

**Ndondomeko za bungwe la ILO zoyenera kutsata
pankhani ya HIV/AIDS
pa ntchito**



International Labour Office
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ILO

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Bukhuli linasindikizidwa ku Malawi

The translation of the *ILO Code of Practice on HIV/AIDS and the world of work* in *Chichewa* has been supported by the United States Department of Labor within the framework of the ILO/USDOL International HIV/AIDS Workplace Education Programme in Malawi

Mawu Otsogolera

Mlili wa HIV/AIDS tsopano wakhudza dziko lonse la pansi ndipo ndi vuto limodzi limene likubwezera mmbuyo chitukuko ndi chikhalidwe cha anthu. Mayiko amene akhudzidwa kwambiri ndi vutoli, mliliwu wasokoneza chitukuko kwambiri, kubwezera mmbuyo chuma cha dziko, kusokoneza chitetezo ndi chikhalidwe cha anthu. M'madera a kummwera kwa Chipululu cha Sahara ku Africa, kumene mliliwu wagwedezza kwambiri, kuli mavuto omwe ali ngati mavuto ogwa mwadzidzidzi oyenera kuti anthu achitepo kanthu mwamsanga.

Mliliwu umabweretsa mazunzo kwa anthu ndi mabanja awo komaso mliliwu ukusokoneza chikhalidwe cha anthu ndi nkhani za chuma. HIV/AIDS ikuwopseza kwambiri kumbali ya kagwiridwe ka ntchito: ikukhudza gulu la anthu limene limagwira ntchito modalilika ndi kubwezera mmbuyo phindu, kupitilira apo, HIV/AIDS ikuchititsa kuti makampani kapena mabizinesi amitundu yonse azitaya ndalama zambiri pa katundu wawo chifukwa chakusagwira bwino ntchito kwa anthu, komanso kutaya ndalama zambiri polipira anthu amene sangathe kugwira ntchito bwino chifukwa chodwala, ndiponso kutaya maluso osiyanasiyana ndi ukatswiri pa ntchito. Kupitilira apo, HIV/AIDS ikusokoneza ufulu wa anthu pa ntchito, makamaka chifukwa chakuti anthu amene ali ndi AIDS ndi amene akukhudzidwa ndi matendawa, anzawo amawasala ndi kuwanyoza. Mliliwu ndi zotsatira zake, zikuzunza kwambiri magulu a anthu monga amayi ndi ana, amene amakumana ndi mavuto ambiri kale chifukwa chakusatetezeka kumene kulipo. Izi zikuchititsa kuti kusiyana kumene kumakhalapo pakati pa amuna ndi akazi (jenda) komanso mchitidwe wogwiritsa ntchito ana mosafanana ndi msinkhu wawo zikulirekulire.

Ichi ndi chifukwa chake bungwe la ILO ladzipereka kunena motsindika podzera m'ndondomeko zoyenera kutsata pa nkhani ya HIV/AIDS ndi pa ntchito. Ndongomekozi zithandiza kwambiri kuchepetsa kufala kwa mliliwu, mavuto amene amabwera chifukwa cha HIV/AIDS kwa anthu ogwira ntchito ndi mabanja awo ndi kupereka chitetezo ndi chithandizo kuti anthu athe kukhala ndi moyo wabwino ngakhale matendawa akadalipo.

M'ndondomekozi muli mfundo zikuluzikulu zomwe zingathandize polimbana ndi mliliwu pa ntchito, monga; kuzindikira ndi kuvomereza HIV/AIDS pa ntchito, kusasala anthu amene ali ndi HIV/AIDS pa ntchito, kupereka mwayi ofanana kwa amuna ndi akazi, kuyezetsa magazi ndi kusunga zotsatirazo mwachinsinsi, kupatsa mwayi ogwira ntchito kukambirana za moyo, chitetezo ndi chisamaliro komanso chithandizo.

Ndondomekozi zakonedwa ndi bungwe la ILO ndi mabungwe ena awiri amene amagwira nawo ntchito limodzi komanso mogwirizana ndi mabungwe ena amene amagwira nawonso ntchito m'dziko lonse lapansi. Ndondomekozi zithandiza kwambiri kutsogolera anthu amene amakhazikitsa malamulo, mabungwe a anthu olemba ntchito anzawo ndi a anthu ogwira ntchito ndiponso anthu ena okhudzidwa pokonza ndi kukhazikitsa ndondomeko zoyenera za pa ntchito, ndondomeko zopewera matenda ndi zoperekerana chisamaliro komanso pokhazikitsa njira zothandizira anthu ogwira ntchito zing'onozin'gono zopanda ndondomeko zokhazikika kapena zomveka bwino. Ndondomekozi ndi ntchito yayikulu yopambana imene bungwe la ILO lachitapo polimbana ndi HIV/AIDS pa dziko lonse la pansu.

Ndondomekozi zithandiza kukhala ndi malo a ntchito abwino pamene tili ndi vuto lalikulu chotereli, lomwe lagwedeza ndi kusokoneza umunthu ndi chitukuko. Pofika lero, taphunzirapo kale zambiri zothandiza kulimbana ndi mliliwu. Mayiko owerengeka, ayesetsa kuchepetsa kufala kwa matendawa ndi mavuto amene amabwera chifukwa cha matendawa kwa anthu ndi madera awo. Zinthu zabwino zimene zachitika ndi monga; utsogoleri wolimbika, kugwira ntchito podzera m'zochitika zosiyanasiyana pa moyo wamunthu, mgwirizano ndi mabungwe ogwira ntchito ndi anthu, komanso anthu amene ali ndi kachirokomo ka HIV/AIDS, ndiponso maphunziro. Zinthu zimene tatchulazi zikupezeka mu mfundo zikuluzikulu za ndondomekozi. Ndondomekozi zikutsindikanso pa za ubwino ogwira ntchito limodzi ndi anthu kapena mabungwe ena okhudzidwa, pofuna kuti ntchito yokhazikitsa ndondomekozi iyende bwino.

Bukuli likulingalira za m'tsogolo ndipo buku lotereli ndi loyambirira powunika mwatsatanetsatane za vutoli. Bukuli lafotokoza za mavuto amene alipo pakadali pano

ndi kupereka njira zothetsera mavutowo, komanso lakhudza zinthu za m'tsogolo; zotsatira za mliliwu kwa anthu ndi pa ntchito. Kudzera m'ndondomekozi, bungwe la ILO lidzapitiriza ndi kudzipereka kuthandiza dziko lonse lapansi kudzera m'mapangano omwe mayiko osiyanasiyana amasayina, kuteteza ufulu ndi ulemu wa anthu ogwira ntchito ndi anthu amene ali ndi HIV/AIDS.

Geneva, June 2001

Juan Somalia,

Mkulu Woyang'anira Bungwe la ILO.

ZA MKATIMU

Mawu Otsogolera

1.0 Cholinga

2.0 Kagwiritsidwe ntchito ka ndondomeko

3.0 Anthu amene akukhudzidwa ndi mau amene agwiritsidwa ntchito m'ndondomeko

3.1 Anthu amene akukhudzidwa

3.2 Mau amene agwiritsidwa ntchito m'ndondomeko

4.0 Mfundo zikuluzikulu

4.1 Kuzindikira ndi kuvomereza HIV/AIDS kuntchito

4.2 Kusasalana

4.3 Kupereka mwayi ofanana pakati pa amuna ndi akazi

4.4 Malo a ntchito abwino

4.5 Kukambirana za moyo

4.6 Kuyezetsa magazi ndi cholinga chofuna kuchotsa munthu pa ntchito kapena pofuna kulemba munthu ntchito.

4.7 Chinsinsi

4.8 Kupitiriza kugwira ntchito

4.9 Kupewa

4.10 Chisamaliro ndi chithandizo

5.0 Ufulu ndi Udindo

5.1 Boma ndi akuluakulu a boma

5.1 Olemba ntchito anzawo ndi mabungwe awo

5.2 Anthu ogwira ntchito ndi mabungwe awo

6.0 Kupewa podzera m'mauthenga ndi m'maphunziro

- 6.1 Kudziwitsa anthu za AIDS podzera m'mauthenga
- 6.2 Ndongomeko za maphunziro
- 6.3 Ndongomeko zokhudza kupereka mwayi ofanana pakati pa amuna ndi akazi
- 6.4 Ndongomeko za maphunziro zizikhudzana ndi za umoyo
- 6.5 Kukhazikitsa njira zowoneka zothandiza anthu kusintha khalidwe
- 6.6 Ndongomeko zofalitsira mauthenga m'madera

7.0 Maphunziro

- 7.1 Maphunziro a akuluakulu oyendetsa makampani, oyang'anira ntchito ndi oyang'anira anthu ogwira ntchito
- 7.2 Maphunziro a aphunzitsi ophunzitsa anthu ofanana nawo misinkhu ndi m'zochitika.
- 7.3 Maphunziro a anthu oyimilira anthu ogwira ntchito
- 7.4 Maphunziro a anthu ogwira ntchito za umoyo ndi othandiza anthu
- 7.5 Maphunziro a akatswiri aboma ochita chipikisheni m'malo antchito
- 7.6 Maphunziro a anthu amene ntchito yawo imakhudza kugwira magazi ndi zinthu zina zochokera m'matupi a anthu

8.0 Kuyezetsa magazi

- 8.1 **Kuyezetsa** magazi ngati chifukwa choletsera kulemba munthu ntchito kapena kumuchotsera pa ntchito
- 8.2 Kuyezetsa magazi pofuna kuletsa munthu kufuna kugula inshuransi yotchinjiriza moyo
- 8.3 Kafukufuku wofuna kudziwa mmene matendawa afalira
- 8.4 Kuyezetsa magazi mwakufuna kwa munthu
- 8.5 Kuyezetsa magazi ndi kupatsidwa thandizo la mankhwala Kwa anthu amene ntchito yawo ili yokhudzana ndi magazi ndi zina za m'thupi

9.0 Chisamaliro ndi chithandizo

- 9.1 HIV/AIDS isasiyanitsidwe ndi matenda ena ali wonse oopsa
- 9.2 Uphungu
- 9.3 Thandizo la pa ntchito komanso pa umoyo wa munthu
- 9.4 Mgwirizano ndi magulu odzithandiza okha ndiponso magulu a m'madera
- 9.5 Phindu
- 9.6 Ndongomeko zothandiza anthu ogwira ntchito
- 9.7 Chinsinsi
- 9.8 Ndongomeko zothandiza anthu ogwira ntchito ndi mabanja awo

ZOWONJEZERA

- I. Mfundo zowona zenizeni zokhudza mlili wa AIDS ndi zotsatira zake
- II. Kuletsa kufala kwa matenda pa ntchito
- III. Mndandanda wa mfundo zothandiza pokonza ndi pokhazikitsa ndondomeko zokhudza HIV/AIDS pa ntchito.

1. Cholinga

Cholinga cha ndondomekozi ndi kupereka mfundo zoyenera kutsata pofuna kulimbana ndi mlili wa HIV/AIDS pa ntchito, pofuna kuthandiza anthu kukhala pa ntchito bwino. Mfundozi zikukhudza mitu ikuluikulu yotsatirayi:

- (a) Kupewa matenda a HIV/AIDS.
- (b) Kuchepetsa mavuto amene amadza chifukwa cha HIV/AIDS pa ntchito.
- (c) Kupereka chisamaliro ndi chithandizo kwa anthu amene ali ndi HIV/AIDS ndi amene akukhudzidwa ndi matendawa pa ntchito
- (d) Kuthetsa mchitidwe wonyozana ndi kusalana chifukwa chakuti munthu ali ndi kachiroombo ka HIV kapena akungomuganizira kuti ali ndi kachiroombo ka HIV.

2. Kagwiritsidwe ntchito ka ndondomeko

Ndondomekozi zigwiritsidwe ntchito:

- (a) Pokonza ntchito zoyenera kuchita m'mabizinesi m'madera ang'onoang'ono ndi akuluakulu omwe, m'zochitika zosiyanasiyana za anthu, m'mayiko komanso pa dziko lonse lapansi polimbana ndi AIDS.
- (b) Polimbikitsa mchitidwe wokambirana, kufunsa kapena kupempha nzeru za kayendetsedwe ka zinthu, kuchitira limodzi zinthu mothandizana ndiponso mgwirizano wamtundu wina uliwonse pakati pa maboma, olemba ntchito anzawo ndi ogwira ntchito komanso owayimirira, anthu ogwira ntchito za umoyo, akatswiri pa za HIV/AIDS, ndi anthu ndi mabungwe ena onse okhudzidwa (awa angathe kukhala mabungwe ogwira ntchito m'madera ndi mabungwe omwe siaboma).
- (c) Pofuna kuwonetsetsa kuti zomwe zili m'ndondomekozi zikugwira ntchito pa zokambirana pakati pa anthu kapena mabungwe ena okhudzidwa:

- M'ndondomeko za dziko, m'mfundo zikuluzikulu ndi m'ndondomeko zothandiza kuthetsa mlili wa AIDS;
- Pamgwirizano wa ntchito ndi m'mabizinesi
- Pokonza mfundo zikuluzikulu ndi zikonzero za kagwiridwe ka ntchito pa ntchito

3. Anthu ndi malo amene akukhudzidwa ndiponso mawu amene agwiritsidwa ntchito m'ndondomekozi

3.1 Anthu ndi malo amene akukhudzidwa

Ndondomekozi zikukhudza:

- (a) Anthu onse olemba ntchito anzawo ndi ogwira ntchito (kuphatikizapo anthu amene afunsira ntchito) m'maofesi aboma ndi omwe siaboma.
- (b) Ntchito yamtundu wina uliwonse, yokhala ndi mfundo zake zoyenera kutsata kapena ayi.

3.2 Mau amene agwiritsidwa ntchito m'ndondomeko

HIV: Kachiroombo kamene kamawononga chitetezo cha m'thupi, zomwe zingayambitse AIDS.

Anthu okhudzidwa ndi matenda a AIDS/ anthu amene akukumana ndi mavuto chifukwa cha HIV/AIDS: Anthu onse amene moyo wawo wasinthika m'njira ina iliyonse chifukwa cha mlili wa AIDS.

AIDS: Matenda osiyanasiyana amene amabwera chifukwa chakuchepa kwa chitetezo m'thupi. Mpaka pano AIDS ilibe mankhwala omwe angayichiritse.

Kusalana: M'ndondomekozi liwu lakusalana, likugwiritsidwa ntchito motsata tanthauzo limene lili m'malamulo okhudza kusalana pa ntchito a m'chaka cha 1958, [Discrimination (Employment and Occupation) Convention] (No. 111) kuphatikizapo

anthu amene ali ndi kachiroombo ka HIV, komanso kusala anthu amene akungowaganizira kuti ali ndi kachiroombo ka HIV, kudzanso kusala munthu chifukwa cha chikhalidwe chake pankhani yogonana, monga kugonana mkazi ndi mkazi mnzake kapena mwamuna ndi mwamuna mnzake.

Anthu olumala: M'ndondomekozi liwuli likugwiritsidwa ntchito motsata tanthauzo limene lili m'malamulo opereka mwayi wa ntchito kwa anthu olumala a m'chaka cha 1983 [Vocational Rehabilitation and Employment (Disabled Persons) Convention] (No. 159), kutanthauza anthu amene alibe mwayi wolembedwa ntchito, kukhazikika kapena kukwezedwa pa ntchito yoyenera chifukwa chakulumala kapena chifukwa chakuti mutu wawo sugwira ntchito bwino.

Olemba ntchito anzawo: Munthu, bungwe kapena kampani zomwe zalembe anthu ntchito pogwirizana pakamwa chabe kapena polemberana. Izi zimachititsa kuti mbali ziwirizo zikhale ndi pangano lokhazikitsa za ufulu wawo, motsata malamulo a dziko. Boma, anthu wamba, mabungwe omwe siaboma ndi makampani angathe kulemba anthu ntchito.

Thandizo la za umoyo pantchito: Mauwa akugwiritsidwa ntchito m'ndondomekozi motsata mmene analongosolera m'malamulo okhudza thandizo la za umoyo pa ntchito a m'chaka cha 1985 [Occupational Health Services Convention-OHS] (No. 161). Tanthauzo lake ndi lakuti; thandizo lokhudza za umoyo limene cholinga chake ndi kuteteza anthu ogwira ntchito, kukhala ndi udindo wolangiza olemba ntchito anzawo, komanso ogwira ntchito ndi owayimirira malinga ndi udindo wawo wowonetsetsa kuti pa malo ogwira ntchito ndi pa ukhondo ndiponso kuti kagwiridwe ntchito ka anthu ndi kabwino (njira zawo zomwe amagwiritsa pa ntchito yawo ndi zabwino), ndi cholinga chofuna kukhala ndi umoyo wabwino pathupi komanso m'maganizo pa ntchito. OHS imaperekanso malangizo ammene anthu angagwirire ntchito malinga ndi mmene anthuwo aliri pofuna kuwathandiza kukhala ndi umoyo wabwino pa thupi ndi m'maganizo.

