

TIGWIRANE MANJA

BUKU LOLIMBIKITSA MGWIRIZANO WA AMAYI KUTI
UFULU WAWO UPITITSIDWE PATSOGOLO.





1.0 ZAMKATIMU

1. Kumvetsa nkhani ya kusiyana mphamvu pakati pa amayi ndi abambo komanso zinthu zina zomwe zimaonjezera amayi kuponderezedwa ndi kukumana ndi nkhanza.
2. Kumvetsetsa za mphamvu
3. Kulimbikitsa mgwirizano wa amayi ndi atsikana pa nkhani yothana ndi nkhanza
4. Kumvetsetsa zamagulu ochepa mphamvu
5. Kumvetsetsa za nkhanza
6. Kumvetsetsa chomwe chimayambitsa nkhanza
7. Zipatso za nkhanza
8. Kunenelera za maufulu a amayi ndi atsikana pokhudza nkhani za nkhanza
9. Kukhala m'magulu ndi zofunika zake
10. Kayambitsidwe ka bizinesi pakati pa amayi.

2.0 MBIRI YA BUKU LA TIGWIRANE MANJA

Tigwirane Manja ndi buku lowunikira ntchito zolimbikitsa magulu osiyanasiyana a amayi ndi atsikana kugwilira ntchito limodzi pa nkhani yolimbana ndi mchitidwe wa nkhanza womwe umawachitikira amayi kapena atsikana kumadera osiyanasiyana muno m'Malawi. Mbali imodzi yothetsela nkhanza ndi kulimbikitsa amayi kapena asungwana pachuma.

Bukhuli linalembedwa ndi bungwe la ActionAid Malawi pamodzi ndi Women Forum mothandizidwa ndi uphungu ochokera ku unduna owona kuti pasamakhale kusiyana pakati pa amayi ndi abambo, chitukuko cham'mudzi ndi chisamaliro cha wanthu.

Polembe bukuli, ActionAid komaso mabungwe onse omwe anagwira nawo ntchitoyi anatenga chilimbikitso komanso luntha kuchokera ku ntchito zomwe akhala akugwira pothandiza magulu a amayi kukhala pamodzi komanso kuyankhura ndi liwu limodzi. Ena mwa magulu omwe abungwe la ActionAid anathandiza kuti amayi ayambitse ndi monga: Coalition of women Living with HIV and AIDS (COWLHA) ndi Coalition of Women Farmers (COWFA).

Ntchito yolembe bukuli inagwiridwa ndi chithandizo chochokera ku Spotlight Initiative kudzera ku UN Women Malawi Office.

Spotlight Initiative ndi ntchito yomwe inakhazikitsidwa mothandizidwa ndi European Union (EU) komanso United Nations (UN) pofuna kulimbana ndi bvuto la nkhanza zomwe amayi komanso asungwana amakumana nazo m'dziko muno.

Ntchitoyi ikugwiridwa ku mayiko ochuluka pa dziko la pansi ndipo kuno ku Malawi, ntchitoyi ikugwirika ku ma boma monga Mzimba, Nkhatabay, Ntchisi, Dowa, Machinga ndi Nsanje. Bungwe la ActionAid likugwira ntchitoyi ku Mzimba ndi ku Ntchisi.

ZIKOMO

3.0 KUTHOKOZA

Bukhuli lalembedwa pofuna kulimbikitsa mgwirizano wa amayi kuti athetse mavuto osinasiyana omwe amayi amakumana nawo chifukwa chakuti iwo ndi amayi pachibadwidwe. Ena mwa mavuto omwe amayi amakumana nawo ndi monga nkhanza zapoganona, nkhanza za chuma, nkhanza zakuthupi komanso mavuto ena.

Bukhuli lalembedwa kuti amayi aone kufunika kwa mgwirizano pakati pawo kuti amayi onse akhale ndi kuthekera kothetsa kuponderezedwa kulikonse komwe kumabwera chifukwa choti ndi amayi. Bukhuli lawunikirako ntchito zomwe amayi angachite polimbikitsa chuma munjira za bizinesi.

Bukhuli lalembedwa ndi thandizo lochekera ku pologalamu ya Spotlight kudzera ku bungwe la Action Aid.

Kuthokoza kwina kupite kwa bungwe la UN Women lomwe limagwira ntchito ndi Action Aid pa nkhani zopititsa patsogolo ufulu wa amayi m'Malawi muno. Action Aid ikuthokoza unduna owona kuti pasakhale kusiyana pakati pa amayi ndi abambo, chitukuko cha m'mudzi komanso chisamaliro cha anthu onse chifukwa cha upangili omwe unaperekedwa pamene bukhuli limalembedwa.

Ndi chikhulupiliro cha Action Aid kuti bukhuli lizagwiritsidwa ntchito pophunzitsa anthu ena ndi anthu onse omwe azaphunzitsidwe tsatanetsatane wa maphunziro onse omwe ali mu bukhuli.

4.0 KAGWIRITSIDWE NTCHITO KA BUKHULI

Bukhuli lalembedwa pofuna kuphunzitsa amayi kuthetsa mavuto omwe amakumana nawo chifukwa choti ndi amayi. Mbali imodzi bukhuli likulimbikitsa ndi mgwirizano pakati pa amayi komwe kunaunikiridwa kuti kuli ndikuthekera kusintha zinthu kapena mavuto omwe amayi amakumana nawo. Mgwirizano pakati pa amayi umawulura mavuto omwe amayi komanso asungwana amakumana nawo. Chomcho maguluwa amalimbikitsa kuti anthu onse adziwe ndikuyamba kupititsa patsogolo ufulu wa amayi onse.

Ndi chifukwa ichi, ophunzitsa kabukuka omwe akhoza kukhala amabungwe kapena ogwira ntchito m'maofensi aboma akulimbikitsidwa kudziwa za ufulu wa amayi, nkhanza zomwe amayi amakumana nazo, zomwe zimalimbikitsa nkhanza pakati ma amayi, komanso mphamvu zomwe amayi amakhala nazo akakhala ndi mgwirizano pakati pawo. Chomcho onse ogwiritsa ntchito bukhuli aphunzitsidwe bwino lomwe ndiponso awerenge mozama ndikumvetsetsa mitu ikuluikulu yomwe bukhuli likulimbikitsa.

