi otetezeka kwa aliyense pa malopo.

Mabungwe oyimila ufulu wa anthu ogwira ntchito, oyimilira ogwira ntchito ndi ma komiti a oyang'anira za kuziteteza ndi moyo wa thanzi pa ntchito ali ndi ntchito yofunikira pounika ndi kufotokozera zinthu zokhudza kuziteteza ndi moyo wa thanzi pa ntchito. Kafukufuku wa ILO's Bureau for Workers' Activities (ACTRAV) unafufuza za dongosolo komanso zinthu zomwe zili pa malo a ntchito zotukula umoyo wa nthanzi ndi oziteteza pa ntchito komanso kagwiridwe ka ntchito. Kafukufuku anaonetsa kuti kuti kupezeka kwa mabungwe a za ufulu wa anthu ogwira ntchito umathandizila kwambiri pazochitika zosiyasiyana pa ntchito. Anapezanso kuti pa malo a ntchito patha kutukuka ngati zotsatira za kauniuni wa zinthu zopereka chiopsezo ku moyo wa ogwira ntchito zitaperekedwa kwa mabungwe a ufulu wa ogwira ntchito.

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Zatengedwa ku: Rice, Annie and Repo, Paula (2000). Health and safety at the workplace – Trade union experiences in Central and Eastern Europe, ILO-CEET, Budapest.

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## Phunziro Lachitatu: Ukhondo

Zomwe ogwira ntchito, owayang'anira komanso kampani ingamaonepo

<b>W.3.0</b>	Kodi kuli komiti yoyang'anira za umoyo ndi kuziteteza pa ntchito, yomwe muli owayimilira ogwira ntchito, ogwirizana ndi anthu ogwira ntchito akuwayimilirawo?	<input type="checkbox"/> Eya <input type="checkbox"/> Ayi
<b>W.3.1</b>	Kodi ogwira ntchito ndi mabwana amatsatira malamulo oyenelera pakagwiritsedwe ntchito ndi kukonza malo ndi zipangizo zosambirako?	<input type="checkbox"/> Eya <input type="checkbox"/> Ayi
	Ndi chani chomwe mukufuna kuti chichitike? Maganizo anu: ..... .....	<input type="checkbox"/> chofunikira Kwambiri?
<b>W.3.2</b>	Kodi ogwira ntchito ndi mabwana amatsatira malamulo oyenelera pakagwiritsedwe ntchito ndi kukonza malo ndi zipangizo zosambirako?	<input type="checkbox"/> Eya <input type="checkbox"/> Ayi
	Ndi chani chomwe mukufuna kuti chichitike? Maganizo anu: ..... .....	<input type="checkbox"/> chofunikira Kwambiri?
<b>W.3.3a</b>	Kodi ogwira ntchito ndi owayang'anira awo amatsatira malamulo a ukhondo wa zakudya pa malo a ntchito?	<input type="checkbox"/> Eya <input type="checkbox"/> Ayi
	Ndi chani chomwe mukufuna kuti chichitike? Maganizo anu: ..... .....	<input type="checkbox"/> chofunikira Kwambiri?
<b>W.3.3b</b>	Kodi pali zipangizo, malo komanso zochitika zoti amayi agwiritse ntchito pozisamalira akakhala kumwezi?	<input type="checkbox"/> Eya <input type="checkbox"/> Ayi
	Ndi chani chomwe mukufuna kuti chichitike? Maganizo anu: ..... .....	<input type="checkbox"/> chofunikira Kwambiri?
<b>W.3.4</b>	Kodi ilipo ndondomeko yokhazikika younikira ndi kuonetsetsa za khalidwe ndi zochitika za ogwira ntchito zomwe zingayike ukhondo pa chiopsezo?	<input type="checkbox"/> Eya <input type="checkbox"/> Ayi
	Ndi chani chomwe mukufuna kuti chichitike? Maganizo anu: ..... .....	<input type="checkbox"/> chofunikira Kwambiri?



## **CHIWONJEZERO CHOYAMBA (ANNEX 1): MLINGO WOYENERA WOGWIRIRA NTCHITO WA PA DZIKO LONSE NDI MALAMULO A MCHITIDWE WOYENERA PA KUPEZA MADZI NDI UKHONDO**

Bungwe loyang'anira ogwira ntchito pa dziko lonse lakhala likuyang'ana za chitetezo ndi ukhondo wa pathupi ku malo a ntchito kuyambira pamene linakhadzikitsidwa m'chaka cha 1919 ndipo linapanga kalodzera wake wofotokoza zambiri zokhudza madzi abwino ndi ukhondo yemwe anasonkhanitsa zitsanzo za ku Asia, (malingana ndi buku la bungwe loyang'ana za anthu ogwira ntchito pa dziko lonse losindikizidwa m'chaka cha 1989. Chiwonjezerochi chikupereka chithunzithunzi cha milingo yambiri yoyenera yogwirira ntchito ya pa dziko lonse ndi malamulo a m'chitidwe woyenera wokhudzana mwapaderadera ndi madzi abwino ndi ukhondo mogwirizana ndi malo osiyanasiyana ogwirirako ntchito. Likufotokozanso milingo ya madzi abwino ndi ukhondo yokhudzana ndi wolemba ntchito, malo okhala operekedwa ndi madzi ndi ukhondo (WASH) ku madera a kumidzi ndi zachuma za m'matauni komanso zachuma zokhudza ntchito zosiyanasiyana. Akalodzera a paderadera a ntchito zina za mafakitale monga zamigodi, zomangamanga ndi za malo ogwirirako ntchito zapamadzi zafotokozedwanso.

Buku lomwe a bungwe loyang'ana za ogwira ntchito pa dziko lonse asindikiza posachedwapa, likufotokozero milingo yoyenera yogwirira ntchito motere:

Milingo yoyenera yogwirira ntchito ndi zipangizo za malamulo zomwe zinalembedwa ndi nthambi za bungwe loyang'ana za ogwira ntchito pa dziko lonse (maboma, olemba ntchito ndi ogwira ntchito) lomwe limalongosola mfundo zofunikira ndi mafulu a kumalo a ntchito. Izi zitha kukhala migwirizano yomangika potengera malamulo; migwirizano ya padziko lonse imene itha kuvomerezeka ndi mayiko amene ali nawo m'mgwirizanowo; kapena zomwe mayikowo angavomereze zomwe zigagwire ntchito ngati malangizo osamangika kwamuyaya. Nthawi zambiri mgwirizano umalongosola mfundo zofunikira zoyenera kukwaniritsidwa ndi mayiko amene awuvomereza, pamene zovomereza zogwirizana ndi zimenezi zimagwirira ntchito limodzi ndi mgwirizanowo popereka malangizo a tsatanetsatane pa mmene mgwirizanowo ungagwirire ntchito. Migwirizano itha kukhalanso yoima payokha, mwachitsanzo, yosalumikizika ku mgwirizano waukulu wa mayiko.

Migwirizano ndi zovomerezeka zinalembedwa ndi oyimira mayiko, olemba ntchito ndi ogwira ntchito ndipo imavomerezeka ku msonkhano wa pachaka wa ogwira ntchito mayiko onse wa bungwe loyang'ana za ogwira ntchito pa dziko lonse. Mlingo ukangovomerezeka, mayiko a m'mgwirizanowo amayenera, pansi pa malamulo a bungwe loyang'ana za ogwira ntchito pa dziko lonse, kukaupereka kwa adindo awo odziwa za zimenezi (nthawi za mbiri, nyumba ya malamulo) kuti akauganizire. Ukakhala mgwirizano, ndiye kuti nkhanu yake ndiyoganizira kuuvomereza. Ngati wavomerezeka, mgwirizano umayamba kuigwira ntchito m'dziko limenelo pakatha chaka kuchokera pa tsiku lomwe unavomerezeka. Mayiko ovomereza amalondeje kugwiritsa ntchito mgwirizano ngati lamulo ladhiko ndi m'zochita zawo ndipo amayenera kuti azipereka lipoti la mmene mgwirizanowo ukugwiritsidwira ntchito kawirikawiri.

Uphungu ndi malangizo pa kagwiritsidwe ntchito ka mgwirizanowo umaperekedwa ndi a bungwe loyang'ana za ogwira ntchito pa dziko lonse, ngati kuli kofunika kutero. Powojezera apo, ndondomeko yokhudza kuyimiridwa ndi kudandaula itha kuperekedwa ku dziko chifukwa cha kutsatsatira mgwirizano womwe anauvomereza. (zatengedwa mu buku la bungwe loyang'ana za ogwira ntchito pa dziko lonse losindikizidwa m'chaka cha (2014b: Tsamba 15.)



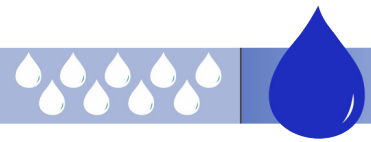
Malamulo ndi milingo ya pa dziko lonse imakhudza kukhadzikitsa kwa ntchito ya mayiko am'gwirizano m'dziko, mogwirizana ndi zolinga ndi zoyenera kukwaniritsa zomwe zili mu buku la zolinga za chitukuko chokhazikika zoyenera kukwaniritsidwa pofika m'chaka cha 2030 zokhudzana ndi ntchito yabwino. Maboma ali ndi udindo wapaderadera ndipo ndiomwe ali olimbikitsa ntchitoyi pofuna kuonetsetsa kuti njira yophatikiza njira zingapo yoyang'ana za anthu ikuphatikizapo ufulu wa anthu ndi kusasiyanitsa pakati pa amayi ndi abambo; ngati magawo ofunikira kwambiri pokwaniritsa ntchito yabwino.

M'migwirizano ya bungwe loyang'ana za ogwira ntchito pa dziko lonse komanso chitetezo ndi ukhondo pa malo a ntchito, uli ndi mfundo zokamba za kupeza madzi otetezeka. Chinthu chimodzi choyenera kuchiganizira pa kupeza madzi akumwa okwanira ndi otetezeka chikupezeka mu zovomerezeka ndi oyang'ana za moyo wabwino wa ogwira ntchito zosindikizidwa m'chaka cha 1956 (102) (Welfare Facilities Recommendation, 1956 (No.102)); zimene zimapatula malangizo okhadzikitsira malo ogulitsira zakudya, malo ogawira zakudya kwa ogwira ntchito ndi malo ena okhudza nthawi yopuma. Malo operekedwawo akuyenera kukhala ndi “potunga madzi otetezeka okwanira akumwa.” Nthambi za migwirizano ingapo inagwirizana ndi nthambi ya chiganizoyi ngati chofunikira chomaliza cha moyo wabwino wokwanira ndi malo okhalako, ngakhale kuti zimasiyana potengera ubwino ndi malo otungako madzi, zomwe zimayikira kumbuyo kufunikira kwa kupezeka mosavuta kwa madzi zomwenso zimaonetsera kusiyana kwa nthambi za zachuma.

Mu chaka cha 1958, mgwirizano wokhudza minda ikuluikulu wosindikizika m'chaka cha 1958, zikwi ndi khumi (The plantations recommendation, 1958 (No.110)) unayang'ana za malamulo ogwirira ntchito zaulimi mu malo ochita ulimi wa mbewu zamalonda. Izi, ndi kuphatikizapo malo okhudza moyo wabwino ndi kulamula ogwira ntchito kutsatira njira zoyenera zopewera ngozi ndi matenda okhudzana ndi ntchito. Mgwirizano womwe unavomerezeka m'chaka cha 1964 wokhudza ukhondo wa pathupi, (zamalonda ndi maofesi) wosindikizika m'chaka cha 1964 wa chikwi ndi makumi awiri (The recommendation on hygiene (commerce and offices), 1964 (No. 120)) limakhudza malo osiyanasiyana ogwirira ntchito ku malo a ntchito ndi mu malo ogwira ntchito zoyang'anira anthu (Administrative services) kuphatikizapo m'mahotera, mamalo ogulitsa ndi kudyera zakudya ndi m'malo opumilirako. Limayang'ana zokhudza madzi abwino ndi ukhondo, makamaka za ukhondo awa malo, madzi akumwa, malo akutchito ochapirako, ukhondo wa ku malo a ntchito ndi zina za m'mene malo ogwirirako ntchito ayenera kukhalira. Limafotokozanso malangizo a ukhondo wa pathupi kwa ogwira ntchito ndi chilimbikitso chomwe akatswiri pa ntchito aphunzire kuti amvetse za njira zomwe zikufunika poonetsetsa za ukhondo wa anthu ogwira ntchito ku malo a ntchito. Njira zonsezi ziyenera zigwirizane ndi malamulo a dziko komanso a kayendetsedwe ka dziko.

Mgwirizano wa chitetezo ndi moyo wabwino bungwe loyang'ana za ogwira ntchito pa dziko lonse wa m'chaka cha 1981 wa chi (155) (The ILO's Occupational Safety and Health Convention, 1981(No. 155)) amatanthauzira mawu oti 'Thanzi' mogwirizana ndi ntchito, osati ngati 'kusakhalapo kwa matenda kapena kufooka' kokha ayi; amaphatikizaponso zokhudza thupi ndi ubongo zomwe zimakhudza thanzi zomwe zili zogwirizana kwambiri chitetezo ndi ukhondo ku malo a ntchito. Tanthauzo limeneli ndilofunikira kwambiri pa kupereka kupezeka kwa madzi otetezeka, ukhondo wa pa malo ndi wa pa thupi, makamaka chifukwa cha kusowekera kwa kusiyanyitsa pakati pa malo ogwirirako ntchito ndi malo okhalako ogwira ntchito mu nthambi zina, monga zamigodi ndi zaulimi.

Mgwirizano womwe umagwira ntchito limodzi ndi wina wa zana ndi makumi asanu ndi mphambu zinayii (The accompanying Recommendation (No.164), maganizo achidule kwambiri okhudza malo ochitirako ukhondo ndi kupereka madzi akumwa. “Monga mwammene zimafunikira pa ntchito za chuma zosiyanasiyana ndi mtundu wa ntchito zosiyanasiyana ndi potengera mfundo yosogodza kuchotsa ziopsezo pomwe zikuchokera, njira zina zake ziyenera kugwiritsidwa ntchito,” kuphatikizapo “kukhazikitsa malo ochitirako ukhondo wa pa malo, malo osambirako, malo osinthirako ndi kusungako zovala, kupereka madzi akumwa ndi zina zokhudza moyo



wabwino mogwirizana ndi chitetezo ndi thanzi ku malo a ntchito.”