Kuganizirana: Kusintha kagwiridwe ka ntchito m'njira ina iliyonse kapena kusintha malo antchito ngati n'kotheke, zimene zingathandize munthu amene ali ndi HIV/AIDS kukhala ndi mwayi wa ntchito, kugwira nawo ntchito komanso kupititsa patsogolo ntchito yake.

Kuyezetsa magazi: Izi ndi zinthu monga; kuyezetsa magazi kuti munthu adziwe ngati ali ndi kachiroambo ka HIV, kuchita kafukufuku wofuna kudziwa kuwopsa kwa makhalidwe ena amene munthu amachita, kapena kufunsa mafunso okhudza kuyezetsa magazi, komwe kwa chitika kale kapena mafunso okhudza mankhwala.

Kusiyana pakati pa mwamuna ndi mkazi (jenda): Pali kusiyana pakati pa amuna ndi akazi pa chilengedwe ndi chikhalidwe. Pa chikhalidwe, amuna ndi akazi amasiyana pa ntchito zimene angathe kuchita ndiponso ubale womwe umakhalapo pakati pawo. Ntchito zimene mwamuna kapena mkazi amatha kuchita, amachita kuphunzira malinga ndi chikhalidwe cha anthu ndipo izi zimakhala zosiyanasiyana malinga ndi kusiyana kwa chikhalidwe. Ntchito zimene mwamuna kapena mkazi angathe kugwira zimatengera; zaka zakubadwa, wopeza bwino kapena wosawuka, mtundu wa munthu, dziko limene akuchokera, chipembedzo, dera limene akukhala, chuma cha dziko ndi mmene ndale zikuyendera m'dziko lawo.

Matenda opatsirana pogonana: Awa ndi matenda amene anthu amapatsirana pogonana, monga; chindoko, chinzonono, mabomu, mawuka ndi zina.

Kuchotsedwa ntchito: Tathauzo la mawuwa linatengedwa m'malamulo okhudza kuchotsa anthu pa ntchito a m'chaka cha 1982 (Termination Employment Convention) (No. 158). Mawuwa akutanthauza kuti; kuchotsedwa ntchito mwakufuna kwa olemba ntchito.

Njira zovomerezeka zopewera matenda: Izi ndi njira zosavuta zomwe anthu angathe kutsata pofuna kudziteteza kutizirombo toyambitsa matenda todzera m'magazi (onani m'zowonjezera II).

Anthu ogwira ntchito zin'onozing'ono zopanda ndondomeko zokhazikika kapena zomveka bwino: Onani m'zowonjezera I.

Oyimirira ogwira ntchito: Malinga ndi tanthauzo lomwe lili m'malamulo okhudza oyimilira anthu ogwira ntchito a m'chaka cha 1971 (Workers Representative Convention) (No. 135), liwuli likutanthauza anthu ovomerezeka m'malamulo adziko kuti ndi oyimilira anthu ogwira ntchito, monga:

- (a) Mabungwe oyimilira anthu a pa ntchito; amene amasankhidwa ndi mamembala a m'mabungwe oterewa,
- (b) Anthu ongosankhidwa; monga oyimirira ogwira ntchito amene amangosankhidwa ndi anthu ogwira ntchito pa malowo potsata malamulo a dziko kapena malamulo ena, kapena anthu ambiri akagwirizana. Anthuwa sagwira ntchito zimene zimayenera kugwiridwa ndi mabungwe oyimirira anthu a pa ntchito m'dzikomo.

Kusatetezeka: Mawuwa akutanthauza kusakhala ndi mphamvu m'zochitika za tsiku ndi tsiku ndi pa za chuma, komanso, kusatetezeka malinga ndi chikhalidwe, komanso mtundu wa ntchito; zimene zimachititsa kuti ogwira ntchitozo akhale osatetezeka kumatenda, kudzanso mchitidwe wina umene umayika ana m'mavuto ndi kukhala osatetezeka chifukwa chogwira ntchito mosafanana ndi msinkhu wawo (komanso osapeza phindu lokwanira). (Onani zowonjezera I).

4. Mfundo zikuluzikulu zoyenera kutsata

4.1 Kuzindikira ndi kuvomereza za HIV/AIDS pa ntchito.

HIV/AIDS ndi nkhani yokhudza ntchito ndipo yayenera kutengedwa chimodzimodzi ndi mmene matenda ena onse akuluakulu amatengedwera. Ndikoyenera kutero chifukwa AIDS siimangokhudza kagwiridwe ka ntchito kokha, koma kuti, kumalo

antchito kuli ngati gawo limodzi la anthu am'deralo ndipo anthuwa ali ndi udindo wothandiza kulimbana ndi kufala kwa mliliwu ndi zotsatira zake.

4.2 Kusasalana

Pofuna kukhala ndi malo antchito a bwino, kulemekeza ufulu wa chibadwidwe ndi ulemu wa anthu amene ali ndi HIV/AIDS ndinso amene akukhudzidwa ndi mliliwu, anthu sayenera kusala ogwira ntchito amene ali ndi kachiroombo ka HIV kapena amene akungowaganizira kuti ali ndi kachiroomboka. Kusala ndi kunyoza anthu amene ali ndi HIV/AIDS kumabwezera mmbuyo ntchito zimene zikugwiridwa pofuna kuchepetsa kufala kwa HIV/AIDS.

4.3 Kupereka mwayi ofanana pakati pa amuna ndi akazi (jenda).

Tikamakamba za HIV/AIDS, tiyeneranso kuzindikira za nkhani ya jenda ndi mmene imakhudzirana ndi vutoli. Amayi ndi amene angathe kutenga kachiroombo ka HIV mosavuta ndiponso amavutika ndi zotsatira za mliliwu koposa amuna chifukwa cha chilengedwe, chikhalidwe ndi nkhani za chuma. Ngati amayi angapitirire kusalidwa chifukwa chakuti ndi akazi, ngati amayi ambiri sakhala ndi mwayi wodzithandiza ndi kusankha chimene akufuna pa iwo okha, amayi ambiri azipitilirabe kuvutika ndi HIV/AIDS. Choncho ndikofunika kupereka mwayi ofanana kwa akazi ndi amuna ndi kuwalimbikitsa amayi kuti athe kulimbana ndi kufala kwa HIV ndi kuthandiza amayi kukhala olimba ngakhale vutoli lilipo.

4.4 Malo antchito abwino

Malo antchito ayenera kukhala abwino, ndipo anthu onse okhudzidwa ayenera kuchita chotheke kuti malowa akhale aukhondo ndi cholinga chofuna kuchepetsa kufala kwa kachiroombo ka HIV, motsata malamulo okhudza Ukhondo ndi Umoyo wabwino pa ntchito a m'chaka cha 1981(Occupational Safety and Health Convention) (No. 155).

4.5 Kukambirana zokhudza moyo.

Kuti malamulo ndi ndondomeko zokhudza HIV/AIDS zikhazikike ndi kugwira ntchito bwino, ndikofunika mgwirizano ndi kukhulupirana pakati pa olemba ntchito anzawo, ogwira ntchito ndi owayimilira, komanso boma, ngati n'kofunikira, komanso makamaka kugwira ntchito limodzi ndi ogwira ntchito amene ali ndi HIV/AIDS ndi amene akukhudzidwa ndi matendawa.

4.6 Kuwumiriza anthu kuyezetsa magari ndi cholinga chofuna kuchotsa kapena kulemba anthu ntchito ndi pochita ndondomeko zina za pa ntchito.

Anthu asawumirizidwe kuyezetsa magari kuti adziwe ngati ali ndi HIV/AIDS pofunsira ntchito kapena pamene akugwira ntchito.

4.7 Chinsinsi

Palibe chifukwa chili chonse chowuzira anthu amene akufunsira ntchito kapena ogwira ntchito kuti awulure zokhudza umoyo wawo pankhani ya HIV. Komanso anthu ogwira nawo ntchito ali ndi udindo wosunga chinsinsi ngati akudziwa kuti ena mwa iwo ali ndi kachiroombo ka HIV pa ntchitopo. Nkhani zonse zokhudza HIV za munthu ogwira ntchito, zayenera kutetezedwa ndi malamulo okhudza chinsinsi, motsata ndondomeko za ILO zoteteza china chili chonse cha ogwira ntchito, za m'chaka cha 1997.

4.8 Kupitiriza kugwira ntchito

Kukhala ndi kachiroombo ka HIV sichifukwa chochosera munthu ntchito. Chimodzimodzi ndi mmene matenda ena amakhalira, munthu akadwala matenda akudza chifukwa chakuti ali ndi kachiroombo ka HIV, ayenera kupitiriza kugwira ntchito yake komanso ntchito yomwe angakwanitse, motsata malangizo a kuchipatala okhudza mmene alili m'thupi mwake.

4.9 Kuchepetsa kufala kwa kachiroombo ka HIV

Kachiroombo ka HIV kangathe kupewedwa. Kuchepetsa kufala kwa HIV kudzera m'njira iliyonse imene imafalikira, kungakwaniritsidwe potsata njira zosiyanasiyana.

Njirazi zikuyenera kugwirizana ndi mmene vutoli liliri m'dzikolo komanso polemekeza chikhalidwe cha anthu.

Kupewa kachiroboko ka HIV kungayende bwino posintha makhalidwe, kudziwa za kachiroboko ndiponso za AIDS, kulandira thandizo la mankhwala komanso pothetsa mchitidwe wosalana.

Anthu ndi mabungwe onse okhudzidwa ndi mliliwu angathe kupititsa m'tsogolo ntchito yochepetsa kufala kwa kachiroboko ka HIV, makamaka posintha kaganizidwe ka anthu ena komanso kuthandiza anthu kusintha makhalidwe; popereka mauthenga ndi powaphunzitsa, komanso polimbana ndi zinthu zina zokhudza chikhalidwe ndi za chuma zimene zikuthandiza kufalitsa kachiroboko.

4.10 Chisamaliro ndi Chithandizo

Umodzi, chisamaliro ndi chithandizo, zitsogolere anthu polimbana ndi HIV/AIDS pa ntchito. Ogwira ntchito onse, kuphatikizapo amene ali ndi kachiroboko ka HIV, ayenera kupeza thandizo la kuchipatala lotsikirapo mtengo. Anthuwa ndi ana awo komanso abale omwe akuwasunga ndi kuwasamalira, asasalidwe pofuna kupeza kapena kulandira phindu lawo kuchokera kumakampani kapena mundondomeko za boma ndi ndondomeko zina za pa ntchito, zomwe zimaperereka phindu motsata ndondomeko zimene zinakhazikitsidwa.

5. Ufulu ndi Udindo

5.1 Boma ndi akuluakulu aboma pa nkhani ya HIV/AIDS

(a) **Mgwirizano.** Maboma awonetsetse kuti pali mgwirizano pakati pa ntchito ndi ndondomeko zonse za boma zokhudza HIV/AIDS ndipo azindikire ubwino woyika nkhani zokhudza malo antchito m'mapulani a boma. Mwachitsanzo, powonetsetsa kuti m'mabungwe a boma, ogwira ntchito za HIV/AIDS, mukupezeka oyimirira olemba ntchito anzawo, ogwira ntchito, anthu amene ali

ndi HIV/AIDS ndiponso maunduna owona za ntchito ndi zinthu zokhudza moyo watsiku ndi tsiku.

- (b) **Nthambi zosiyanasiyana zigwirire ntchito limodzi.** Akuluakulu a boma pa nkhani ya HIV/AIDS, amemeze ndi kupereka thandizo kumabungwe osiyanasiyana amene akukhudzidwa ndi zoteteza anthu ndi kupewa kachiro mbo ka HIV, monga, mabungwe aboma, mabungwe omwe siaboma, mabungwe oyimilira ogwira ntchito ndi olemba ntchito anzawo ndi onse ena okhudzidwa, ndi cholinga chakuti, anthu ambiri kuntchito (olemba ntchito anzawo ndi ogwira ntchito) azikhala nawo m'zochitika zolimbana ndi HIV/AIDS.

- (c) **Mgwirizano Pakati pa Mabungwe ndi Maboma.** Maboma atsogolere ndi kulunzanitsa ntchito zonse zokhudza HIV/AIDS m'mayiko mwawo zimene zingathandize kuti malo ogwira ntchito akhale ndi ndondomeko zabwino. Maboma ayeneranso kulimbikitsa mabungwe ndi magulu a anthu amene akukhudzidwa kale ndi nkhani ya HIV/AIDS. Mgwirizanowu ulimbikitse ntchito ndi chisamaliro zimene zilipo kale.

- (d) **Kuchepetsa kufala kwa HIV/AIDS ndi kupititsa m'tsogolo za umoyo.** Akuluakulu abomawa alimbikitse ndi kugwira ntchito limodzi ndi mabungwe ndi magulu a anthu amene amakhudzidwa ndi za HIV/AIDS pantchito yophunzitsa anthu za AIDS ndi pandondomeko zokhudza kuchepetsa kufala kwa HIV, makamaka pa ntchito.

- (e) **Mfundo zokhudza anthu ogwira ntchito zokhudza HIV/AIDS.** M'mayiko mmene olemba ntchito anzawo amadzipereka kugwira ntchito yopereka thandizo la mankhwala kwa ogwira ntchito, maboma awo akonze mfundo zoyenera kutsata, zothandiza olemba ntchito anzawowa kusamalira ndi kupereka thandizo la mankhwala kwa anthu amene ali ndi HIV/AIDS ndi kuwonetsetsa kuti ntchito zokhudza HIV/AIDS zikuyenda bwino. Mfundozi zikhale zogwirizana ndi ntchito zomwe zilipo kale.

- (f) **Ntchito zotchinjiriza moyo wa anthu pa ntchito.** Maboma awonetsetse kuti phindu lililonse limene munthu amayenera kulandira malinga ndi malamulo a boma ndi malamulo ena, likhudzenso anthu amene ali ndi HIV/AIDS chimodzimidzi ndi anthu ena onse ogwira ntchito amene ali ndi matenda ena oopsa. Pokonza ndi pokhazikitsa ntchito zotchinjiriza moyo wa anthu pa ntchito, maboma ayenera kuchita zinthu malinga ndi mmene matendawo alili ndi kupereka ndondomeko zothandiza moyenera. Mwachitsanzo, kupereka phindu kwa munthu okhudzidwa pamene akulisowa ndi kubwezera msanga ndalama zimene munthu wagwiritsa ntchito kuchipatala kapena pogulira mankhwala.
- (g) **Kafukufuku.** Kuti tikwaniritse mgwirizano pakati pa mapulani osiyanasiyana a boma, pa nkhani ya AIDS, kumemeza mabungwe ndi magulu okhudzidwa ndi HIV/AIDS, kuwunika chuma chimene chawonongeka chifukwa cha mlili wa AIDS pa ntchito, kuti pakhale chitetezo chabwino chamoyo ndi pachuma chadziko, ndi kutsogolera ntchito yochepetsa mavuto amene amadza chifukwa cha HIV/AIDS pa chikhalidwe ndi chuma, akuluakulu a boma pa nkhani ya HIV/AIDS alimbikitse chithandizo, achite kafukufuku ndi kulemba zotsatira zake za mmene mliliwu ungakhalire m'tsogolo ndi kupereka zitsanzo zabwino zochokera mukafukufuku za mmene anthu angapewere matendawa. Maboma ayenera kupereka ndondomeko, dongosolo ndi malamulo oyenera kutsatidwa kuti ntchito zimenezi zikwaniritsidwe. Kafukufukuyu alongosole bwinobwino zinthu zonse zokhudza amuna ndi akazi omwe. Polongosola nkhanizi, anthu agwiritse ntchito zotsatira za kafukufuku ndi zomwe olemba ntchito anzawo ndi mabungwe awo ndi mabungwe a anthu ogwira ntchito anapereka. Pochita kafukufuku, anthu achite chotheke kuti kafukufukuyo akhale okhudza magulu osiyanasiyana paokhapaokha malinga ndi zochitika zawo za tsiku ndi tsiku, komanso mfundo zitolerredwe mosiyana, mogwirizana ndi amuna kapena akazi, mtundu wa munthu, chikhalidwe cha munthu pankhani yogonana ; monga kugonana mkazi ndi mkazi mnzake kapena mwamuna ndi mwamuna mnzake, zaka zakubadwa, kukhala pantchito kapena ayi, kugwira ntchito yabwino kapena ayi, ndipo kafukufukuyu achitike polemekeza chikhalidwe cha anthu.

Ngati kuli kotheka pakhale ndondomeko yokhazikika yowunikira zotsatira za matenda a AIDS pa malo antchito nthawi zonse.