Ophunzitsa bukhuli asanayambe maphunziro, adziwe zolinga za phunziro lililonse. Ophunzitsa akhoza kugwiritsa ntchito njira zosiyanasiyana kuti amayi aphunzire bwino zonse zalembedwa m'bukhuli ndikutinso atha kumakakambirana akatha maphunziro awo. Njira zina zomwe ophunzitsa akhoza kugwiritsa ntchito ndi monga:

- Mafunso: Ophunzila akhoza kufunsana mafuso pamitu ikuluikulu, pamapeto pa mayankho, arole anthu kukambirana ndiponso ophunzitsa atsindikize nfundo zikuluzikulu zoti amayi onse amvetsetse ndi kuphunzira.
- Nkhani zachitsanzo: Kufotokoza nkhanzi zokhudzana mutu uliwonse omwe unachitika. Izi zikhonzanso kuthandiza amayi kuphunzira mitu ikuluikulu kudzera mu nkhanzi yomwe yakambidwa. Ophunzitsa amafunika kutambasula bwino mitu ikuluikulu yomwe yatuluka mu nkhanzi.
- Kukambirana: Ophunzira akhoza kukakambirana pamutu uliwonse, aliyense atha kukamba zomwe akudziwa, ndipo ophunzitsa atambasule bwino ndikuwonetsetsa kuti cholinga chamutu umenewo chadziwidwa.
- Sewero: ophunzitsa atha kugwiritsa ntchito sewero ndicholinga choti ophunzira apeze vuto lomwe akhoza kukambirana.
- Kugawa anthu m'magulu: Ophunzitsa akhoza kugawa anthu m'magulu ndikuwawuza kuti akambirane, kapena apeze mayankho amafunso omwe angapatsidwe. Iyinso ndi njira yomwe ophunzira akhoza kuziwa mitu ikuluikulu yofunika.

Ophunzitsa ayanera kunsata njira izi:

- Awonetsetse kuti aliyense akutenga nawo mbali pazokambirana kapena ntchito yaperekedwa kuti anthu aphunzire.
- Pokambirana kumazindikira kuti pamakhala amayi komanso abambo.
- Osakamba nkhanzi zotchura chipani kuwopa kukhumudwitsa ophunzira ena.

- Osakamba zonyoza mtundu, kapena munthu wina aliyense.
- Kugwiritsa ntchito zinthu zosiyanasiyana kuti maphunziro azisangalatsa anthu onse.
- Ndipo tizidziwa kapena kufunsa ngati anthu akumva maphuzirowo kapena ayi.



MUTU 1: KUMVETSA NKHANI YA KUSIYANA PAKATI PA AMAYI NDI ABAMBO KOMANSO ZINTHU ZINA ZOMWE ZIMAONJEZERA KUTI AMAYI AZIPONDEREZEDWA

ZOYENERA KUKAMBIRANA PA PHUNZILORI

Pamutu uwu onetsetsani kuti ophunzira adziwa izi:

- Kukambilana za kusasiyanitsa pakati pa amayi ndi abambo komanso kusiyana komwe kumakhalapo pakati pa amayi ndi abambo.
- Mavuto omwe amabwera ngati pali kusiyana kwa amayi ndi abambo pa ntchito.
- Zinthu zimapangitsa kapena kuonjezera kuti amayi aziwoneka ngati opanda mphamvu mudela.
- Kukambirana zitsanzo za maguuo a amayi ochepa mphamvu.
- Kupeza njira zobwezera amayi mphamvu.

NJIRA ZOPHUNZILIRA

- Kufunsa mafunso ndikupereka mayankho
- Kupeka nkhani ndi kukambirana
- Kufotokozera
- Kukambiranaetc.

Ophunzitsa gwiritsani ntchito mafunso awa kuti anthu akambirane pofuna kumvetsatsa za kusiyana pakati pa amayi and a bambo:

1. Kodi mau oti pasamakhale kusiyantsa pakati pa amayi and abambo pa ntchito amatanthauzani?
2. Nanga amayi ndi abambo amapezeka kuti akutengedwa ngati osiyana pa ntchito pachifukwanji? amatanthauzani?
3. Kodi ngati amayi ndi abambo akusiyantsidwa pa ntchito nkhanza imabwera bwani?
4. Fotokozani zinthu zina zomwe zimaonjezera kuchepekedwa mphamvu kwa amayi ndi atsikana mudera lathu.
5. Ndi magulu ati a amayi kapena atsikana omwe ali ochepetsetsa mphamvu mudera lathu?
6. Kodi tingatani kuti tiwafikire maguru amenewa?
7. Kodi tichite chani kuti tibweretse kusintha mudera lathu pa nkhani yolimbana ndi kusiyana mphamvu pakati pa amayi ndi abambo kuti tithane ndi mchitidwe wa nkhanza mudera lathu?

ONETSETSANI KUTI OPHUNZIRA AKAMBIRANA NDI KUDZIWA IZI:

- Padziko lapansi amayi amakumana ndi mabvuto osiyanasiyana. Ena mwa mabvuto amakumana nawo ndi nkhanza zobwera chifukwa choti anabadwa ndikukhala amayi.
- Amayi kapena asungwana amasalidwa komanso kutengedwa ngati osafunikira chifukwa cha kakhalidwe, zipembezo ndi zikhulupiliro, za m'madera osiyanasiyana.
- Chiyambi cha nkhanza komanso kusolidwa komwe amayi amakumana nako zimachokera poganizira kuti amayi ndi abambo ndi osiyana pa ntchito.
- Izi zimachitika chifukwa amayi kapena asungwana amatengedwa ngati opanda mphamvu, osafunikira, opanda kuthekera chifukwa cha zikhulupiliro, chikhalidwe kapena chipembedzo komanso maganizo ena atsankho.
- Kusiyana pakati pa amayi ndi abambo ndi maganizo omwe amabwera chifukwa choti amai sanatengedwe pa muyezo wofana ndi abambo. Zofunika zake ndizakuti amayi kapena abambo apatsidwe muyezo wofanana pankhani ya mphamvu, chuma, komanso mwayi wopezera zinthu. Kusapereka kwa mulingo wofanana pakati pa amayi ndi abambo kumapangitsa kuti mphamvu ziperekedwa mbali imodzi, nthawi zambiri ndi abambo omwe amakonderedwa.

- Kuti nkhanza kwa amayi zithe pakufunika kuthetsa zikhulupiro, zikhalidwe, mchitidwe osala amayi kapena asungwana. Amayi apatsidwe mwai ofanana pakupeza mphamvu, chuma ndi zina zonse monga tichitira ndi abambo.



MUTU 2: KUMVETSETSA ZA MPHAMVU

Onetsetsani kuti ophunzira adziwa izi:

- Tanthauzo ndi zitsanzo za mphamvu
- Ubale pakati pakukhala ndi mphamvu ndi kuchitiridwa kapena kuchitira nkhanza munthu wina
- Kodi amayi angakhale ndi mphamvu munjira zANJI?

NJIRA ZOPHUNZILIRA

- Kufunsa mafunso ndi kupereka mayankho
- Kupeka nkhani ndi kukambirana
- kufotokozera
- Kukambirana
- Sewero etc.