Mgwirizano wolimbikitsa chikonzero cha chitetezo ndi thanzi wa 'mchaka cha 2006 wa zana, makumi asanu ndi atatu kudzanso mphambu zisanu ndi ziwiri (The promotional framework for occupational safety and health convention, 2006 (No. 187)), imapereka kwa mayiko a m'mgwirizanowu, udindo “wolimbikitsa mopitirira chitetezo ndi thanzi ku malo a ntchito pofuna kupewa kupwetekeka pa ntchito, matenda ndi imfa, popanga, mokambirana ndi mabungwe a ogwira ndi olemba ntchito omwe ali oyimiridwa kwambiri; a malamulo, ndondomeko ndi madongosolo a boma.” Mgwirizano wa zana, makumi asanu ndi anayi kudzanso mphambu zisanu ndi zinayi (Recommendation No.197) womwe umagwirira ntchito limodzi ndi mgwirizano woyambawu, umalangiza mayiko a m'mgwirizanowu “kuti aziganizira zipangizo za bungwe loyang'ana ogwira ntchito pa dziko lonse zimene zili zoyenera kugwiritsa ntchito pa mgwirizano wolimbikitsa chikonzero cha chitetezo ndi thanzi, womwe uli mu chiwonjezero (Annex) cha mgwirizanowu,” pamene akupanga ndi kuunikanso dongosolo.

Mfundo yovomerezeka ya ntchito zaumoyo ku malo a ntchito wa m'chaka cha 1985, wazana ndi makumi asanu ndi awiri kudzanso mphambu imodzi (The occupational Health services Recommendation, 1985 (171)) umene ukugwirira ntchito limodzi ndi mgwirizano wa ntchito zaumoyo ku malo a ntchito wa 1981 wa zana ndi makumi asanu ndi limodzi kudzanso mphambu imodzi (the occupational health services convention) “kuti aziyang'anira malo ochitirako ukhondo ndi malo ena a ogwiritsidwa ntchito ndi ogwira ntchito monga a madzi akumwa, ogulitsirako zakudya ndi okhala ngati ali oti achita kuperekedwa ndi olemba ntchito” mu ndime yachisanu ndi chitatu (paragraph 8(b) ). Mgwirizano wokhudza ufulu wa kuchita dongosolo ndi kukambirana ngati gulu wa mchaka cha 1949 wa makumi asanu ndi anayi ndi mphambu zisanu ndi zitatatu (The right to organize and collective bargaining convention, 1949, (No. 98)); m'malo mwake umalimbikitsa kugwiritsa ntchito njira ya magulu ochita zokambirana pofuna kukhadzikitsa malamulo ogwirira ntchito.

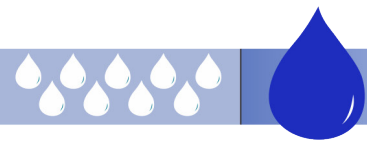
Komiti yolembe ndondomeko ya mgwirizano wa chitetezo ndi thanzi ku malo a ntchito wa m'chaka cha 1981 wa zana ndi makumi asanu ndi mphambu zisanu (occupational safety and health convention, 1981 (No. 155) inagwirizana kuti ndi kofunikira kuyikamo maufulu ndi maudindo a ogwira ntchito okhudza kapewedwe ndi kuthana ndi ziopsezo ku malo a ntchito. Pa chifukwa ichi, mgwirizamowu umalamula kuwapangira ogwira ntchito kuti agwirizane mukukwaniritsa malamulo amene owalemba ntchito amayenera kukwaniritsa. Mfundo yovomerezeka yomwe imayendera limodzi ndi yapamwambayi yomwe ndi ya zana ndi makumi asanu ndi limodzi kudzanso mphambu zinayi (The corresponding Recommendation (No. 164) imapereka malangizo amene cholinga chake ndi kuonetsetsa kuti ogwira ntchito akusamala za chitetezo chawo ndi cha ena; akutsatira malangizo ndi kachitidwe ka zinthu; kugwiritsa ntchito zipangizo zachitetezo ndizodzitetezera molondola ndi kupereka lipoti la mmene chiopsezo chilili; la zochitika zoopsa ndi ngozi kapena kuonongeka kwa thanzi.







Migwirizano ingapo ndi mfundo zovomerezeka zimakhala ndi uthenga wapaderadera wokhudza kuteteza anthu. Mwachitsanzo, mfundo yovomerezeka ya chitetezo ndi thanzi mu migodi ya m'chaka cha 1995 ya zana ndi makumi asanu ndi atatu kudzanso mphambu zitatu (the safety and health in mines recommendation, 1995 (No. 183)) imafotokoza kuti “zotsatira za ntchito za migodi pa dera lozungulira ndi chitetezo cha anthu okhala m'deralo, ziyenera kuganiziridwa mokwanira. Makamaka izi ziyenera kuphatikizapo kuthana ndi kutsika; kunjenjemera; miyala yogubuduka; mankhwala oopsa m'madzi, m'mpweya kapena padothi malangizo pa kusamalira zinyalala ndi kukonza malo a ntchito za migodi.”



Kupatula pa zipangizozi, bungwe loyang'ana za anthu ogwira ntchito pa dziko lonse (ILO) linagwiritsanso machitidwe ena ambiri ogwirira ntchitozi olembedwa ndi akadaulo osankhidwa ndi mayiko a m'mgwirizanowu komanso ndi mabungwe oyang'anira ogwira ndi olemba ntchito.

Mabuku otsatirawa ndi ofunikira ku buku lino:

1. Chitetezo ndi thanzi 'malo a zomangmanga achikhalire kumafakitale a mafuta (1981)
2. Chitetezo cha kagwiritsidwe ntchito cha asibesitos (1984)
3. Chitetezo ndi thanzi m'migodi ya marasha(1986)
4. Kuteteza ogwira ntchito ku mphamvu ya radiyeshoni(1987)
5. Kupewa ngozi zikuluziku m'mafakitale (1991)
6. Chitetezo ndi thanzi m'malo a ntchito za migodi ya pamtunda (1991)
7. Chitetezo ndi thanzi m'malo a zomangamanga (1992)
8. Chitetezo pakagwiritsidwe ntchito ka mankhwala pa malo a ntchito (1993)
9. Zoyenera kutsata za bugwe loyang'anira a ntchito pa dziko lonse pakalembedwe ndi kudziwitsa za ngozi ndi matenda m'malo a ntchito (1995)
10. Zinthu zomwe za zungulira malo a ntchito zili zodzetsa chitetezo monga radiyeshoni, mphamvu ya magetsi, chinyontho komanso phokoso (2001)
11. Chitetezo pogwiritsa ntchito synthetic vitreous fibre kapena thonje amene amateteza kutentha (2001)
12. Zoyenera kutsata pa nkhani ya kachilombo ndi matenda a HIV ndi AIDS za bungwe la Oyang'anira ogwira ntchito pa dziko lonse ndi bungwe la zantchito padziko lonse(2001)
13. Chitetezo ndi thanzi m'mafakitale amene amapanga zitsulo zomwe si zaayironi(2003)
14. Chitetezo ndi thanzi m'madoko (Yolembedwanso 2016)
15. Chitetezo ndi moyo wa thanzi m'mafakitale opanga ayiloni ndi zitsulo zina(2005)
16. Chitetezo ndi thanzi kwa ogwira ntchito m'migodi ya pansu pa nthaka ya malasha(2006)
17. Chitetezo ndi thanzi m'malo ogwira ntchito za ulimi (2011)
18. Ndondomeko ya oyang'anira za sitima za pamadzi komanso zina zili zonse zokhudza asodzi
19. Ndondomeko pa ntchito za bwino makamaka pa ntchito zoonza za ngozi m'boma.
20. Chitetezo ndi thanzi kwa ogwira ntchito zomanga ndi kukonza sitima za m'madzi (yolembedwanso)(2018).
21. Chitetezo ndi thanzi m'malo antchito za m'migodi ya pamtunda (2018).
22. Chitetezo ndi thanzi kumalo ogwilira ntchito, zowomba nsalu, zikopa komanso nsapato (2021)

Machitidwe amenewa amapereka malangizo kuti migwirizano ndi mfundo zovomerezeka zigwiritsidwe ntchito potengera pamene zikuyenera, makamaka pa nkhani zokhudza thanzi la ogwira ntchito ndi kupewa kwa- potengera mmene zingathekere- matenda okhudzana ndi madzi ndi ukhondo kwa onse amene ali ku nthambi kapena amene amagwira ntchito ndi mankhwala oopsa. Mwachitsanzo, mchitidwe woyenera wa chitetezo ndi thanzi pa zaulimi umati malamulo aboma a chitetezo ndi ukhondo ku malo a ntchito akuyenera kuphatikizapo dongosolo logawana uthenga/lolumikizana ndi adindo opereka madzi. Mchitidwe woyenera pa zinthu zokhudza ku malo antchito wosindikizidwa m'chaka cha (2001) umaperekanso udindo woonetsetsa za chitetezo ndi thanzi la ogwira ntchito ndi kulimbikitsa kuti ogwira nthito azipanga nawo ziganizo zokhudza chitetezo ndi thanzi ku malo a ntchito. Izi ndi kuphatikizapo mfundo zovomerezeka za zomwe zitha kuchitika za omwe akuyenera kuyang'ana za chitetezo ndi thanzi ku nthambi iliyonse ya ntchito.

Mayiko ambiri a m'mgwirizano umenewu m'zigawo zonse akutsatira mfundo zovomerezeka, kuphatikizapo kupereka kwa madzi abwino ndi ukhondo mu malamulo awo (constitutions, laws and regulations) ndi migwirizano yambiri yapamodzi ili ndi zolemba zokhudza nkhani za madzi ndi ukhondo. Powonjezera apo, msonkhano wa mayiko a m'mgwirizano wochitira malonda limodzi wa mayiko a ku mwera ku America, m'chaka cha 2001, (the South American common market (merscosur) Council) unalimbikitsa ufulu wa ogwira ntchito pa kupeza kotunga madzi; zovala zodzitetezera ndi malo osambirako ku malo a ntchito. (Zatengedwa m'buku la bungwe loyang'ana za anthu ogwira ntchito pa dziko lonse la (ILO) losindikizidwa m'chaka cha 2006 mpaka chaka cha 2012).

Bukuli lifotokozera za migwirizano yofunikira yomwe ili mu chiwonjezero cha mfundo zovomerezeka cha zana ndi makumi asanu ndi anayi kudzanso mphambu zisanu ndi ziwiri; zimene cholinga chake ndi kupititsa



patsoyolo malamulo ogwirira ntchito mu nthambi zapaderadera za zachuma ndi zomwe zili ndi njira zoyenera zogwiritsira ntchito zinthu zomwe zitha kukhala chiopsezo ku malo a ntchito. Mitu ing'onoing'ono yomwe yotsatirayi ikufotokoza mwachindunji za nthambi zimenezi ndipo zikuunikanso chifukwa chani madzi abwino ndi ukhondo wa pathupi ili nkhani yofunikira kwa ogwira ntchito omwe akugwira ntchito mu nthambizi. Gome lomwe lili kumapeto kwa bukuli likupereka chidule cha zipangizo zofunikira zoyenera kuperekedwa zomwe zinagwiritsidwa ntchito polemba bukuli.

### Madzi ndi ukhondo ndi zachuma m'midzi

Kupeza madzi ndi ukhondo mofanana, modalirika pa dziko lonse kukupitirirabe kukhala nkhani yovuta kumvetsetseka m'madera akumidzi. Kusapeza madzi mokwanira ndi chomwe chikuyambitsa matenda ambiri okhudzana ndi madzi omwe amalepheretsa anthu okhala m'maderawa kukhala aphindu (zatengedwa m'buku la bungwe loyang'ana ogwira ntchito pa dziko lonse (ILO) lotsindikizidwa m'chaka cha 2015d). Mu mayiko ambiri malamulo amalira kuti olemba ntchito apereke zofunikira zoyambirira, kuphatikizapo madzi ndi malo ochitira ukhondo, kwa ogwira ntchito zaulimi. Mu mayiko ena, izi ziyenera kuperekedwa kwa a pabanja la ogwira ntchito malingana ndi buku la bungwe loyang'ana ogwira ntchito pa dziko lonse losindikizidwa m'chaka cha 2000 (ILO 2000a). Poto, nkhanu yachikhumi ndi mphambu zisanu ndi zinayi yosindikizidwa mu mgwirizano wa za zana ndi makumi asanu ndi atatu kudzanso mphambu zinayi (Article 19 of convention No.184) ikutsimikiza kuti malamulo oyendetsera dziko ndi zoyenera kutsatidwa kapena adindo amene ali akadaulo ayenera kulemba malamulo otsatirawa, atakambirana ndi mabungwe oyimira olemba ndi ogwira ntchito okhudzidwa:

- a) Kupereka kwa malo a moyo wabwino kwa ogwira ntchito mwaule ndi
- b) Malo okhala a mlingo wosapitilira mlingo wapakatikati wovomerezekakwa ogwira ntchito omwe, malingana ndi ntchito yomwe amagwira, akuyenera kukhala pa ntchito pompo moyembekezera kapena nthawi yonse yogwirira ntchito pamalo ogwirira ntchito

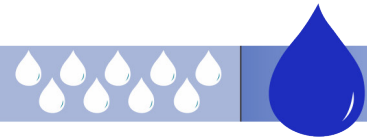
Mbiri ya zolembedwa zokhudza uphungu pa malamulo, a bungwe loyang'ana za anthu ogwira ntchito pa dziko lonse amene nasindikizidwa m'chaka cha (2015) amafotokoza njira yoona chinthu mwathunthu yomwe a bungweli linagwiritsa ntchito popititsa patsoyolo ntchito yabwino ku madera a kumidzi pa nkhanu zachuma ndi kubweretsa pamodzi zida ndi zipangizo zosiyanasiyana zomwe zapangidwa pakutha kwa zaka. Cholinga zolembedwa zokhudza uphungu pa malamulo ndi kupereka uphungu kwa opanga malamulo, oyang'ana za moyo wa anthu ndi ena okhudzidwa kwambiri pa nkhanu ya kupanga malamulo okhudza madera akumidzi; njira ndi madongosolo omwe akuthana moyenera ndinso kutsogoza ntchito ndi nkhanu zokhudza ntchito.

### Nkhawa yodza Kamba ka kutentha ndi kuchepa kwa madzi m'thupi pa ntchito zaulimi

Anthu ogwira ntchito zaulimi amakhudzidwa ndi zinthu zokhudza nyengo ndi malo, monga kutentha kwambiri kapenanso chinyotho, zimene zitha kupangitsa kuti akhale pachiopsezo chachikulu chokhudzana ndi thanzi lawo. Ndi chifukwa chake, mbali imodzi yogwira ntchito zokhudza madera akumidzi pa nkhanu zachuma, la bungwe loyang'ana za ogwira ntchito pa dziko lonse ku Mali ndi ku Niger ikufuna kupititsa patsoyolo kapezedwe ka madzi, poyang'ana kwambiri alimi ang'onoang'ono ndi opanga zinthu.

