

# TIYENI ATSIKANA!

BUKU LOLIMBIKITSA MADERA KUCHITAPO KANTHU  
POCHEPETA CHIOPSEZO CHA ATSIKANA KU MLIRI  
WA HIV/EDZI: BUKU LA WOLIMBIKITSA ANTHU  
KUTENGAPO MBALI

# TIYENI MADERA!







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Bukuli linalembedwa ndi chithandizo chochokera kwa anthu a ku America kudzera m'mabungwe a President's Emergency Plan for AIDS Relief (PEPFAR) ndi a U.S. Agency for International Development (USAID) kupyolera mu Contract nambala GHH-I-00-07-00032-00, USAID | Project SEARCH, Task Order 01. Zolembedwa mkatimu ndi za Go Girls! Initiative ndipo sikuti zikuonetsera kwenikweni maganizo a PEPFAR kapena boma la United States.





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## Mawu othokoza

Bukuli linasinthidwa ndi Joanna Skinner, L. Howard-Grabman ndi G. Snetro, Health Communication Partnership, 2003 kuchokera ku buku loti “Mmene Mungalimbikitsire Madera kuti asinthe m’thanzi komanso m’makhalidwe”

Luso lina losiyanasiyana linaperekedwa ndi Patricia Poppe, Ma-Umba Mabilia, Jane Brown, Carol Underwood, Jessica Fehringer, Tinaye Mmusi, Maipelo Madibela, Assana Magombo, Dorothy Nyasulu, Enni Panizzo komanso mamembala a PEPFAR Gender Technical Working Group ndi magulu a PEPFAR m’maiko a Botswana, Malawi ndi Mozambique.

Tikuthokozanso mabungwe osiyanasiyana omwe zinthu zawo zagwiritsidwa ntchito mu bukuli. Mabungwewa ndi:

- Health Communication Partnership Zambia. *Simplified Guide to Participatory Planning and Partnerships*.
- “The Community Tool Box” website, available at: <http://ctb.ku.edu>
- International HIV/AIDS Alliance (2006). *All together now! Community mobilisation for VIH/AIDS*. Brighton, UK.
- International VIH/AIDS Alliance (2006). *Tools together now! 100 participatory tools to mobilise communities for VIH/AIDS*. Brighton, UK.
- Figueroa, M.E., Kincaid, D.L., Rani, M., Lewis, G. (2002). *Communication for Social Change: An Integrated Model for Measuring the Process and Its Outcomes* (The Communication for Social Change Working Paper Series: No.1). New York, NY: The Rockefeller Foundation.

Chithunzi chapamwambachi chinajambulidwa ndi a Jane Brown mothandizidwa ndi a Photoshare.



## Matanthauzo a zidule za mayina

AIDS	Matenda osachiritsika a EDZI
CCP	Bungwe la Center for Communication Programs
GGI	Gulu la Tiyeni Atsikana!
HIV	kachilombo koyambitsa matenda a EDZI
NGO	mabungwe omwe si aboma
PTA	bungwe la makolo ndi aphunzitsi



## Mau Otsogolera

### Mwalandiridwa ku Tiyeni atsikana!

Buku la **Tiyeni Madera! Buku lolimbikitsa Madera kuchitapo kanthu pofuna kuchepetsa chiopsezo cha atsikana ku mliri wa HIV/EDZI** cholinga chake ndi kukweza maluso a Olimbikitsa anthu kutengapo mbali ndi a gulu lotsogolera kuti alimbikitse anthu kuchepetsa chiopsezo cha atsikana ku mliri wa HIV/EDZI.

### Mbiri ya Tiyeni Atsikana! Kodi Tiyeni Atsikana ndi chiyani!?

Buku la **Tiyeni Madera! Buku lolimbikitsa Madera kuchitapo kanthu pofuna kuchepetsa chiopsezo cha atsikana ku mliri wa HIV/EDZI** linalembedwa ndi gulu la Tiyeni Atsikana lomwe limadziwikanso ngati Go Girls! Initiative (GGI). Gulu la GGI lomwe limathandizidwa ndi bungwe la U.S. Agency for International Development kudzera ku bungwe la U.S. President's Emergency Plan for AIDS Relief, inali pulojekiti ya zaka zitatu (2007-2010) yomwe cholinga chake kunali kufuna kuchepetsa kufalikira kwa kachilombo ka HIV pakati pa atsikana omwe ali pachiopsezo kwambiri a msinkhu wa pakati pa zaka 10 mpaka 17 m'maiko a Botswana, Malawi, ndi Mozambique.

Ntchito yomwe inagwiridwa ndi a Johns Hopkins Bloomberg School of Public Health/Center for Communication Programs (CCP), Tiyeni Atsikana! Inayesetsa kulimbikitsa ma pulogalamu okhudza amuna komanso akazi dziko lonse pokhazikitsa njira zatsopano komanso kukweza njira zomwe zinalipo kale zochepetsa chiopsezo cha atsikana ku mliri wa HIV. Pofuna kugawana ndi dziko lonse zotsatira za ntchito ya Tiyeni Atsikana! Mabuku othandizira kuphatikizapo buku lothandiza kuona chiopsezo cha atsikana ndi zipangizo zothandizira ma pulogalamu, kuphatikizapo bukuzilipo zaulere kuti zithandize anthu omwe amakhazikitsa mfundo komanso mapulogalamu osiyanasiyana kuti athe kulimbikitsa atsikana ndi Madera kukhala amphamvu padziko lonse. Kutu muthe kupeza zipangizo zones za Tiyeni Atsikana, funsani a U.S. Agency for International Development pa adiresi ya intaneti ya [GHCommunicationsTeam@usaid.gov](mailto:GHCommunicationsTeam@usaid.gov) kapena pezani a CCP pa [www.jhuccp.org](http://www.jhuccp.org).