- (h) **Kufufuza ndalama.** Maboma ayesetse ngati n'kotheka, mogwirizana ndi mabungwe, olemba ntchito anzawo, ogwira ntchito ndi ena onse okhudzidwa pa nkhani ya HIV/AIDS, kuwunika ndalama zimene zikufunika pavutoli ndi kufufuza thandizo lofunika la ndalama m'dziko mwawo ndi kumayiko akunja, zogwiritsa ntchito pokonza ndondomeko zolimbana ndi AIDS m'mayiko awo ndipo ngati n'kotheka, ndalama zogwiritsa ntchito m'ndondomeko zotchinjiriza moyo pa ntchito.
- (i) **Malamulo.** Kuti tithetse vuto lakusalana pa ntchito ndi kuwonetsetsa kuti anthu pa ntchito akupewa ndi kuchepetsa kufala kwa kachiroambo ka HIV, ndiponso kutchinjiriza moyo wa munthu, maboma, mogwirizana ndi mabungwe ndi magulu a anthu okhudzidwa ndi za HIV/AIDS komanso akatswiri pa ntchito yolimbana ndi mavutowa akhazikitse malamulo oyenera kutsata. Ngati n'kofunika kutero, maboma awunikenso ndondomeko za anthu ogwira ntchito ndi malamulo ena.
- (j) **Zoyenera kutsata anthu akalandira thandizo la boma.** Maboma akapereka thandizo la ndalama zoyambira ndi zinthu zina zolimbikitsa zogwiritsa ntchito kumabungwe a m'dziko ndi kumabungwe a pa dziko lonse lapansi, ayenera kuwuzwa anthu olandira thandizowo kutsata ndondomeko za dziko ndi kuwalimbikitsa kutsata mfundo zomwe zili m'ndondomeko zino ndiponso mfundo ndi ndondomeko zina zimene zimatsata mfundo zomwe zili m'ndondomeko zino.
- (k) **Chilimbikitso.** Akuluakulu aboma apereke malangizo ndi mauthenga othandiza kwa olemba ntchito anzawo ndi ogwira ntchito, okhudza njira zothandiza kwambiri kuti athe kutsata malamulo okhudza HIV/AIDS pa ntchito. Akuluakuluwa alimbikitse ntchito ndi ndondomeko zopititsa patsogolo ntchitoyi,

monga, nthambi yoyang'anira ntchito pa mafakitale ndi kwa ogwira ntchito, makhoti a anthu ogwira ntchito ndi malo ena omwe anthu azikatula madandaulo awo.

- (l) **Ogwira ntchito zing'onozing'ono zopanda ndondomeko zokhazikika kapena zomveka bwino.** Maboma akhazikitsenso ndondomeko zothandiza kuchepetsa kufala kwa HIV/AIDS kwa anthu ogwira ntchito zotere. Ndongomekozi zikhale zogwirizana ndi ntchito zawo. Mwazina, zinthu zimene maboma angachite, ndi kufufuza ndalama ndi kuteteza moyo wa anthuwa akakhala m'mavuto. Maboma akonzenso ndi kukhazikitsa njira zina zatsopano pogwiritsa ntchito anthu a m'dera ngati n'kofunika kutero.
- (m) **Kuchepetsa mavuto amene adza chifukwa cha HIV/AIDS.** Maboma alimbikitse chisamaliro ndi kupereka thandizo podzera mundondomeko zawo zokhudza umoyo wa anthu, ndondomeko zotchinjiriza moyo wa anthu pa ntchito kapenanso podzera mundondomeko zina za boma. Maboma ayesetse kuthandiza anthu kupeza thandizo la mankhwala, ndipo ngati n'kotheke agwire ntchito limodzi ndi mabungwe a anthu olemba ntchito anzawo ndi mabungwe a anthu ogwira ntchito.
- (n) **Ana ndi achinyamata.** Pogwira ntchito za mundondomeko zofuna kuthetsa mchitidwe wogwiritsa ntchito ana mosafanana ndi msinkhu wawo, komanso popanda kulandira phindu lokwanira, boma likuyenera kuwonetsetsa kuti likuyika chidwi chachikulu pa mavuto akudza chifukwa cha mlili wa AIDS; amene akukhudza ana ndi achinyamata amene makolo awo akudwala kapena anamwalira chifukwa cha matendawa.
- (o) **Mgwirizano wa madera akuluakulu ndi m'mayiko a pa dziko lonse la pansu.** Maboma alimbikitse mgwirizano pakati pa mayiko a m'dera lawo komanso mayiko ena m'dziko lonse la pansu, komanso pakati pa mabungwe a

boma ndi anthu onse okhudzidwa ndi cholinga chakuti, mayiko onse akhale ndi chidwi pa nkhani ya HIV/AIDS ndiponso pa zosowa za anthu pa ntchito.

- (p) **Thandizo lochokera ku mayiko akunja.** Maboma achite chotheka kupeza thandizo kumayiko akunja lothandizira pa ndondomeko za m'dziko lawo ngati kuli koyenera kutero. Maboma alimbikitse ntchito zimene cholinga chake ndi kuthandiza kuti mtengo wa mankhwala owonjezera chitetezo cha m'thupi utsike (ma ARV) ndi kuthandiza anthu kupeza mwayi wa mankhwalawa pa dziko lonse.
- (q) **Kusatetezeka.** Maboma apeze njira yozindikilira magulu a ogwira ntchito amene ali osatetezeka ndipo apeze njira zothetsera zinthu zimene zimawachititsa anthuwo kukhala osatetezeka. Maboma awonetsetsenso kuti akhazikitsa ndondomeko zoyenera kutsata zochepetsera kufala kwa matendawa kwa ogwira ntchito amene ali osatetezeka ndipo apeze njira zothetsera zinthu zimene zimawachititsa anthuwo kukhala osatetezeka.

5.2 Olemba ntchito anzawo ndi mabungwe awo

- (a) **Mfundo zoyenera kutsata pa ntchito.** Olemba ntchito anzawo agwirizane ndi ogwira ntchito ndi owayimilira awo kukonza ndi kugwiritsa ntchito mfundo zoyenera pa ntchito pawo, zomwe cholinga chake ndi kuchepetsa kufala kwa matenda a AIDS ndi kuteteza ogwira ntchito onse kumchitidwe wosalana chifukwa cha AIDS. (Onani zowonjezera III).
- (b) **Mgwirizano m'dziko, magawo ena osiyanasiyana ndi malo a ntchito.** Olemba ntchito anzawo ayenera kutsata malamulo a m'dziko pa nkhani yokhudza zokambirana zosiyanasiyana za pa ntchito zokhudza HIV/AIDS. Iwowa ayeneranso kukambirana ndi ogwira ntchito awo ndi owayimilira za mfundo zimene akutsata. Iwowa ayenera kukhala ndi mfundo zokhudza kuteteza anthu ku HIV/AIDS ndi kupewa AIDS, m'makalata awo amgwirizano akamalemba anthu ntchito.

(c) Maphunziro. Olemba ntchito anzawo ndi mabungwe awo mogwirizana ndi ogwira ntchito awo ndi owayimilira ayambitse ndi kulimbikitsa ndondomeko zodziwitsa ndi kuphunzitsa ogwira ntchito mmene angapewere HIV/AIDS, za chisamaliro, chithandizo ndi ndondomeko za pa ntchito zokhudza HIV/AIDS, kuphatikizapo njira zothetsera mchitidwe wosala anthu amene ali ndi HIV/AIDS ndi okhudzidwa ndi matendawa, kudzanso phindu lomwe ogwira ntchito amayenera kulandira ndi zinthu zomwe amayenera kuwachitira.

(d) Mavuto a za chuma amene amadza chifukwa cha HIV/AIDS. Olemba ntchito anzawo ndi mabungwe awo agwire ntchito limodzi pokonza ndondomeko zoyenera zowunikira mavuto omwe amadza chifukwa cha HIV/AIDS kumbali yachuma ndipo achitepo kanthu pa mavutowa kumalo awo antchito ndi m'gulu lomwe ali.

(e) Ndondomeko zokhudza ogwira ntchito. Olemba ntchito anzawo asakhale ndi ndondomeko kapena kuvomereza ndondomeko zilizonse zokhudza ogwira ntchito zimene zimasala ogwira ntchito amene ali ndi HIV/AIDS kapena amene akukhudzidwa ndi vutoli. Makamaka, olemba ntchito anzawo:

- sakuyenera kuwuzza munthu kukayezetsa magazi. Izi zichitike pokhapokha ngati kuli kofunikira kutero potsata mfundo za m'gawo la chisanu ndi chitatu (8) m'ndondomeko zino.
- awonetsetse kuti anthu akugwira ntchito popanda kuwasala ndi kuwanyoza chifukwa chakuti ali ndi kachiroombo ka HIV kapena akungowaganizira kuti ali ndi kachiroomboka.
- alimbikitse anthu amene akudwala matenda amene amadza chifukwa chakuti munthu ali ndi kachiroombo ka HIV, kugwira ntchito mpaka pamene achipatala angawalangizire, komanso awuzidwe kugwira ntchito yoyenera.

- ngati wogwira ntchito akudwala kwambiri matenda okhudzana ndi AIDS moti sangathe kupitiriza kugwira ntchito ndipo kuti komwe amagwira ntchito akhala akum'nthandiza, monga, kum'patsa masiku opuma pang'ono pa ntchito chifukwa chamatendawo, ndipo ngati masiku apitirira kapena atengedwa onse, omulemba ntchitowo akuyenera kuvomereza kuti ntchito yake ikuyenera kutha motsata malamulo okhudza kusasalana ndi ndondomeko za anthu ogwira ntchito, komanso potsata ndondomeko zoyenera; ndipo apatsidwe ndalama zake zonse zimene amayenera kulandira ngati phindu lake lokhala pa ntchito.

(f) Madandaulo ndi ndondomeko zolangizira. Olemba ntchito anzawo akuyenera kukhala ndi ndondomeko zomwe ogwira ntchito ndi owayimilira angathe kutsata pofuna kupereka madandaulo okhudza ntchito yawo. Ndongomekozi, zifotokoze bwinobwino zinthu zimene zingachititse kuti ogwira ntchito amene akusala anzawo ena pa ntchito chifukwa choti ali ndi kachiroboko ka HIV, kapena chifukwa choti akungowaganizira kuti ali ndi kachiroboko, afike polangidwa. Izi zikukhuzanso munthu amene waphwanya mfundo zokhudza HIV/AIDS pa ntchito.

(g) Chinsinsi. Chilichonse chokhudza matenda a HIV/AIDS chamunthu wogwira ntchito chiyenera kusungidwa ndi kukhala chachinsinsi ndipo chisungidwe m'makawundula a kuchipatala okha; ndipo kuti munthu awone m'makawundulawa akuyenera kutsata mfundo zomwe zili m'malamulo okhudza thandizo la za umoyo pa ntchito a m'chaka cha 1985 (Occupational Health Services Recommendation) (No. 171), komanso m'malamulo a dziko. Anthu amene angathe kuwona m'makawundulawa ndi akuchipatala okha basi ndipo zomwe zili m'katimo zingathe kuwuluridwa ngati n'koyenera, malinga ndi malamulo kapena movomerezedwa ndi mwini wake.

(h) Kuchepetsa njira zomwe anthu angatengere matenda ndi kuzisamalira. Olemba ntchito anzawo awonetsetse kuti malo awo ogwirira ntchito ndi

otetezedwa komanso aukhondo. Iwowa akuyeneranso kutsata njira zovomerezeka zopewera matenda monga, kupereka ndi kusamalira zipangizo zodzitetezera kumatenda ndi zipangizo zogwiritsa ntchito popereka thandizo loyamba limene munthu amapatsidwa asanapite kuchipatala. Olemba ntchito anzawo akuyenera kupereka makondomu a amuna ndi a akazi omwe, ngati kuli kofunikira kutero pofuna kuti anthu asinthe khalidwe. Iwowa ayeneranso kupereka uphungu, chisamaliro ndi kutumiza anthu kumabungwe oyenera kuti akapitirire kusamalidwa ngati ntchotoyi ikulephereka chifukwa chakuchuluka kwa anthu ndi kuchepa kwa ndalama. Olemba ntchito anzawo kapena mabungwe awo ayenera kupempha thandizo kuboma ndi kumabungwe ena oyenera.

- (i) Malo antchito amene ogwira ntchito amakhudzana ndi magazi a anthu kapena madzi ena a m'thupi.** M'malo oterewa, olemba ntchito anzawo ayenera kuyikapo mtima pophunzitsa ogwira ntchito onse njira zovomerezeka zopewera matenda, kuwonetsetsa kuti onse akudziwa zoyenera kuchita ngati akumana ndi vuto (ngati akhudza magazi amatenda) pa ntchito yawo ndiponso kuwonetsetsa kuti ogwira ntchitowo akutsata njira zovomerezeka zopewera matenda. Zipangizo zozitetedzera ziyenera kuperekedwa kuti anthu athe kugwiritsa ntchito.
- (j) Kuganizirana.** Olemba ntchito anzawo, mogwirizana ndi ogwira ntchito ndi owayimilira, ayenera kuwaganizira ogwira ntchito amene akudwala matenda amene amadza chifukwa cha HIV/AIDS. Kuwaganiziraku kungakhale monga, nthawi yoti adzigwirira ntchito, kuwapatsa zipangizo zina zapadera, mwayi wokapuma pang'ono, mpata wopitira kuchipatala, ndi nthawi yokapuma chifukwa chamatenda mosavuta, komanso kuwalemba ntchito yoti adzigwira nthawi pang'ono osati nthawi yonse ndiponso kuwalola kuti adzabwerere pa ntchito akadzapezako bwino.
- (k) Kulimbikitsa anthu.** Pofuna kukhala nzika zabwino ndi kukhala ndi mtima waumodzi, olemba ntchito anzawo ndi mabungwe awo ayenera kulimbikitsa olemba ntchito anzawo ena ngati n'kofunikira kutero, kuti athandize pa ntchito

yochepetsa kufala kwa HIV/AIDS ndi kuthandiza amene ali kale ndi matendawa pa ntchito. Iwowa alimbikitsenso maboma kuchita chotheke kuti achepetse kufala kwa HIV/AIDS ndi kuchepetsa mavuto amene amadza chifukwa cha AIDS. Mabungwe ena ogwira ntchito limodzi angathe kuthandizanso pa ntchitoyi, monga; mabungwe oyimira anthu a pa ntchito pa nkhani ya HIV/AIDS.

(l) Kulimbikitsa anthu kukayezetsa magazi ndi kulandira uphungu mwakufuna kwawo ndiponso mwachinsinsi. Olemba ntchito anzawo, ogwira ntchito ndi owayimilira alimbikitse anthu kupita kukalandira uphungu ndi kukayezetsa magazi kuzipatala zoyenera mosawumirizidwa.

(m)Ogwira ntchito zing'onozing'ono zopanda ndondomeko zokhazikika kapena zomveka bwino. Olemba ntchito anthu ogwira ntchito zopanda ndondomeko zokhazikika kapena zomveka bwino, afufuze bwino ndi kukonza ndondomeko zothandiza kupewa HIV/AIDS ngati n'koyenera ndiponso ndondomeko zoperekerera chisamaliro kwa ogwira ntchito awo.

(n) Mgwirizano ndi mabungwe ndi mayiko akunja. Olemba ntchito anzawo ndi mabungwe awo, athandize ndi kugwira ntchito limodzi ndi anthu a mayiko ena polimbana ndi HIV/AIDS ngati kuli koyenera.

5.3 Ogwira ntchito ndi mabungwe awo.

(a) Ndongomeko zoyenera kutsata ogwira ntchito. Ogwira ntchito ndi owayimilira agwirizane ndi owalemba ntchito awo zogwiritsa ntchito mfundo zoyenera pa ntchito yawo, zomwe cholinga chake ndi kuchepetsa kufala kwa matenda a AIDS ndi kuteteza ogwira ntchito onse kumchitidwe wosalana chifukwa cha AIDS. Onani zowonjezera III.

(b) Mgwirizano m'dziko, magawo ena osiyanasiyana ndi malo a ntchito. Ogwira ntchito ndi mabungwe awo ayenera kutsata malamulo a dziko pakhani yokhudza

ndondomeko za pa ntchito zokhudza HIV/AIDS, ndipo ayenera kukhala ndi mfundo zokhudza kuteteza anthu ku HIV/AIDS ndi kapewedwe ka AIDS m'makalata awo amgwirizano poyamba ntchito.

(c) Nkhani ndi maphunziro zokhudza AIDS. Ogwira ntchito ndi mabungwe awo agwiritse ntchito mabungwe owayimilira omwe alipo kale, mabungwe ena, ndi zipangizo zomwe zilipo, popereka mauthenga a HIV/AIDS pa ntchito, ndipo akonze zipangizo zophunzitsira, ntchito zoyenera ogwira ntchito ndi mabanja awo, kuphatikizanso, kupereka mauthenga atsopano kawirikawiri kwa ogwira ntchito, okhudza ufulu ndi phindu lawo pa ntchito.

(d) Mavuto a za chuma amene amadza chifukwa cha HIV/AIDS. Ogwira ntchito ndi mabungwe awo agwire ntchito limodzi ndi owalemba ntchito pokonza ndondomeko zoyenera zowunikira mavuto omwe amadza ndi AIDS kumbali ya chuma ndipo achitepo kanthu pa mavutowa, kuntchito kwawo ndi m'gulu lomwe ali.