Nkhawa yodza Kamba ka kutentha; kusagwira ntchito kwa misempha kobwera Kamba ka kutentha; kutopa kodza Kamba kakutentha, kukomoka, kuthetheka Kamba ka dzuwa ndi nsungu zoyamba chifukwa cha dzuwa; zitha kuyamba ngati chisamaliro choyenera, malo opumirako ndi madzi akumwa sizikuperekedwa kwa ogwira ntchito. Kuphatikizana kwa nkhanu yodza Kamba ka kutentha, kutopa kwa thupi ndi kuchepa kwa madzi kobwere zabwereza kukuoneka kuti ndi chiyambi chotsimikizika cha nthenda yakuonongeka kwa impso (Chronic kidney disease-CKD). Mlili wa nthenda yakuonongeka kwa impso (CKD) m'chigawo chapakati ku America (Mesoamerican nephropathy) yapha anthu oposa zikwi makumi awiri (20,000) kuyambira m'chaka cha 1990. Anthu ogwira ntchito panja, makamaka odula nzimbe, ndi omwe anakhudzidwa kwambiri ndi nthendayi (Laws et al., 2016; Roncal-Jimenez et al., 2016b; Wessling et al., 2016). Kubwezeretsa madzi m'thupi pogwiritsa ntchito madzi ndi njira zina zitha kuchepetsa nkhanu yobwera chifukwa cha kutentha ndi kuchepetsa ziopsezo zokhudza misempha ndi mafupa a mthupi mwa munthu (Clark et al, 2016). Zakumwa zozizilitsa kukhosi zitha kuwonjezera vuto la kupwetekeka kwa impso kobwera Kamba ka kuchepa kwa madzi m'thupi (Garcia-Arroyo et al., 2016).





Ku El Salvador, kafukufuku wogwiritsa ntchito njira yophatikiza njira zingapo za kafukufuku inabweretsa kubwezeretsa madzi m'thupi pogwiritsa ntchito zipangizo zosalira kugwirizira ndi manja zomwera mopitirira, mithunzi yoti itha kusunthidwa, nthawi yoikika yopumulira, zikwanje zosalira mphamvu zambiri zogwira ntchito yambiri ndi njira zogwirira ntchito yambiri. Kafukufukuyu anachitika pa odula nzimbe makumi asanu ndi limodzi (60) ndi cholinga chochepetsa nkhwawa yodza Kamba ka kutentha ndi kuchepa kwa madzi mthupi popanda kuchepetsa phindu la pa ntchitopo (Bodin et al. 2016). Pamene ntchito ya patsiku inakwera ndi maperesenti okwana makumi anayi ndi mphambu zitatu (43%) poyerekeza ndi magulu ena odula nzimbe, kamwedwe kamadzi pakati pa anthu ogwira ntchitowa kanakwera ndi maperesenti makumi awiri ndi mphambu zisanu okha (25%) ndipo zizindikiro zinatsika. Bungwe loyang'ana za anthu ogwira ntchito pa dziko lonse likuona ngati kuti kugwirizana pa kusintha kwachangu kuyenera kuchitike kudzera mu ntchito ya m'magulu, kuphatikizapo malo a moyo wabwino, (kuphatikizapo zokhudza madzi ndi ukhondo WASH) ndi dongosolo la ntchito (Izi zatengedwa kuchokera mu buku la bungwe loyang'ana za ogwira ntchito pa dziko lonse losindikizidwa m'chaka cha 2014 (ILO, 2014a).

Kafukufuku wa bungwe loyang'ana za ogwira ntchito padziko lonse yemwe anachita pakati pa asodzi ku Thailand anapezanso zotsatira zofananako ndi kafukufuku wa ku El Salvador okhala kuti maperesenti khumi (10%) a asodzi amene anatenga nawo mbali pa kafukufukuyu sanapeze chakudya ndi madzi mokwanira, zomwe zinapangitsa kuti kusamalira thanzi kuvute. Bungwe loyang'ana za anthu ogwira ntchito pa dziko lonse linapereka maganizo oti boma la Thailand ndi ogwira nalo ntchito limodzi agwirane manja posintha mmene mabwato anapangidwira kuti athane ndi mavuto okhudzana ndi chitetezo ndi ukhondo wa pathupi; malo okhalako ndi ukhondo wa pamalo. (Izi zatengedwa m'buku la bungwe loyang'ana za ogwira ntchito pa dziko lonse losindikizidwa m'chaka cha 2013-(ILO, 2013)).

## Kukwaniritsa chitetezo ku ntchito zaulimi

Madzi ndi ukhondo ndi mbali imodzi ya chisamaliro cha mankhwala ophera tizilombo m'mbewu. Kulephera kusambam'thupi ndi kuchapazovala pakuthapakugwirantchito ndi mankhwala othira m'mbewu kumawonjezera kuthekera kwa kulowa kwa mankhwala othira m'mbewuwo pa khungu. Kukambirana kokhudza kuvomereza kwa mgwirizano wa chitetezo ndi thanzi pa ntchito zaulimi kunaunikira nkhwani za machitidwe ena pawokha pawokha ndi matenda odza Kamba ka ululu wa mankhwala othira m'mbewu kunja kwa malo antchito. Izi zimaganiziridwa kuti zimachitika Kamba ka kudeetsa (kuyipitsa) zakudya; mankhwala othira m'mbewu otsalira m'zakudya; kupezeka kwa mankhwala othira m'mbewu m'madzi kapena chakudya chifukwa chogwiritsa ntchito mosungira mosayenera ndinso kuonongeka kwa madzi a pansi pa nthaka chifukwa cha mankhwala otayidwa pa nthaka. Komiti yolembe malamuloyi inaona kuti kusowekera kwamalo ochitira ukhondo wa pathupi pa nthawi yodyera zotsatira zake zitha kukhala kuonongeka kwa chakudya ndi manja kapena zovala zomwe zinakhudzana ndi mankhwala othira m'mbewu.

Matenda odza Kamba ka zinyama nthawi zambiri amafala chifukwa cha madzi omwe aypisidwa ndi njira zina zofalitsa matenda mwachilengedwe zokhudzana ndi zaulimi. Bungwe la mgwirizano wa ku Ulaya (The European Union) linaganizira izi pamene linayika zaulimi mu lamulo lake pa chitetezo cha ogwira ntchito ku chiopsezo chokhudza kukhudzana ndi zofalitsa matenda mwachilengedwe ku malo a ntchito (2005/54/EC). Mwachitsanzo, malo otungapo madzi opanda ukhondo ndi njira zotayira zochoka kuchimbudzi zokwanira zimawonjezera chiopsezo chotenga nthenda ya likodzo, zimene zingakhudze ogwira ntchito pamene akuchita ulimi wa nthirira kapena pamene akugwira ntchito m'minda ya mbewu ya mpunga.



## Nyumba za anthu ogwira ntchito

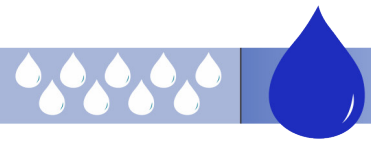
Nthawi zambiri, sipamakhala kusiyanyitsa kwenikweni pakati pa malamulo a malo okhalako ndi malamulo ogwirira ntchito pa ntchito zaulimi. Pali kugwirizana kwakukulu pakati pa nyumba za ogwira ntchito zaulimi, moyo wabwino wa ogwira ntchito ndi phindu la pantchito zaulimi chifukwa: kupeza madzi abwino ndi chimodzi mwa zinthu zofunikira kwambiri pa ulimi wokhazikika (ILO, FAO AND THE IUF 2007) Anthu ogwira ntchito zaulimi ochokera mayiko ena(migrant farm workers) amakhala m'nyumba zosayenera kwambiri zomwe zimawayika pachiopezo chokhala m'malo othinana; opanda ulemu wa chinsinsi, zimbudzi zosamangidwa motengera akazi kapena amuna, malo ophikira aokha ndi malo osungira zakudya. (Arcury et al., 2015).

Kupititsa patsogolo nyumba zokhala anthu ogwira ntchito m'minda monga kunkhani ya malo otungapo madzi ndi ukhondo wa pamalo zitha kupititsa patsogolo moyo wa ogwira ntchito, kuchepetsa matenda odza Kamba ka madzi opanda ukhondo ndipo potero kupititsa patsogolo phindu la ogwira ntchito pantchitopo. Kafukufuku wa bungwe loyang'ana za ogwira ntchito (ILO) yemwe linapanga m'minda yaikulu ku Indonesia, ku Sri Lanka ndi ku Ghana, anasonyeza kuti olemba ntchito amapereka nyumba zokhala ogwira ntchito zambiri kwa ogwira ntchito okhazikika. Kwambiri, olemba ntchito akudalira ogwira ntchito mwaganyu pa ntchito za mlingo wapansi, monga ogwira ntchito mosakhazikika kapena ogwira ntchito potengera kuti ntchitoyo imafunika nyengo iti (seasonal workers). Ogwira ntchitowa alinso ndi zoyenera kupatsidwa ku ntchito zapadera zochepe, chitetezo



Pachifukwa ichi, nkhani yolembedwa ya chiwerengero cha makumi asanu ndi atatu ndi mphambu zisanu ndi imodzi (Article No.86) yokhudza mgwirizano wa minda ikuluikulu, wa m'chaka cha 1958 wa (No.110) imalamula kuti pakakhazikitsidwe mlingo wochepetsa wa malo okhala ogwira ntchito pa minda ikuluikulu omwe pazipezeka malo otungapo madzi ndi malo ochitira ukhondo.

“Kafukufuku wopangidwa ndi cholinga chofuna kuchitapo kanthu wokhudza kusasiyanitsa pakati pa akazi ndi amuna komanso malamulo a malo okhala ndi ogwirira ntchito a anthu ogwira ntchito m'mafakitale opanga



zovala ku Cambodia” (ILO 2012) anati maboma akambirane ndi mabungwe a olemba ndi ogwira ntchito, mabungwe a azimayi ndi mabungwe a mayiko ndipo kuti apange madongosolo ndi maubale ogwirira ntchito limodzi kuti apeze njira zopititsira patsogolo kapezedwe ka madzi ndi ukhondo wa ogwira ntchito ochokera ku mayiko ena m’mafakitale opanga zovala ku madera a kumidzi.

## Madzi ndi ukhondo ku migodi

Kuchepa kwa madzi ndi vuto la zaumoyo lodziwika lomwe ogwira ntchito m’migodi m’madera otentha a ku Austraria ngakhale mumadera ozizira kwambiri (Polkinghome et al., 2013). Komanso matenda ena odza kwa ogwira ntchito m’migodi Kamba ka ntchito, munga mtundu wina wa njoka za m’mimba zomwe zimakhala ndi mlomo wokhala ngati nyambo womwe zimadzikolekera m’matumbo a munthu (ankylostomiasis/hookworm) atha kubwera chifukwa cha madzi okhala ndi oyipitsidwa, kulephera kwa kuyang'anira thanzi la ogwira ntchito, kukhudzana ndi zoyambitsa matenda zopezeka ku malo a ntchito, milingo yosakwanira ya dziko kapena kulephera kwa adindo kuti akwanitse kulimbikitsa zoyenera kutsata (ILO, 1994a). Ogwira ntchito m’migodi ochokera ku mayiko ena kapena ogwira ntchito kwa kanthawi kochepe atha kukakamizika kukhala misasa kapena nyumba zomwe zili zosatetezeka ku zoopsa zochokera ku zokumbidwa m’migodi ndipo atha kukhala opanda madzi abwino akumwa, malo oyenera ochitirako ukhondo komanso malo okonzedwa opitako zochokera m’zimbudzi kapena zakudya zokwanira ndinso malo olandirirako chithandizo cha mankhwala.

Pofotokoza bwinobwino zokhudza mgwirizano ndi mfundo zovomerezeka zokhudza chitetezo ndi thanzi m’migodi, bungwe loyang'ana za ogwira ntchito pa dziko lonse linapeza malamulo ogwirira ntchito okhudza ukhondo ngati njira yokwaniritsira mchitidwe woyenera pa chitetezo ndi ukhondo wa pathupi ku malo a ntchito; ataona kuti ogwira ntchito m’migodi ambiri amataya moyo mopitirira chifukwa cha mavuto okhudza chitetezo ndi ukhondo wa pa thupi wokhudzana ndi kugwira ntchito m’malo oopsa. Lipotili linaloza ku kufunika kwa malamulo ogwirira ntchito aukhondo pofuna kukwaniritsa mchitidwe wa chitetezo ndi ukhondo wa pa thupi ku malo a ntchito.





**Gome loyamba :** zinthu zoyenera kuperekedwa zomwe zili m'mabuku ndi zida za a bungwe loyang'ana ogwira ntchito pa dziko lonse okhudza za ulimi ndi migodi.

### A. Za ulimi

#### 1.Madzi

**Mgwirizano wa minda ikuluikulu wa No.110** umati: “Wophunzitsa kapena wolemba ntchito adzapereka kwa ogwira ntchito, chilichonse chofunikira pa moyo wawo pamene ali paulendo wopita ku malo ogwirira ntchito, kuphatikizapo, makamaka, mmene zingafunikire monga zakudya zoyenera zokwanira, madzi akumwa, nkhuhi ndi ziwiya zophikiramo, zovala ndi zofunda.”

“Adindo oyenera, mokambirana ndi mabungwe oyimira olemba ndi ogwira ntchito okhudzidwa, pamene alipo, adzalimbikitsa kuperekedwa kwa nyumba zokhala zokwanira kwa ogwira ntchito ku minda ikuluikulu. Mlingo wochepetsetsa ndi mmene nyumbazo zikhaliye zidzafotokozedwa ndi adindo oyang'anira anthu. Milingo yochepetsetsa yotereyi idzaphatikizapo kukula kwa malo a khonde, ophikiramo, ochapiramo, osungiramo zinthu, malo otungako madzi ndi malo ochitirako ukhondo.

#### Mchitidwe woyenera pa zaulimi

□ Olemba ntchito ayenera kupereka madzi:

- ▶ Oyikidwa m'malo oti ogwira ntchito atha kuwafikira mwachangu.
- ▶ Ochuluka mokwanira monga mmene ogwira ntchito angawafunire.
- ▶ Motengera kutentha, kuzizira ndi mtundu wa ntchito yomwe ikukagwirika.
- ▶ Kwa ogwira ntchito ya manja munyengo yotentha, lita imodza ya madzi kapena kuposela apo pa ola imodzi ndiyofunika.
- ▶ Zonyamulira ndi kusungira madzi akumwa zokhala ndi zivindikiro ndi timipope totulutsira
- ▶ madzi ndipo kuonetsetsa kuti zosungira madzi zopanda zivindikiro zisagwiritsidwe ntchito chifukwa cha chiopsezo cha tizilombo toyambitsa matenda.
- ▶ Malo omwe kuli madzi omwe anyamulidwa alengezedwe
- ▶ Madzi omwe sanachite kunyamulidwa asonyezedwe powa lemba kuti siotetezeka moti n'kumwa.
- ▶ Mowa ndi zinthu zina zopangitsa kuti munthu agwire ntchito kwambiri zisapezeke pa malo ogwirira ntchito.

□ Ogwira ntchito asadyere pa malo oti atha kukhala oopsa ku moyo wawo.