Ophunzitsa gwiritsani ntchito mafunso awa kuti anthu akambirane pofuna kumvetsetsa za nkhani ya mphamvu:

Mafunso oyenera kukambirana pa phunziroli

1. Kodi tikamati mphamvu ndichiyani?
2. Kodi pali ubale wanji pakati pa nkhani ya mphamvu ndi nkhanza?
3. Kodi mphamvu imabwera mumagawo otani?
4. Kodi tingatani kuti tilimbikitse mphamvu ya umodzi pakati pa amayi kuti tilimbane ndi nkhani ya nkhanza?

ONETSETSANI KUTI OPHUNZIRA AKAMBIRANA NDI KUDZIWA IZI:

- Mphamvu ndi kuthekera kumene munthu amakhala nako pochita chinthu kapena kusintha zinthu, ngakhale mchitidwe umene.
- Mphamvu zikhoza kugwiritsidwa ntchito molakwika kapena molondola.
- Tonse tili ndi mphamvu ngakhale nthawi zina sitizindikira, munthu aliyense ali ndi kuthekera kochitapo kanthu.
- Mphamvu imatha kubweretsa mavuto komanso kuchotsela zinthu zoipa mmadera. Ndi chifukwa chake pali pofunika kuti aliyense adziwe za mphamvu, momwe tingaitchepetsere komanso kuibweletsa m'magulu a amayi.
- Kugwiritsa ntchito mphamvu pa munthu wina kukhoza kusokoneza ufulu wake. Nthawi zambiri amayi amachitiridwa nkhanza ngati abambo akugwiritsa ntchito mphamvu kwa amayi.

- Kupereka kwa mphamvu kwa amayi kapena asungwana ndikofunikira kwambiri chifukwa kumabweretsa kusintha kwabwino, makamaka kuzipsinjo zomwe amayi amakumana nazo m'madera.
- Ndipofunika kuti amayi adziwe kuti mphamvu ndichiyani, zingapikisane nawo bwanji, komansa mphamvuzo tingazipeze bwanji. Nkhanza kwa amayi zimachitika chifukwa choti amayi ambiri anamanidwa kapena sanapatsidwe mphamvu, kudzera muzikhulupiliro ndi chikhalidwe. Izi zimachititsa kuti amayi azitengedwa ngati otsalira pa chilichonse.
- Mu ntchito yopatsa amayi mphamvu imawoneka ngati imafuna kuchepetsa mphamvu za abambo. Izi sizowona ayi chifukwa ngati amayi ndi abambo akhale ndi mphamvu, onse azakhala ndikuthekera kobweretsa chitukuko m'madera kapena m'dziko, onse azakhala otetezedwa komanso opatsidwa ulemu zomwe ndi maufulu a munthu aliyense.
- Pofuna kulimbikitsa amayi, magulu akhazikitsidwe kuti amayi akhale ndi mphamvu zosintha mchitidwe wosala azimayi ndi kubweretsa chigwirizano pakati pa amayi
- Pali mitundu inayi yamphamvu (power over; power with; power to and power within.)
 - Mphamvu kwa ena: izi ndi mphamvu zomwe anthu ena amakhala ndipo zimadalira kukakamiza ena, kunyengelerera ndikupatsa anthu ena mantha.
 - Mphamvu zatonse: Izi ndi mphamvu zomwe zimabwera chifukwa chamaubale, mgwirizano komanso umodzi, polimbikitsa ena. Mphamvu izi ndizofunika popatsa anthu ena mphamvu.
 - Mphamvu yakuthekera: iyi ndi mphamvu yomwe totse timakhala nayo pofuna kusintha zinthu zokhudza ife eni komanso anthu
 - Mphamvu za umwini: izi ndi mphamvu zomwe aliyense amakhala nazo akazindikira zomwe iye ali, komanso kuthekera komwe nzawo ali nako.
- Pamene mphamvu za anthu angapo zaluzanitsidwa, amayi akhoza kuthandizana pothetsa mavuto omwe amakumana nawo.



MUTU 3: KULIMBIKITSA MGWIRIZANO WA AMAYI NDI ATSIKANA PA NKHANI YOTHANA NDI NKHANZA (UNDERSTANDING THE CONCEPT OF WOMEN'S MOVEMENT ON ENDING VAWG)

Zoyenera kukambirana pa phunzitori

Onetsetsani kuti ophunzira adziwa izi:

- Tanthauzo la gulu la amayi
- Ubwino wa mgwirizano wa amayi
- Kukambirana za zolinga za magulu a amayi
- Kayendetsedwe kabwino kagulu la amayi

NJIRA ZOPHUNZILIRA

- Kufunsa mafunso ndi kupereka mayankho
- Kupeka nkhanu ndi kukambirana
- Kukambirana
- Kufotokozela etc.

Ophunzitsa gwiritsani ntchito mafunso awa kuti anthu akambirane pofuna kumvetsetsa za nkhanu yokhudzana magulu a amayi ndi kayendetsedwe kake.

1. Gulu la amayi ndichiyani?
2. Kumvetsetsa ubwino oti amayi abwere pamodzi ngati gulu.
3. Kupanga masomphenya, zolinga ndi zofuna za gulu la amayi.
4. Kukambirana momwe tingayendetsere gulu lathu.
5. Tingalimbikitse bwanji maubale ndi magulu ena a amayi kuphatikizapo magulu omwe si a amayi koma olimbikitsa ntchito yonthana ndi nkhanza.

ONETSETSANI KUTI OPHUNZIRA AKAMBIRANA NDI KUDZIWA IZI

Kodi mgwirizano wa amayi ndichiyani pankhani ya nkhanza?

- Mgwirizano wa amayi (women Movement) ndi gulu la amayi lomwe lakhazikitsidwa ndi cholinga chimodzi, mwachitsanzo kuthana ndi mchitidwe wa nkhanza kapena umphawi pakati pa amayi. Pamene amayi abwere pamodzi, zimalimbikitsa kuti akhale ndi mphamvu ya umodzi ndipo athe kulimbana ndi vuto lomwe aliwona limodzi
- Mgwirizano wa Amayiwu ndi monga Women Forum, banki mkhonde, gulu la bizinesi ndi ena. Amayi a women's movement akhoza kugwilira ntchito limodzi monga pamudzi, dera, boma, dziko etc. Mwachitsanzo, gulu la amayi amudera limapezeka kwa amayi ochokera m'dera limodzi amene azindikira vuto limene likukhudza dera lawo pa nkhanu yomwe yawakhudza monga nkhanza kapena umphawi.

- Gululi limalimbikitsidwa chifukwa choti amakhala kuti azindikira mchitidwe w ankhanza kapena mavuto omwe akukumana nawo ndipo pamodzi angathe kuthetsa vutoli.
- Gululi kuti lipite patsogolo, likuyenera kukhala ndi masomphenya, zolinga ndi zofuna. Kuti guli liyende bwino pamafunika nfundo zachikhalidwe chagulu monga utsogoleri wabwino, kumverana, osapangirana nsanje, osadzikonda, kumvana komanso kukhala ndi ndondomeko zabwino zothetsera mikangano ngati pali bvuto, kupanga zinthu mowonekera.