(e) Kulimbikitsa anthu. Ogwira ntchito ndi mabungwe awo agwire ntchito limodzi ndi owalemba ntchito, mabungwe awo ndi maboma pophunzitsa anthu za kapewedwe ka HIV/AIDS ndi kuchepetsa kufala kwa matendawa ndiponso kusamalira anthu amene ali ndi matendawa.

(f) Ndongomeko zokhudza ogwira ntchito. Ogwira ntchito ndi owayimilira athandize ndi kulimbikitsa owalemba ntchito pa ntchito yokonza ndi kugwiritsa ntchito malamulo osasala ogwira ntchito amene ali ndi HIV/AIDS.

(g) Kuyang'anira mmene anthu akutsatira malamulo. Oyimilira ogwira ntchito, ali ndi ufulu wakumva madandaulo a ogwira ntchito ndi mmene anthu angayenerere kulangizidwira ndipo ali ndi ufulu wokanena zomwe zikuchitika pa malo a ntchito pa nkhani yosalana chifukwa cha HIV/AIDS, kumabungwe oyenera owona za malamulo.

- (h) Maphunziro.** Mabungwe a anthu ogwira ntchito, akuyenera kukonza ndi kupereka maphunziro kwa anthu owayimilira kumalo a ntchito pa nkhani yokhudza zochitika kuntchito malinga ndi mlili wa AIDS. Maphunzirowa akhalenso okhudza zinthu zoyenera zimene ayenera kuchita pofuna kupewa AIDS ndiponso pa zinthu zimene anthu ambiri amene ali ndi HIV/AIDS ndi owasamalira amasisowa.
- (i) Kuchepetsa njira zomwe anthu angatengere matenda ndi kuzisamalira.** Ogwira ntchito ndi mabungwe awo alimbikitse ndi kugwirizana ndi owalemba ntchito kusunga malo ogwirira ntchito bwino; motetezedwa ndi mwaukhondo kudzanso kugwiritsa ntchito bwino ndi kusamalira zipangizo zodzitetzera kumatenda ndi zipangizo zogwiritsa ntchito popereka thandizo loyamba munthu asanapite naye kuchipatala. Ogwira ntchito ndi mabungwe awo awunike mavuto kapena kusatetezeka kwa malo awo a ntchito ndi kuyambitsa ndondomeko zoyenerera zothetsera mavuto pakati pa ogwira ntchito.
- (j) Chinsinsi.** Ogwira ntchito ali ndi ufulu owona m'makawundula awo a kuchipatala. Mabungwe a anthu ogwira ntchito sayenera kuwona china chilonse cha munthu wogwira ntchito, chokhudza HIV. Pogwira ntchito ina iliyonse yokhudza HIV/AIDS, mabungwe a ogwira ntchito ayenera kutsata malamulo okhudza chinsinsi, komanso kupempha chilolezo kwa mwini wake ngati akufuna kuwona kawundula wake wa kuchipatala, motsata malamulo okhudza thandizo la za umoyo pa ntchito a m'chaka cha 1985 (Occupational Health Services Recommendations) (No. 171).
- (k) Anthu ogwira ntchito zing'onozing'ono zopanda ndondomeko zokhazikika kapena zomveka bwino.** Ogwira ntchito ndi mabungwe awo, mothandizana ndi mabungwe ndi anthu ena okhudzidwa, ngati n'koyenera, athandizenso ogwira ntchito zotere pa ntchito zawo, ndipo alimbikitse ntchito zatsopano zomwe

zimathandiza kuchepetsa kufala kwa HIV/AIDS ndi kuchepetsa mavuto amene amadza chifukwa cha matendawa.

(l) Kusatetezeka. Ogwira ntchito ndi mabungwe awo ayesetse kupeza njira zothetsera zinthu zimene zimawonjezera kusatetezeka kwa magulu ena a anthu ogwira ntchito, mogwirizana ndi owalemba ntchito.

(m) Kulimbikitsa anthu kukayezetsa magazi ndi kukalandira uphungu mwakufuna kwawo ndi mwachinsinsi. Ogwira ntchito ndi mabungwe awo agwire ntchito ndi owalemba ntchito polimbikitsa anthu kukalandira uphungu ndi kukayezetsa magazi mwakufuna kwawo ndi mwachinsinsi.

(n) Mgwirizano ndi mabungwe ndi mayiko akunja. Mabungwe a anthu ogwira ntchito amange ubale ndi mayiko ena podzera m'magulu ang'onoang'ono, magulu akuluakulu am'madera ndi m'mayiko a pa dziko lonse, pa ntchito yofotokoza za HIV/AIDS kumalo a ntchito ndipo ayike mfundozo mundondomeko zawo zodziwitsa anthu ogwira ntchito za ufulu wawo.

6. Kupewa Matenda a AIDS Kudzera M'mauthenga ndi M'maphunziro.

Kupereka mauthenga ndi kuphunzitsa anthu kuntchito, kumathandiza kwambiri pochepetsa kufala kwa mlili wa AIDS ndiponso kuthandiza ogwira ntchito kuvomereza za HIV/AIDS. Maphunziro abwino angathandize ogwira ntchito ambiri kudziteteza ku kachirokoma ka HIV. Maphunzirowa, angathe kuchepetsa kwambiri mantha ndi nkhwana zokhudza kachirokoma ka HIV ndiponso kunyozana. Maphunzirowa angachepetsenso chisokonezo pa ntchito ndi kudzetsa kusintha pa kaganizidwe ndi khalidwe. Ndongomeko zizikonzedwa mogwirizana ndi maboma, olemba ntchito anzawo ndi ogwira ntchito ndi owayimilira ndi cholinga chakuti, pakhalo kuthandizana kokwanira ndiponso kuti anthu onse okhudzidwa agwire nawo ntchito. Mauthenga ndi kuphunzitsaku kuyenera kuchitika m'njira zosiyanasiyana osangodalira kulemba kokha, koma zikhale zothandiza anthu kuphunzira ali

kumadera ena osati kuchita kulowa m'kalasi, ngati n'kofunika. Ndongomeko za maphunziro zikhale zogwirizana ndi zaka za anthu, akazi kapena amuna, chikhalidwe cha munthu pa nkhani yogonana, monga kugonana mkazi ndi mkazi mnzake kapena mwamuna ndi mwamuna mnzake, zochitika za m'gulu limene anthu akuchokera, makhalidwe amene angayike moyo wa anthu ogwira ntchito pachiswe ndiponso chikhalidwe cha anthu ndi miyambo yawo. Maphunziro ndi mauthengawa adziperekedwa ndi anthu omwe anthu amawalemekeza ndi kuwakhulupirira. Maphunziro azichitika pakati pa anthu ofanana m'zaka ndiponso m'zochitika, akhale maphunziro othandiza kwambiri ngati mmene amayendera bwino maphunziro, anthu amene ali ndi HIV/AIDS akagwira nawo ntchito yokonza ndi kukhazikitsa ndondomeko zosiyanasiyana.

6.1 Ntchito yofalitsa mauthenga ndi kuphunzitsa anthu za HIV/AIDS.

- (a) Ndongomeko zofalitsira mauthenga ngati n'kotheka, zilumikizana ndi ndondomeko zikuluzikulu zophunzitsira anthu za HIV/AIDS m'madera, m'zigawo, m'maboma kapena m'dziko. Ndongomekozi zizigwiritsa ntchito mfundo zowona zenizeni komanso zatsopano zokhudza mmene HIV ilili ndipo mmene singafalire kwa anthu ena, kutsutsa zikhulupiliro zokhudza HIV/AIDS, mmene munthu angapewere HIV, nkhani zokhudza matendawa malinga ndi achipatala, zotsatira za AIDS kwa anthu ndiponso za mwayi omwe ulipo wokhudza chisamaliro, chithandizo ndi kulandira mankhwala.
- (b) Ngati n'kotheka, ndondomeko zofalitsira mauthenga, maphunziro ndi ntchito zolimbikitsa anthu, ziyikidwe mundondomeko za maphunziro ndi mfundo zokhudza anthu ogwira ntchito zomwe zilipo ndiponso m'ndondomeko zina, kuphatikizapo ndondomeko zokhudza za chitetezo ndi umoyo pa ntchito ndi njira zothetsera mchitidwe wosalana.

6.2 Ndongomeko za maphunziro

- (a) Njira zophunzitsira zikhazikitsidwe pokambirana pakati pa olemba ntchito anzawo ndi ogwira antchito awo ndi owayimilira ndipo ngati n'kotheka,

pakhalenso boma, anthu ndi mabungwe onse okhudzidwa amene ali akatswiri pa maphunziro a HIV/AIDS, kupereka upungu ndi chisamaliro. Njira zophunzitsirazi zikhale zolimbikitsa zokambirana ndipo anthu ambiri atenge nawo mbali.

(b) Mpata uziperkedwa pa maphunziro ochitika nthawi yogwira ntchito ndiponso pa ntchito yokonza zipangizo zophunzitsira zokagwiritsidwa ntchito kumalo ena. Ngati maphunziro akuchitika, ayenera kutengedwa ngati mbali imodzi ya ntchito ya munthu.

(c) Ngati zingatheke ndipo ngati kuli koyenera, ndondomeko:

- zikhake ndi ntchito zothandiza anthu kuwunika kusatetezeka kwawo pa iwo okha komanso ngati mamembala a gulu lina lake ndipo athe kuchepetsa zinthu zimene zimawachititsa kuti akhale osatetezeka pochita chisankho cha mumtima, pokambirana ndi ena ndi pozindikira njira zoperekeramaganizo kapena zofuna zawo kwa ena, komanso podzera m'ndondomeko za maphunziro, zopewera ndi upungu;
- zitsindike pa makhalidwe kapena zinthu zina zimene zingachititse anthu ogwira ntchito kutenga kachiroambo ka HIV mosavuta kapena mofulumira; monga ntchito zoyendayenda (kupita kumalo ena kukagwira ntchito)
- zipereke mauthenga okhudza mmene HIV imafalira kudzera mujakisoni ndi kupereka mauthenga othandiza kuchepetsa vutoli;
- zilimbikitse zokambirana pakati pa maboma ndi mabungwe a olemba ntchito anzawo ndi ogwira ntchito a m'mayiko oyandikana komanso m'madera awo (monga bungwe la mgwirizano wa mayiko kummwera kwa a Africa la SADC);
- zilimbikitse ntchito yophunzitsa anthu za HIV/AIDS; anthu ogwira ntchito za umisili zoyendetsedwa ndi maboma ndiponso anthu ena amabizinesi. Izi zichitike mogwirizana ndi mabungwe a anthu ogwira ntchito;
- zilimbikitse maphunziro kwa ogwira ntchito achinyamata ndi amayi;

- zitsindike mwapadera za kusatetezeka kwa amayi ku kachiroombo ka HIV ndi njira zopewera zimene zingachepetse kusatetezekako. Onani gawo 6.3 m'ndondomeko zino.
- zitsindike kuti kachiroombo ka HIV sikangatengedwe pongokhudzana chabe ndipo kuti anthu amene ali ndi kachiroomboka sayenera kumawathawa kapena kumawanyoza, koma mmalo mwake anthu aziwathandiza ndi kuwalimbikitsa ndiponso kuwavomereza kumalo antchito;
- zifotokoze za mmene kachiroombo ka HIV kamafowolera munthu ndi kufunika kokhudzidwa, pakati pa antchito onse, ndi mmene nzawo akumvera ndi kusasala ogwira ntchito amene ali ndi HIV/AIDS;
- zipereke mwayi kwa ogwira ntchito, wolongosola ndi kukambirana ndi anzawo za mmene amamvera mumtima mwawo chifukwa cha HIV/AIDS;
- zidziwitse ogwira ntchito (makamaka ogwira ntchito zosamalira odwala) kuti azigwiritsa ntchito njira zovomerezeka zopewera matenda ndipo kuwafotokozerera za njira zimene angatsate atakhudzidwa ndi magari kapena madzi ena a m'thupi;
- ziphunzitse anthu zokhudza kapewedwe ndi kasamalidwe ka matenda monga, opatsirana pogonana ndi chifuwa chachikulu cha TB, osati chifukwa chakuti matenda otere amakhudzana ndi kupezeka kwa HIV m'thupi, koma chifukwa chakuti matendawa ali ndi mankhwala ndipo izi zingathandize ogwira ntchito kukhala ndi umoyo wabwino komanso chitetezo chokwanira;
- zilimbikitse njira za ukhondo pogwira ntchito kapena pochita zinthu ndiponso kudya zakudya zopatsa nthanzi;
- zilimbikitse anthu kudziteteza pogonana kudzanso kupereka malangizo pa kagwiritsidwe ntchito ka makondomu a amuna ndi a akazi;
- zilimbikitse maphunziro pakati pa anthu ofanana m'zaka ndi m'zochitika ndi maphunziro ena osasowa kukhala m'kalasi.
- ziziyang'aniridwa, kuwona mmene zikugwirira ntchito, kuwunikidwa, ndiponso kubwereza kuzilemba ngati n'kofunika kutero.

6.3 Ndongomeko zokhudza amuna kapena akazi (jenda)

- (a) Ndongomeko zonse zikhale zokhudza amuna ndi akazi omwe, malinga ndi zosowa zawo, komanso mtundu wa munthu ndiponso chikhalidwe cha munthu pa nkhani yogonana monga, kugonana mkazi ndi mkazi mnzake kapena mwamuna ndi mwamuna mnzake. Izi zikutanthauza kukamba zokhudza amuna bwinobwino komanso zokhudza akazi bwinobwino, kapena kukhala ndi ndongomeko zokhudza akazi paokha ndiponso amuna paokha, pozindikira kusiyana kwa mavuto amene amuna ndi akazi ogwira ntchito angakumane nawo ndiponso kusiyana pa kakulidwe kamavuto awo.
- (b) Mauthenga a amayi ayenera kukhala owachenjeza ndipo afotokoze kuti kusatetezeka kwawo ndi kwakukulu, afotokoze za matenda ndiponso makamaka za kusatetezeka kwa amayi ochepa msinkhu.
- (c) Maphunziro athandize amuna ndi akazi kumvetsa zakusiyana kwa mphamvu zawo ndi kupeza njira zothetsera vutoli pa ntchito ndi pa zinthu zina zokhuza anthuwo. Kuzunzana, kunyozana ndi kumenyana zikambidwe pazokhapazokha mwapadera.
- (d) Ndongomeko zithandize amayi kumvetsa za ufulu wawo kuntchito komanso malo ena ndipo ziwalimbikitse kudziteteza okha.
- (e) Maphunziro a amuna akhale okhudza zinthu zoyenera kuti adziwe, kuwunika kusatetezeka kwawo ndi njira zolimbikitsira amuna kukhala ndi udindo pakupewa kapena kudziteteza ku HIV/AIDS.
- (f) Ndongomeko zina zapadera zoyenera, zikonzedwe pofuna kuthandiza amuna amene amagonana ndi amuna anzawo, mogwirizana ndi ogwira ntchito amene amachita zoterezi ndi owayimilira.

6.4 Kulumikizana ndi ndongomeko za umoyo.

Ndongomeko za maphunziro zigwirizane ndi ndongomeko zolimbikitsa umoyo wabwino ngati n'kotheke; makamaka, ndongomeko zomwe zikukhudza zinthu monga; kugwiritsa ntchito mankhwala ozunguza ubongo, mavuto akudza chifukwa chakuchuluka kwa mavuto ndi zokhuza uchembere wabwino kumalo a ntchito.

Mabungwe owona za anthu pa ntchito kapena za umoyo ndi makomiti owona za chitetezo cha moyo amene alipo kale atha kuthandiza pa ntchito yodziwitsa anthu za HIV/AIDS ndi pa ntchito yokonza ndondomeko za maphunziro a HIV/AIDS. Mgwirizano umenewu, ufotokoze mwapadera zokhudza kutenga kachirobho ka HIV kudzera m'majakisoni obayira mankhwala ozunguza ubongo kudzera m'mitsempha. Anthu afotokozenso mwapadera, kuti kuledzera chifukwa cha mowa kapena mankhwala, monga chamba, kungachititse anthu kuchita zinthu zimene zingawachititse kukhala osatetezeka ndi kutenga kachirobho ka HIV mofulumira kapena mosayembekezera.

6.5 Njira zothandiza anthu kusintha khalidwe

- (a) Ogwira ntchito aphunzitsidwe zinthu zenizeni, zolondola ndiponso zatsopano zokhudza njira zimene angatsate kuti achepetse kusatetezeka kwawo ndipo ngati n'kotheka makondomu a amuna ndi a akazi apezake mosavuta.
- (b) Ogwira ntchito aphunzitsidwe mmene angazindikire mwamsanga matenda opatsirana pogonana ndi chifuwa cha TB, komanso kumene angathe kupimidwa bwino, awuzidwe za mmene angapezere thandizo la mankhwala ndi mmene angazisamalire komanso za ndondomeko zokhudza majakisoni osatetezedwa kumatenda ngati nkotheka, kapena awuzidwe kumalo kumene angathe kupeza maphunziro oterewa.
- (c) Kwa amayi ogwira ntchito amene akusowa ndalama, maphunziro awo aphantikizapo njira zopezera ndalama zowonjezera pa tindalama timene amapeza, mwachitsanzo, popereka mauthenga okhudza ntchito zimene angachite kuti apeze ndalama, kuwachepetsera msonkho ndi kuwawonjezera malipiro awo, kapena kuthandiza m'njira zina kuti malipiro awo azikwanira.