#### 2.Ukhondo ku malo a ntchito

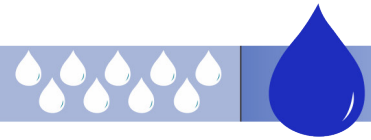
**Mgwirizano wa minda ikuluikulu wa No.110:** “Pamene anthu omwe aphuzitsidwa ntchito ayenera ayende pansu mtunda wautali kupita ku malo komwe azikagwirira ntchito, adindo a ku ntchito ayenera kugwiritsa ntchito njira zoyenera pofuna kuonetsetsa kuti pamene mlingo wakuyenda kwa ogwira ntchito ukuvomereza kutero, malo opumira kapena ogona paulendo aperekedwe pa mtunda woyenera pa njira zazikuluzikulu za ulendowu ndipo kuti malowo asamaliridwa mwaukhondo komanso kuti ali ndi malo olandirirako chithandizo chamankhwala.”

Mlingo wochepetsetsa ndi mmene malo operekedwa kwa ogwira ntchito ayenera kukhalira ziyenera kuphatikizapo mmene malo ochitirako ukhondo pamalopo, akhalire.

#### Zoyenera kuchita pa zaulimi

Olemba ntchito ayenera kupereka nthawi yokwanira yoti ogwira ntchito agwiritse ntchito zimbudzi,





zomwe ziyenera kukhala:

- ▶ Zokwanira ndi zopezeka mopanda vuto.
- ▶ Zopatula malo ogwiritsidwa ntchito ndi akazi komanso amuna pofuna kuonetsetsa kuti pali mwayi wochita zinthu mwa chinsinsi ndipo kuti zikhale zotha kutsekekera mkati kapena kuti kugwiritsidwa ntchito mopatula kukhalepo.
- ▶ Zosamalidwa mwaukhondo ndi zokhala ndi mapepala ochitra ukhondo.

### 3. Ukhondo wapathupi

**Mgwirizano wa minda ikuluikulu wa No. 110:** Membala aliyense yemwe gawo lachiwiri la mgwirizano loti “Kukambirana ndi kuphunzitsa ntchito ogwira ntchito ochokera mayiko ena” ndi lomwe likugwiritsidwa ntchito pofuna kukwaniritsa, potengera mphamvu zomwe uli nazo, chithandizo choyenera cha mankhwala chomwe chiyenera kuperekedwa pofuna kuonetsetsa kuti ogwira ntchito ochokera ku mayiko ena pamodzi ndi mabanja awo akupatsidwa chithandizo chokwanira cha mankhwala ndi chisamaliro chaukhondo pa nthawi yomwe akunyamuka; ali paulendo ndi pofika ku malo komwe amayenera kupita kukagwira ntchito.

**Chitetezo ndi thanzi mu mgwirizano wa zaulimi wa No. 184:** “Malamulo a dziko ndi zoyenera kutsata adzaonetsetsa kuti ziopsezo monga zotenga matenda, kudana ndi china chake kapena kudya zinthu zokhala ndi mankhwala a ululu zikupeweka kapena kuchepetsedwa pamene njira zachilengedwe zofalira matenda zikuthetsedwa ndipo zochitika zokhudza zinyama, ziweto, malo ogonamo ziweto akutsatira malamulo a dziko kapena ena ovomerezeka pa mlingo wa thanzi ndi chitetezo.”

**Mfundo yovomerezeka No.192:** Olemba ntchito ayenera agwiritse ntchito njira “zopewera ndi kutetezera ogwira ntchito ku mankhwala oopsa ndi kusamalira zotsalira ku mankhwala oopsa pa zochitika zogwiritsa ntchito mankhwala otero”.

Zina mwanjirazi ndi zokhudza:

- ▶ Kukonza mankhwala, kugwira mankhwala, kuthira mankhwala, kusunga mankhwala ndi kunyamula mankhwala;
- ▶ Zochitika paulimi zomwe zingathere ku kusungunula kapena ku kuwaza mankhwala.
- ▶ Kusamala, kukonza ndi kutsuka zida zogwiritsira ntchito kapena zosungiramo mankhwala ndi
- ▶ Katayidwe ka zosungiramo mankhwala zopanda kanthu.

Njira zothanirana ndi njira zomwe zimakweza chiopsezo cha kufala kwa matenda, kudana kwa thupi ndi zinthu zina kapena kudya zinthu zokhala ndi ululu wa mankhwala ndipo mu gulu la njira zothanirana ndi zinyama muyenera mukhale zotsatirazi:

- ▶ Kupereka zotsukira zokhala ndi mphamvu yophera tizilombo toyambitsa matenda (disinfectants) ndi malo ochapira, ndi kusamala ndi kuchapa zida zodzitetezera ndi zovala. Njira zodzitetezera zogwirira, kuyika pamodzi, kusunga ndi kutaya manyowa ndi zinyalala.
- ▶ Njira zodzitetezera zogwirira ndi zotayira zikopa za nyama zokhala ndi tizilombo toyambitsa
- ▶ matenda, kuphatikizapo kukonza ndi kuthira mankhwala ophera tizilombo toyambitsa matenda m'malo omwe anayipitsidwa ndi (majeremusi, mankhwala ndi zina).

Pofuna kuonetsetsa kuti malo amene anayipitsidwa (nditizilombo toyambitsa matenda, mankhwala) akonzedwa, olemba ntchito akuyenera kuchita izi:

- ▶ Kupereka zovala zodzitetezera zoyenera, uku akuganizira mtundu wa ntchito yomwe igwirike ndi chiopsezo chomwe chingakhalepo, ndi pokambirana ndi ogwira ntchito ndi owayimira.
- ▶ Onetsetsani kuti ogwira ntchito avula zovala zodzitetezera ndi zovala poziteteza asanachoke ku malo a ntchito.
- ▶ Perekani malo osungirako kapena kuchapirako zovala zodzitetezera kapenanso zovala



pogwira ntchito popanda kulipiritsa ogwira ntchito.

- ▶ Tsukani ndi kusamala zothandiza popuma pofuna kuonetsetsa kuti zikugwira ntchito moyenera.

### **Zoyenera kuchita (2011):**

Olemba ntchito ayenera kuwuzza ogwira ntchito kufunika kwa machitidwe abwino pa ukhondo pofuna kuchepetsa matenda opatsirana, kukhalitsa kwa mkodzo ndi zotsalira za mankhwala. Ogwira ntchito ayenera kuphunzitsidwa za, mwa zina,

- ▶ Kutsuka ndi kuteteza mabala osamangidwa. Kasamalidwe koyenera ka zakudya ndi
- ▶ kakonzedwe,
- ▶ Kagwiritsidwe ntchito ka zovala zodzitetedzera.

### **Malo ochapira ayenera:**

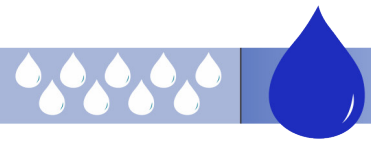
- ▶ Kupezeka ndi kugwirizana ndi mmene kukhuzidwa kulili komanso mlingo wake.
- ▶ Kukhala ndi madzi otentha ndi ozizira kapena madzi otentha otuluka ku mpope.
- ▶ Kukhala ndi sopo kapena kugwiritsa ntchito zinthu zina zovomerezeka m'malamulo a boma.
- ▶ Zochapira zogwiritsa ntchito manja ndi madzi okwanira oyenda makamaka, atakhala otentha, sopo ndi tinsalu topuputira kamodzi kokha kapenanso zikupamphepo za mpweya wotentha zomutsira m'manja ziyenera kuyikidwa pamalo poti zitha kufikiridwa mwamnsanga pafupi ndi zimbudzi.

### **Malo okonzera ndi Kakonzedwe ka chakudya:**

- ▶ Malo aukhondo odyera
- ▶ Munthu amene akuyang'anira ntchito yokonza chakudya ayenera kukhala ndi luso pa ukhondo ndi kakonzedwe ka zakudya ndipo ayenera akhale ndi chiphaso chochokera kwa adindo odziwa zakudya ndipo ayenera kuti aziyenderedwa pafupipafupi.
- ▶ Chakudya chiyenera kuphikidwa, kukonzedwa ndi kusungidwa mu malo aukhondo ndipo pogawa chiyenera chikhale choti sichinaonongeke ndi kukhala ndi tizilombo toyambitsa matenda.
- ▶ Malo okonzera ndi kugulitsira zakudya ayenera kukhala patali bwino ndi malo osungirako zinthu zoopsa kapena kugwiritsidwa ntchito.
- ▶ Madzi oyenda otsukira zakudya ndi ziwiya zophikira ayenera kuperekedwa.

### **Olemba ntchito ayenera kukhazikitsa njira zothanirana ndi kukhudzana ndi mankhwala a mbewu:**

- ▶ Njira zokhudza zomangamanga ndi kuyang'anira kagwiridwe ka ntchito zomwe zimaonetsa mndandanda wa mchitidwe woyenera wa ukhondo wa zovala zodzitetezera.
- ▶ Malo ochitirako ukhondo ndi zimbudzi za kumalo a ntchito ndi zochitirako ukhondo wa pathupi wa ogwira ntchito ndi:
- ▶ Kuchepetsa kuthekera kwa kuonongeka kwa malo otungapo madzi ndi malo ozunguira.
- ▶ Kuchapa ndi kusita, kukonza, kuthira mankhwala opha tizilombo toyambitsa matenda ndi kuunika zovala zodzitetezera ku mankhwala oopsa pogwira ntchito kapena zida zomwe zagwiritsidwa ntchito ndipo zida kukhala kuti zakhudzidwa ndi mankhwala omwe angakhale chiopsezo ku moyo wa munthu.
- ▶ Madongosolo oonetsetsera kuti zovala zomwe zinagwiritsidwa ntchito ku malo ogwirira ntchito sizinakhudzidwe ndi mankhwala oopsa.
- ▶ Madzi oyenderera kuchokera ku ochapira zovala zokhudzidwa ndi mankhwala ayenera asalidwe popewa kuononga malo otunga madzi ndi mankhwala ochokera ku madzi oyendererawa.
- ▶ Malo otayako zochokera kuchimbudzi sakuyenera kuyika pachiopsezo thanzi la ogwira ntchito kapena kupereka chiopsezo ku malo otungapo madzi.



Olemba ntchito akuyenera kufunitsitsa kuchepetsa chiopsezo cha mankhwala othira m'mbewu ndinso kukhudzana nawo:

- ▶ Malo okwanira ochapirako ogwirizana ndi mmene chiopsezo chilili ndi mlingo wa kukhudzana nawo ndi ululu wopezeka m'mankhwalawo, pofuna kupereka mwayi woti ogwira ntchito kukwaniritsa mlingo wa ukhondo wa pathupi popewa kufala kwa ululu wa mankhwala.
- ▶ Malo amene anthu ogwira ntchito agwiritsa ntchito pozisamalira mukupewa ziopsezo zina, ayenera kukhala opezeka mosavuta koma asayipisidwe nawonso.
- ▶ Malo osambirako shawa, osukutsulira kumaso ndi malo osambira shawa pofuna kudziteteza okhala ndi madzi oyenda oyera a ogwira ntchito oti anakhudzidwa ndi mankhwala otayikira.

Olemba ntchito akuyenera kufunitsitsa kuchotsa matenda odza ofalikira kuchokera ku zinyama kupita kwa anthu popereka izi:

- ▶ Madzi otetezeka akumwa anthu ndi zinyama.
- ▶ Njira zabwino zotayira zinyalala za anthu ndi nyama.
- ▶ Ukhondo wa ku malo a ntchito ndi ku malo okhala kapena kugonako pa nthawi yochepa pamene ogwira ntchito akukagwira ntchito ndi:
- ▶ Kulimbikitsa kusamba m'manja pafupipafupi.

Pofuna kuchotsa tizilombo toopsa tofalitsa matenda poyamwa magazi, olemba ntchito ayenera:

- ▶ Kukonza ngalande zotulutsira madzi za pa malo awo omangapo.
- ▶ Kukwirira malo amene mungakhazikike madzi a mvula.
- ▶ Kuonetsetsa kuti mapaipi a ulimi wa nthirira apangidwa ndi kugwiritsidwa ntchito mothandiza kusalimbikitsa kuswana kwa nkono, mwa zina.
- ▶ Kupereka zimbudzi zimene "sizikulimbikitsa ogwira ntchito kuchita chimbuzi kapena kukodza m'madzi".

## B. Migodi

### 1. Madzi

#### Mfundo yovomerezeka No.183:

- ▶ Ogwira ntchito m'migodi onse ayenera kupeza madzi mwaulere pamtunda komanso pansu pa nthaka monga mmene akufunikira.
- ▶ Malo okhala ndi zonse mommo oti ogwira ntchito atha kubisalamo patati pachitika china chake chadzidzidzi ayenera aphantikizapo kukhala ndi madzi ndi zakudya.

Mchitidwe woyenera pa chitetezo ndi thanzi mumafakitale opanga malata ndi zitsulo (2005) mu migodi ya pansu pa nthaka, ndi mu mafakitale opanga malata omwe simupezeka (iron) (2003):

- ▶ Olemba ntchito ayenera kupereka madzi omwe ndi opezeka kwa ogwira ntchito onse popanda vuto, okwanira kubwezeretsa chisamaliro cha madzi m'thupi chokhala ndi michere yofunika yokwanira, ngati kuli kofunikira.
- ▶ Mchitidwe woyenera wa chitetezo ndi ukhondo wa pathupi ku malo a ntchito mu mafakitale opanga malata osakhala ndi (iron) siukupereka maganizo ophatikizapo michere yofunika m'thupi.

### 2. Ukhondo wa malo

**Mgwirizano wa No.176:** Malamulo adziko ndizoyenera kutsatidwa zidzalongosola mwachindunji, "pamene pali pofunikira, kulamulidwa kwa olemba ntchito pa kupereka malo ochitirako ukhondo ndi malo ochapirako, kusinthirako zovala ndi kudyerako; ndi kuwasamalira mwaukhondo," ndi kuloleza adindo odziwa bwino "kuchita kalondolondo ndi kuyang'anira mbali zosiyanasiyana



zokhudza chitetezo ndi thanzi mu migodi.”

**Mfundo yovomerezeka NO.183:**

Olemba ntchito “ayenera kupereka kwa ogwira ntchito, pamene pali pofunikira, kupereka ndi kukonza mwaulere zimbudzi malo osambirako shawa, mabeseni osambiramo ndi malo osinthirako zovala okwanira ndi oyenera; omwe ali, pomwe pali pofunikira, omangidwa potengera kuti awa adzigwiritsidwa ntchito ndi akazi kapena amuna” (ndime 25(a)).