#### **Chifukwa chiyani tikulimbikitsa atsikana amphamvu ndi Madera aphamvu?**

Cholinga cha Tiyeni Atsikana sikungokweza thanzi labwino kokha komanso kuthandiza anthu kutha kuchitira zinthu limodzi. Atsikana ndi madera awo anapeza mawu oti "atsikana amphamvu" kukhala owalimbikitsa kuchitapo kanthu, kutha kudziteteza ku mnyozo ndi nkhanza, komanso kutha kukwaniritsa maloto awo. "Madera amphamvu" amanthauza mphamvu zotha kugwirira ntchito limodzi. Madera anapeza kuti mawu onena kuti "atsikana amphamvu, madera amphamvu" kukhala "ganizo lotsogolera lomanga umodzi ndi lolimbikitsa."



## **Nchifukwa chiyani chidwi chili pa atsikana osati anyamata?**

Tiyeni Mabanja! Kukweza maluso anthu akuluakulu kuti athe kulankhulana ndi achinyamata: Buku lophunzitsira limazindikira kuti anyamata ndi atsikana, abambo ndi amayi onse ali osatetezedwa ku mlili wa HIV/EDZI. Komabe, umboni umaonetsa kuti atsikana ndi osatetezeka kwambiri ku mlili wa HIV/EDZI. Mwachitsanzo:

- ✓ Atsikana ali ndi mwayi wochepa wopita ku sukulu komanso kumaliza maphunziro awo;
- ✓ Atsikana ali ndi mwayi wochepa wodziwa zambiri zokhudza za HIV/EDZI;
- ✓ Atsikana ali ndi mwayi wochepa wopezera chuma kusiyana ndi anyamata zomwe zimawapangitsa kuti azisinthanitsa matupi awo ndi ndalama;
- ✓ Maudindo omwe atsikana ali nawo pachikhalidwe amawalepheretsa iwo kukhala ochan-gamuka;
- ✓ Atsikana amakwatiwa ndikuyamba mchitidwe wogonana akadali achichepere kusiyana ndi anyamata; ndi,
- ✓ Atsikana ndi omwe amakhala opalamulidwa kwambiri pa nkhani ya nkhanza zokhunzana ndi kugonana kusiyana ndi anyamata.

Mapulogalamu ambiri okhudzana ndi kapewedwe ka HIV kawirikawiri saganizira za mfundozi komanso zina zomwe zimapangitsa atsikana kukhala osatetezeka ku HIV ndipo sakhala ndi chidwi chapadera choti atikanawonso atengepo mbali. Tiyeni Atsikana! Inali ndi chiyembekezo chosintha zimenezi poyika chidwi pazosowekeka za atsikana otha msinkhu.

### **Kugwiritsa ntchito mabuku a Tiyeni Atsikana!**

Ndandanda wa mabuku a Tiyeni Atsikana analembedwa kuti athandizire pulogalamu yomwe cholinga chake ndi kuchepetsa chiopsezo cha atsikana ku mliri wa HIV/EDZI pofikira Madera, sukulu, makolo, anyamata ndi atsikana achichepere pogwiritsa ntchito njira zomwe anthu amatenga nawo mbali powazindikiritsa, Madera kuchitapo kanthu, komanso zida zokwezera maluso osiyanasiyana. Mabukuwa ayesedwapo kaye m'maiko atatu omwe agwiritsiridwe ntchito a - Malawi, Mozambique ndi Botswana – ndikusinthidwa potengera mayankho ochokera kwa Otsogolera komanso ophunzira mu dziko lililonse la maiko atatuwa.

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Mabuku asanu Tiyeni Atsikana mu ndandanda wawo ndi awa:

- **Tiyeni Atsikana! Bukhu lophunzirila maluso okhudzana ndi umoyo wa Atsikana ndi anyamata m'sukulu:** – bukuli limathandiza aphunzitsi pophunzitsa maluso osiyanasiyana okhudzana ndi umoyo womwe angathandize ophunzirawo kuti athe kudziteza ku mliri wa HIV/EDZI.
- **Tiyeni Aphunzitsi! Kukonza malo oteteza ndi olimbikitsa atsikana m'sukulu: buku lophunzitsira aphunzitsi ndi atsogoleri ena pa sukulu** bukuli limathandiza atsogoleri a pasukulu kumvetseta ndi kulimbikitsa maudindo awo monga oteteza atsikana omwe ali pachiopsezo komanso ngati othandizira kusintha m'sukulu mwawo polimbikitsa njira zophunzitsira zosasiyanitsa amuna ndi akazi ndi kuthetsa makhalidwe onse omwe amayika atsikana pa chiopsezo chotenga kachilombo ka HIV.
- **Tiyeni Mabanja! Bukhu lothandiza Kukweza maluso a anthu akuluakulu kuti athe kulankhulana ndi achinyamata:** bukuli limathandiza makolo, opereka chithandizo, ndi achikulire onse omwe ali okhudzidwa kuti athe kuyankhulana ndi achinyamata. Cholinga cha pulogalamuyi ndi kulimbikitsa maluso a achikulire pa kayankhulidwe, kukhala zitsanzo zabwino komanso ubale wawo ndi achinyamata.
- **Tiyeni Madera! Buku lolimbikitsa Madera kuchitapo kanthu pochepetsa chiopsezo cha atsikana ku mliri wa HIV/EDZI** - bukuli ndi mlozo wa tsatanetsatane wolimbikitsa Atsogoleri omwe amalimbikitsa Madera kuthana ndi chiopsezo cha atsikana ku mliri wa HIV/EDZI.
- **Tiyeni Atsikana! Bukhu lophunzitsila maluso okhudzana ndi umoyo wa atsikana m'madera** – bukuli lalembedwa kuti lilimbikitse maluso a umoyo wa atsikana a zaka za pakati pa 13 mpaka 17 omwe sali pasukulu kapena ali m'malo osatetezedwa.