MUTU 4: KUMVETSETSA ZAMAGULU OCHEPA MPHAMVU (INTERSECTIONALITY)

Zoyenera kukambirana pa phunzitori

Onetsetsani kuti ophuzira adziwa izi:

- Ndi zinthu ziti zomwe zimapangitsa kuti amayi azikhala pachipsyezo
- magulu ochepa m'phamvu m'madera
- zinthu zimapangitsa kuti amayi osalidwa asamapezeke m'magulu
- tingalimbikitse bwanji amayi ena kuti nawo akhale ndikuthekera mudera lawo

NJIRA ZOPHUNZILIRA

- Kufunsa mafunso ndikupereka mayankho
- Kupeka nkhani ndi kukambirana
- Kukambirana
- Kufotokozera
- Sewero etc.

Ophunzitsa gwiritsani ntchito mitu iyi kuti anthu akambirane pofuna kumvetsetsa za nkhani yokhudzana kumvetsetsa zamagulu ochepa m'phamvu a amayi.

Zokambirana

- Kukambirana kusiyana kwa mulingo wachipsyezo komwe amayi ndi atsikana amagulu osiyanasiyana amakumana nako.
- Kudziwa zinthu zosiyanasiyana zomwe zimayika amayi kapena atsikana pa chipsyezo
- Ndi magulu ati a amayi kapena otsikana omwe ali ochepetsetsa m'phamvu mudera lathu malingana ndi ziopyesozo kapena kusolidwa komwe kulipo?
- Kodi amayi osalidwawa amapezeka mumagulu a amayi? Nanga ndi zinthu ziti zomwe zimaletsa amayiwa kupezeka pakati pa magulu a amayi monga Women's forum?
- Kodi tingatani kuti tiwafikire magulu amenewa ndi kuwonetsetsa kuti ali nawo mugulu la amayi?

ONETSETSANI KUTI OPHUZILA AKAMBILANA NDI KUDZIWA IZI:

- Amayi ndi atsikana amakhala pa mulingo wa chiopsyenzo chosiyana wina ndi nzake malingana ndi momwe iwo alili kupatula kuti iwo anabadwa mzimayi kapena mzibambo.
- Zina mwa zinthu zomwe zimayika miyoyo yina ya amayi ndi atsikana pa chiwopsezo ndi monga; ulumali, kuchepekedwa kapena mapatidwe a chuma, ntchito yomwe amagwira, msinkhu wa munthu, mtundu wa munthu, dera lomwe munthu ali, maphunziro amunthu, nzika kapena ayi.
- Kuphatikizana kwa zinthu zomwe zimaika amayi pachiwopsezo (Intersectionality) zimatithandiza kumvetsetsa kuti amayi moyo wawo umakhala pachiwopsezo kamba ka zinthu zosiyanasiyana monga m'mene iwo alili pa moyo wawo. Izi zimapangitsa kuti akhale opanda mphamvu.
- Zinthu izi zimapangitsa kuti amayi kapena atsikana akhale ochepetsetseka mphamvu ndipo akhale pa chiposeyzo chachikulu ku nkhanza.
- Pa chifukwa chimenechi, tikamapanga magulu a amayi, pamafunika kuunikira mozama kuti amayi omwe ali ochepa mphamvu akupezeka mumagulu a azimayi. (women's movement) ndipo akupatsidwa mphamvu yokwanira monga m'zimayi wina aliyense.
- Tikamapanga magulu a amayi timayenera kukumbukira nkhanzi ya intersectionality kuti tisasale ndikupondereza amayi kapena atsikana omwe ali ochepa mphamvu.
- Udindo waukulu wa women movement ndikupereka mphamvu, chithandizo, maphunziro, zipangizo kwa amayi omwe ndiochepa mphamvu kuti alowe nawo m'magulu.

MUTU 5: KUMVETSETSA ZA NKHANZA ZOMWE AMAYI AMAKUMANA NAZO

Zoyenera kukambirana pa phunziroli

Onetsetsani kuti ophunzira adziwa izi:

- Tanthauzo la nkhanza
- Mitundu ya nkhanza
- Kuwopsya kwa nkhanza
- Njira zomwe zingatsatidwe pothana ndi nkhanza
- Kayendetsedwe kabwino kagulu la amayi

NJIRA ZOPHUZILIRA

- Kufunsa mafunso ndi kupereka mayankho
- Kupeka nkhani ndi kukambirana
- Kukambirana
- kufotokozera
- Sewero etc

Ophunzitsa gwiritsani ntchito mafunso awa kuti anthu akambirane pofuna kumvetsetsa za nkhanza zomwe amayi amakumana nazo:

Zokambirana

- Tanthauzo la nkhanza zomwe zimachitika chifukwa chosiyana chifukwa cha kabadwidwe (Gender Based Violence)
- Afotokoze momveka bwino mitundu ya nkhanza yopezeka mudera lawo
- Kuopsya kwa nkhanza
- Tingatani kuti tichepetse nkhanza mudera lathu



ONETSETSANI KUTI OPHUNZIRA AKAMBIRANA NDI KUDZIWA IZI:

- Nkhanza ndi mchitidwe wina uliwonse, womwe cholinga chake ndikulepheretsa munthu kugwiritsa ntchito kapena kukwanilitsa ufulu wake.
- Nkhanza zomwe zimachitika chifukwa chosiyana kabadwidwe (Gender Based Violence) ndi nkhanza zomwe zimachitika chifukwa choti wina anabadwa wammuna kapena wamkazi pakutengela miyambo kapena chikhalidwe. Izinso zemalepheretsa mzimayi kapena mzibambo kugwiritsa ntchito kapena kukwanilitsa ufulu wake.
- Muzu weniweni wa nkhanza ndi nkhani ya kusiyana mphamvu.
- Nkhanza zimakhala ndi zotsatira zosiyana siyana monga imfa, kumvulazika, umphawi, matenda, mimba ndi zina.
- Pali mitundu yambiri ya nkhanza zobwera chifukwa chosiyana kabadwidwe: Monga nkhanza ya kuthupi (physical abuse), nkhanza za m'maganizo (emotional abuse), nkhanza zachuma (economic abuse), nkhanza zazogonana (sexual abuse), tebulo ili m'musiye ikuwonetsa mitundu yonse ya nkhanza:

Mitundu ya nkhanza

Mitundu ya nkhanza	Zitsanzo	Komwe zingachitikile
Nkhanza ya pathupi (Physical abuse)	Kumenyedwa, kuthilidwa madzi amoto ndi zina	Pakhomo, malo azitsangalalo, kusukulu ndi malo ena
Nkhanza yazachuma (Economic Violence)	Kumukaniza bizinesi mzimayi, abambo kumana ndalama amayi pakhomo, azimayi kukanika kubwereka ndalama kumabungwe ndi zina zotero	Pakhomo, kumabungwe ndi malo ena
Nkhanza yogonana (Sexual Violence)	Kugwililira, kugwiridwa malo obisika, kugona ndi mwana, kuyankhura mawu olawula osonyeza kumufuna munthuyo, kumukakamiza munthu kupanga zogonana asakufuna	Kumisika, pakhomo, kusukulu, malo ogwilira ntchito, malo azisangalalo
Nkhanza yam'malingaliro (Emotional abuse)	Kuyankhura mawu onyoza, kuyang'ana moweluza, kukalipa, kumtukwana munthu ndi zina zotero	Pakhomo, malo azisangalalo, malo ogwilira ntchito, malo ochitila malonda, ku sukulu ndi malo ena
Kuzembetsa anthu (Human trafficking)	Kumtenga munthu kudera lina kumpititsa kudera lina mwakuba, kumulonjeza munthu ntchito yamtundu wina pomwe kumaloko akukagwilitsa ntchito yosiyana ndiyomwe wauzidwa	
Nkhanza yomuletsa munthu kulumikizana ndi ena (social abuse)	Kumuletsa munthu kulowa mmagulu, kumuletsa munthu kucheza ndi anzake, kumuletsa munthu kuyenda ndi zina zambiri	Pakhomo

Nkhaza zikhoza kuthetsedwa potsatila njira izi:

- Kulimbikitsa amayi kuti akhale ozidalira pa chuma
- Kulimbikitsa maphunziro kwa amayi ndi asungwana
- Kulimbikitsa amayi kukhala m'magulu
- Kulimbikitsa ntchito zomenyelera ndi kufalitsa ufulu wachibadwidwe
- Kugwiritsa ntchito malamulo a zaufulu wa amayi ndi ana
- Kuthetsa ndi kusintha zikhalidwe ndi mchitdwe omwe umayambitsa nkhanza kwa amayi ndi asungwana
- Kuwulula nkhanza zonse zochitika kwa amayi kumalo oyenelera



MUTU 6: KUMVETSETSA CHOMWE CHIKUYAMBITSA NKHANZA

Zoyenera kukambirana pa phunziroli

Onetsetsani kuti ophunzira adziwa izi:

- Magwero a nkhanza kwa amayi
- Zoyenera kuchita kuti nkhanza zithe

NJIRA ZOPHUNZILIRA

- Kufunsa mafunso nd kupereka mayankho
- Kupeka nkhani ndi kukambirana
- Kukambirana
- kufotokozera
- Sewero
- etc

Ophunzitsa gwiritsani ntchito mafunso awa kuti anthu akambirane pofuna kumvetsatsa za magwero a nkhanza komanso njira zothetsera nkhanza:

- Kodi chimayambitsa nkhanza ndichiyani?
- Kudziwa zinthu zomwe zimasunga mizu ya nkhanza?
- Tingatani kuti tizule mizu ya nkhanza?
- Kodi ndi zinthu ziti zomwe zimapereka chinyezi kapena kuti nkhanza zichitike?

ONETSETSANI KUTI OPHUNZIRA AKAMBIRANA NDI KUDZIWA IZI:

- Gwero la nkhanza ndi chimene chimayambitsa kuti nkhanza ichitike
- Kusiyana kwa mphamvu komwe kumabwera chifukwa chakusiyana kabadwidwe komanso zina zoonjezera ndi zomwe zimayambitsa nkhanza
- Magwero a Nkhanza ndi monga:
 - Miyambo ndi zikhalidwe komanso zikhulupiliro
 - Kuchepekedwa pa zachuma
 - Kugwiritsa ntchito zolezeretsa kapena mankhwala ozunguza ubongo
 - Kuchepekedwa pa nkhani ya maphunziro
- Pali njira zingapo zomwe tikhoza kutsata pochotsa magwero a nkhanza monga:
 - Kulimbikitsa amayi kuti akhale ozidalira pachuma popanga ma bizinesi komanso magulu
 - Kulimbikitsa maphuziro kwa amayi ndi asungwana
 - Kulimbikitsa ntchito zomenyelera ndi kufalitsa ufulu wa chibadwidwe

- Kugwiritsa ntchito malamulo a zaufulu wa amayi ndi ana
- Kuthetsa ndi kusintha zikhalidwe ndi mchitidwe omwe umayambitsa nkhanza kwa amayi ndi asungwana
- Kuwulula nkhanza zonse zochitika kwa amayi kumalo oyenelera

Zokolezera pakhomo	nkhanza	Zokolezera nkhanza kudera	Zokolezera nkhanza mudziko
Umphawi		Kusowa kwa adindo othandizira nkhani ya nkhanza komanso malo otulako nkhani za nkhanza	Ngozi mwadzidzidzi zogwa
Chikhalidwe ndi zikhulupiliro		Kosowa kwa malo okadandaula nkhani za nkhanza	Kusagwiritsa bwino ntchito malamulo oteteza amayi ndi atsikana ku nkhanza
Kuchepa maphunziro		Miyambo kapena zikhalidwe zolimbikitsa nkhanza	Kuchepa kwa ndalama ndi mapologalamu ofalitsa za ufulu wa amayi komanso asungwana
Mikangano m'banja		Kusowa kwa mabwalo okambirana za ufulu	



MUTU 7: ZOTSATIRA ZA NKHANZA

Zoyenera kukambirana pa phunziroli

Onetsetsani kuti ophunzira adziwa izi:

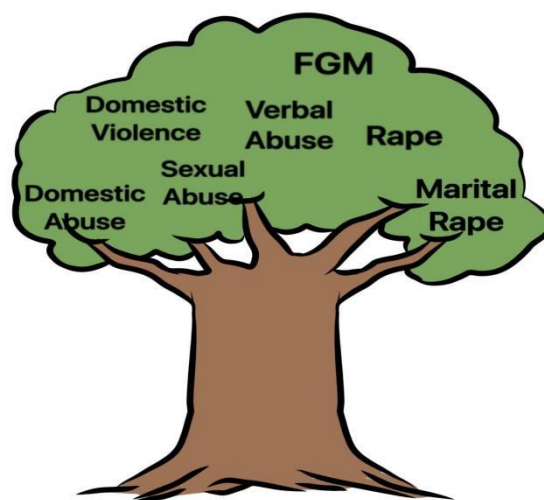
- Kuipa kwa nkhanza ndi zotsatila zake, thandizo lomwe lingaperekedwe kwa munthu wotchitiridwa nkhanza
- Malo omwe thandizo limapezeka munthu akachitiridwa nkhanza

NJIRA ZOPHUNZILIRA

- Kufunsa mafunso ndikupereka mayankho
- Kupeka nkhani ndi kukambirana
- Kukambirana
- kufotokozera
- Sewero
- etc

Ophunzitsa gwiritsani ntchito mafunso awa kuti anthu akambirane pofuna kumvetsatsa za kuipa kwa nkhanza ndi chithandizo chimapwerekedwa munthu akachitiridwa nkhanza

1. Kodi ndi zitsanso zANJI zomwe mudaziwona kuti ndi zotsatira za nkhanza?
2. Fotokozani kuyipa kwa nkhanza.
3. Pali njira zANJI zothandizira munthu yemwe wakumana ndi nkhanza?
4. Ndi malo ati komwe tingapeze chithandizo kapena kutengela munthu yemwe wachitiridwa nkhanza?