6.6 Ndondomeko za maphunziro kwa anthu m'madera.

Olemba ntchito anzawo, ogwira ntchito ndi owayimilira, alimbikitse ndi kupititsa m'tsogolo ndondomeko za mauthenga ndi maphunziro zokhudza kupewa kachirobho ka HIV ndi mmene anthu angadzisamalire ngati ali ndi HIV/AIDS m'madera mwawo makamaka m'sukulu. Anthu adzilibikitsidwa kutenga nawo mbali pa ntchito za

m'ndondomekozi ndi cholinga chakuti akhale ndi mwayi wonena za kukhosi kwawo ndi kupititsa m'tsogolo kakhalidwe kabwino ka anthu ogwira ntchito amene ali ndi HIV/AIDS pochepetsa mchitidwe wodzipatula ndi wosafuna kulankhula. Ndongomeko zoterezi, zizichitika mogwirizana ndi mabungwe aboma oyenera.

7. Maphunziro akagwiridwe ka ntchito.

Maphunzirowa akhale ogwirizana ndi anthu amene akuphunzitsidwa ndipo akhale okhudza, makamaka, mabwana oyang'anira ntchito, mabwana owona mmene ntchito ikuyendera ndi mabwana owona za anthu pa ofesi, ogwira ntchito ndi owayimilira, anthu ophunzitsa anzawo amene akaphunzitsenso anthu ena (amuna ndi akazi omwe); anthu ophunzitsa anzawo ofanana nawo m'nsinkhu ndi m'zochitika, anthu amene ntchito yawo ndi yokhudza za umoyo ndiponso anthu ochita chipikisheni mmalo antchito. Anthu agwiritse ntchito njira zina zatsopano kuti apeze ndalama zogwiritsira ntchito. Mwachitsanzo, mabungwe ang'onoang'ono angathe kupempha thandizo ku ndondomeko za bungwe lowona za AIDS m'dziko, kapena kwa anthu ndi mabungwe ena okhudzidwa, pobwereka aphunzitsi kapena powapempha kuti awaphunzitsire aphunzitsi awo. Zipangizo zophunzitsira zingathe kukhala zosiyanasiyana malinga ndi ndalama zomwe zilipo. Zipangizo zingathe kusinthidwa kuti zigwirizane ndi miyambo ya kudera komanso mogwirizana ndi zinthu zosiyanasiyana zimene amuna ndi akazi amakumana nazo. Aphunzitsiwa aphunzitsidwense kupewa kudana ndi mitundu ina ya anthu popanda zifukwa ndipo popanda kudziwa za anthuwo, makamaka chifukwa cha mtundu wawo kapena chikhalidwe chawo chokhudza nkhani yogonana. Aphunzitsiwa agwiritse ntchito zotsatira zakafufuku ndiponso agwiritse ntchito zipangizo zomwe zilipo, zothandiza anthu kusintha khalidwe. Aphunzitsi abwino ndi ogwira ntchito omwewo, ndipo pa chifukwa ichi maphunziro apakati pa anthu ofanana m'zaka kapena m'zochitika ayenera kulimbikitsidwa m'magulu onse. Maphunzirowa akhale mupulani ya pa ntchito ya maphunziro oyenera kuchitika pa chaka. Pulaniyi ikonzedwe pamodzi ndi oyimilira ogwira ntchito.

7.1 Maphunziro a Mabwana Oyang'anira Ntchito, Mabwana Owona Ntchito Mmene Ikuyendera ndi Mabwana Owona za Anthu pa Ofesi.

Kuwonjezera pa maphunziro ndi mauthenga amene anthu onse ogwira ntchito amalandira, mabwana owona mmene ntchito ikuyendera, mabwana oyang'anira ntchito, amayenera kuphunzitsidwa za kagwiridwe ka ntchito, kuti:

- athe kufotokoza ndi kuyankha mafunso okhudza mfundo kapena ndondomeko za HIV/AIDS pa ntchito;
- adziwe zambiri za HIV/AIDS ndi cholinga chakuti athandize ogwira ntchito ena pa za zikhulupiliro zimene zilipo pa za kafalidwe ka HIV/AIDS kuntchito;
- afotokoze za njira zosiyanasiyana zomwe angachite powaganizira anthu amene ali ndi HIV/AIDS ndi cholinga chakuti athe kupitiriza kugwira ntchito mpaka pamene angakwanitsire;
- azindikire ndi kukonza makhalidwe amene amasala kapena kusankha ogwira ntchito amene ali ndi HIV/AIDS kuntchito;
- athe kulongosolera anthu ogwira ntchito, zokhudza ntchito za umoyo zomwe zilipo, komanso chithandizo chomwe chimapezeka pothandiza anthu amene ali ndi kachiroombo ka HIV/AIDS.

7.2 Maphunziro a anthu ophunzitsa anzawo; ofanana m'msinkhu ndi m'zochitika.

Aphunzitsi ophunzitsa anzawo, akuyenera kuphunzitsidwa mwapadera kuti;

- akhale ndi mfundo zokwanira kapena adziwe zambiri zokhudza AIDS ndi njira zopewera kapena zodzitetezera ku HIV/AIDS ndi cholinga chakuti, athe kuphunzitsa zonse kapena zina mwaizo kwa anthu ogwira ntchito;
- athe kukonza zophunzitsira ndi kuphunzitsa malinga ndi mtundu wa anthu, chikhalidwe chawo pa nkhani yogonana, monga kugonana mkazi ndi mkazi mnzake kapena mwamuna ndi mwamuna mnzake, akazi kapena amuna ndi chikhalidwe cha anthu;
- athe kulumikizana ndi mfundo za malo ena a ntchito ndi kutengerapo zitsanzo za kachitidwe ka zinthu zina, monga pa nkhani yokhudza

kuzunza wogwira ntchito chifukwa cha chikhalidwe chake pa nkhani yogonana kapena yokhudza anthu amene ali ndi chilema pa ntchito;

- athe kuwawuza anzawo ogwira nawo ntchito kuzindikira zinthu zimene pa moyo wawo zingawachititse kuti atenge kachiroambo ka HIV mosavuta;
- athe kupereka uphungu kwa ogwira ntchito amene ali ndi HIV/AIDS wokhudza mmene angapitirire kukhala ndi moyo wabwino, malinga ndi mavuto omwe ali nawo, komanso pa nkhani yokhudza zotsatira za matendawa.

7.3 Maphunziro a oyimilira ogwira ntchito.

Oyimilira anthu ogwira ntchito azilandira maphunziro pa nthawi ya ntchito kuti:

- athe kufotokoza ndi kuyankha mafunso okhudza mfundo zoyenera kutsata pa nkhani ya HIV/AIDS;
- athe kuphunzitsa ogwira ntchito ena;
- azindikire za makhalidwe amene amasala kapena kusankha ogwira ntchito amene ali ndi HIV/AIDS kuti athe kuthana ndi mchitidwewo;
- athandize ndi kuwayimilira anthu ogwira ntchito amene akudwala matenda amene amadza chifukwa chokhala ndi HIV kuti aganiziridwe ngati apempha;
- athe kulangiza ogwira ntchito kuzindikira ndi kuchepetsa zinthu zimene zingawachititse kutenga kachiroambo mosavuta pa moyo wawo.
- adziwe bwinobwino za HIV/AIDS ndi cholinga chakuti athe kuwuzwa anzawo za kafalidwe kake;
- awonetsetse kuti china chilichonse chimene akuchidziwa chokhudza ogwira ntchito amene ali ndi kachiroambo ka HIV/AIDS pogwira ntchito yawo, chisungidwe mwachinsinsi.

7.4 Maphunziro a anthu ogwira ntchito za umoyo ndi kuteteza anthu.

Kuwonjezera pa kudziwa mauthenga ndi maphunziro amene anthu onse ogwira ntchito amalandira, anthu ogwira ntchito za umoyo ndi kuthandiza kuteteza anthu, amayeneranso kuphunzitsidwa mwapadera kuti:

- akhale ndi mfundo zokwanira kapena adziwe zambiri zokhudza AIDS ndi njira zopewera kapena zodzitetezera ku HIV/AIDS ndi cholinga chakuti athe kuphunzitsa zomwe zili m'ndondomeko za mauthenga ndi maphunziro kwa anthu ogwira ntchito;
- athe kuwunika malo antchito ndi kuzindikira njira zogwirira ntchito zimene zingathe kusinthidwa kuti zikhale zabwino ndi cholinga chochepetsa kusatetezeka kumene kungakhalepo kwa ogwira ntchito amene ali ndi HIV/AIDS;
- atsimikize ngati olemba ntchito anzawo akukonza ndi kupitiriza kusamala pa malo a ntchito kuti pakhale potetezeka ndi pa ukhondo kwa anthu ogwira ntchito;
- awonetsetse kuti, ngati pali china chilichonse chokhudza HIV/AIDS cha wogwira ntchito, chisungidwe mwachinsinsi chimodzimodzi ndi zinthu zokhudza umoyo wa munthu ndi zina zilizonse zofunikira kwa ogwira ntchito, zimene zimawonedwa potsata ndondomeko za ILO zokhudza katetezedwe ka chinthu chilichonse cha kuchipatala chokhudza munthu;
- athe kulangiza ogwira ntchito kuti athe kuzindikira ndi kuchepetsa kuchita zinthu zimene zingawachititse kutenga kachiroambo ka HIV mosavuta pa moyo wawo.
- athe kuwuzana anthu ogwira ntchito kupeza thandizo pa malo awo antchito omwewo, kapena kwina kuli konse kumene angakathandizidwe malinga ndi zosowa zawo.

7.5 Maphunziro akagwiridwe ka ntchito a akatswiri aboma ochita chipikisheni mmalo a ntchito.

Akuluakulu aboma, awonetsetse kuti akatswiri aboma ochita chipikisheni mmalo a ntchito, ali ndi zipangizo zokwanira zowathandiza kugwira ntchito yawo yoyang'anira kagwiridwe ka ntchito, kulimbikitsa ndi kulangiza anthu, makamaka pa zinthu zokhudza kapewedwe ka HIV/AIDS kumalo antchito omwe siaboma. Kuti akwaniritse ntchitoyi, ayenera kuphunzira mwapadera zokhudza kapewedwe ka HIV/AIDS ndi njira zodzitetezera kumatendawa kumalo a ntchito. Maphunzirowa akhale ndi zotsatirazi:

- mauthenga okhudza ndondomeko za pa ntchito zimene zimatsatidwa pa dziko lonse la panso, makamaka zochokera m'malamulo okhudza kusalana pa ntchito a m'chaka cha 1958 [Discrimination (Employment and Occupation) Convention] (No.111) ndi m'malamulo aboma;
- mmene angadziwitsire anthu za HIV/AIDS ndi kudzisamalira kwake;
- mmene angayikire mitu yokhudza HIV/AIDS m'misonkhano ya kuntchito kwawo yanthawi zonse yokhudza chitetezo cha moyo ndi ukhondo ndi m'maphunziro ena a kuntchito;
- mmene angathandizire ogwira ntchito kulandira phindu lawo pa ntchito, monga kulemba m'mafomu opempha phindu lawo ndipo kuwathandiza kupeza thandizo kudzera m'nthambi zowona za malamulo ngati pali vuto lokhudza phindu lawo pa ntchito;
- mmene angazindikilire anthu ophwanya ufulu wa anthu ogwira ntchito amene ali ndi HIV/AIDS kapena anthu amene akulephera kukwaniritsa mfundo zoyenera kutsata zokhudza ufulu wa anthu amene ali ndi kachiroambo ka HIV;
- kuphuzitsidwa luso kuti athe kutolera mfundo kapena kuchita kafukufuku ndi kulongosola mfundo zokhudza HIV/AIDS pa malo a ntchito, ngati zikufunika, ndi cholinga chakuti adziwe mmene matendawa akukulira, kapena zotsatira za matendawa pa moyo wa tsiku ndi tsiku, motsata zomwe zili m'ndondomeko za ILO.

7.6 Maphunziro a ogwira ntchito amene amakhudzana ndi magazi a anthu ndi madzi ena ochokera m'thupi.

Ogwira ntchito onse aphunzitsidwe zokhudza njira zodzitetezera kumatenda opatsirana ngati pa ntchito pangachitike ngozi ndiponso popereka thandizo loyamba kwa munthu asanapite naye kuchipatala. Ndongomekoyi iphunzitse za:

- kaperekedwe kathanthizo loyamba lopereka kwa munthu asanapite naye kuchipatala;

- njira zovomerezeka zopewera matenda ndi cholinga chakuti apewe kukhudzana ndi magari a anthu ndi madzi ena a m'thupi (Onani zowonjezera II);
- kagwiritsidwe ntchito kazipangizo zozitetezera;
- njira zoyenera kutsata ngati akhudzana ndi magari a munthu kapena madzi a m'thupi.
- ufulu woyenera kupatsidwa chipukuta misozi ngati akhudzana ndi magari ndipo pali umboni wakuti angathe kukhala atatenga matenda pogwira ntchito, komanso kutsindika kuti kudzitetezaku sikumachitika chifukwa chakuti wotheadizidwayo ali ndi kachirobho ka HIV kapena kuti akumuganizira kuti ali ndi kachirobho.

8. Kuyezetsa Magazi

Kuyezetsa magari kuti munthu adziwe ngati ali ndi kachirobho ka HIV sikuyenera kuchitika kuntchito, koma pokhapokha ngati pali chifukwa chokwanira malinga ndi mmene zafotokozeredwa m'ndondomeko zino. Kuyezetsa magari kuntchito ndi kosafunikira ndipo kumaphwanya ufulu wa munthu wa chibadwidwe ndiponso ulemu wa anthu ogwira ntchito, chifukwa chakuti, anthu angathe kuwulula zotsatira zake ndi kuzigwiritsa ntchito molakwika. Kupitirira apo, ndi zokayikitsa kuti ogwira ntchito angakhale atavomereza kwathunthu zokayezetsa magari ndi zotsatira zake ngakhale atawuzidwa ndi kuvomereza kukayezetsa. Ngakhale kumalo ena osati kuntchito kokha, kuyezetsa magari kuyenera kuchitika mwachinsinsi zedi ndipo oyeza magariwo akhale anthu oyenera okha.

8.1 Kuyezetsa magari ngati chifukwa choletsera kulemba munthu ntchito kapena kumuchotsera pa ntchito

Kuyezetsa magari kuti munthu adziwe ngati ali ndi kachirobho ka HIV, kusachitike pamene munthu akulembedwa ntchito kapena kuti chikhale chifukwa chochotsera munthu pa ntchito kapena chopitirizira kugwira ntchito. Kuyezetsa magari ndi zinthu

zina zimene zimachitika malo ena antchito, pofuna kuwona ngati anthu ali ndi umoyo wabwino kapena pofuna kulemba anthu ntchito, kusakhudze kuyezetsa HIV.

8.2 Kuyezetsa magazi pofuna kuletsa munthu kufuna kugula inshuransi yotchinjiriza moyo

(a) Munthu asafunsidwe kuyezetsa magazi pofuna kukhala ndi inshuransi zoteteza moyo, inshuransi za mitundu ina ndi inshuransi za kuntchito kapena za umoyo.

(b) Makampani ogwira ntchito za inshuransi, asapemphe olemba ntchito anzawo amakampani kupereka zotsatira za magazi zokhudza HIV za ogwira ntchito awo pofuna kupereka inshuransi kukampaniyo. Makampani a inshuransi agwiritse ntchito zotsatira zakafukufuku amene amachitika pofuna kuwona kukula kwa mlili pakati pa anthu onse a m'dziko, pofuna kupereka inshuransi.

(c) Olemba ntchito anzawo sayenera kutsogolera ogwira ntchito awo zokayezetsa magazi chifukwa chofuna kukhala ndi inshuransi pa kampani yawo. Iwowa, ayenera kuwonetsetsa kuti china chilichonse chomwe ali nacho chokhudza HIV/AIDS cha ogwira ntchito chisungidwe mwachinsinsi.

8.3 Kafukufuku wowona kukula kwa mlili wa HIV/AIDS

Kafukufuku wochitika popanda kutchula mayina a anthu, popanda zifukwa zina, monga kufuna kuchotsa anthu ntchito, koma wongofuna kuwona kukula kwa mlili wa HIV, angathe kuchitika pa ntchito motsata ndondomeko zoyenera zasayansi zochitira kafukufuku, mfunso zoyenera kutsata pa ntchito komanso kuteteza ufulu wa anthu wa chibadwidwe ndiponso mwachinsinsi. Kafukufuku wotere akamachitika pa malo antchito, ogwira ntchito ndi olemba ntchito anzawo ayenera kudziwitsidwa. Zinthu zimene zingapezeke pochita kafukufukuyu, zisagwiritsidwe ntchito yosala anthu ena. Ngati anthu angathe kudziwa zotsatira za kuyezetsa magazi kotere, za munthu wina, ndiye kuti kafukufukuyu sangatchulidwense wachinsinsi.