Pa m'ndandanda wa mabukuwa palinso mabuku awiri omwe ndi milozo pa **1) Kulimbikitsa njira zopezera chuma kwa atsikana omwe ali pachiopsezo ndi mabanja awo** komanso **2) Kukweza chithandizo cha m'Madera kwa atsikana omwe ali pachiopsezo kudzera pa wailesi.**

Mndandanda wa mabuku a Tiyeni Atsikana! Unakhazikitsidwa pofuna kuthana ndi nkhani zosiyanasiyana zomwe zimapangitsa atsikana kukhala pa chiopsezo ku mliri wa HIV kotero kuti mapulogalamu onsewa ndi oyenera kuchitidwa pamodzi. Komabe, ngati ndalama zoyendetsera mapulogalamu onsewa nthawi imodzi palibe, mapulogalamuwanso angathe kuchitidwa paokha paokha.

## **Mfundo zofunikira zokhudza bukuli**

Mfundo zotsatirazi zimawongolera ndondomeko komanso zochitika zomwe zinaikidwa bukuli:

- aliyense ali ndi mphamvu zotha kukhala m'moyo wathanzi.
- Madera amadziwa bwino mmene angathetsere mavuto awo athanzi. Njira zothetsera mavutowa zomwe zimakhala zochokera kwa iwo eni ake zimakhala zokhazikika ndipo sizifuna chithandizo chilichonse chochokera kwina.
- Kubwera pamodzi ngati dera zimathandiza kuthana ndi mavuto akuluakulu kuposa mmene munthu payekha angachitire.
- Kutenga mbali kwa munthu aliyense mudera ndi kofunikira: abambo, amayi, achinyamata ndi agogo. Ganizo la aliyense ndilofunikira.
- HIV/EDZI imakhudza aliyense kotero kupewanso kuyenera kukhudza aliyense.



Mkati monse mwa ndondomekoyi mukhala mukuthandiza madera kuti apeze mphamvu zawo ndi kugwirira ntchito limodzi ndi iwo pokonza ndi kukhazikitsa zochitika zopambana zomwe cholinga chake ndi kuchepetsa chiopsezo cha mliri wa HIV/EDZI kwa atsikana.

Miyambi ina imathandiza kulimbikitsa anthu kugwirira ntchito limodzi. Mwachitsanzo:

“Mutu Umodzi susenza denga”

**Malawi**

“Kgetsi ya tsie e kgonwa ka go tshwaraganelwa”

**Botswana**

“Moono m’moza khulipale!”

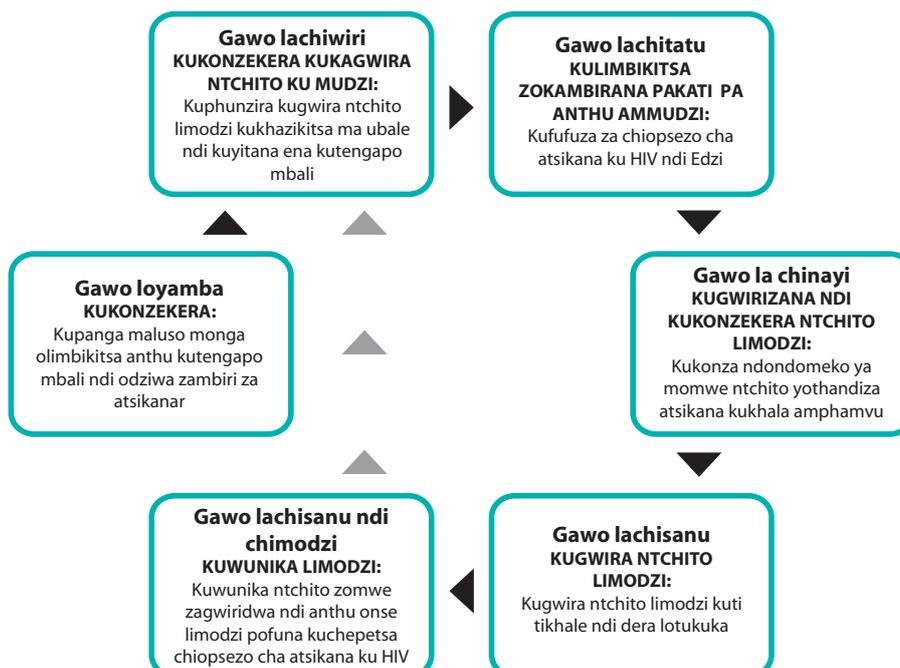
**Mozambique**

## Kagwiritsidwe ntchito ka bukuli

Bukuli lalembedwa kuti ligwiritsidwe ntchito ndi Olimbikitsa kutengapo mbali kuti agwire ntchito limodzi ndi madera pothana ndi chiopsezo cha mliri wa HIV/EDZI kwa atsikana. Mubukuli Olimbikitsa anthu kutengapo mbali, tikutanthauza munthu wochokera ku bungwe amene amagwira ntchito ndi gulu lotsogolera komanso anthu am’deramo. A gulu lotsogolera ndi anthu am’deramo omwe amatenga udindo wa utsogolero mu ntchito yimbikitsa anthu kutengapo mbali. Bukuli lalembedwa motsata mndandanda wa ntchito yolimbikitsa anthu kutengapo mbali. Mndandanda wa ntchito yolimbikitsa anthu kutengapo mbali ndi ndondomeko ya ntchito yomwe yalembedwa mwatsatanetsane kuti anthu ammodzi atsatile pogwira ntchito limodzi ndi mwadongosolo kuti ateteze atsikana omwe ali pachiopsezo mu Madera mwawo.

## Ndondomeko ya Ntchito ya Dera pochepetsa chiopsezo cha mliri wa HIV/EDZI kwa Atsikana

Bukuli lili ndi magawo akuluakulu asanu:



**(1) Ndongomeko ya Malangizo**

Gawo lina lilonse la ndondomeko yolimbikitsira anthu amudzi kutengapo mbali ili ndi mbali zosiyanasiyana. Ngakhale mndandanda wa mbali zosiyanasiyana uli wodalira pa zomwe zinachitikapo kwina, mungathe kusintha mndandanda wa mbalizi malingana ndi dera lomwe mukugwirako ntchito. Pamapeto pa gawo lina lilonse mupeza ndondomeko yomwe ikuthandizeni kuti muwone ngati mukuyenera kupita gawo lina kapena ayi.