**Mchitidwe woyenera pa chitetezo ndi thanzi (1) mumigodi ya malasha** (uthanso kugwiritsidwa ntchito mu mitundu ina ya migodi), (2) mu migodi ya pansi pa nthaka, ndi (3) mu migodi yapamwamba pa nthaka:

- ▶ Eni migodi ayenera kupereka zimbudzi zokwanira pansi ndi pamwamba pa nthaka, za onse akazi ndi amuna potengera mmene zikufunikira pa mgodi uliwonse
- ▶ Oyang'anira ntchito ali ndi udindo wosamalira malo amenewa kuti azikhala malo okonzedwa bwino ndi aukhondo.

### 3.Ukhondo wa pa thupi

**Mgwirizano wa No. 176:** Malamulo achilengedwa adzafotokoza mwachindunji, “pamene pali pofunikira, kulamulidwa kwa olemba ntchito kupereka zimbudzi zokwanira ndi malo ochapirako, kusinthira ndi kudyera ndi kuwasamalira mwaukhondo.”

**Mfundo yovomerezeka ya No.183:**

Pamene pali pofunikira, olemba ntchito ayenera kupereka kwa ogwira ntchito ndi kuwasamalira mwaulere:

- ▶ Zida zodzitetezera pogwira ntchito, zovala monga mmene pangafunikire ndi malo ena omwe malamulo kapena zoyenera kutsata, ngati chitetezo chokwanira ku chiopsezo cha ngozi kapena kuonongeka kwa thanzi, kuphatikizapo kukhudzana ndi zobwezeretsa m'mbuyo zitha kuonetsetsedwa mu njira zina, mwachitsanzo, malo okhala ndi zonse mommo obisalamo, malo osambirako shawa patafunikira mwadzidzidzi ndi malo otsukira m'maso.
- ▶ Malo okwanira osungira zinthu, ochapira, kusitirako ndi kuyanikako zovala ndi malo okwanira ndi aukhondo odyerako chakudya.

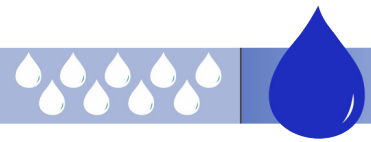
**Mchitidwe woyenera pa chitetezo ndi thanzi (1) mu migodi ya pansi pa nthaka ndi (2) mu mafakitale opanga malata ndi zitsulo**

Olemba ntchito ayenera kupereka malo ochapira okwanira amene ali:

- ▶ Opezeka mwachangu koma otetezeka ku kuyipa kwina kuli konse ku malo antchito.
- ▶ Oyenera ku mmene kukhudzidwa kulili ndi mlingo wake. Izi zikuyenera kuphatikizapo:
  - Madzi oyenda owotcha, otentha ndi ozizira
  - Sopo kapena zinthu zina zogwiritsa ntchito potsuka kapena kuchapa zinthu ndi malo
  - Nsalu zopuputira kapena njira zina zoumitsira.

### Madzi ndi ukhondo m'matauni pa nkhani za chuma

Anthu ogwira ntchito m'matauni pa nkhani zachuma atha kukhala pa chiopsezo chokhudzana ndi zinthu zoopsa, makamaka chifukwa cha madzi oyipa ndi kusowekera kwa malo okwanira aukhondo. Ogwira ntchito m'matauni atha kuvutika chifukwa chosapeza madzi abwino ndi ukhondo, ndipo ichi ndi chinthu chimodzi chomwe chokhudzana ndi malo okhala chimayambitsa



matenda m'matauni ndipo zotsatira zake ndi kubuka kwa matenda a kolera, kutsegula m'mimba ndi matenda ena odza Kamba ka madzi oyipa. Ndiponso zotsatira za kusowekera kwa madzi abwino ndi ukhondo kwa anthu okhala m'matauni zitha kukhala matenda amene angapangitse mavuto popeza phindu la pantchitopo, masiku amene angatayike chifukwa cha kudwala kwa ogwira ntchito ngakhale imfa zobwera munthu asanakalambe. Kafukufuku pakati pa anthu okhala m'madera am'matauni anasonyeza kuti anthu ogulitsa malonda m'misewu anadwala matenda ogwirizana ndi kusowekera kwa ukhondo wa pathupi kuphatikizapo kusapeza zimbudzi (ILO 2003).

Chitetezo ku zachilengedwe, thanzi la anthu mdera, chitetezo ndi ukhondo wa pamalo a ntchito (OSH) ndi kupeza phindu ndi chisonyezo chodziwikiratu cha kuchepa kwa umphawi m'matauni (ILO 2004, Cities at work).

Mwachitsanzo, njira zopititsira patsogolo kusintha pa nkhani ya kapezedwe ka madzi ndi ukhondo pakati pa anthu ogwira ntchito zosakhazikika anapanga magulu awo a anthu ogwira ntchito zosakhazikika kuti akhale ndi malo amene angapezeka madzi otetezeka akumwa ndi malo aukhondo ochitirako ukhondo ndi kukweza kagwiridwe ka ntchito koyenera pa nkhani ya kutola zinyalala (ILO 1996).

Kakhalidwe kosagwirira ntchito malo amodzi ka ntchito ya zomangamanga kamakhudza kusinthatintha malo ogwirira ntchito ndi okhalako. Kugwira ntchito panja komwe kumatanthauza kuigwira ntchito m'nyengo yoyipa, mu mphepo ndi mu dzuwa, mchinyotho ndi monyowa, kunaganiziridwa nga mbali yapaderadera (ILO 1987).

Kutaperekedwa madandaulo akuluakulu oti ogwira ntchito m'mafakitale akudandaula kuti mankhwala osungunulira zinthu amadwalitsa ogwira ntchito, Nike anapempha kuti pakhale kusintha ku Tae Kwang Vina, kampani yopanga zovala ya anthu aku Korea yomwe inayamba m'chaka cha 1995 yomwe imapereka nsapato zosewerera zokwanira mazana makumi asanu ndi anayi (900,000) pa mwezi kwa Nike. Kampaniyi inaganiza zopereka chakudya cha magulu onse kwa ogwira ntchito okwana mazana khumi ndi anayi ndi zikwi zisanu (14,500) omwe mwa iwo, maperesenti okwana makumi asanu ndi atatu ndi mphambu zisanu (85%), anali akazi ndi kuganizira kwakukukulu kwa ukhondo woyenera ndi kutenga maganizo a ogwira ntchito (Wanjek 2005).





**Gome Lachiwiri (Table 2).** Zipangizo zoyenera kuperekedwa za bungwe loyang'anira ogwira ntchito pa dziko lonse (ILO) zokhudza ntchito zomangamanga ndi mafakitale opanga malata ndi zitsulo

### A. Zomangamanga

#### 1. Madzi

**Mgwirizano wa No. 167:** Madzi otetezeka akumwa ayenera kuperekedwa “pa malo antchito kapena pafupi” pa malo azomangamanga aliwonse.

##### Zoyenera kuchita

Maboma (adindo odziwa ntchitoyi) ayenera kuonetsetsa ayamba kuchita zoyenera kuti madzi aliwonse omwe atamwedwe ndi otetezeka moti munthu atha kuwamwa, pamene palibe madzi ovomerezeka. Ngati madzi ayenera anyamulidwe kupita ku malo ogwirikira ntchito, manyamulidwe ayenera avomerezedwe ndi adindo (odziwa ntchitoyi).

##### Olemba ntchito ayenera kuonetsetsa kuti:

- ▶ Madzi akumwa ogwiritsidwa ntchito ndi aliyense akusungidwa mosungira mokhala ndi zivindikiro momwe madzi azitulukamo kudzera ku timipope kapena zitsekerero (cocks).
- ▶ Mathanki onyamulira, osungira ndi mosungira mogawira madzi ayenera kupangidwa, kugwiritsidwa ntchito, kutsukidwa ndi kuthiridwa mankhwala ochotsera tizilombo toyambitsa matenda pa nthawi yoyenera mogwirizana ndi njira yomwe adindo odziwa ntchitoyi avomereza.
- ▶ Madzi omwe Sali oyenera kumwedwa ayenera asonyezedwe moonekera bwino powalemba uthenga woletsa ogwira ntchito kumwa kuchokera m'chosungira madzi chimenecho.  
Chotungako madzi akumwa sichiyenera kulumikizidwa ku chotungako madzi osayenera kumwa.

#### 2. Ukhondo wa pamalo

**Mgwirizano wa No.167:** Olemba ntchito ayenera kupereka malo osiyana a akazi ndi amuna.

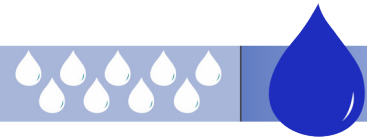
##### Mchitidwe woyenera:

- ▶ Mlingo wa kaperekedwe ka zimbudzi ndi malo ochitirako ukhondo ndi kamangidwe ka zimbudzi ndi kuyikira zimbudzi za madzi, malo ochitirako zinthu mwachinsinsi, makabati osungiramo mankhwala oopsa, mapaipi a zimbudzi ndi zokonzera zina za zimbudzi ziyenera zitsatire zomwe adindo odziwa ntchitoyi amafuna.
- ▶ Zimbudzi zoyenelezeka kumangidwa m'malo amene ali ndi malo ogona, odyera kapena alionse okhalamo ndizogwejemula zokha ndipo zikuyenera kukhala zopita mphepo bwino komanso zosayang'anizana ndi malo amene mumakhala anthu.

#### 3. Ukhondo wa pathupi

##### Mchitidwe woyenera:

- ▶ Malo otungapo madzi ayenera kuperekedwa pafupi ndi zimbudzi monga mmene zingakwaniritsidwire.
- ▶ Malo ochapirako sayenera kugwiritsidwa ntchito zina kupatula ntchito yake, kukonzedwa mooneka bwino ndi kusamaliridwa.
- ▶ Ngati ogwira ntchito akhudzidwa ndi tizilombo toyambitsa matenda a pakhungu, payenera pakhale malo oyenera osambirako angapo.



## B. Ma fakitale opanga malata ndi zitsulo

### 1. Ukhondo

Olemba malamulo anagwirizana pa zovomereza zotsatirazi zomwe zili mu mchitidwe woyenera wa chitetezo pakagwiritsidwe ntchito ka mankhwala oopsa ku malo antchito:

- ▶ Olemba ntchito ayenera aletse kudya, kutafuna. Kumwa kapena kusuta mu malo a ntchito mmene njira zokwanira za kukhudzana ndi mankhwala oopsa ku thanzi zitha kukwaniritsidwa povala zovala zodzitetezera ndi m'malo ena aliwonse kumene mankhwala otero akuyenera kupezekako.
- ▶ Ogwira ntchito sayenera kudya, kutafuna, kumwa kapena kusuta mu malo amene amafuna zovala zodzitetezera.
- ▶ Malo oyenera opangirako zimenezi ayenera kuyikidwa mmalo oti sipangakhale zoyipa zina zilizonse ku anthu ena, pafupi ndi ogwirira ntchito.

### Madzi ndi ukhondo m'malo ochitiramo za malonda

Bungwe loyang'anira anthu ogwira ntchito padziko lonse lidavomereza mlingo wake woyamba pankhani ya madzi ndi ukhondo pa malonda komanso kugwira ntchito m'ma ofesi mchaka cha 1963. Powonelera mavuto amene amachitika mmakampani opanga zinthu, ngakhale zoyenera kuchita pakupereka chitetezo ndimalo ogwirira ntchito aukhondo kwa ogwira ntchito m'malo ogulitsiramo zinthu ndi m'ma ofesi zimayenda bwino mu 20th century, panali makhalidwe omatenga malamulowa mwamasewera, ndipo izi zinapangitsa malamulowa kukhala osatsata zoyenera kuchita ngati mmene kuliri ku ma kampani opanga zinthu. Mwachitsanzo, malamulo okamba za nyumba sanali okamba ndi kuyang'ana za amene azalowemo. (ILO 1963, ILO 1951) Komanso onaninsoni malangizo amene anaperekedwa 1964 pa ukhondo wa pathupi (malonda ndi ma mumaofesi) 1964 zimene zakambidwa pa tsamba loyamba la chionjezerochi.

Patadutsa zaka 63 anthu amene anatenga nawo mbali ku msonkhano wa magawo atatu (1/3) (wolembe ntchito, wogwira ntchito ndi boma) pa chitetezo ndi moyo wa thanzi kwa ogwira ntchito pa mayendedwe a pa mseu (ILO 2015 b) sadaikepo mtima kwambiri kuzotsatira za kuyenda ndi katundu ulendo wautali, kusowa kwa malo osambira (mabafa) kwa ogwira ntchito ku gawo la mayendedwe apa msewu ndipo anapempha thandizo la msanga kuti akuyenera kuchitapo kanthu pa kupititsa patsogolo ukhondo kwa anthu ogwira ntchitowa:

Kusowekera kwa mabafa kukhonza kukhala ndi zotsatira zosakhala bwino kwa ogwira ntchito kumbali ya za mayendedwe makamaka amayi. Kuonetsetsa kuti pali malo okwanira a zaukhondo zikuyenera kukhala mbali yofunikira kwambiri potukula ndi kukonza miseu.

Amtengambali a magawo atatuwa (maboma, ogwira ndi olemba ntchito) akuyenera kutengapo mbali kwambiri pa nkhanu yopititsa patsogolo zochitika zokhudza ukhondo ndi makhalidwe abwino pamalo a ntchito, kupereka kuthekera kokhala ndi malo ochitira zaukhondo okwanira, kupititsa patsogolo thanzi ndikupewa matenda obwera kamba kantchito m'mene malo antchito zawo alili.

Pomaliza, mgwirizano waoyang'anira ogwira ntchito a m'boma wa 1978 (no151), umapititsa



patsogolo kufuna kukambirana ndikufunsana pokhazikitsa malamulo (zoyenera kutsatidwa) pogwira ntchito zimene mbali zonse zokhuzidwa zimayenera kugwiritsa ntchito bwino pofuna kupereka malo ndi chisamaliro chabwino kwa ogwira ntchito m'boma. Powonjezera apo, kupereka kalozera pa kagwiridwe kabwino ku ntchito zobwera mwadzidzi (Public Emergency Services PES) 2018, inawonjezera kunena kuti, iwo amagwira ntchito nthawi yayitali ndipo amakhala m'malo osiyanasiyana malo achisamaliro cha anthu ngati, madzi,ukhondo wa pamalo ndi wapathupi zikuyenera Zakumapezeka mosavuta kwa ogwira ntchito ku anthu ogwira ntchito ku ntchito zobwera mwadzidzidzi (public emergency services).

Gome 3. Uthenga wofunikira wochokera ku Bungwe loyang'anira ogwira ntchito pa dziko lonse pa nkhani ya ukhondo m'malo a malonda ndi ma office. M'gwirizano ndi malangizo pazoyenera kuchita.