8.4 Kuyezetsa magazi mwakufuna kwa munthu

Nthawi zina ogwira ntchito angathe kufuna kukayezetsa magazi mwakufuna kwawo potsata ndondomeko zoyezetsera magazi mwakufuna kwa munthu. Kuyezetsa magazi kotereku kwayenera kuchitikira kuzipatala osati kuntchito. Ngati pa ntchitopo pali zipangizo zoyenera zoyezera HIV, anthu angathe kuyezetsa mwakufuna kwawo ndipo ayenera kulemba kalata yotsimikizira za kuvomereza kwawo, ndiponso chitsikimizo chochokera kwa akuluakulu oyimilira ogwira ntchito. Kuyezetsaku kuchitike ndi anthu oyenera, amene ali ovomerezeka ndipo ayenera kuchita izi mwachinsinsi. Pofuna kuyezetsa magazi nthawi zonse, payenera kukhala uphungu; magazi asanayezedwe ndipo atayezedwa. Uphungu uchitike malinga ndi mmene munthu alili (wamkazi kapena wamwamuna). Uphunguwu uyenera kuthandiza anthu kumvetsa za mmene kuyeza magazi kumachitikira, ndiponso chifukwa choyezetsera HIV, ubwino ndi kuyipa kwa kuyezetsa magazi ndiponso zotsatira za kuyezetsa magazi kwa ogwira ntchito.

8.5 Kuyezetsa magazi ndi kulandira chithandizo cha mankhwala ngati ogwira ntchito akhudzana ndi magazi ndi madzi ena a m'thupi

(a) Ngati pogwira ntchito anthu angamakhudzane ndi magazi, madzi a m'thupi kapena zinthu zina zimene zingathe kufalitsa matenda, n'kofunika kuti pa ntchito pakhale njira zothandizira anthu kuti asapezeke m'mavutowa, komanso njira zothandizira anthuwa ngati angakumane ndi mavuto.

(b) Ngati munthu wakhudzana ndi zipangizo zomwe zingakhale ndi matenda (zomwe zakhudza magazi, madzi a m'thupi) kuntchito, wogwira ntchitoyo apatsidwe uphungu mwansanga; uphungu wokhudza mmene angakhalire ndi vutoli, pa zinthu monga; kutenga matenda, kufunika kokayezetsa HIV, chithandizo chomwe chilipo choteteza munthu kuti asadwale matendawo ndipo kuwuzidwa kupita kuchipatala choyenera. Ngati ntchito yowunika ngati munthu uja watengadi matenda yachitika ndi kutha ndipo pali umboni wakuti watengadi matenda, wogwira ntchitoyo ayenera kuthandizidwa kudziwa zokhudza ufulu wake, malinga ndi mmene zilili m'malamulo pa zinthu monga; kuyenera kulandira chipukuta misozi.

9. Chisamaliro ndi Chithandizo

Umodzi, chisamaliro ndi chithandizo ndi zinthu zofunikira kwambiri zimene ziyenera kutsogolera anthu kuntchito polimbana ndi HIV/AIDS. Anthu kuntchito akonze njira zothandiza kuti anthu amene ali ndi HIV/AIDS azimasuka, kuvomereza za vuto lawo, komanso athe kuthandizidwa ndiponso kuwonetsetsa kuti anzawo sakuwasala kapena kuwanyoza. Kuti ogwira ntchito ndi olemba ntchito anzawo achepetse mavuto amene amadza chifukwa cha mlili wa AIDS kuntchito, ayenera kupereka uphungu ndi chithandizo cha mitundu yosiyanasiyana kwa ogwira ntchito amene ali ndi HIV/AIDS ndiponso amene akukumana ndi mavuto chifukwa cha HIV/AIDS. Ngati pa ntchitopo pali kachipatala, anthuwa ayenera kupatsidwa thandizo la mankhwala loyenera. Ngati palibe, awuzidwe komwe kuli zipatala zoyenera. Ubwino wa ntchito zoterezi ndi wakuti, ngakhale mabanja a anthuwa amathandizika, makamaka ana.

Mgwirizano pakati pa maboma, olemba ntchito anzawo, ogwira ntchito ndi mabungwe awo ndiponso mabungwe ena ndi anthu ena okhudzidwa, umathandizanso kwambiri kupeza thandizo losiyanasiyana ndiponso kuchepetsa ndalama zomwe zikadagwiritsidwa ntchito.

9.1 Kuthandiza amene ali ndi HIV/AIDS chimodzimidzi ndi amene amadwala matenda ena akuluakulu

- (a) Anthu amene ali ndi kachiroambo ka HIV, komanso matenda a AIDS asamalidwe chimodzimidzi ndi anthu ena odwala matenda ena akuluakulu kumalo a ntchito.
- (b) Ogwira ntchito amene ali ndi HIV/AIDS apatsidwe thandizo chimodzimidzi ndi ogwira ntchito ena odwala matenda akuluakulu, monga polandira phindu lawo la pa ntchito, kulandira chipukuta misozi ndiponso kuwaganizira pa kagwiridwe ka ntchito.
- (c) Ngati achipatala atsimikiza kuti anthuwa angathe kumagwirabe ntchito, ayenera kutero malinga ndi mmene zilili m'ndondomeko za pa ntchitopo; asachotsedwe mosadziwika bwino, ndiponso akhale ndi mwayi wopita malo a ntchito ena komanso kupitiriza maphunziro okhudza ntchito yawo.

9.2 Uphungu

(a) Olemba ntchito anzawo alimbikitse ogwira ntchito amene ali ndi HIV/AIDS kukalandira uphungu kwina kulikonse koyenera, kapena pa ntchito pomwepo ngati pali kachipatala koyenera, kapena kudzera m'ndondomeko zina za pa ntchitopo ngati pali akatswiri odziwa ntchitoyo, komanso ngati uphungu woperekedwa mwachinsinsi umachitika.

(b) Kuti ntchitoyi iyende bwino, olemba ntchito anzawo achite zinthu zotsatirazi:

-apeze akatswiri pa ntchitoyi, magulu odzithandiza okha ndi ntchito zina zopezeka m'mdera lawo, kapena m'chigawo chawo, zomwe zimakhudza uphungu ndi kupereka thandizo pa za HIV/AIDS;

-apeze mabungwe ogwira ntchito ndi anthu m'dera, a za chipatala ndi omwe siali a chipatala, amene angakhale othandiza kwa ogwira ntchito amene ali ndi HIV/AIDS;

-apemphe wogwira ntchitoyo kukawonana ndi dotolo wake kapena ogwira ntchito za chipatala oyenera kuti akamuwunike koyambirira ndi kukonza zomupatsa mankhwala; kapena athandize wogwira ntchitoyo kupeza dotolo kapena ogwira ntchito za chipatala oyenera ngati alibe.

(c) Olemba ntchito anzawo apereke mpata kwa ogwira ntchito amene ali ndi HIV/AIDS, wopita kukalandira uphungu ndi thandizo la kuchipatala motsata mfundo za boma zokhudza nkhanayi.

(d) Thandizo lokhudza uphungu, liperekedwe laulere kwa ogwira ntchito, ndipo liperekedwe malinga ndi kusiyana kwa zosowa za anthu komanso malinga ndi kusiyana kwa zosowa za amuna ndi akazi. Chingathe kukhala chinthu chofunikira kwambiri kukambirana ndi boma, ogwira ntchito ndi mabungwe awo ndi ena onse okhudzidwa pokonza ndi popereka thandizo lotereli.

(e) Ngati oyimilira ogwira ntchito apemphedwa, athandize wogwira ntchito amene ali ndi HIV/AIDS kupeza uphungu woyenera malinga ndi ntchito yake.

(f) Popereka uphungu kwa ogwira ntchito, aziwuzidwa za ufulu wawo pa zinthu zina ndi ufulu wolandira phindu lawo pa ntchito malinga ndi ndondomeko zoteteza moyo ndi ndondomeko za kuntchito ndiponso uphungu wandondomeko zokhuza maluso osiyanasiyana othandiza pa moyo, zimene zingawathandize kukhala ndi moyo wabwino ngakhale ali ndi HIV/AIDS.

(g) Ngati munthu watenga kachirobho ka HIV chifukwa cha ntchito yake, olemba ntchito anzawo ayenera kumupatsa mpata wokwanira wokalandira uphungu ndipo ayenera kumalandirabe ndalama ngakhale sanagwire ntchito nthawi imeneyo.

9.3 Kulandira thandizo losiyanasiyana ndi thandizo lokhuza umoyo pa ntchito

(a) Olemba ntchito anzawo ena angathe kuthandiza ogwira ntchito awo kupeza thandizo la mankhwala othandiza kuwonjezera chitetezo cha m'thupi (ma ARV). Ngati pa malo a ntchito pali kachipatala, ayenera kupereka thandizo la kuchipatala losiyanasiyana lomwe angakwanitse poteteza anthu ku HIV/AIDS ndi kusamala anthu amene ali ndi HIV/AIDS ndiponso kuwathandiza, mogwirizana ndi boma, mabungwe ndi anthu ena onse okhudzidwa.

(b) Ntchitozi, ndi monga kupereka mankhwala owonjezera chitetezo cha m'thupi, kupereka mankhwala ena oletsa ululu wazowawa zina zobwera chifukwa cha HIV, kupereka malangizo pa zakudya zopatsa thanzi ndi mankhwala amene amapereka thanzi, kuthandiza anthu kuti asakhale ndi nkhwawa kapena mavuto ena chifukwa chakuganiza kwambiri za mavuto a HIV, ndi kupereka mankhwala ochiritsa matenda ena amene amabwera chifukwa cha HIV ndiponso matenda opatsirana pogonana ndi chifuwa chachikulu cha TB.

9.4 Kugwirizana ndi magulu odzithandiza okha ndi magulu ogwira ntchito ndi anthu m'madera

Ngati n'kotheke, olemba ntchito anzawo, mabungwe a anthu ogwira ntchito ndi ogwira ntchito za umoyo kumalo antchito, atsogolere ntchito yokhazikitsa magulu odzithandiza okha, pa malo a ntchitowo kapena athe kutumiza ogwira ntchito amene akukhudzidwa

ndi vuto la HIV/AIDS kumagulu odzithandiza okha ndiponso mabungwe amene amathandiza anthu m'madera mwawo.

9.5 Phindu la pa ntchito

- (a) Boma mogwirizana ndi mabungwe, olemba ntchito anzawo, ogwira ntchito ndi ena onse okhudzidwa, liwonetsetse kuti phindu la kuntchito lomwe munthu amayenera kulandira malinga ndi mmene zilili m'malamulo a dziko ndi m'malamulo ena, likuperekedwa kwa ogwira ntchito amene ali ndi HIV/AIDS chimodzimidzi ndi mmene amaperekera kwa ogwira ntchito amene akudwala matenda akuluakulu ena. Iwowa afufuzenso ndi kupeza njira zina zokhazikika zopezera phindu latsopano lothandiza, makamaka pa vuto la HIV/AIDS chifukwa cha mmene vutoli likukulira.
- (b) Olemba ntchito anzawo ndi mabungwe awo ndiponso mabungwe a anthu ogwira ntchito, pamodzi ndi maboma awo, asinthe kaperekedwe ka phindu la pa ntchito kuti zigwirizane ndi zosowa za anthu amene ali ndi HIV/AIDS kuphatikizapo kupereka thandizo lothandiza kuti malipiro awo azikhala ngati okulirapo; otheke kugwiritsa ntchito pa zinthu zambiri.

9.6 Ntchito zotchinjiriza moyo pa ntchito

- (a) Maboma, mabungwe a anthu olemba ntchito ndi ogwira ntchito awonetsetse kuti ogwira ntchito onse amene ali ndi HIV/AIDS ndi mabanja awo, sanachotsedwe m'ndondomeko zotchinjiriza moyo kwa anthu ogwira ntchito ndi m'ndondomeko zopereka phindu la pa ntchito ndi ndondomeko zina za pa ntchito. Zimenezi, zikhudzenso ogwira ntchito ndi mabanja awo, amene angathe kutenga HIV mosavuta chifukwa cha mmene ilili ntchito yawo.
- (b) Ndongomekozi, zipereke phindu kwa ogwira ntchito amene ali ndi HIV/AIDS chimodzimidzi ndi ena onse amene ali ndi matenda akuluakulu.

9.7 Chinsinsi

- (a) Maboma, makampani a inshuransi ndi olemba ntchito anzawo, awonetsetse kuti nkhani zonse zokhudza uphungu, chisamaliro, kupereka mankhwala ndi kulandira

phindu la pa ntchito, zikusungidwa mwachinsinsi, chimodzimodzi ndi mmene zimasungidwira zinthu zonse za kuchipatala zofunikira kwa ogwira ntchito ndipo zimawonedwa pokhapokha pakakhala zifukwa zoyenera, motsata malamulo a pa ntchito okhudza zaumoyo a m'chaka cha 1985 (Occupational Health Services Recommendation) (No. 171).

- (b) Anthu ena onse amene amadziwa nkhani za HIV/AIDS pa malo a ntchito chifukwa cha ntchito yawo, monga akuluakulu oyang'anira makampani ndi akuluakulu ena ogwira ntchito m'ndondomeko zoteteza moyo ndi ndondomeko zina za kuntchito, ayenera kusunga nkhani zonse mwachinsinsi chimodzimodzi ndi mmene zimasungidwira zinthu zonse za kuchipatala zofunikira kwa ogwira ntchito potsata ndondomeko za ILO zokhudza kuteteza zinthu (za kuchipatala) zokhudza munthu.

9.8 Ndongomeko zothandiza ogwira ntchito ndi mabanja awo

- (a) Malinga ndi mmene mliliwu ulili, ndondomeko zothandiza ogwira ntchito zayenera kukhazikitsidwa kapena kuwonjezedwa moyenera, kuti pakhale ntchito zambiri zothandizira ogwira ntchito, pozindikira kuti ali ndi mabanja. Izi zichitike pokambirana ndi ogwira ntchito ndi owayimilira awo ndiponso zingathe kuchitika mogwirizana ndi boma ndi anthu ena onse okhudzidwa malinga ndi mmene zipangizo ndi zosowa zawo zilili.
- (b) Pogwira ntchitozi, anthu azikumbukira kuti amayi nthawi zambiri ndi amene amagwira ntchito yayikulu yosamalira amene akudwala matenda okhudzana ndi AIDS. Anthu akumbukirensa zosowa za amayi apakati. Awonenso kapena kupereka zosowa za ana amene anataya kholo kapena makolo onse chifukwa cha AIDS; amene zotsatira zake zingakhale kusiya sukulu, kugwira ntchito chifukwa alibe pogwira, komanso kukumana ndi vuto logwiritsidwa ntchito zogonana ndi anthu kuti anthu ena apezerepo phindu. Ntchito za m'ndondomeko zotere, zingathe kumachitikira malo antchito, komanso makampani omwe siaboma angathe kuthandizapo, kapena kampani ingathe kupeza anthu odziwa ntchitoyi kumakampani ena.
- (c) Ntchito zothandiza mabanja zikhale monga;

- kupereka tchuthi kuti munthu akakhuze maliro;
- kuyitanidwa kuti akhale nawo pa ndondomeko zokhudza mauthenga ndi maphunziro;
- kutumizidwa kumagulu othandiza anthu, ndiponso magulu odzithandiza okha;
- kuthandiza banja la munthu wogwira ntchito, pomupezera ntchito ya mtundu wina kapena kuwapezera ntchito anthu a m'banja mwake, koma kuwonetsetsa kuti ntchitoyo isasokoneze maphunziro kapena sukulu;
- kuthandiza pa zinthu zina zapadera monga; maphunziro kapena sukulu, maphunziro a za umisiri ndi maphunziro ena ochita kwinku munthu akugwira ntchito yomwe akuphunzirayo ndi cholinga chothandiza ana ndi achinyamata amene ataya kholo kapena makolo onse chifukwa cha AIDS;
- kugwirizana ndi anthu kapena mabungwe onse okhudzidwa ndi mabungwe ogwira ntchito ndi anthu m'madera komanso sukulu zomwe ana a wogwira ntchitoyo amaphunzira;
- kuwapatsa thandizo la ndalama kudzera m'njira zosiyanasiyana;
- kuthandiza pa mavuto osowa ndalama makamaka chifukwa cha matenda ndiponso zosowa za ana ndi ena amene amadalira munthu wodwalayo;
- kuwadziwitsa malamulo, kuwapatsa malangizo ndi chithandizo;
- kuwathandiza kuti amvetsetse ndondomeko zimene zilipo zokhudza munthu wodwala ndiponso za imfa monga; nkhani zokhudza ndalama za munthu wodwala, kulemba wilu ndiponso munthu amene atadzatenge udindo kapena chuma kuti adzizathandiza otsala mwini wake atafa.
- kuthandiza mabanja kupita kumabungwe amene amakhala ndi ndondomeko zoteteza moyo wa anthu komanso masikimu a kuntchito;
- kupereka ndalama kwa wogwira ntchito ngati wazifuna msanga lisanafike tsiku la malipiro;
- kuwatumiza mabanja kumabungwe oyenera okhudza za malamulo ndiponso kwa anthu ogwira ntchito za umoyo, kapena kuwapatsa mndandanda wa anthu oyenera amene angakawathandize.