**(2) Zida zofunikira kugwiritsa ntchito powalimbikitsa anthu kutengapo mbali**

Zida zofunikira muzipeza kumapeto kwa gawo lilonse. Zidazi zingathenso kusinthidwa kuti zigwirizane ndi dera lomwe mukagwireko ntchito. Zida zomwe zili mbukhuli zilipo zokwana 10.

**(3) Kuunikira mmene ntchito yolimbikitsa anthu ikuyendera**

Fomu yonikira idzathandiza Olimbikitsa anthu kutengapo mbali kuti athe kuyang'anira mmene ntchito ya m'deramo ikuyendera, monga momwe zaonetsedwera m'munsimu.

**(4) Kabuku Koyamba: Bukhu la gulu lotsogolera**

Bukulinso liri ndi mndandanda wa malangizo kwa otsogolera amudzi mu ntchito yolimbikitsa anthu amudzi kutengapo mbali. Kabuka kakufotokoza momveka bwino ntchito yomwe Olimbikitsa anthu amudzi akuyenera kuchita mu ndondomekoyi. Olimbikitsa anthu kutengapo mbali ayenera kupereka kabuki kamodzi kwa Olimbikitsa anthu amudzi aliyense wa Dera kumayambiriro kwa zochitikazi ngati chuma chilipo.

**(5) Kabuku kachiwiri: buku la Uthenga m'zithunzi ndi 'mmene tingagwiritsire ntchito'**

Kabukuka kali ndi zithunzi zomwe zili ndi uthenga wofunikira kwambiri wokhudza HIV/EDZI ndi chiopsezo cha mlirivu kwa atsikana ndipo nkosavuta kugwiritsa ntchito. Mndandanda wa malangizo udzakutsogolerani mmene mungagwiritsire ntchito zithunzizi pa nthawi yolimbikitsa anthu kuti athe kuyamba kumakambirana za kuchepetsa chiopsezo cha mliri wa HIV/EDZI kwa atsikana.



## Zizindikiro zofunikira

Mu bukhuli, tagwiritsa ntchito zizindikiro zosiyanasiyana zomwe zidzakuthandizeni kuyika chidwi chanu pa mauthenga osiyanasiyana mbukhuli:



Mfundo yofunikila



Chida chofunikila



Chikumbutso choti mugwiritse ntchito kabuku ka zithunzi

## **Kuunikira mmene ntchito yolimbikitsa Madera ikuyendera**

**Kodi kuunikira ndi chiyani?** Kuunikira ndi kuona zomwe tikuchita pofuna kuona ngati tikusunga nthawi komanso tikugwira ntchito zimene tinakonza kuti tichite. Timakhala tikudzifunsa funso, “kodi tikuchita zomwe tinakonzekera?” zimathandizanso kudziwa mavuto omwe abwera ndi kusintha kulikonse komwe kukuyenera kuchitidwa chifukwa cha mavuto omwe abwerawo.

**Chifukwa chiyani tikuyenera kuunikira?** Kuunikira ndondomeko yolimbikitsa Dera kumathandiza kudziwa zomwe tachita komanso kuona ngati sitikusochera.

**Tiunikire bwanji?** Mbali yofunikira kwambiri yokhudza kuunikira ndi kukhala achilungamo. Mwachitsanzo, ngati ndi anthu asanu okha amene anabwera pamsonkhano, pafomupo palembedwe chiwerengero cha anthu asanu. Ndi kupyorera pakudziwa zoonapamene tingathe kugwira ntchito limodzi kumvetsetsa zomwe zayenda bwino ndikupeza njira yothanirana ndi mavuto omwe akupezeka.

### **Kodi cholinga cha chida chounikira ndi chiyani?**

Cholinga chake ndi kulembamo kuchuluka, kabweredwe, utsogoleri ndi zomwe zachitika pamsonkhano. Wolimbikitsa anthu kutengapo mbali ayenera kulemba fomuyi pamapeto pamsonkhano kapena chochitika chilichonse chomwe ndi mbali imodzi ya ndondomeko yolimbikitsa maderayi.



## Fomu yoyamba: kuunikira ntchito yolimbikitsa madera

Malangizo kwa wolimbikitsa: lembani mu fomuyi mukamaliza msonkhano kapena chochitika chilichonse chokhudzana ndi ndondomeko yolimbikitsa Madera kutengapo mbali. Izi zikuphatikizapo misonkhano ndi mafumu; anthu onse am’deramo; ndi anthu amugulu lotsogolera. Zikhonzanso kukhala zochitika ndi anthu a m’deralo monga misonkhano kapena masewero a zisudzo.

Dzina la Wolimbikitsa: \_\_\_\_\_

Dzina la dera: \_\_\_\_\_

Tsiku: \_\_\_\_\_ Gawo la Ndongomeko ya Ntchito za Dera: \_\_\_\_\_

Chochitika: \_\_\_\_\_

Nthawi yoyambira: \_\_\_\_\_ Nthawi yomalizira: \_\_\_\_\_

### 1) werengani anthu onse omwe akutenga gawo pa chochitikacho ndipo mulembe m’munsimu:

	Amayi zaka 18+	Abambozaka 18+	Atsikana zaka 10-17	Anyamata zaka 10-17	Onse pamodzi
Chiwerengero cha anthu					

### Ndani anaitanitsa msonkhanowo?

Woitanitsa	Chongani(x)
Ine, Wolimbikitsa	
Atsogoleri a deralo	
Gulu lotsogolera	
Ena (tchulani):	

**3) Kodi pamsonkhanopo panakambidwa zotani zokhudza chiopsezo cha atsikana?**

Mwachitsanzo: Mwayi wogula mowa, kusiya sukulu panjira, maubwenzi ndi akulu akulu, Kudziwa ndi ,maganizo okhuzana ndi HIV/EDZI kugonana, miyambo ndi zinamwali, nkhani zachuma.