ONETSETSANI KUTI OPHUNZIRA AKAMBIRANA NDIKUDZIWA IZI:

Pali zotsatira zambiri zomwe zimabwera ikachitika nkhanza. Zina mwa izo ndi monga:

Nkhaza zagonana	Nkhanza zakuthupi	Zammalingalo	Nkhaza zachuma
Kupatsidwa matenda	Kupatsidwa ulumali	Kuchotsa moyo	Umphawi
Kukupatsa ulumali	Imfa	Kupenga misala	Kulephera maphunziro
Kusalidwa	Zilonda komanso zilema	Kudwala matenda a m'malingaliro	kusalidwa
Imfa	Kulephera maphunziro	Kusalidwa	Kukhala munthu wosadzidalira
Kusalidwa	Njala	Khalidwe la uchigawenga	
Kusiya sukulu	Kukhala wokhumudwa	Nkhawa	
		Kufuna kuzipha	
		Kuzipatula	
		Kugwiritsa ntchito mankhwala ozunguza bongo	

Malo omwe anthu angapeze thandizo akachitiridwa nkhanza

- Awa ndi malo omwe ayenera kupezeka kudera ndi cholinga chothandiza anthu amene achitiridwira nkhanza. Malowa ndi monga awa:

1. Ku polisi (Victim Support Unit)

- Ku polisi kumapezeka malo omwe amatchedwa **Ofesi ya Chinsinsi – Victim Support Unit** kumene amathandiza anthu amene akumana ndi nkhanza zosiyanasiyana. Malowa amayenera kupezeka pa polisi ina iliyonse. Anthu ogwira ntchito kumeneku anaphunzitsidwa bwino m'mene angathandizire anthu ochitiridwa nkhanza.

2. Mtetezi wa Ana Wakumudzi – (Child Protection Worker) Social Welfare Office

- Iyi ndi nthambi imodzi yomwe inakhazikitsidwa ndi unduna woona za kusasiyana pakati pa amayi ndi abambo, chitetezo cha anthu; ndi chitukuko. Imeneyi ndi imodzi mwa malo amene amapezeka kudera ndipo imagwira ntchito zoteteza ndi chisamaliro cha ana, amayi, abambo ndi achinyamata ku nkhanzi za ufulu wawo komanso kuthana ndi nkhanza. Munthu akakumana ndi nkhanza atha kukafotokoza ku ofesi imeneyi ndipo adindo akumeneku amapanga kalondolondo ndikuperekeranso kwa adindo ena kuphatikizapo kupereka uphungu kwa odandaula ndi odandaulidwa.

3. Chipatala

- Kuchipatala ndi malo amodzi kumene kumapezeka thandizo limene munthu amene wachitiridwa nkhanza angakalipeze. Monga ngati zipatala zomwe zimapezeka paboma zimakhala ndi malo otchedwa ku **Chipatala cha Chikwanekwane (One Stop Centre)**.
- Kumeneku kumapezeka adindo monga wa Polisi, wa chipatala ndi wa Social Welfare ndi cholinga choti munthu alandire thandizo lonse lokhudzana ndi nkhanza pamalo amodzi. Thandizoli limakhala lokhudza za chipatala, upungu komanso kuunikira malamulo a dziko okhudzanan ndi ufulu wa munthu. M'zipatala zambiri m'madera malowa sapezeka koma anthu onse ogwira ntchito m'zipatala zam'madera ali nako kuthekera kothandiza anthu amene achitiridwa nkhanza.

4. Makhothi

- Awanso ndi malo ena kumene kumapezeka thandizo lokhudza nkhanza. Makhothi amapezeka pa boma komanso m'madera, ndipo thandizo limene amapereka limakhala lokhudza chilungamo pa nkhani ya nkhanza imene yachitika, atatha kuyiunikira nkhani.

5. Magulu ena omwe amathandiza nkhani za nkhanza

- Kumadera kulinso magulu ena ambiri amene amathandiza nkhani za nkhanza ndipo ali motere;
- Gulu la amayi (Women's Forum)
- Community Victim Support Unit
- Mafumu
- Community Policing
- Abambo a Chitsanzo (Male Champions)
- Mother Groups
- Mabungwe opezeka kumudzi - Community-Based Organizations (CBOs)

MUTU 8: KULIMBIKITSA ZA MAUFULU A AMAYI NDI ATSIKANA POKHUDZA NKHANI ZA NKHANZA

Zoyenera kukambirana pa phunziroli

Onetsetsani kuti ophunzira adziwa izi:

- Thandazo la ufulu
- Zitsanzo za ufulu ma munthu aliyense
- Kalimbikitsidwe ka ufulu wa amayi
- Ndondomeko zolimbikitsira ufulu

NJIRA ZOPHUNZILIRA

- Kufunsa mafunso ndikupereka mayankho
- Kupeka nkhanzi ndi kukambirana
- Kukambirana
- kufotokozera
- Sewero etc

Ophunzitsa gwiritsani ntchito mafunso awa kuti anthu akambirane pofuna kumvetsatsa za ufulu wa munthu ndi momwe tingalimbikitsile ufulu.

1. Kodi tingatani kuti tilimbikitse ufulu?
2. Zitsanzo za ufulu omwe munthu aliyeNse ali nawo ndi ziti?
3. Ndondomeko zoyenera kutsata pa ntchito yolimbikitsa ufulu.
4. Ubwino wolimbikitsa ufulu wa amayi.