ZOWONJEZERA I

Zowona zenizeni zokhudza mlili wa AIDS ndi zotsatira zake

Zowona zenizeni zokhudza HIV ndi AIDS

Kachirombo kamene kamawononga chitetezo m'thupi ka HIV, kamene kamayambitsa matenda a AIDS kamafalikira kudzera m'madzi am'thupi- makamaka magari, umuna, ukazi ndi mkaka wam'mawere. Pali umboni wakuti kufalikiraku kumachitika m'njira zinayi: Kugonana ndi munthu amene ali ndi kachiromboka osadziteteza (njira imeneyi ndi imene matendawa akufalikira kwambiri); magari ndi zinthu zokhudzana ndi magari, monga, kulandira magari, kuyikilidwa chiwalo, kapena kugwiritsa ntchito jakisoni wa matenda, kapena zinthu zina zobayira khungu; kufala kuchokera kwa mayi kupita kwa mwana amene sanabadwe kapena kum'patsira mwana pobadwa; komanso kudzera mumkaka wa m'mawere. HIV siimafala pongokhudzana, kutsokomola, kumina, kuyetchemura kapena kupsopsonana; kugwiritsa ntchito chimbuzi chimodzi kapena chiwiya chosambira chimodzi; pogwiritsa ntchito mbale kapena ziwiya zimene amadyera munthu amene ali ndi kachirombo ka HIV; kapena kudya chakudya komanso zakumwa zomwe zinagwiridwa ndi munthu amene ali ndi kachirombo ka HIV; HIV siimafala kudzera muudzudzu kapena tizirombo tina towuluka.

HIV imachepetsa chitetezo cha m'thupi ndipo izi zimachititsa kuti thupi lidzilephera kulimbana ndi matenda. Munthu angathe kukhala zaka khumi kapena kuposerapo atakatenga kachirombo ka HIV, koma osawonetsa zizindikiro kapena kudwala, komabe angathe kupatsira kachiromboka anthu ena. Zizindikiro zoyambirira za AIDS ndi kumva kutopa kwambiri nthawi zambiri, kutsegula m'mimba, kuphwanya m'thupi kapena kutentha thupi, kusintha kaganizidwe, monga kuyiwala zinthu, kuchepa thupi, chifuwa chosatha, msungu kapenab zirona za pakhungu zoopsa ndiponso zomangoyambirayambirabe, matenda a herpes (otulutsa zirona pakhungu), zirona zam'kamwa ndi kutupa kwa mwanabele. Matenda ena, monga khansa, matenda owumitsa khosi, chibayo ndi chifuwa chachikulu cha TB, amabwera mosavuta chifukwa chitetezo cha m'thupi chimakhala chitachepa. Ngakhale kuti munthu akayamba kudwala AIDS, pamakhalanso nyengo ina imene matenda ndi

zopwetekapweteka zina zimachepa, komabe matendawa mapeto ake amapha. Kafukufuku wokhudza katemera wa AIDS akuchitika, koma mpaka pano palibe katemera amene wapezeka. Mankhwala owonjezera chitetezo m'thupi alipo ndipo mankhwalawa amachepetsa mphamvu ya matenda ndiponso munthu amatha kukhala moyo nthawi yotalikirapo. Koma pakadali pano mankhwalawa ndi okwera mtengo kwambiri ndipo pa chifukwa ichi, anthu odwala ambiri sangathe kuwapeza; koma vuto la HIV/AIDS likukulirabe mwansanga. HIV ndi kachirombo kosalimba moyo kamene kamatha kukhala moyo m'zinthu zochepa. Kamalowa m'thupi kudzera m'malo m'mene mumakhala monyowa pa chilengedwe ndipo sikangalowe pakhungu losachekeka. Choncho kuti munthu adzitetze ku HIV, ayenera kuwonetsetsa kuti pali chinthu chotchinjiriza, choletsa kachiromboka kudutsa, mwachitsanzo kondomu kapena zipangizo zina zodzitetzera monga magolovesi ndi chophimba kunkhope ngati n'kofunikira kutero; komanso kuwonetsetsa kuti zipangizo zobayira khungu za mtundu uliwonse zilibe kachiromboka. Kachiromboka kamafa pophita zipangizo, potsukira zipangizo ndi mankhwala ena a mphamvu ndi sopo zina za mphamvu. (Onani zowonjezera II).

Chiwerengero cha anthu amene ali ndi kachirombo ka HIV/AIDS ndi zotsatira zake pa kagwiridwe ka ntchito

Kumapeto kwa chaka cha 2000, anthu opitirira mamiliyoni 36 anali ndi kachirombo ka HIV/AIDS, mwa anthuwa, anthu opitirira theka, ndi ochokera kudera la Chipululu cha Sahara kummwera kwa Africa. Pafupipafupi anthu okwana mamiliyoni 22 amwalira chifukwa cha AIDS. Padziko lonse la pansi, anthu okwana mamiliyoni atatu (3) anamwalira m'chaka cha 2000 chokha.

Matendawa akhudza zigawo zikuluzikulu zonse za pa dziko lapansi: M'dera la Chipululu cha Sahara kummwera kwa Africa, ana ndi akulu amene ali ndi HIV/AIDS akupitirira mamiliyoni 25; ku Asia anthu opitirira mamiliyoni 6; ku Latin Amerika ndi Caribbean anthu okwana pafupifupi mamiliyoni awiri (2); ku North America pafupifupi miliyoni imodzi (1); ku Western Europe 500,000; ku Eastern Europe ndi ku Central Asia pafupifupi 700,000; ku North Africa ndi ku Middle East pafupifupi

miliyoni imodzi (1). Ngakhale maderawa amasiyana pa njira yayikulu yomwe matendawa akumafalikira, koma m'zigawo zonse, matendawa akukulirakulirabe.

Muno mu Africa, zotsatira za imfa zomwe zikuchitika chifukwa cha AIDS pa chiwerengero cha anthu onse, zikuchita kuwoneka poyera: Pofika chaka cha 2010, m'mayiko 29 m'mene chiwerengero chawo cha anthu amene akufa ndi AIDS chili chopitirira 2%, chiwerengero cha anthu m'mayiko onsewo chidzakhala chitatsika ndi mamiliyoni 50, izi sizikadachitika nchoncho pakadakhala popanda AIDS. Zotsatira za AIDS zimakhudza akazi ndi amuna mosiyana komanso zaka zakubadwa. M'mayiko ambiri, akazi nthawi zambiri amatenga kachirombo ka HIV ali a ang'ono kuyerekeza ndi amuna. Ku Africa kuno, mwa anthu amene atenga HIV posachedwapa, anthu oposa theka ndi akazi. M'mayiko onse gulu lalikulu la anthu amene ali ndi kachirombo ka HIV ndi apakati pa zaka 15 ndi 49. Gulu ili la anthu, ndi limene limagwira ntchito kwambiri. Pa chifukwa ichi, ntchito zawo zikusoweka; ntchito zimene amagwira kumabanja awo, m'dziko ndi potukula chuma cha dziko. Malinga ndi mmene bungwe la ILO likuyerekezera pa chiwerengero chake, zikusonyeza kuti pa dziko lonse lapansi ogwira ntchito opitirira mamiliyoni 20 ali ndi HIV/AIDS. Chiwerengero cha anthu ogwira ntchito m'mayiko mmene AIDS yavuta kwambiri, chidzatsikirako ndi 10-30% pofika chaka cha 2020, zinthu zimene sizikadachitika popanda AIDS. Ana okwana mamiliyoni 14 ataya kholo limodzi kapena onse chifukwa cha AIDS ndipo ambiri mwaiwo awumirizidwa kusiya sukulu ndi kuyamba kugwira ntchito. Izi zizikulitsa vuto logwiritsa ntchito ana mosafanana ndi msinkhu wawo komanso pa phindu lochepa.

HIV/AIDS yabweretsa mavuto a akulu zedi kwa anthu amene ali nayo; kumabanja, kumadera awo, komanso kumayiko awo. Vutoli likukula kwambiri kwa anthu okalamba ndi ana amene amadalira munthu amene akudwalayo. Mavuto amene munthu komanso banja lake likumakumana nawo akumakhudzanso ntchito za bizinesi komanso makamaka, chuma cha dziko. Mavuto amene abwera ndi mliliwu akumawonekera m'njira zambiri kumalo a ntchito, monga; kusokoneza kagwiridwe ka ntchito, kusalana pa ntchito, kukula kwa mchitidwe wosapereka mwayi wofanana

pakati pa amuna ndi akazi, ndiponso kukula kwa mchitidwe wogwiritsa ntchito ana mosafanana ndi msinkhu wawo. Zizindikiro zina ndi kuchepa kwa anthu ogwira ntchito, kuchuluka kwa anthu ofuna thandizo kuchipatala ndi kumabungwe opereka chitetezo pa moyo; zomwe zikuchititsa mabungwewa kugwira ntchito zawo mopanikizika, ndiponso kubweretsa nkhwawa pa ntchito komanso pa za umoyo.

Zinthu zomwe zimakulitsa vuto la kusatetezeka

Mfundo zokhudza vutoli

Mavuto amene amadza chifukwa cha AIDS, amakula ngati nkhani zokhudza chuma, chikhalidwe ndi miyambo zisakuyenda bwino, komanso ngati mgwirizano wa anthu m'dziko ndiponso zandale zisakulabadiridwa. Kumbali ya za chuma, vuto lalikulu lomwe likukulitsa kusatetezeka kwa anthu ndi umphawi. Kusowa maphunziro ndi kuponderezedwa kwa anthu osawuka kukuchititsa kuti atenge matenda mwamsanga. Umphawi umachititsa akazi kulephera kusamalira mabanja awo ndipo mapeto ake amagonana ndi amuna osadziteteza. Kusadya chakudya chopatsa thanzi, kuchepa kwa malo ogona komanso kukhala malo opanda ukhondo, zimachititsa kuti anthu amene ali ndi HIV/AIDS akhale osatetezeka kwambiri kumatenda amene amadza chifukwa chokhala ndi HIV. Kumbali ya chikhalidwe ndi miyambo, chimene chimakulitsa vutoli ndi kusiyana komwe kulipo pakati pa amuna ndi akazi, komanso pakati pa anthu ogwira ntchito, zimene zimachititsa anthu kugonana ngakhale wina asakufuna, ndipo nthawi zambiri izi zimachitika mosadzitetedza. Kaganizidwe ka anthu pa zinthu zina ndi khalidwe la anthu, ndi zinthu zimene zingakulitsenso kwambiri vuto lakusatetezeka. HIV imafalikiranso kudzera m'majakisoni obayira mankhwala ozunguza ubongo odzera m'misempha ngati zipangizo zogwiritsira ntchito zili ndi tizirombo toyambitsa matendawa. Pali umboni wakuti kugwiritsa ntchito mankhwala ozunguza ubongo ndi kumwa mowa mopitirira muyezo, kungachititse munthu kulephera kudziteteka pogonana ndi kusamalira pobayana jakisoni. Mchitidwe onyoza anthu amene ali ndi HIV/AIDS, umakulitsa vuto lakusamasuka kapena kusawulula za matendawa ndipo izi zikuthandiza kufalitsa matendawa.

Miyambo ya anthu komanso kusavomereza komwe kulipo pa nkhani ya HIV/AIDS, zikuchititsa kuti kukula kwa vuto la AIDS kusadziwike m'maderra mwathu komanso m'dziko lonse, izi zikuchititsa kuti anthu alephere kuthandiza madera ndi anthu amene apezeka ndi vutoli moyenera.

Zinthu monga, kusagwirizana kwa anthu m'dziko, kusayenda bwino kwa ndale, mikangano, kuphwanya malamulo, kusalimbikitsa malamulo ndi kusakhala ndi ndondomeko zabwino za malamulo, komanso kusavomereza ufulu wa anthu m'mabungwe ndiponso kusagwirizana pakati pa olemba ntchito anzawo ndi anthu ogwira ntchito kapena pa zinthu zina, zimabwezera mmbuyo chitukuko komanso makamaka ntchito za umoyo. M'mayiko ambiri momwe ndalama zogwirira ntchito za umoyo ndi zoperewera kale chifukwa cha ngongole ndi kagawidwe ka ndalama zogwirira ntchito m'nthambi za boma zosiyanasiyana, maboma awo amalephera kupereka chisamaliro kapena kugwira ntchito yochepetsa kufala kwa matenda a AIDS moyenera.

Potsiriza, mchitidwe wosala ogwira ntchito ndi kulephera kulemekeza ufulu wa chibadwidwe wa anthu, zimachititsa ogwira ntchito kukhala osatetezeka kwambiri ku matendawa ndiponso kulephera kukhalabe moyo wabwino ngakhale ali ndi AIDS chifukwa zimawalepheretsa kupita kukayezetsa magazi mwakufuna kwawo, kulandira uphungu, chithandizo cha mankhwala kapena chisamaliro. Izi zingalepheretsenso ogwira ntchito kutenga nawo mbali pa ntchito yolimbikitsa anthu kupewa AIDS kapena kuchepetsa kufala kwa HIV/AIDS.

Zinthu zimene zingachititse magulu ena a anthu ogwira ntchito kutenga matenda mwamsanga

Ntchito zina zingatse kuchititsa kuti munthu atenge HIV mwamsanga kuposa ntchito zina, ngakhale kuti chifukwa chachikulu ndi khalidwe la munthu osati ntchito yake.

Ntchito ndi zifukwa zake ndi zotsatirazi:

-ntchito zoyendayenda, makamaka zimene munthu amayenera kukagwirira kutali ndi kukakhala kopanda mwamuna kapena mkazi wake;

-ntchito zogwirira madera akutali komwense zipangizo zogwirira ntchito zili kutali, kapena madera amene kumakhala kovuta kuti athu aziyenderana bwinobwino ndiponso madera amene zipatala ndi zochepe.

-ntchito zogwira amuna okhaokha, kapenanso amuna okhaokha kumakhala limodzi;

-ntchito zomwe ogwira ntchito sangathe kukwanitsa kuziteteza kumatenda malinga ndi mmene ntchitoyo ilili;

-malo antchito okhala ndi amuna ambiri ndi akazi ochepa kwambiri;

-ntchito zimene ogwira ntchito amakhudzana ndi magari a anthu, zinthu zina zochokera kumagazi ndiponso madzi ena a m'thupi, kubayidwa ndi singano zogwiritsidwa kale ntchito, ndi kukhudzidwa ndi magari amene ali ndi tizirombo ta HIV, ngati anthu satsata njira zovomerezeka zopewera matenda kapena chifukwa zipangizo zogwiritsa ntchito ndi zoperewera.

Pamndandanda uwu tingathenso kuwonjezerapo anthu ogwira ntchito zosalembedwa ndi ena, amene amakhamukira m'madera a m'tawuni kuti akapeze tindalama; amene amakumana ndi mavuto omwe angachititse kuti atenge HIV; kapenanso anthu ochoka kapena othawa mayiko kapena madera akwawo. Anthu oterewa, angathe kuyamba za chiwerewere kapena kuwumirizidwa kugonana ndi anthu ena chifukwa chongokhala opanda chochita ndiponso chifukwa chowona ngati atayika. Izi zimawachitikira makamaka amayi amene alibe amuna awo, ngati apezeka m'mavuto oterewa.