Nkhani	
Ganizo lomwe linavomeredwa	
Khwerero lina/ntchito zomwe zichiteke	
Mavuto omwe anakumana nawo	
Mmene anathanirana nawo?	

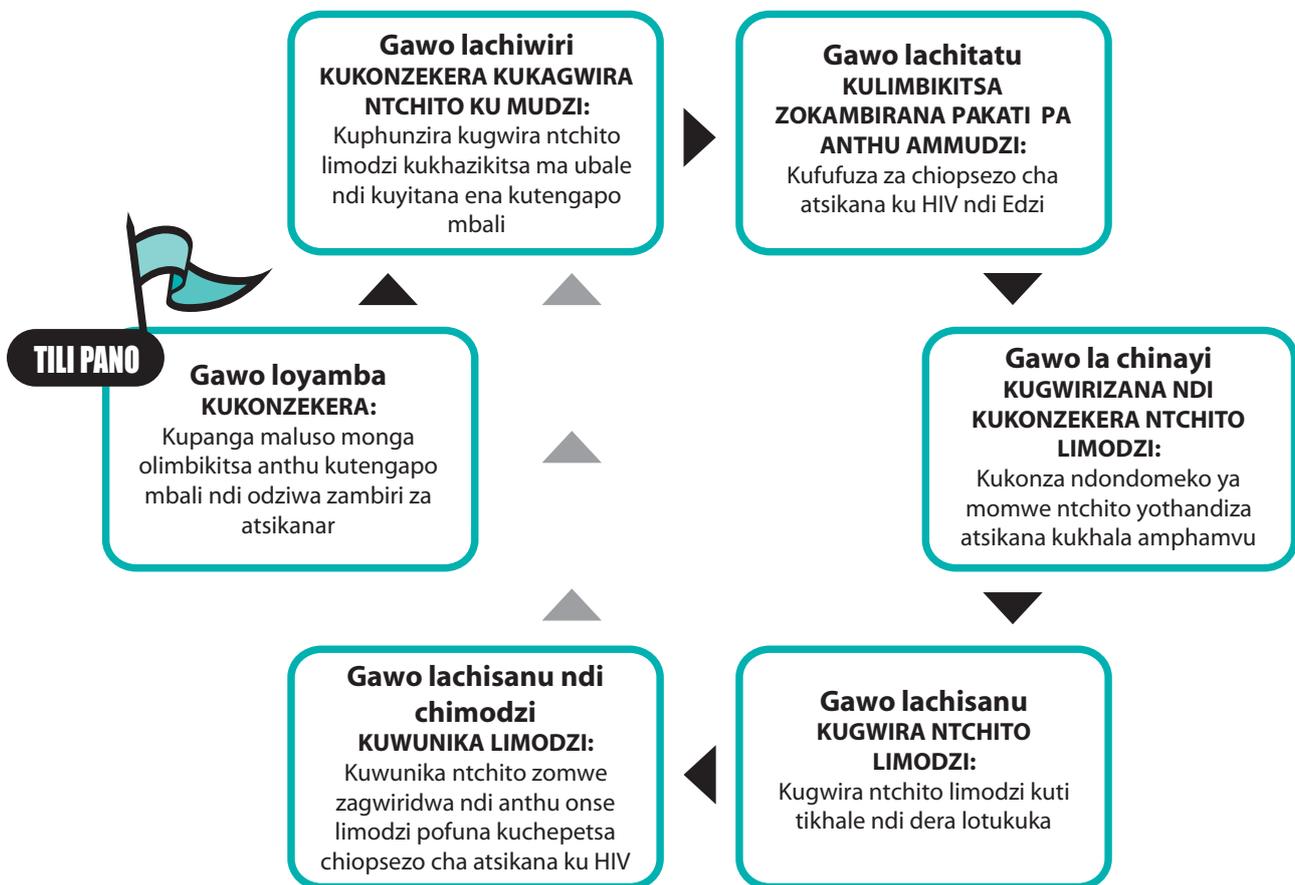


## GAWO LOYAMBA:

**KUKONZEKERA:** Kumanga maluso monga Wolimbikitsa anthu kutengapo mbali komanso odziwa zambiri za atsikana

### A 1a Etapa consiste em 3 Passos:

1. Kuphunzira za Tiyeni Atsikana!
2. Kuphunzira zokhudzana ndi chiopsezo cha mliri wa HIV/EDZI kwa Atsikana
3. Kuphunzira zokhudzana ndi kulimbikitsa anthu kutengapo mbali komanso ndondomeko ya zochita za Dera



## **Khwelero loyamba: Phunzirani za njira ya Tiyeni Atsikana!**

### **Kodi njira ya Tiyeni Atsikana! ndi yotani?**

Tiyeni Atsikana cholinga chake ndikuchepetsa chiopsezo cha mliri wa HIV/EDZI kwa atsikana. Kafukufuku waonetsa kuti atsikana ndi omwe amakhala pachiopsezo kwambiri kuposa anyamata, amayi ndi abambo. Njirayi imadziwanso kuti chiopsezo cha HIV sichimakhudza munthu payekha. Atsikana nthawi zambiri amapezeka mu malo osatetezeka momwe angathe kutenga kachilombo ka HIV chifukwa cha kusowa chilimbikitso kuchokera kwa anthu amdera lawo, kusazidalira, kusowa mfundo zoyenera, umphawi komanso, ndi ubale osokonekera ndi makolo awo. Njira ya Tiyeni Atsikana! Imadziwa kuti atsikana amasunthika chifukwa cha mfundo za anzawo, makolo, Madera momwe akukhala komanso malamulo adziko lawo. Njira iyi ikukwaniritsa zosowa za atsikana a msinkhu wa zaka za pakati pa 10 ndi 17 pogwira ntchito limodzi ndi dera lonse- atsikana, anyamata, amayi ndi abambo.