### 1. Madzi

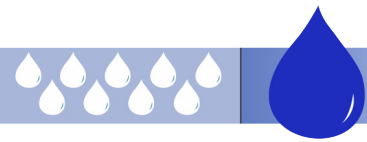
Olemba ntchito akuyenera kupereka madzi abwinowa kapena Chakumwa chabwino china chirichonse"

- ▶ Mgwirizano, ukuganiza kuti bola madzi a m'mipopi
- ▶ Malangizo kapena zoyenera kuchita, ngati madziwa abweretsedwa mzosungira madzi (containers) Onetsetsani kuti zosungira madzizi ndi:
  - Zaukhondo
  - Zotseka bwino
  - Zaikidwa mipope pamene zikuyenera kutero
  - Ndizolembedwa bwino kusonyeza mtundu wa zili mkatimo
  - Zabwino ndipo zili mumilingo yokwanira ndipo zaperekedwa ndi ovomerezeka kutero ndipo adindo a zaumoyo avomereza
  - Zipangizo zomwera madziwa zikuyenera kuperekedwa ndipo zikuyenera kukhala ndi malo ozitsukira ndi madzi abwino.

### 2. Ukhondo wa pamalo.

Mgwirizano: Malo okwanira ochitira za ukhondo adzaperekedwa ndikusamalilidwa

- ▶ Malo ochitira za ukhondowa akuyenera kugawidwa pofuna kuonetsetsa kuti anthu azigwiritsa bwino malowa mwa chinsinsi.
- ▶ Ngati zili zoyenera akuyenera kukhala ndi dongosolo lofulasha, mapepala ochitira za ukhondo m'chimbuzi( toilet paper) ndi njira zina zimene zingathandizire ukhondo pa malopo.
- ▶ Malo okonzedwa bwino ochitiramo chimbudzi okhala ndi zivindikiro akuyenera kuikidwa m'malo aukhondowa, mwa chitsanzo malo owotcheramo zinthu zochitira ukhondo za akazi.
- ▶ Ngati zili zoyenera, akuyeneranso kukhala ndi malo ochapiramo, amene akuyenera kuperekedwa ndikuikidwa m'malo apafupi komanso oyenera.
- ▶ Malo ena apadera akuyenera kupatsidwa, kupatula pamene adindo oyenera kuti sizikuyenera kutero pokhazikitsa malo a anthu osadutsa asanu, kapena okhawo amene ndi banja limodzi ndi olemba ntchito.
- ▶ Kuchuluka kwa zimbudzi ndi malo okodzamo azibambo ndi zimbudzi za amayi, zikuyenera kuikidwa ndi adindo ozidziwa bwino malingana ndi kuchulukana kwa ogwira ntchito
- ▶ Malo azaukhondowa akuyenera kukhala opita bwino mphepo ndikuikidwa pa malo abwino apaokha. Malo opumiramo, oguliramo zakudya akuyenera kukhala mosiyana,



malowa akhonza kukhhala panja koma okhomendwa malate bwino.

### 3. Ukhondo wa pathupi.

Mgwirizano : Olemba ntchito anthu akuyenera kuonetsetsa kuti:

- ▶ Ogwira ntchito sakuyenera kubwerekana makapu.
- ▶ Kugawa madzi ena aliwonso akumwa amene siyenera kumwedwa kudzinenedwa pamene anthuwa akutunga madziwa
- ▶ Palibe kulumikizana kwina kuli konse pakati pa njira za madzi akumwa komanso njira za madzi amene siwoyenera kumwedwa.
- ▶ Malo okwanira ochapira akuperekedwa ndi kukonzedwanso.

### Mfundo Zovomerezeka

- ▶ Malo onse ogwiirira ntchito, m'malo m'mene ogwira ntchito amadutsamo kapena amene ali ndi malo a zaukhondo ndi malo ena amene ogwira ntchito amagwiritsa ntchito , akuyenera ku kusamaliridwa bwino.
- ▶ Kokonza malowa kukuyenera kuchitika posachita fumbi kwambiri kapena nthawi ina osati munthawi ya ntchito kupatula mzochitika zapaderadera kapena pamene kukonza malowa nthawi ya ntchito kukhoza kukhala bwino pazifukwa zina popanda kubweretsa mavuto kwa ogwira ntchito.
- ▶ Malo osinthirako,ochapirako ndi zimbudzi ndinso malo ena amene amagwiritsidwa ntchito ndi aliyense wogwira ntchito pa malopa akuyenera kumakonzedwa pafupi pafupi ndikuthiridwa mankhwala opha tizilombo toyambitsa matenda.
- ▶ Zinyalala ndi nyansi zonse zomwe zimabweretsa zinthu zosakhala bwino, zowopsa komanso zimene zili chiphe kapenanso kukhala chiyambi cha matenda, zikuyenera kuchotsedwa, kupangidwa zosapha ndikuikidwa pazokha mwamsangamsanga malingana ndi mlingo wovomerezeka ndi adindo odziwa izi. Zinthu zoyenera kutayiramo zinyalala zoterezi zikuyenera kuperekedwa ndikuikidwa m'malo oyenera.
- ▶ Malo osambiramo okwanira komanso oyenera akuyenera kuperekedwa kwa ogwira ntchito m'malo oyenera ndipo akuyenera kumakonzedwa bwino.
  - Malowa akuyenera kuphatikizapo, malo ochapirapo ndi kusambirapo ndi sopo, madzi otentha ngati n'koyenera, ndi kumalalo amene mtundu wake wa ntchito ukufunika izi ma shawa a madzi otentha.
  - Zinthu zoyenera monga (sopo, sopo wozitsukuluzira ndi mafuta), zipatsidwe kwa ogwira ntchito ngati ntchito yawo ikufunikira izi, ndipo kugwiritsa ntchito zinthu zimene zingawapweteke pamene akuchita ukhondo pa thupi lawo ziletsedwe.
  - Njira zakuti ogwira ntchito aumitsire matupi awo zikhalepo makamaka wogwira ntchito aliyense akuyenera kukhala ndi kansalu kake ( Bath towels) kozipuputira akasamba. Tinsalu topukutira timene tingagwiritsidwe ndi aliyense opanda kutikonzanso munthu wina akamaliza kgwiritsa ntchito tiletsedwe.
  - Madzi amene aikidwa mmalo mosambira ndi m'ma shawa asakhale chiopsezo ku moyo/ thanzi wa munthu; ngati madziwo siabwino kumwa, sonyezani ndithu kuti siyenera kumwedwa.
- ▶ Amuna ndi akazi apatsidwe malo osiyana osambiramo, kupatula malo ogwira ntchito amene ali a ang'ono komanso malowa amene akazi ndi amuna azigwiritsa ntchito limodzi avomelezedwe ndi munthu amene ali ndi udindo ndi mphamvu zoyenera kutero.

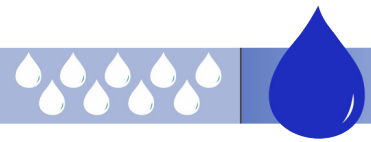


- ▶ Kuchuluka kwa malo osambiramo ndi ma shawa kuvomerezedwe ndi munthu amene ali ndi udindo ndi mphamvu zoyenera kutero malingana ndi kuchuluka kwa anthu ogwira ntchito komanso malingana ndi mtundu wa ntchito imene ankugwira.
- ▶ Malowa khalenso ndi malo opachikapo zovala, ma kabati osungiramo zovala.
- ▶ Kusiya ndi kuyanika zovala zimene sizinavalidwe zikuyenera kupatsidwa kwa ogwira ntchito ndi kusamalilidwa
- ▶ Malo osinthiramo zovala akuyenera kukhala ndi
  - makabati opita bwino mphepo, kapena zina zimene zingakhale zoyenera zimene zinga matsekedwe bwino ndi mfungulo
  - Mipando yokwanira.
- ▶ Malo osungira zovalawa akuyenera kukhalanso ndi kambali kena kapadera koikamo zovala zovala paulendo. Zovala zovalidwa pa malo antchito, zikuyenera kuperekedwa pamene ogwira ntchito akuchita ntchito zimene zingawadetse
- ▶ Pamalo a ntchito Pakuyeneranso kukhala malo osinthira zovala osiyana pakati pa akazi ndi amuna.

### MADZI NDI UKHONDO MUZOCHITIKA MPHEPETE MWA NYANJA

Ogwira ntchito m'mphepete mwa nyanja ndi m'nyanja, akuyenera kupeza madzi abwino ndi onyamulika. Kupeza madzi abwino ndi aukhondo kwa ogwira ntchito mu sitima ndi zina zoyenda pamadzi ndikofunikira kwambiri kukuziteteza ku matenda opatsirana. Chifukwa cha kutalikirana ndi kumtunda komanso amene amapereka madzi abwino, ogwira ntchito musitima ya m'madzi ali pa chiopsezo chamatenda amene amabwera kaamba katizilombo timene timapezeka m'madzi amene awonongedwa ndi chimbudzi cha anthu ndi cha nyama. Kusakanizika kwa madzi ndi mankhwala ndi vutonso, madzi amene aonongeka kale ndi mankhwala amene amabweretsedwa m'malo okwera sitima ya m'madzi, pokwera sitima komanso pokonza kapena kusamala madzi amene akupezeka mu sitimazi.

Ogwira ntchito musitimazi, akuyenera kuonetsetsa kuti madzi onyamulidwa ndi amene azimwedwa musitimamo. Izi zikuyenera kulimbikitsidwa pofuna kupewa maudwali pamene anthu akwera sitima. Mongonjezerapo, ogwira ntchito musitimazi amene amayang'anira zamadzi ochita kubweretsa mu sitimamu akuyenera kukhala ophunzitsidwa bwino. Chifukwa chakusinthira muzochitika ndi za mafakitale a mphepete mwa Nyanja kusinthaku kwachepetsa mwayi wa anthu, sitima zoyenda panyanja kumabwera mphepete mwa Nyanja zimene zinachititsa kuti bungwe loyang'anira anthu ogwira ntchito padziko lonse kuthandizilapo mukuitanitsa malo azochitika za anthu amene amakwera sitima (ILO2001b). Mu chaka cha 2006, migwirizano yambiri yokhuzana ndi makampane ndi mafakitale inakumana pamodzi ndipo mgwirizano wotsatirawo unapereka ndondomeko ya zoti zitsatiridwe zimene zimagotokoza zambiri madzi abwino ndi ukhondo. Mongowonjezerapo, Kuphwasula sitima ya pamadzi, kumene kumakhudzana ndikuchotsa chimodzichimodzi cha sitimazi, ndipo kugulitsa ndi kutaya zitsulo za sitimazi, (95% yake imachitikira mudziko la turkey ndi mayiko ena anayi aku Asia), ndipo azomangamanga kumtunda kwa Nyanja mu makampane a mafuta akupatsidwa ulemu chifukwa chakudzipatula kwawo kuchokera kunyanjazi.



**Gome 4.** Zoyenera kuperekedwa kwa amene amagwira ntchito mphepete mwanyanja.

### Ndondomeko Ya zoyenera kutsatidwa Mgwirizano Wa ogwira ntchito m'mbali mwa Nyanja.

#### 1. Madzi

- ▶ Malamulo ndi njira zoyenera kutsatidwa zikuyenera kupereka mlingo wabwino ndi kuchuluka kwa zakudya ndi madzi akumwa, m'malowa mukuyenera kukhala ndi zochitika zophunzitsa zozindikiritsa ndi kukwaniritsa mlingo woyenerawu.
- ▶ Oyang'anira sitima za m'madzizi adzionetsetsa kuti ndi anthu angati amayenda pa madzi komanso kwa nthawi yayitali bwanji.
- ▶ Olemba ntchito akuyenera kuwonetsetsa kuti anthu oyenda pa madzi akumwa Madzi abwino kuti akwaniritse zoyenera pa maulendo apamadzi bwinobwino, zimene zimaperekedwa muzoyenera kuchita zokhudza ukhondo wa pathupi kapena zinthu za anthu oyenda pa madzi.

#### 2. Ukhondo Wa Pamalo

Ukhondo wamalo ochitira za ukhondo ukuyenera kutsimikiza za ukhondo, chitetezo ndi kukhala opanda chisokonezo chilichonse/ mwachinsinsi kuwonjezera apo;

- ▶ Kukula ndimamangidwe azimbudzi
- ▶ Malo owonjezera m'malo ochitira za ukhondo oyenera kugwiritsidwa ntchito ndi anthu oposer m'modzi.
- ▶ Malo osiyana ochitira za ukhondo a akazi ndi amuna
- ▶ Chimbudzi chimodzi choikidwa m'malo apafupi, chimene chingagwiritsidwe ntchito ndi anthu asanu ndi m'modzi kapena ochepera apo amene alibe malo awoawo ochitira za ukhondo.
- ▶ Malo osamalilirako odwala kapena malo a chipatala chimene, malo ochitira zaukhondo a malo amenewa akuyenera kumagwiritsidwa ntchito ndi anthu amene ali mmalowa okha basi ngati malo amodzi ogonako kapena amene ali pafupi.

Zinthu zina zikhonza kuvomelezeka ndi anthu amene ali ndi mphamvu zoyenerereza mukukambirana, aeni ake a sitima za m'madzizi komanso malingana ndi zodandaula za mabungwe a anthu oyenda pa Nyanja.

#### Ukhondo wa Pathupi.

- ▶ Zofunikira kwambiri ndi kuphatikizapo malo ochapira.
- ▶ Kumanga ma beseni ochapira ndi osambira
- ▶ Pa anthu asanu ndi m'modzi beseni limodzi, bafa losambira limodzi, ndi shawa zoikidwa pa malo amene sangavutikire kufikira.
- ▶ Beseni losambira m'manja lokhala ndi madzi abwino otentha komanso ozizira, kupatula m'malo mumene muli kale mabeseniwa mumabafa apadera.

Anthu amene ali ndi mphamvu zowayenerereza mukukambirana, aini ake a sitima komanso mabungwe a anthu oyenda panyanja akhoza kusintha zinthu zina.





**A. Kuphwasula Sitima ya Pamadzi. ( Zoyenera kutsatira pa chitetezo ndi thanzi pakuphwasula Sitima m'maiko a ku Asia ndi Turkey ( 2004).**

**1. Madzi**

- ▶ Madzi ambiri akuyenera kuperekedwa ku malo antchitowo kapena azipezeka pafupi m'malo aliwonse amene kumachitika zophwasula sitima.
- ▶ Madzi amene Sali oyenera kumwedwa akuyenera kuikidwa chizikiro choletsa ogwira ntchito kumwa.

**2. Ukhondo Wa Pamalo**

Olemba ntchito akuyenera kupereka malo azaukhondo pamalo kapena pafupi ndi pamene akuphwasulira sitima, zimene zigwirizane ndi:

- ▶ Agwirizane ndi zimene adindo amene amadziwa zambiri za izi, kumanga ndikuika zinthu.
- ▶ Malo azaukhondo akhale m'malo akuti atha kugwiritsidwa ntchito bwino mosavuta komanso kukhala malo amene anthu atha kukhala otetezedwa ku chiopsezo chimene chingabwere chifukwa cha kuyipa kumene kungapezeke pamalo a ntchitowa.