ONETSETSANI KUTI OPHUNZIRA AKAMBIRANA NDIKUDZIWA IZI:

- Ufulu wachibadwidwe ndi zomuyenereza munthu aliyense chifukwa choti ndi munthu. Ufulu ndi nsanamira zoyambilira zomwe zimapangitsa munthu kuti alemkezedwe, pakhale chilungamo, kufanana komanso ulemu pakati pa wanthu. Zitsanzo za ufulu ndi monga kukhala ndi moyo, ufulu olandira maphunziro, ufulu wosonkhana ndi wina aliyense, ufulu wolandira chithandizo ku chipatala
- Munthu aliyese amayenela kutetedzedwa, kukhala mfulu, Ufulu umayeneleza aliyense kuti akhale mfulu, komanso ali ndi udindo woteteza ufulu wa anzake.
- Njira zina tingalimbikitsire ufulu wachibadwidwe ndi monga:
 - Kukamba poyela za ufulu wamunthu aliyense pachibadidwe
 - Kuwulura za nkhanza kapena wina akaphwanyiridwa ufulu wake

- Kuimira anthu ena omwe ufulu wawo maphwanyidwa kapena uli pachiopysezo chophwanyiridwa.
- Kuthetsa mchitidwe wa tsankho pakati pa anthu
- Kukhazikitsa magulu olimbikitsa ufulu wachibadwidwe



MUTU 9: KUKHARA M'MAGULU

Zoyenera kukambirana pa phunziroli

Onetsetsani kuti ophunzira adziwa izi:

- Tanthauzo la gulu
- Kapangidwe ka magulu
- Zolimbikitsa ndi zofooketsa zamagulu
- Kuphunzitsa ntchito ngati njira yolimbikitsira ofooka (Mentoring and coaching)
- Malamulo a gulu

NJIRA ZOPHUNZILIRA

- Kufunsa mafunso ndi kupereka mayankho
- Kupeka nkhani ndi kukambirana
- Kukambirana
- Kufotokozera
- Sewero

- etc

Ophun zitsa gwiritsani ntchito mafunso awa kuti anthu akambirane pofuna kumvetsatsa za ufulu wamunthu ndi momwe tingalimbikilitse ufulu

- Kodi akati gulu ndichiyani?
- Magulu amapangidwa bwanji?
- Tchulani zinthu zomwe zimalimbikitsa ndikufoola gulu.
- Tingaphuzitse bwanji anthu ena kuti gulu lawo lisafooke?

ONETSETSANI KUTI OPHUZILA AKAMBILANA NDI KUDZIWA IZI:

- Gulu ndi pomwe anthu oposera awiri akumana ndi cholinga kapena chiyembekezo chofana.
- Gulu limapangidwa ngati anthu angapo ali ndi chidwi chopanga gulu chifukwa choti ali ndi zolinga zofanana
- Gulu limafunika kukhala ndi malamulo omwe azitsatiriwa ndi membala aliyense wagululi
- Gulu likakhazikitsidwa aliyense amayenera azitengapo mbali kuphahatikizanso kutsatila malamulo a gululo.
- Gulu limatithandiza kukhala ndi mphamvu komanso chilimbikitso pa vuto lomwe munthu ali nalo. Nthawi zina gulu limatipatsa luso pothetsera mavuto osiyanasiyana komanso kuthandizira kuti munthu uzidziwe wekha.
- Gulu limalimbikitsidwa ngati mamembala ake akutsata malamulo, kukhala anthu opanga zinthu poyela, kutsata malamulo a gulu, kukhala omasukirana komanso kukambirana, kukhala olololana.
- Komanso gulu limatha ngati pali kusiyana pa zolinga, kusagwirizana, kupanga zinthu mwanseli, kusalolerana, ngati mtsogoleri wake ali wodzimva ndi zina zambiri.



MUTU 10: KAYAMBITSIDWE KA BIZINESI PAKATI PA AMAYI

Zoyenera kukambirana pa mphunzirori

Onetsetsani kuti ophunzira adziwa izi:

- Tanthauzo la bizinesi
- Mitundu ya bizinesi
- Zoyenera kulingalira musanakhazikitse bizinesi
- Kuziwitsana za mavuto omwe umakumana nawo poyendetsa bizinesi
- Kayambitsidwe ka bizinezi

NJIRA ZOPHUNZILIRA

- Kufunsa mafunso ndikupereka mayankho
- Kupeka nkhani ndi kukambirana
- Kukambirana
- Kufotokozera
- Sewero etc

Ophunzitsa gwiritsani ntchito mafunso awa kuti anthu akambirane pofuna kumvetsetsa zakayambitsidwe kabwino kwa bizinesi.

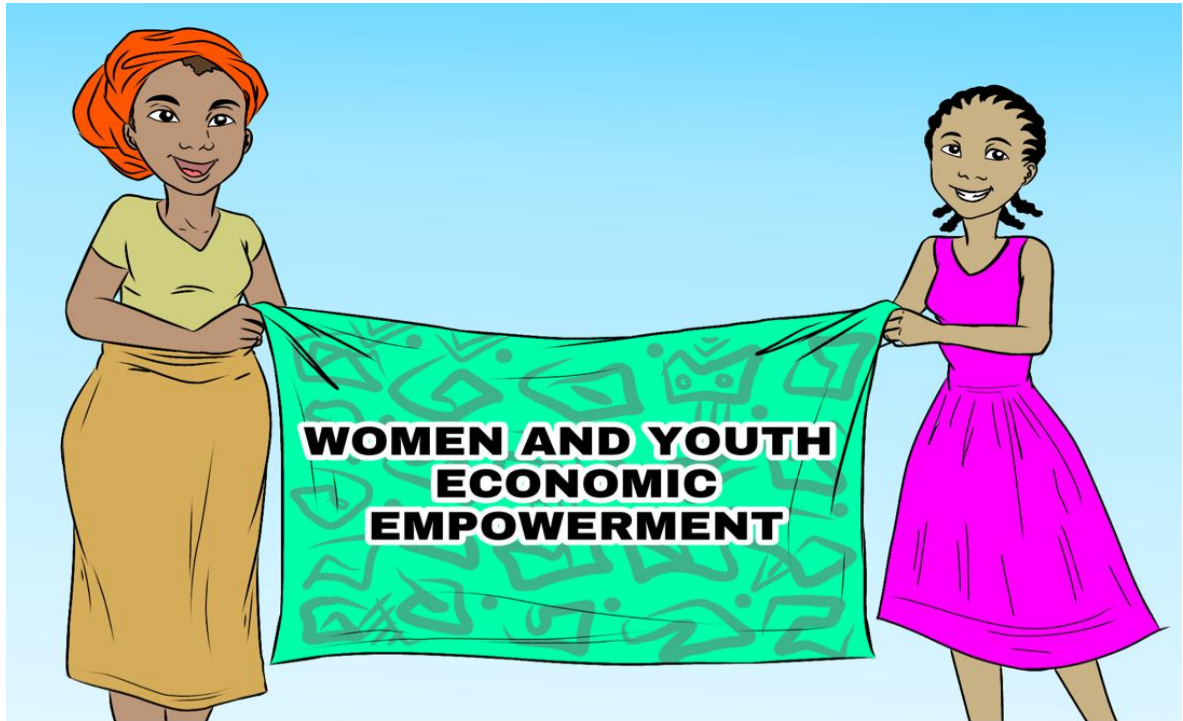
- Kodi bizinesi ndi chiyani?
- Fotokozani mitundu ya kayendetseredwe ka bizinesi yomwe mumaidziwa.
- Kodi ndi zinthu ziti yonenera kulingalira munthu kapena gulu lisanayambe bizinesi?
- Ndi mavuto anji anthu ochita bizinesi amakumana nawo?
- Kodi bizinezi tingayambitse bwanji?