### **Chifukwa chiyani chidwi chili pa atsikana osati anyamata?**

Aliyense – anyamata ndi atsikana, abambo ndi amayi-ali pachiopsezo ku HIV/EDZI. Komabe, kafukufuku akusonyeza kuti atsikana ndi omwe ali pachiopsezo kwambiri ku mliri wa HIV chifukwa cha mfundo zotsatirazi. Mwachitsanzo:

- Atsikana ali ndi mwayi wochepa wopita ku sukulu komanso kumaliza maphunziro awo;
- Atsikana ali ndi mwayi wochepa wodziwa zambiri zokhudza HIV/EDZI;
- Atsikana ali ndi mwayi wochepa wopezera chuma kusiyana ndi anyamata zomwe zimawapangitsa kuti azisinthanitsa matupi awo ndi ndalama;
- Maudindo omwe atsikana ali nawo malingana ndi chikhalidwe chatu amawalepheretsa iwo kukhala ochangamuka;
- Atsikana amakwatiwa ndikuyamba mchitidwe wogonana akadali achichepere kusiyana ndi anyamata; ndi,
- Atsikana ndi omwe amakhala amakhuzidwa kwambiri ndi nkhani za nkhanza zokhunzana ndi kugonana kusiyana ndi anyamata.

### **Kodi cholinga chenicheni cha Tiyeni Atsikana! Kulimbikitsa Madera kutenga mbali ndi chiyani?**

Cholinga cha Tiyeni Atsikana! Kulimbikitsa Madera kutenga mbali ndi kubweretsa anthu onse amderamo pamodzi pofuna kuonetsetsa kuti atsikana ali ndi moyo wathanzi komanso wansangala, akutha kumaliza maphunziro awo ndipo ndiotetezedwa ku mliri wa HIV/EDZI.

### **Kodi ndi zolinga zANJI zomwe Tiyeni Atsikana! Kulimbikitsa Madera akufuna kukwaniritsa?**

1. Kuzindikiritsa anthu chifukwa chomwe atsikana ali pachiopsezo cha mliri wa HIV/EDZI
2. Kulimbikitsa anthu am'dera kudzipereka kugwirira ntchito limodzi pofuna kuteteza atsikana
3. Kuthandiza anthu kuti atenge mbali poteteza atsikana ku mliri wa HIV/EDZI



## **Khwelero lachiwiri: Phunzirani zokhudzana ndi chiopsezo cha atsikana ku mliri wa HIV/EDZI**

### **Kodi ndikuyenera kudziwa chani zokhudzana ndi chiopsezo cha atsikana?**

Asanayambe kugwira ntchito m'dera lililonse Olimbikitsa anthu kutengapo mbali akuyenera kudziwa zomwe zimawapangitsa atsikana kukhala pa chiopsezo ku HIV/Edzi

Mungathe kukhala kuti mukudziwa pang'ono kapena zambiri zokhudzana ndi m'dera momwe mudzigwiriramo ntchito. Koma, kodi munayamba mwagwirapo ntchito m'dera mwanu yokhudzana ndi chiopsezo cha mliri wa HIV kwa atsikana? Ngati simunatero, nkofunikira kudziwa za momwe zinthu ziliri m'dera mwanu zokhudza atsikana.



Zojambula zowonetsa chiopsezo cha atsikana zakonzedwa kuti zithandize kuphunzira za chiopsezo cha atsikana ku HIV/Edzi. Zigwiritsidwenso ntchito kuwonjezera chidziwitso chanu pa maphunziro osiyanasiyana kuti zithandize kuti mukhale omasuka kutsogolera zokambirana zosiyana siyana zokhudza chiopsezo cha atsikana ku HIV/Edzi. Zingathenso kugwiritsidwa ntchito kuyambitsa zokambirana ndi anthu amudzi mu ntchito yonse yolimbikitsa anthu kutangapo mbali. Mwachitsanzo mukamawunikanso za chiopsezo cha atsikana mu gawo lachitatu, zithunzizi zikhomza kugwiritsidwa ntchito kuyambitsa zokambirana zomwe sizinaganiziridwepo kapena kulimbikitsa kukambirana mwakuya pa nkhani zosiyanasiyana. Komanso munthawi yowunikiranso zithunzizi zikhonza kuthandiza kukumbutsa zomwe anthu akuchita.

Zithunzizi zikukamba za nkhani zosiyanasiyana monga:

- Kufotokozero mwachidule njira zomwe HIV imafarira ndi momwe ingapewedwere
- Kufotokozero mwachidule zomwe a GGI anapeza kuti ndi zomwe zimawayika atsikana pa chiopsezo
- Nkhani zikuluzikulu zomwe zimayika moyo wa atsikana pa chiopsezo ku HIV/Edzi. Zina mwa mfundozi zikukhuza atsikana okha monga nkhanza, pomwe zina zikhonza kukhala zoteteza kapena zoopseza, monga ubale ndi apanja ndi akulu akulu ena.
  - Maudindo amayi ndi abambo
  - Kudziwa ndi maganizo okhuza HIV
  - Mchitidwe ogonana
  - Mowa
  - Nkhanza
  - Ubale ndi apabanja
  - Ubale ndi abwenzu
  - Maphunziro
  - Umoyo wathanzi
  - Umphawi ndi mwayi wopezera ndalama
  - Chinamwari

- Mfundo zomwe anthu amudzi angatenge kuti agwire ntchito limodzi kuchepetsa chiopsezo cha atsikana



Zikhonza kuoneka ngati pali zambiri zoti zichitike. Chofunikira kukumbukira ndi chakuti anthu amudzi atha kubweretsa kusintha ngati atachitapo kanthu pa nkhani zimenezi pothana ndi mfundo ili yonse payokha payokha.