**Ukhondo wa Pathupi.**

- ▶ Ogwira ntchito akuyenera kufika mlingo wa ukhondo wa pathupi, umene uli wogwirizana kupewa kukhudzana ndi kufalikira kwa zinthu zimene ziri zoyipa ku thanzi.
- ▶ Olemba ntchito akuyenera kupereka:
  - Malo osambiramo kapena shawa m'malo apafupi ndi kumene kukuphwasulidwa sitima zimene adindo amene amadziwa zambiri za izi angavomereze malingana ndi muyeso, maikidwe komanso mamangidwe awo.
  - Malo otetezedwa okhala ndi malo osambira,odyera komanso kuyanika ndi kusunga zovala.

Mathanki amtengatenga ndi osungiramo zinthu akuyenera kupangidwa ndi kukonzedwa pogwiritsa ntchito mankhwala ophera tizilombo toyambitsa matenda malingana ndi mlingo wa adindo amene akudziwa zambiri za izi.

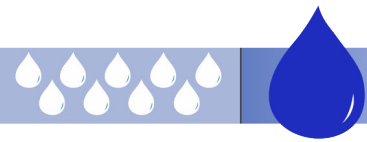
- ▶ Kudya, kutafuna, kumwa ndi kusuta siziyenera kuloledwa ku malo antchito kumene kutetezedwa kwa amene ali pachiopsezo zikhoza kukwaniritsidwa pamene ogwira ntchito avala zodzitetezera pa kupewa kukhuzana ndi zinthu zimene zingakhale zoopsa ku thanzi ndi m'malo mwina muli monse mmene zinthu zoopsa kuthanzizi zingapezeke. Mu zinthu ngati zimenezi malo ena akuyenera kuikidwa padera mmalo amene ali abwino (ndikumachitirako ntchitozi osayipisidwa) malo amenewa akuyenera kukhala m'malo mosavuta kuwapeza kuchokera pamalo amene mukugwilira ntchito.

**B Malo amene Sitima zimakocheza ( DOKO).**

**1. Madzi**

**Malamulo azoyenera kuchita (m'madoko)**





Wolemba ntchito akuyenera kupereka madzi akumwa ozizira, oyenera, ndi okwanira ndinso malo operekera madzi okwanira amene akhale nthawi zonse alipo kwa aliyense. Madziwa akhale kuti atsimikizidwa kuti ndi abwino ndi adindo amene amadziwa zambiri za izi.

- ▶ Olemba ntchito akuyenera kuteteza malo operekera madzi akumwa kuti asawongongeke komanso, ndipo anthu azitha kuzindikira kuti amenewo ndimalo operekera madzi. Madzi amene asaali abwino okumwa aonetsedwe kuti siabwino.
- ▶ Kumene zingakwaniritsidwe wolemba ntchito akhoza kukhazikitsa tiziwiya ta madzi otuluka ngati m'mipopi ndipo kugwiritsa ntchito kapu imodzi anthu angapo kukanizidwe
- ▶ Ngati njira iri pamwambayi yalephereka, perekani madzi akumwa mkudzera m'mapipe, mabotolo amadzi akumwa omatidwa ndikutsekedwa bwino kapena zina zosungiramo madzi zochita kulembedwa, madzi akumwa, zosamalidwa ndi kukhonzedwa bwino.
- ▶ Madzi akumwa sayenera kusungidwa mmabaralero (barrels), ndowa, mathanki ndi zina zosungiramo madzi, zimene pofuna kutunga madzi chotungira chizimizidwa/ kupisilira m'madzi, kaya ziri ndi zivindikiro kapena ayi.

## 2. Ukhondo Wa Pamalo

### Mgwirizano 152.

Wolemba ntchito akuyenera kupereka malo a zaukhondo ndi osambiramo padoko lirilonse imene ili:

- ▶ Yoyenelera ndi yokwanira komanso yosamalidwa ndikukonzedwa bwino.
- ▶ Pafupi ndi malo antchito. Mmalo amene izi zingatheke.
- ▶ Mogwirizana ndi malamulo adziko kapena zoyenera kuchita m'dziko.

### Malamulo azoyenera kuchita( Madoko, 2016)

- ▶ Malo a zimbudzi zabwino ndi zokwanira, zikuyenera kuperekedwa ndikupereka kuthekera kozigwiritsa ntchito kwa ogwira ntchito m'madoko onse ndipo chikonzero choyenera chimayenera kuperekedwa kwa ma dilaivala amayendedwe ena aliwonse. Chitetezo pa alendo obwera ku doko chikuyenera kumaperekedwa nthawi zonse munthawi ya ntchito.
- ▶ Malo azimbudzi akuyenera kugwirizana ndi zofunikira pa chitetezo ndi moyo wabwino za dziko ndipo zikhale zogwirizananso ndi malamulo amderalo.
- ▶ Malo azimbudzi aziyenderedwa kawirikawiri ngati zingatheke mmalo onse adoko ngakhale kuti zizikhala kufupi ndi nyumba kuti zisabweretse chisokonezo ku malo amene amakwezerapo zinthu ndi kukwelera sitima.
- ▶ Chimbudzi chimodzi cha ogwira ntchito padoko chikuyenerabe kukhala kufupi ndikumene kumaima sitima pamalo pamene izi zingatheke. Malo amene ali musitima akhonza kukhala oyambilira kuwaganizira molingana ndi oyang'anira sitimayo, ngati akugwirizana ndi ndime yoyamba mugawo lino(chikonzero choyamba) chimbudzi choyenda chikhoza kugwiritsidwa ntchito.
- ▶ Zimbudzizi ndi malo okodzerako amuna zikhale zamadzi. Kumalo kumene zingathekeko. Anthu amene ali ogwira ntchito zokweza ndi kutsitsa xinthu mu sitima pogwiritsa ntchito chikepi akuyenera kukhala ndi chimbudzi chawonso.
- ▶ Kuchuluka kwa zimbudzi pa malo antchitowa zitengere kuchuluka kwa anthu. Ngati lamulo la pali ponse ndi lakuti zimbudzi zikuyenera ku perekedwa ku malo ena aliwonse amene sitima ndi mabwato zimakocheza pakufunika zimbudzi ziwiri. Malowa akuyenera kukhala kuti azisamalira anthu makumi awiri ndi mphambu zisanu (25) ndi makumi atatu (30). Ndipo akhalenso ndimalo okwanira otayirako madzi aamuna (urinals)
- ▶ Akazi ndi amuna aptsidwe malo osiyana azimbudzi pokhapokha chimbudzicho ndi cholowa



munthu m'modzi m'modzi.

- ▶ Zimbudzi zonse ziikidwe bwino ndipo zikhale zosavuta kukonza. Pansi pakuyenera kukhala ngalande komanso chomangira kuti chithandizire ku fulasha mzimbudzimo.
- ▶ Chimbudzi chirichonse chikuyenera kukhala chotetezedwa, mkati mwa chimbudzicho khomo lililonse kukhala ndi kabali wotsekera mkati polimbikitsa chinsinsi mzimbudzimu.
- ▶ Malo otayira madzi amuna (urinals) akuyenera kukhala ndi malo okwanira muli fupi ndipo akuyenera kumangidwa mundandanda ndi munzere ndipo malowa akuyenera kusiyantsidwa ndi timagawo totsekedwa.
- ▶ Pofuna kuzikonza ndi madzi, ( toilet paper) kapena mdera limene malamulo amafuna kuti adzigwiritsa ntchito madzi, madziwo akuyenera kuperekedwa.
- ▶ Malo osambiramo m'manja ndi sopo zikuyenera kuperekedwanso m'malo ozisamalirawa, beseni ( Sink) lililonse likuyenera kuyang'anizana ndi khomo la chimbudzi. Langizo la padera malo ochitira ukhondo apadera akuyenera kumangidwa kutinso anthu amene ali ndi maulumari osiyanasiyana akwaniritse kuzithandizanso ngati wina

### 3. Malamulo azoyenera kuchita (2016)

Padoko, pakuyenera kukhala ndi malo osambiramo oyenera kwa ogwira ntchito khumi aliwonse, omwe akuyenera kugwiritsa ntchito malowa nthawi imodzi. Pamene ogwira ntchito m'madoko akhudzana ndi zoyipa ngati chiphe, zoyambitsa matenda opatsirana komanso zoyabwayabwa, mafuta, kapena fumbi; pakufunika malo osambira amodzi (shawa imodzi ) igwiritsidwe ntchito ndi anthu asanu aliwonse amene amagwira ntchitozi ndikukumana ndziopsezosi amayenera asiye kaye ntchitozo ndikusamba kaye

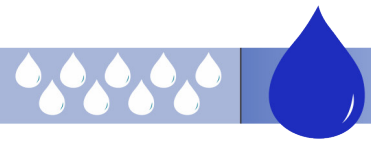
- ▶ Ngati padokopo palembedwa ogwira ntchito a amuna ndi a akazi, malo osambirako asiya akuyenera kuperekedwa. Malo osambiramo ( shawa) ikuyenera kukhala m'malo ake ake amene ayikidwa m'magawo m'magawo ndipo khomo lake likhale lotetezedwa bwino.
- ▶ Malo aliwonse osambiramo akuyenera kukhala ndi madzi otuluka bwino, ndi mipopi imene imatha kusintha sintha madzi otentha ndi madzi ozizira; ndinjira yabwino yotukutsira madzi oyipa amene asambidwa, nthawi zonse m'mabafamu mudzipezeka sopo amene angayanje aliyense kapena zina zosambira; ndi njira zina zabwino zozipukutira ( bafa taulo). Kugwiritsa ntchito chozipukutira chimodzi kusamaloredwe.
- ▶ Zinthu zimene zimapanga shawa zikuyenera kutsukidwa, kukonzedwa tsiku lina lililonse kuphatikizaponso kugwiritsa ntchito mankhwala ophera tizilombo toyambitsa matenda. Kalondolondo wamatenda a m'mapapo( legionnaires) akuyenera kuchitika kawirikawiri Makamaka pamene anthu akusamba madzi otentha.
- ▶ Malo osambira asagwiritsidwe ntchito ndi ntchito zina.

#### D. Kumanga malo osungiramo mafuta. (Lamulo lazoyenera kuchita ,1981)

##### 1. Madzi

- ▶ Olemba ntchito akuyenera kupereka madzi kwa anthu onse m'malowa. Madziwa akhale osavuta kupeza komanso kuwazindikira.
- ▶ Kusunga madzi ogwiritsidwa ndi anthu ambirimbi kukuyenera kuchitika posunga muzosungiramo madzi zotseka bwino ndipo madziwo adzitengedwa





### potsegula mpopi umene uli ku chosungira madzichi.

Ngati madzi akumwawa akutengedwa kuchokera kumalo ovomerezeka akuyenera kunyamulidwa kupita ku malo azomangamangawa. Manyamulidwe ake akuyenera kuvomerezeka ndi adindo amene akudziwa zambiri za izi.

## 2. Ukhondo Wa Pamalo

Olemba ntchito akuyenera kupereka zimbudzi za madzi kwa anthu asanu ndi atatu aliwonse (osati malo okodzamo abambo)

## 3. Ukhondo Wa pathupi

Olemba ntchito akuyenera kupereka izi:

- ▶ Malo osambira bafa kapena shawa imodzi yokhala ndi madzi otentha ndi ozizira oyenera ndi kukwanira anthu asanu ndi atatu
- ▶ Beseni limodzi lokhala ndi madzi otentha ndi ozizira kwa anthu asanu ndi m'modzi.
- ▶ Malo osambira asagwiritsidwe ntchito zina kuphatikizaponso Malo aliwonse osambiramo akuyenera kukhala ndi njira yabwino yotulutsira madzi oyipa amene asambidwa, nthawi zonse m'mabafamu mudziphezeka sopo amene angayanje aliyense kapena zina zosambira; ndi njira zina zabwino zozipukutira ( bafa taulo). Kachipinda koikamo makina ochapira ndi kuyanikira zovala ndi malo ena otayiramo zinyalala.
- ▶ Zinyalala zikuyenera kuti ziwotchedwe kapena kutayidwa pamalo pakuti sizingapereke chiopsezo kwa anthu.

## Madzi ndi ukhondo, zinthu zobweretsa chiopsezo zimene anthu angakumane nazo m'malo ogwirira ntchito.

Malo ogwira ntchito akhoza kukhala ndi zinthu zingapo zodzetsa chiopsezo ku chitetezo ndi thanzi la ogwira ntchito, zina mwa zodzetsa chiopsezo ndi monga malo apafupi ndi ozungulira ( mwachitsanzo kutentha ndi chinyontho) kapena kugwiritsa ntchito zida zowopsa ( monga Asbestos kapena mankhwala ena). Kukhala m'chiopsezo ku zinthu zowopsazi ndi chinthu chimodzi chodandaulitsa chimene abungwe loyang'anira ogwira ntchito pa dziko lonse (ILO) adakambirana mchaka cha 1921 pa mkumano wokambirana za utoto wokhala ndi mankhwala a lead pamkumanowu, mgwirizano (no 13) unavomerezedwa. Kuyambira nthawi imeneyo mgwirizano ndi zoyenera kuchitidwa zingapo zinawonjezerapo nkhani zokhudza ukhondo wa pathupi. Lamulo limodzi la zoyenera kuchitidwazi lidapempha kuti akuyenera kuonetsetsa kuti ogwira ntchito akumwa madzi pamene akugwira ntchito m'malo otentha kapena ozizira. Powonjezera apo, zoyenera kutsata za ukhondo wa pathupi m'malo ochitiramo malonda ndi ma ofesi akhale ndizoyenera kutsata zokhudza katenthedwe la malowa. Gome 5. Zoyenera kuperekedwa zovomerezeka ndi migwirizano la bungwe loyang'anira ogwira ntchito pa dziko lonse ( ILO) malingana ndi zinthu zowopsa zimene amagwiritsa ntchito komanso katenthedwe ka pamalo.

## A. Zinthu zopereka chiopsezo pa malo antchito ndondomeko ya machitidwe

### 1. Madzi

Pofuna kulimbikitsa kubwezeretsa madzi mthupi m'madera otentha, mabwana akuyenera kuwapatsa antchito awo madzi kapena kusungunula zakumwa zotsekemera ndipo akuyenera kumawalimbikitsa adzimwa pakatha ola lililonse, pokhala ndi zakumwazi pafupi kapena kupanga dongosolo loti antchito azibweretseredwa zakumwazi.



- ▶ Zakumwa zotentha mlingo wa pakati pa 15 ndi 20 °C ndizo zabwino kusiyanana ndi zakumwa zozizira kwambiri.
- ▶ Zakumwa zoledzeretsa, zokhala ndi kaboni kapena zokhala ndi mchere kapena shuga wambiri iyayi.
- ▶ Pasakhale zipangizo zomwera madzi posagwiritsa ntchito makapu chifukwa zimakhala zovuta kumwerapo madzi okwanira bwino.
- ▶ Oyang'anira zaumoyo pa ntchito akuyenera kuyang'anira, kuunikira zinthu zokhudza ukhondo, madzi akumwa, malo ogulitsira malonda komanso okhalamo.