ONETSETSANI KUTI OPHUNZIRA AKAMBILANA NDI KUDZIWA IZI:

- Bizinesi ndi mchitidwe womwe munthu kapena gulu limachita popereka katundu kapena utumiki mosinthana ndi ndalama kuti apeze phindu la ndalama. Cholinga chenicheni cha bizinesi ndi kukwanilitsa zofuna za pa msika kuti munthu apeze phindu. Mabizinesi amabwera mu njira zosiyanasiyana komaso mwa makulidwe osiyanasiyana. Ena ndi makampani akuluakulu ndipo ena amakhala mabungwe ang'onoang'ono.
- Pali mitundu ingapo yakayendetsedwele ka bizinesi, ina mwa mitunduyi ndi monga:
 - **BIZINESI YOKHALA NDI MWINI YEKHA:** Uwu ndi mtundu wa bizinesi imene imakhala yaingo'ono, ndipo mwini wake amakhala m'modzi komanso zochitika za pamalonda amapangaso yekha kuphatikizira pa kulemba ndondomeko ya chuma m'mene chikuyendera m'mabuku, kugula ndi kugulitsa katundu. Bizinesi ya mtunduwu siyifuna kulembetsa kwina kulikonse ku boma nthawi zambiri.
 -
 - **BIZINESI YA MGWIRIZANO:** Iyi ndi bizinesi yomwe imakhala yamakulidwe apakatikati ndipo eni ake amakhoza kukhala anthu awiri kapena ambiri mogwirizana. Anthu apamgwirizanowo amasonkherana chuma ndi ndalama mcholinga chokuti apange malondawo, ndipo amagwirizana kusonyeza gawo lomwe wina aliyense waika pa mgwirizanowo. Zochitika mu bizinesi yimayenera kulembetsedwa mkaundula wa makampani.
 - **BUNGWE:** Bungwe ndi bizinesi imene gulu la anthu limakumana pamodzi ndikugwirizana kupanga bungwe. Ndipo eniwake bungwe amatchedwa eni masheya omwe amasinthanitsa malingaliro awo pagawo lofanana la kampani. Kubweretsa pamodzi gulu kuti likapange bungwe kumamumasula munthu ku mangawa azachuma audindo wa bizinesi. Ndipo gulu limakhala ndi malamulo oti aliyense yemwe ali ndi ma sheya azitsatira.

- **Kampani Limited By Guarantee:** Monga mtundu wa bizinesi uli pamwambawu, koma mu mtundu uwu phindu lonse limayikidwanso mu bizinesi komanso pa kuwonongeka/kutha kwa kampani ngongole zimakhala zofanana ndi katundu wa kampani.
- Pali zinthu zingapo zoyenera kulingalira munthu usanakhazikitse bizinesi. Zina mwa zinthuzi ndi monga:
 - Kulingalira ngati tifuna kuyambitsa bizinesi patokha kapena gulu
 - Ngati mukufuna kukhala mu bizinesi yanokha, zifunseni mafunso awa:
 - Mumakonda kupanga ziganizo panokha?
 - Mumakonda mpikisano?
 - Kodi muli nacho chifuniro komanso mphamvu?
 - Mumakonzekeratu za mtsogolo?
 - Mumapanga zinthu mogwira nthawi?
 - Mumatha kutenga malangizo ndikuwagwiritsa ntchito kuchoka kwa ena?
 - Mumatha kuzolowera ndi kusinthatintha kwa zinthu?
- Ngati muli ndikuthekera kopanga ziganizo, mphamvu zoyendetsera gulu, komanso mpikisano ndiye kuti mukhoza kukhala panokha. Bizinesi imafuna mpikisano, imafuna kukonzekera, kusunga nthawi, kutenga maganizo a anthu ena komanso kusintha zinthu ngati pali zipsoyinjira pa bizinesi yanu.
- Aliyense wochita bizinesi ayenera kuzindikira bwino mavuto, kapena zinthu zomwe zimapangitsa kuti bizinesi iyende bwino kapena ivute. Zina mwa izi ndi monga:
 - **NDALE:** bizinesi imatha kuyenda bwino ngati boma kapena zipani za ndale zaika ndondomeko zobweretsa chikoka kuti malonda aziyenda bwino. Oyang'anira bizinesi ayenera kudziwa za m'mene ndale zimayendera chifukwa; ndale zimaika zopinga zina za malamulo pa bizinesi.
 - **ZA CHUMA:** Ntchito za chuma ndizofunika kwambiri kuti bizinesi ipite patsogolo. Woyendetsa bizinesi ayenera kudziwa kayendetsedwe ka chuma cha dziko, ndondomeko ya ndalama, kukula kwa chuma, chiwongola dzanja, kagwiritsidwe ntchito ka ndalama chifukwa izi zimakhudza ntchito za bizinesi.
 - **CHIKHALIDWE:** Za chikhalidwe cha anthu mu mzinda zimakhudza khalidwe la anthu pa bizinesi ndi zina mwa izo ndi monga: makhalidwe abwino, zikhulupiliro, umoyo wa anthu, machitidwe a mabanja, maganizo ndiso zongoganizira za momwe anthu ambiri m'deralo amaganizira monga kuyamba kugulitsa nyama mudera lomwe anthu ake amangodya masamba okha okha.

- **ZA UKADAULO:** Ukadaulo ndi kugwiritsa ntchito chidziwitso cha za sayansi. Pakhala pali kusintha kwakukulu mu zaka zomwe zapitazi pa ntchito za mtengatenga, chidziwitso ndi za ukadaulo kuphatikizapo kugwiritsa ntchito ka kompiyuta. Chitukukochi chadzetsa mwayi komanso chiopsyezo pa malonda. Kotero kuti mabungwe ayenera kutengelapo mwayi opindura ku mwayi omwe ulipo ndiso kuonetsetsa kuti ziwopsyezo zomwe zilipo athane nazo.



MOMWE MUNGAYAMBILE BIZINESI:

Kuyamba bizinesi kumafunika ma njira zingapo monga:

- kuchita kafukufuku wa pa msika,
- kulemba ndondomeko ya bizinesi yanu,
- kupeza mpamba kapena thandizo lililonse,
- kusankha malo ochitirapo malonda,
- kutchula dzina la bizinesi yanu,
- kulembetsa mkaundula wa makampani,
- kulembetsa ku bungwe la zamisonkho komanso kutenga chiphaso chopangila malonda.
- Ndibwinoso kutsekula bukhu la ku bank kuti bizinesi yanu ikhale ndi ndondomeko yosavuta yosungira ndikulondoloza ndalama