## **Mungayankhule bwanji zokhudza chiopsezo cha atsikana ku HIV/Edzi**

Pokambirana ndi anthu amudzi zokhuza GGI ndi chiopsezo cha atsikana ku HIV/Edzi, ndikofunika kugwiritsa ntchito mawu osavuta kumva. Mwachitsanzo, mmalo mogwiritsa ntchito mau akuti 'chiopsezo', 'zosonyezera' kapena 'kuwunikira' gwiritsani ntchito mau omveka bwino monga "atsikana amagwiridwa," "atsikana omwe angathe kutenga kachiroambo ka HIV," "kuona ngati zinthu zikuyenda bwino" ndi "kuona kuti atsikana asintha chifukwa cha ntchito yomwe tagwira."

## **Tingayankhule bwanji nkhani zomitsa pakamwa**

Zinthu zomwe zimawayika atsikana pa chiopsezo chotenga HIV/Edzi zimafunika kukamba za zinthu zina zomwe zili zovuta, monga kugonana ndi kugwiririra. Ngakhale zili zovuta kukamba nkhani ngati zimenezi, pali njira yomwe mungazipangire nkhanizi kukhala zosavuta. Zina mwanjirazi ndi izi:

- Mukhale odziwa-Ngati mungakhale ndi chikhulupiliro kuti mukudziwa chomwe mukunena zikuthandizani kuyankhula momasuka
- Khalani womasuka- mukamaoneso kuti simukumasuka mupangitsanso ena kukhala osamasuka
- Kambani za nkhanio-Cholinga cha zokambirana sikukamba za kugonana. Ndikukambirana nkhani zofunika monga atsikana kusiya sukulu chifukwa cha mimba kapena kumwa mowa kwa anthu amudzi.
- Gwiritsani ntchito mau ophiphiritsa a ulemu-Zikhalidwe ndi ziyankhulidwe zonse zili ndi mawu omwe ali ovomerezeka kuwagwiritsa ntchito mmalo mwa mau achindunji monga ngat 'kugonana' kapena 'nyini'
- Pangani malo omwe zokambirana zikuchitika kukhala malo omwe anthu ali omasuka-kuwayika anthu omwe ali ofanana pamodzi, monga ofanana mu zaka, amuna kapena akazi okhaokha zimapanga kukambirana nkhani zovuta kumba kukhala kosavuta (mwachitsanzo azaka zofanana kapena onse amuna/akazi)
- Gwiritsani ntchito zisudzo kapena nthano-poyika chidwi pa zinthu monga masewero kapena nthano, anthu samamva kuopsezewa ndipo amatha kukamba mfundo zothandiza.



## **Khwelero lachitatu: Phunzirani zokhudza kulimbikitsa anthu kutenga mbali ndi ndondomeko ya ntchitoyi**

### **Kodi dera kapena mudzi ndi chani?**

Mawu akuti dera kapena mudzi ndi wovuta kuwatanthauzira chifukwa likhonza kuyimira magulu a anthu osiyanasiyana. Mwachitsanzo mudzi okhonza kuyimira:

- Gulu la anthu omwe amaagwiritsa ntchito zinthu zofanana monga chitsime/mjigo kapena msika
- Anthu achipembedzo chimodzi
- Banja
- Mudzi
- Midzi ingapo
- Dziko

Mudzi ndi gulu la anthu omwe ali ndi chinthu china chake chofanana. Koma ngakhale ali ndi zina zofanana ndi zosowa zofanana ndikofunika kudziwa kuti pamakhala zinthu zina zomwe zimakhala zosiyana pakati pawo.

### **Kulimbikitsa anthu kutengapo mbali ndi chani?**

Iyi ndi ntchito yobweretsa anthu pamodzi kuti akhale ndi masomphenya ofanana, kulimbikitsa kukambirana, ndi kuwapatsa mphamvu kuti athe kuchita zinthu limodzi kuthetsa mavuto amdera/mudzi wawo. Zimawapanga anthu kumva kuti iwo ali mbali imodzi ya dera lawo ngakhale iwo siwokhuzidwa ndi vuto lomwe lilipo.

### **Kodi ndondomeko ya Ntchito Zolimbikitsa anthu kutengapo mbali ndi chiyani?**

Ndondomeko ya Ntchito Zolimbikitsa anthu kutengapo mbali ndi ndandanda wa magawo ndi makwelero omwe anthu am'dera angatsatire pofuna kutenga nawo mbali mogwirizana komanso mwadongosolo pofuna kuteteza atsikana omwe ali pachiopezo m'madera mwawo.

Magawowa ndi awa:

#### **Gawo Loyamba. Kukonzekera: Kupanga maluso monga othandizira anthu kutengapo mbali komanso odziwa bwino za GGI**

Olimbikitsa anthu kutengapo mbali akuyenereka kukonzekera podziwa Madera/midzi yomwe akagwireko ntchito komanso nkhani zokhudza chiopsezo cha atsikana ku HIV/Edzi. Akuyenera kukhala akatswiri a atsikana ndi kukhulupilira kufunika koteteza tsikana.

#### **Gawo lachiwiri. Kukonzekera kukagwira ntchito ku mudzi/dera: Phunzirani kugwira ntchito limodzi, pangani maubwenzi ndipo ayitanireni ena kutenga nawo mbali**

Olimbikitsa anthu kutengapo mbali akuyenereka kulumikizana ndi atsogoreli ammudzi/dera ndi kukonzekera msonkhano woyambirira wadera/mudzi. Onse pamsonkhanopo omwe ali ndi chidwi akuyenereka kupanga gulu la otsogolera lomwe olimbikitsa anthu kutengapo mbali azigwira nalo ntchito pothandizana ndi anthu a mmudzi kutengapo mbali kuwateteza atsikana ku chiopsezo chomwe ali nacho.