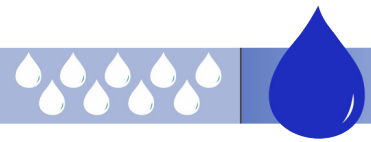
### **m'madera ozizira akuyeneranso:**

Kupereka madzi kapena kusungunula zakumwa zotsekemera nkupereka kwa antchito, komanso kumawalimbikitsa adzimwa, pokhala ndi zakumwazi pafupi kapena kupanga dongosolo loti antchito azibweretseredwa zakumwazi, makamaka nthawi yomwe kunja nkowuma.

## **B. Ukhondo (m'malo a malonda ndi ma ofesi Zoyenera kuchita) , 1964 (No. 120 )**

### **Ukhondo**

- ▶ Malo onse ogwiramo ntchito, kapena momwe ogwira ntchito amatha kufikamo, kapena momwe muli zinthu zoti aliyense ogwira ntchito amagwiritsa, mukuyenera kukhala mofunda ndi mlingo oyenera komanso mpweya uzidutsamo bwino, potengera ndi ntchito yomwe imachitika mmenemo komanso nyengo.
- ▶ Pasapezeke wantchito ogwira ntchito kawirikawiri m'malo otentha kwambiri, choncho, bungwe loyenera likuyenera kukhazikitsa mulingo oyenera wa matenthedwe kapena maziziridwe a malo antchito, potengera nyengo, malo antchitowo kapenanso ntchito yakeyo.
- ▶ Pasapezeke ogwira ntchito kawirikawiri mu nyengo zomwe zikusinthatintha zimene adindo amene amazindikira bwino za izi anenera kuti zitha kubweretsa chiopsezo pa moyo wawo.
- ▶ Pasapezeke ogwira ntchito kawirikawiri malo omwe muli makina otulutsa mpweya wambiri otentha kapena ozizira, zomwe zingathe kuyika moyo pa chiopsezo, pokhapokha ndondomeko zoyenera zatsatidwa, nthawi yogwirira ntchito malo amenewo yachepetsedwa kapena ogwira ntchito wapatsidwa zovala zoyenera zozitetezera akamagwira ntchito.
- ▶ Zipangizo zoyenera ziperekedwe komanso zigwiritsidwe ntchito poteteza antchito kuti asazizidwe kapena kutenthedwa, ngakhale ndi ku dzuwa lomwe.
- ▶ Pasapezeke ogwira ntchito panja malo ozizira zomwe zingaike moyo wake pa chiopsezo, pokha pokha njira zoyenera zoti amve kutentha zilipo.
- ▶ Pasapezeke ogwira ntchito panja malo otentha kwambiri omwe angaike moyo wake pa chiopsezo, pokha pokha njira zoyenera zozitetezera ku kuotchako zilipo.
- ▶ kugwiritsa ntchito njira zotenthetsera kapena kuziziritsa zomwe zingathe kuononga kapena kutulutsa mpweya oyipa mlengalenga zikuyenera kuletsedwa.
- ▶ Ngati ntchito ikugwiridwa malo ozizira kapena otentha kwambiri, ogwira ntchito asagwire tsiku lonse, kapena azipumirako ntchito, kapenanso njira zina zoyenera zitha kutsatidwa.
- ▶ Malo onse ogwirira ntchito, kapena komwe kuli zipangizo zoti antchito onse amagwiritsa ntchito, akuyenera kukhala malo opita bwino mpweya/mphepo yachilengedwe kapena yochokera ku makina opukusa mpweya wabwino.



- a. Zipangizo zothandizira kayendedwe ka mpweya wa chilengedwe kapena ochita kupanga zikuyenera zikhalepo kuti zizibweretsa mpweya wabwino okwanira munthu aliyense pa ola lililonse pa malo, mogwirizana ndi ntchito.
  - b. Madongosolo akuyenera kupangidwa ochotsa zinyalala zonse zoyipa zomwe zapangidwa pogwira ntchito
  - c. Liwiro la mphepo pa malo a ntchito lisakhale loyika chiopsezo pa umoyo wa anthu ogwira ntchito pamalopo
  - d. Njira zoyenera zitsatidwe kuonetsetsa kuti mpweya wa m'malo otsekeka ndi opumika.
- Malo antchito amene muli ma eya kondishona, njira zina zoyenera zolola mpweya kulowa zikuyenera kuperekedwa.

### C. kugwiritsa ntchito mankhwala ( chemicals )

#### Ukhondo wa pathupi

Mgwirizano Wokhudza mankhwala 1990 (No. 170): Olemba anthu ntchito azitenga njira zopewera mavuto komanso kupereka zipangizo zozitetezera pogwira ntchito.

Ndondomeko ya machitidwe

Olemba anthu ntchito akuyenera kupereka:

- Malo ochapira,
  - kutsukira zinthu/kusambira-mogwirizana ndi mtundu wa ntchito, mu ukhondo wa munthu molingana ndi chitetezo chokwanira ndi kufunika
- kopewa kufalikira kwa mankhwala owopseza chitetezo cha moyo, ndinso zopezeka mosavuta kuti asawonongeke ndi malo antchitowo.
  - Kukhala malo osavuta kuwapeza ndi kugwiritsa ntchito kuti asayipitsidwe pa malo a ntchito. kasungidwe ka zovala
  - Pamene tikugwiritsa ntchito zovala zozitetezera pa ntchito
  - kapenanso pamene pali chiopsezo chowononga zovala ndi mankhwala oopsa.
- Kusintha zipangizo zothandizira kupewa zovala zozitetezera pa ntchito kuyipitsa zovala za antchito komanso kuchoka ku chipangizo chimodzi kupita ku chinzake.

### D. Asibesitosi (Mtundu wa miyala yomwe umachepetsa moto wazipangizo za magetsi ndiposo siikumbika wamba

#### Ukhondo wa pathupi

Olemba ntchito akuyenera kupereka

- Zovala zoyenera zozitetezera pogwira ntchito ndi zipangizo zopumira za antchito amene amatolera ndi kutaya zinyalala za asibesitosi zomwe zingathe kuyika moyo wawo pa chiopsezo.





- ▶ Kugwiritsa ntchito zipangizo zoyamwa fumbi ndi zinyalala popukuta magalimoto(kapena ndi njira ina yosatulutsa fumbi) komanso zipangizo zotayamo zinyanyalala za asibesitosi.
- ▶ Zovala zodzitetezera pogwira ntchito, malo osambirako komanso osungirako zovala zochapa ndi zosachapa zomwe;
- ▶ Kutolera ndi kuchapa kapena kutaya zovala zomwe zada.
- ▶ Dongosolo lenileni la malo ochapila zovala zomwe zayipitsidwa
  - Pambali kapena pafupi penipeni ndi malo antchito,-
  - komwe zovala ndi nsapato zitha kusungidwa ndi kuchotsedwa fumbi kapena kuchapidwa
  - ndi zipangizo zotulutsa mpweya oyipa kapena fumbi mmalo ogwilira ntchito.
- ▶ Malangizo omveka bwino kwa antchito onse okhudzana ndi ukhondo wa pa malo antchito komanso ukhondo wa munthu aliyense payekha ndi kutsatira ndondomeko zochotsera zinyalala zoyipa.
- ▶ Kapitawo okhazikika yemwe azionetsetsa kuti
  - Pali kutsatira ndondomeko zonse zothanirana ndi fumbi

Kuyeza mlingo wazoyipa zina zili zonse zochokera ku asbestos ku mphepo zozungulira panja pa malo ogwira ntchito. Izi zili panso pa mlingo waziopsezo umene wapatsidwa.

### E. lediyeshoni (Radiation) /machitidwe

#### Ukhondo

Olemba ntchito akuyenera kuwadziwitsa antchito awo zokhudza:

- ▶ Mtundu ndi komwe kungathe kuchokera chiopsezo cha moyo wawo chomwe chingabwere chifukwa chogwira zinthu zomwe zimatulutsa lediyeshoni.
- ▶ Njira ndi mfundo zotetezera lediyeshoni ndi ndondomeko zopewera zomwe zingatsatidwe mogwirizana ndi ntchito yawo
- ▶ Kutsatira njira zotetezeka zogwilira ntchito ndi machitidwe ake.
- ▶ Kagwiritsidwe ntchito koyenera, ndi kasamalidwe ka zipangizo zoziwunikira ndi zozitetezera; Kutsatira ndondomeko za ukhondo wa pathupi kuti achepetse kulowetsa lediyeshoni mthupi Komanso;
- ▶ Malamulo amudelamo otetezera anthu ku lediyeshoni ndi ndondomeko zake, kuphatikizirapo njira zothandizira anthu ovulala.

Ogwira ntchito akuyenera kutsatira njira za ukhondo wa pathupi ngati ntchito yake ikukhudza malo osatetezeka omwe amatulutsa lediyeshoni, njira ngati zovala zogwilira ntchito zochapa komanso kusamba pamapeto akamaliza kugwira ntchito, chifukwa zimenezi zimathandiza kuchepetsa kulowetsa mthupi lediyeshoni.



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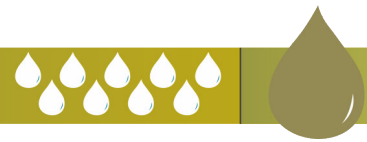
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## CHIWONJEZERO CHACHITATU: MAINA A ANTHU OMWE ANATENGA MBALI KUNKUMANO OKHAZIKITSA BUKU LOYAMBA

1. Wolemekezeka Mayi Martha Lunji Chanjo Mhone, Nduna ya za ntchito
2. Bambo Halerwayo Nyangulu, Bwanamkubwa wa za Ntchito
3. Mayi Thokozire Banda, Mlembi wa mkulu ku Unduna wa za Ntchito
4. Mayi Grace Utonga, Bungwe loyang'anira za Tea m'Malawi
5. Bambo Joseph Kankhwangwa, Bungwe loyang'anira ogwira my ntchito ku Malawi
6. Mayi Ellen Ziwoya, Bungwe loyang'anira anthu Olemba ntchito ena.
7. Bambo Vincent Chiutsa, Bungwe lowona za m'mene tingachepetsere Cholera m'Malawi.
8. Bambo Ericson Mothisa, Kampani ya ku minda ya tiyi (Eastern Produce Malawi) ku Thyolo.
9. James Nahuwo, Kampani ya minda ya tiyi ( eastern Produce Limited) Thyolo
10. Henry Mtunga, Kampani ya tiyi (Eastern Produce Malawi) Thyolo.
11. Kesten Makwale, Kampani ya Minda ya tiyi (Eastern Produce Malawi) Thyolo.
12. Hannock Naluwa, Minda ya tiyi ya Lujere-Mchima.
13. Lester Ndege, Minda ya tiyi ya Zoa
14. Noah Chasweka, Minda ya tiyi ya Zoa
15. Thomas Chakukuma, minda ya Naming'omba
16. Firestone Mulomba, Minda ya tiyi ya Naming'omba
17. Maxford Nzengo, Unduna wa chitukuko cha Madzi
18. Joseph Sambo, Unduna wa za ntchito- Thyolo
19. Edwin Nkhulungo, Unduna wa za ulimi, gawo la dera la Blantyre ( Blantyre ADD)
20. Yafeti Yotamu, Minda ya tiyi ya Makandi.
21. Petro Kachalu, Minda ya tiyi ya Mchima.
22. Martin Kapichi. Unduna wa za malo. Blantyre
23. Gibson Phiri, Minda ya tiyi ya Makandi.
24. Alinafe Phiri, minda ya tiyi ya Satemwa
25. Wilfred Phiri, Bungwe loyang'anira anthu ogwira ntchito m'minda ikuluikulu.
26. Flemmings Mwenibabu. TAML
27. Goodwin Mwalima, Comforzi
28. George Khaki, Bungwe loyang'anira anthu olemba ntchito.
29. Beyani Munthali. Bungwe la Tiyi.
30. Mervis Nyirenda. Unduna wa za Ntchito
31. LT Dyton Unduna wa za Ntchito chigawo cha ku m'mwera.
32. Goodluck Kayange, ROSHO
33. Mathews Jembelamala, wothandizira wa Unduna a za ntchito.
34. J. Nkolongo, Unduna wa za Ntchito
35. N.D Msesa, Unduna wa za Ntchito.
36. T.K Nsongole, Unduna wa za Ntchito.
37. A. Nangwale, Unduna wa za Ntchito.
38. J. Mashoni, Unduna wa za Ntchito.
39. C. Kapatuka, Unduna wa za Ntchito.
40. E. Lilembe, Unduna wa za Ntchito.





**Pulogalamu/ mndandanda wa zochitika**

<b>Column ya 16 Sptember 2019.</b>	<b>17September 2019.</b>
Amtengambali kulembetsa mayina	Chiyambi cha gawo la mafunso akugulu lonse. Kufotokoza za zimene zitachitike
Mawu otsegulira mkumanowu	Kukonza mafunso omwe atafunsidwe
Kufotokoza zambiri za mkumanowu: zolinga, pakagwiritsidwe ntchito ka bukuli	Amtengambali kufunsana mafunso okhaokha. ( Ogwira ntchito, Olemba ntchito komanso Boma)
Kufotokoza zambiri ndikuyankha mafunso, kukonza magulu a zokambirana.	Magulu kufotokozera zambiri zimene apeza mu kawuniwuni wawo mkudzera mukufunsana mafunso.
Kukambirana malamulo pa kagwiritsidwe ntchito ka bukuli ( kukambirana m'magulu).	Kukambirana zenizeni za m'mene bukuli lingagwiritsidwire ntchito.
Kufotokoza zambiri za chigawo choyamba (madzi). Kuyankha mafunso okhudza gawoli.	Kuvomereza komaliza kwa bukuli. ( Kuchotsa kapena kuonjezera zina ndi zina)
Kuvomereza chigawo choyamba ( kukambirana m'magulu)	<p>Mawu omaliza otsekera mkumanowu</p> <ul style="list-style-type: none"> <li>• Bambo Joseph Kankhwangwa, Bungwe loyang'anira anthu ogwira ntchito</li> <li>• Ochokera ku ECAM/TAML</li> <li>• Bwanamkubwa wa za ntchito Anduna a zantchito</li> </ul>
Kufotokoza zambiri za chigawo cha chiwiri ( ukhondo wa pa malo), kufotokoza zambiri pa mafunso ofunsidwa.	
Kuvomereza chigawo chachiwiri cha bukuli ( kukambirana m'magulu)	
Kufotokoza zambiri za chigawo cha chitatu cha bukuli, (ukhondo wa pa thupi) kuyankha ndi kufotokoza pa mafunso ofunsidwa	Kutoletsa chithunzi cha gulu lonse..
Kuvomereza chigawo cha chitatu ( kukambirana ) m'magulu.	



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