Zosowa za padera za anthu ogwira ntchito zing'onozing'ono zopanda ndondomeko zokhazikika kapena zomveka bwino¹

Anthu ogwira ntchito zing'onozing'ono zopanda ndondondomeko zokhazikika kapena zomveka bwino angathe kukumana ndi mavuto ambiri amene amadza chifukwa cha AIDS chifukwa, sangathe kupeza phindu limene anthu ogwira ntchito zolongosoka amakhala nalo pa ntchito yawo, lokhudza thandizo la kuchipatala komanso ndondomeko zoteteza moyo kwa anthu a pa ntchito; komanso chifukwa ntchito zawo zimakhala zopanda ndondomeko zotetezera ndalama zawo, ndiponso ntchito zawo zimakhala za nthawi yochepa, komanso chifukwa cha mtundu wantchito yawo; nthawi zambiri kujomba kwina kulikonse pa ntchito zoterezi kumachititsa kuti ntchito isayende bwino. Mabizinesi ambiri a m'gululi amalowa panso chifukwa chakuti wogwira ntchito mmodzi kapena angapo achoka kapena asiya ntchito. Ngati mwini wake wabizinesiyo ali ndi kachiroambo ka HIV, kenako ndi kuyamba kudwala ndi kumwalira, mpamba wonse umathera kuchipatala kukapeza chithandizo cha mankhwala, kusamalira matenda ndiponso

¹ Malinga ndi zomwe ananena mkulu woyang'anira bungwe la ILO (Director General) pamsonkhano wawo wawukulu wa m'chaka cha 1991, ntchito zopanda ndondomeko zomveka bwino zimatanthauza, timabizinesi ting'onoting'ono kwambiri topanga ndi kugulitsa katundu ndi kuchita ntchito zina ndipo tambiri take timakhala todziyimira patokha, komanso anthu ake amakhala odzilemba ntchito okha (eni ake) m'madera am'tawuni m'mayiko ongokwera kumene. Ntchito zamabizinesi otere zimagwiridwa ndi anthu apabanja la munthu/mwini wakeyo, kapena amalemba ntchito anthu ochepa kapena anthu ogwira ntchito kwinaku akuphunzira ntchitoyo. Mabizinesi otere amakhala ndi mpamba wawung'ono kwambiri kapena opanda kumene ndipo amadalira luso lochepa lomwe ali nalo ndipo chifukwa cha ichi amapanga ntchito zochepa, ndipo nthawi zambiri amapeza ndalama zochepa kwambiri, komanso kamodzikamodzi ndipo ntchito yake imakhala yosadalilika kwa anthu ogwira ntchito pabizinesiyo. Mabizinesiwa amatchedwa opanda ndondomeko zomveka bwino chifukwa nthawi zambiri amakhala osalembetsedwa mukaundula waboma wachiwerengero chamabizinesiwa; mabizinesiwa amakhala ndi mwayi ochepa kapenanso opanda mwayi ogulitsa malonda awo kumisika yolongosoka, opanda mwayi opeza ngongole, opanda mwayi wamaphunziro kapena mwayi opita kusukulu kukaphunzira zantchito yawo, mwayi wocheza zinthu/ntchito zoperekedwa ndi boma ndi zinthu zina zimene zimathandiza pamoyo wamunthu. Mabizinesi oterewa, sadziwidwa ndi boma, kuthandizidwa kapena kupatsidwa malamulo ndi boma. Nthawi zambiri malinga ndi zochitika, amagwira ntchito mosatsata NDONDOMEKO ZAboma; ndipo ngakhale akhale kuti analembedwa m'kawundula waboma, ndipo kuti amatsata malamulo ena aboma, sangakhale ndi chitetezo chilichonse chamoyo wawo monga ogwira ntchito, sangatsate NDONDOMEKO ZA anthu ogwira ntchito komanso kukhala ndi mfundo zowateteza pantchito. Anthu ogwira ntchito zoterezi samatha kulongosola bizinesi zawo (ngakhale kuti m'dziko lawo mukhale mabungwe a anthu ogwira ntchito zokhala ngati zotere) ndipo ngakhale mabungwe okhudza mgwirizano waanthu ochita malonda ndi mabungwe a anthu olemba ntchito anzawo

atayetsesa motani, anthuwa sangalongozoke (Wonani ILC: The Dilemma of the Informal Sector, 78th Session (1991), Report I, p. 4 (Buku la m'chingerezi).

kugwiritsa ntchito yogulira zinthu pa maliro. Izi zimachititsa kuti pasatsale ndalama iliyonse yopititsira m'tsogolo bizinesiyo; bizinesi imalowa pansu ndi kusiya ogwira ntchito amene amadalirapo, pamodzi ndi mabanja awo, alibe kanthu ndipo ali m'chisoni. Kumadera a m'midzi, vuto lomwe limakhalapo pa ntchito za m'gululi ndi lakuti ntchito yosamalira odwala AIDS imalepheretsa anthu kugwira ntchito za kumunda, komanso anthu ogwira ntchito amachepa chifukwa cha matenda a AIDS. Izi zimachititsa kuti zokolola zizikhala zochepa ndipo mapeto ake anthu asamakhale ndi chakudya chokwanira. Makamaka, anthu amene akumavutika kwambiri chifukwa chakuchepa kwa chuma ndi anthu ochita bizinesi zing'onozng'ono zopanda ndondomeko zokhazikika kapena zomveka bwino. Mavutowa akumabwera pamene malonda avuta chifukwa anthu ogula akufa, nthawi zina, chifukwa chongokwanitsa kusunga tindalama tochepa chifukwa ndalama zambiri zikuthera kuchipatala ndi kusamalira matenda.

Mbali yokhudza kusasiyanitsa pakati pa amuna ndi akazi (Jenda)

HIV/AIDS imakhudza akazi ndi amuna mosiyana pa nkhani yakusatetezeka ndi zotsatira zake za matendawa. Pali zinthu za chilengedwe zimene zimachititsa kuti akazi akhale osatetezeka kwambiri kumatenda kuyerekeza ndi amuna. Palinso zinthu zina zokhudza chikhalidwe cha akazi, monga kuchepa mphamvu ndi kapezedwe kandalama, zimene zimachititsa kuti alephere kudziteteza kumatendawa ndiponso kukulitsa mavuto amene amadza chifukwa cha AIDS kwa iwo.

-amayi ambiri m'mabanja kapena pa ubwenzi amakhala pansu pa ulamuliro wa amuna pa nkhani yogonana ndi za chuma, ndipo pa chifukwa ichi, amalephera kukamba zodziteteza pogonana ndi amuna awo kapena kukana kugonana ngati sangadziteteze.

-kusiyanana komwe kulipo kuntchito pa mphamvu (zolamulira) kumachititsa akazi kukumana ndi vuto logonedwa.

-umphawi ndi chinthu chimodzi chimene chimakulitsa vuto lakusatetezeka ku AIDS ndipo amayi pa dziko lapansi ndi amene ali osawuka kwambiri kuyerekeza ndi amuna. Ngati umphawi wafika povuta, nthawi zambiri mtsikana ndi amene

amasiyitsidwa sukulu kapena kutumizidwa kukagwira ntchito, kapena kukalowa ntchito yogonana ndi amuna kuti apeze ndalama munjira ya uhule.

-amayi ambiri amalephera kumva uthenga wopewera AIDS chifukwa cha kusaphunzira. Vutoli likukhudza amayi ambiri kuyerekeza ndi amuna; ndipo mayiko ena vutoli likumakula kwa amayi ndi kawiri konse kuyerekeza ndi amuna.

-amayi ndi amene amakhala ambiri pa magulu a anthu osamukira kumayiko ena pamodzi ndi ana. Amayi amaposa theka la anthu onse othawa kwawo. Zinthu ziwiri zonsezi zimachititsa kuti anthu atenge AIDS mwamsanga. M'dziko mukakhala mikangano kapena nkondo, magulu awiri okanganawo amakonda kugwilirira amayi.

-ntchito yolemetsa yosamalira anthu amene ali ndi kachiroombo ka HIV pa banja ndi m'madera imakhala ya amayi ndi atsikana. Izi zimawonjezera ntchito kwa amayi ndi atsikana ndiponso kubwezera mmbuyo ntchito zopezera ndalama ndi mwayi wopita kusukulu.

-malamulo okondera amuna, okhudza katundu, chuma cha masiye, udindo wosamalira ana ndi kupereka chisamaliro cha mitundu yosiyanasiyana akutanthauza kuti; akazi amene ali ndi HIV/AIDS amene anataya amuna awo kapena amene anasiyidwa chifukwa chakuti ali ndi kachiroombo ka HIV, saatha kulandira phindu la m'ndondomeko zotchinjiriza moyo lomwe limakhalapo kwa ogwira ntchito ndiponso mwayi wopeza ndalama. Izi zingawachititse kuyamba kudalira ndalama zopeza pogonana ndi amuna. Mwana wamkazi nthawi zambiri, ndi amene amakhala osatetezeka pa nkhani yogonana ndi amuna kuti apeze ndalama.

-kafukufuku akusonyeza kuti, akazi ndi amene amanyozedwa ndi kupatulidwa kwambiri chifukwa cha AIDS kuyerekeza ndi amuna, makamaka kumadera am'midzi ndipo chifukwa cha izi, amakhala opanda anzawo kapena abale ndipo amaponderezedwa. Izi zimawakulitsira mavuto ndipo mapeto ake amayamba kudalira pa ndalama zopeza pogonana ndi amuna.

-ntchito zimene akazi amagwira, zolipidwa kapena zosalipidwa zimasokonezeka mosavuta ndi matenda a AIDS. Mwachitsanzo, akazi ambiri amagwira ntchito zing'onozing'ono zopanda ndondomeko zomveka bwino, zomwe zilibe ndondomeko zili zonse zotchinjiriza moyo kapenanso zokhudza phindu la za umoyo la kuntchito.

-amuna nthawi zambiri ndi amene amakumana ndi mavuto pa nkhani zokhudza umuna wawo, zimene zimachititsa nthawi zina kugonana ndi mkazi osadziteteza kapena kugonana ndi mkazi momuwumiriza.

- mwa anthu ogwira ntchito amene ali osatetezeka, achuluka ndi amuna ndipo chifukwa cha ntchito yawo, angathe kupezeka m'malo ena amene angawachititse kuyamba kugonana ndi amuna anzawo osadziteteza.

-chifukwa amuna ndi amene ali ndi mphamvu kuyerekeza ndi akazi pa kakhalidwe kawo, pakati pawo, amuna ndi amene ali ndi udindo waukulu wosintha kaganizidwe ndi kulimbikitsa kaganizidwe kabwino pa za kapewedwe ka HIV ndiponso pa zinthu zimene munthu angamachite kuti akhalebe moyo nthawi yayitali ngakhale ali ndi kachiroombo ka HIV/AIDS.

Zowonjezera II

Kuletsa kufala kwa matenda pa ntchito.

A. Kuletsa kufala kwa matenda podzera m'magazi ndi m'madzi ena a m'thupi pogwiritsa ntchito njira zovomerezeka zopewera matenda.

Njira zoletsera kufala kwa matenda kudzera m'magazi ndi m'madzi ena a m'thupi zotchedwa Universal Precautions kapena Standard Precautions zinakhazikitsidwa koyamba ndi bungwe la ku America lowona za kuchepetsa kufala kwa matenda {United States Center for Disease Control and prevention (CDC) } m'chaka cha 1985 chifukwa cha mlili wa HIV/ AIDS ndiponso chifukwa kunali kofunika kupeza mwansanga njira zotetezera anthu ogwira ntchito m'chipatala kumatenda ofala kudzera m'magazi. Njira zatsopanozi zinalimbikitsa, kwanthawi yoyamba zakuziteteza kukhudzidwa ndi magazi ndi madzi ena a m'thupi mwamunthu aliyense mosayang'anira matenda amene akuganiziridwa kuti munthuyo alinawo.

Njirazi ndi zosavuta kutsata, zothandiza anthu kupewa matenda, zomwe zimayenera kugwiritsidwa ntchito posamalira odwala onse nthawi zonse kuti tichepetse kutenga matenda odzera m'magazi.

Njirayi ili ndi mfundo zotsatirazi:

- kugwiritsa ntchito bwino ndiponso kutaya moyenera chipangizo china chilichonse chobayira (masingano) kapena chinthu chilichonse chakuthwa;
- kusamba m'manja musanayambe kugwira ntchito yothandiza munthu ndiponso mukatsiriza ntchitoyo;
- kugwiritsa ntchito zinthu zodzitetezera - monga magolovesi, malaya ovala pamwamba pazovala, chophimba kunkhope- kuti musakhudzidwe ndi magazi ndi madzi ena a m'thupi;
- kutaya moyenera zinthu zonse zofunikira kutaya zimene zakhudzana ndi madzi a m'thupi ndi magazi;
- kupha tizirombo pa zipangizo zonse ndi zipangizo zimene zakhudzana ndi magazi kapena madzi a m'thupi ndiponso;
- kugwira moyenera zovala zimene zawonongerredwa ndi magazi kapena zinthu zina zochokera m'thupi.

B. Mabuku amene angakutsogolereni kuti mudziwe zambiri za njira yovomerezeka yopewera matenda

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WHO/UNAIDS/ICN (International Council of Nurses): *HIV and the workplace and Universal Precautions*, Fact sheets on HIV/AIDS for nurses and midwives (Geneva, 2000).

Zowonjera III

Mdandanda wotsogolera anthu pokonza ndi pokhazikitsa mfundo za kuntchito zokhudza HIV/AIDS pa Ntchito.

Olemba ntchito anzawo, ogwira ntchito ndi mabungwe awo, agwirizane bwinobwino pokonza mfundo zokhudza HIV/AIDS zothandiza kupereka zosowa za anthu pa ntchito, aliyense malinga ndi zosowa zake; zosowa za olemba ntchito anzawo ndiponso ogwira ntchito. Mfundozi zipereke chitsanzo kumadera a anthu za mmene angakhalire ndi kuzisamalira ngati ali ndi kachiroambo ka HIV/AIDS. Mfundo zofunika kwambiri m'ndondomekozi, zomwe zakonzedwa mugawo 6 ndi 9 m'ndondomeko zino, zili ndi uthenga wokhudza HIV/AIDS ndi mmene imafalikira; maphunziro othandiza anthu kumvetsa kusatetezeka kumene kulipo ndiponso kulimbikitsa njira zoyenera kutsata kuti anthu apewe matendawa. Njirazi zikulimbikitsa anthu kusintha khalidwe ndi kuwathandiza kusintha khalidwe; mulinso njira zosamalira ndiponso kuthandizira ogwira ntchito amene ali ndi HIV/AIDS ndiponso muli mfundo yayikulu yotsutsa mchitidwe wosalana kapena kunyozana pa ntchito chifukwa cha matenda a HIV/AIDS.

Mfundo zotsatirazi zingathe kugwiritsidwa ntchito pokonza mfundo ndi ndondomeko zoyenera kutsata pa ntchito:

- pasankhidwe komiti imene iyenera kukhala ndi akuluakulu a pa ntchito, ogwira ntchito, mabungwe oyimilira anthu a pa ntchito, nthambi zoyang'anira za anthu pa ntchito, nthambi zowona za maphunziro a pa ntchito, nthambi yowona za ubale ndi mtendere pa ntchito, ogwira ntchito za chipatala pa kampaniyo, komiti yowona za umoyo ndi chitetezo cha anthu ndiponso anthu amene ali ndi HIV/AIDS ngati avomereza;

- komiti imakambirana mfundo zawo zoyenera kutsata ndiponso anthu amene atsogolere pa zochitika zawo ndiponso maudindo awo;
- kuwunika malamulo a dziko ndi zotsatira zake pa kampani yawo.
- komiti imawunika mavuto amene abwera chifukwa cha HIV/AIDS pa kampanipo ndiponso zosowa za anthu ogwira ntchito amene ali ndi HIV/AIDS ndi amene akukumana ndi mavuto chifukwa cha HIV/AIDS, pochita kafukufuku mwachinsinsi.
- komiti imafufuza ntchito za umoyo ndi ntchito zoperekera mauthenga zomwe zilipo kale pa ntchitopo komanso m'madera ozungulira.
- komiti imakonza mfundo koyamba; ndipo mfundozi zimaperekedwa kwa anthu ena kuti ayikepo ndemanga ndipo kenaka zimawonedwanso ndi kusinthidwa ngati n'koyenera malinga ndi ndemangazo ndipo kenaka anthu amavomereza mfundozo.
- komiti imakonza ndandanda wa zinthu zofunikira ndi ndalama zoyenera kugwiritsa ntchito; kupempha ndalama kwa anthu ena ngati n'kofunikira ndiponso kufufuza ngati m'dera lawo muli zinthu kapena zipangizo zotheka kugwiritsa ntchito.
- komiti imakhazikitsa dongosolo la kagwiridwe ka ntchito, yokhala ndi nthawi ndi ntchito zoyenera kuchita, pofuna kuyamba kugwiritsa ntchito mfundo zija.
- mfundo ndi dongosolo la kagwiridwe ka ntchito zimafalitsidwa kwa anthu mokwanira, mwachitsanzo, pokhoma m'malo moyika zidziwitso, makalata, kulemba pa chikalata cha malipiro a pa mwezi, pa misonkhano yapadera, maphunziro olongosolera anthu pa zochitika za m'tsogolo, ndiponso kuphunzitsa anthu zoyenera kuchita;
- komiti imawona zotsatira za mfundo zija zikayamba kugwira ntchito;
- komiti imawunika mfundo zija kawirikawiri mogwirizana ndi zotsatira za mfundozo pa malo antchito, komanso mogwirizana ndi uthenga watsopano wa HIV ndi zotsatira zake pa malo antchito.

Mfundo iliyonse imene yafotokozedwa iyenera kuyikidwa mumfundo zoyenera kutsata pa kampani, zimene ziyenera kukonzedwa bwino mwatsatanetsatane, kugwiritsidwa ntchito ndi kuwunika mmene zikugwirira ntchito nthawi ndi nthawi.