**Gawo lachitatu. Kulimbikitsa kukambirana m'mudzi: Kufufuza chiopsezo cha atsikana ku HIV/Edzi**

Olimbikitsa anthu kutengapo mbali akuyenera kufufuza ndi kukambirana nkhani zokhudza chiopsezo cha atsikana ku HIV/Edzi koyambirila ndi gulu la otsogolera kenako ndi anthu ena onse ndi cholinga chofuna kudziwa kuti ndi chifukwa chiyani atsikana ali pa chiopsezo.

**Gawo lachinayi. Gwirizanani ndi kukonza ndondomeko limodzi: Pangani ndondomeko ya kagwiridwe ka ntchito ka atsikana a mphamvu**

Gulu lotsogolera ntchito yolimbukitsa anthu kutengapo mbali ligwiritse ntchito mfundo zomwe lapeza kuona kuti ndi ntchito ziti zofunikila zomwe angagwirire limodzi ndi anthu amudzi pofuna kupeza njira zomwe angathanilarane ndi mavuto omwe atchulidwa. Akuyenera kukhazikitsa ndondomeko ya ntchito yomwe iwonetsetse mbali yomwe anthu amudzi atengepo, yemwe atsogolere ndi nthawi yomwe zinthuzo zichitike.

**Gawo lachisanu. Kutengapo mbali mogwirizana: Kugwira ntchito limodzi kuti madera akhale amphamvu**

Olimbikitsa anthu kutengapo mbali akuyenera kuonetsetsa kuti anthu a mmudzi akhazikitsa ndondomeko ya momwe agwirire ntchito ndipo awonetsetse kuti ntchitoyo yagwiridwa.

**Gawo lachisanu ndi chimodzi. Kuunikira limodzi: kuunikira momwe ntchito yoteteza atsikana yayendera**

Olimbikitsa anthu kutengapo mbali agwire ntchito ndi gulu lotsogolera kuti awunikire limodzi ntchito yomwe yagwiridwa kuti aone ngati ntchitoyo yakhala ya phindu. Iyi ndi nthawi yabwino youzana momwe ntchitoyi yapindulira.



## Kodi udindo wa Olimbikitsa anthu kutengapo mbali ndi chiyani?

Olimbikitsa anthu kutengapo mbali ntchito yawo ndi:

- ✓ Kupanga ubale wabwino ndi anthu a mdera/mudzi
- ✓ Kugwira ntchito limodzi ndi a gulu lotsogolera omwe ndi anthu am'dera, omwemonso akutsogolera ntchitoyi.
- ✓ Kuwapanga anthu kudziwa komanso kukhala ndi chidwi pa nkhani zokhudzana ndi chiopsezo cha atsikana ku HIV/Edzi
- ✓ Kutsogolera ntchito yolimbikitsa anthu a mmudzi kutengapo mbali
- ✓ Ku limbikitsa anthu a mmudzi/mdera kudalira ndi kugwiritsa ntchito zinthu zawo komanso zonse zomwe ali nazo mdera lawo.
- ✓ Kukhala ndi chiyembekezo chomwomwe chingathe kukwanilitsidwa – Auzeni anthu mwa chilungamo ntchito zomwe zichitike ndi zomwe simungathe kuchita
- ✓ Lumikizanani ndi mabungwe ena kuti athe kuthandizapo pomwe Go Girls siingathe kufikira monga kumanga zimbuzi m'sukulu.

## Kodi olimbikitsa anthu kutengapo mbali wa bwino ayenera kukhala ndi makhalidwe otani?

Khalidwe/maganizo	Mwachitsanzo
<b>Kumvetsera mmalo mophunzitsa</b>	kuyang'ana anthu mmaso Musasokoneze Perekani ndemanga pa zomwe wina wanena Gwiritsani ntchito zizindikiro zabwino
<b>Phunzirani kuchokera kwa ena</b>	Lolani kuti anthu apereke maumboni Gwiritsani ntchito anthu omwe ndi zitsanzo
<b>Khalani omasuka mmalo mopanga zinthu mwaphuma</b>	Khalani ndi nthawo yokwanira ya ndemanga ndi mafunso Lolani anthu kuganiza mwakuya Lolani kuti anthu athe kukhala chete kuti aganize bwino
<b>Lemekezani maganizo a onse</b>	Lemekezani maganizo awina aliyense Ayamikireni omwe akutenga nawo mbali
<b>Onetsetsani makhalidwe ndi Maganizo anu</b>	Dziwani maganizo anu ndi zomwe mumaganiza
<b>Pangani zinthu kukhala zophweka</b>	Pewani kuphatikiza ziyankhulo Musagwiritse ntchito mawu ovuta kuwamva
<b>Musakalipe wina</b>	Musamuyimbe wina mulandu-zimabweretsa udani



## Kodi olimbikitsa anthu kutengapo mbali wa bwino ayenera kukhala ndi makhalidwe otani?

Khalidwe/maganizo	Mwachitsanzo
<b>Lolani anthu amudzi kutsogolera</b>	Aloleni anthu amudzi kutsogolera
<b>Afikireni ovuta kufikirika</b> <b>Pezani kusiyana malo mongokhala Pakatikati</b>	Gwiritsani mtchito magulu omwe alipo kale kuti musankhe anthu ndipo mungathenso kusankha kunja kwa maguluwa, anthu omwe nthawi zambiri amasiyidwa
	Musakhutitsidwe ndi yankho limodzi Alimbikitseni onse kugawana ndi anzawo maganizo awo

## Muuni wa Gawo loyamba:

Nkhani	chongani
Kodi mwamvetsetsa zolinga za Tiyeni Atsikana pofuna kulimbikitsa anthu kutengapo mbali?	
Kodi mukuzimvetsetsa mokwanira mfundo zokhudza chiopsezo cha atsikana ku HIV ndi Edzi?	
Kodi ndinu okonzeka kukhala akatswiria Atsikana?	

Ngati mwakwaniritsa zinthu zonse zili pa mwambazi mungathe kupita ku khwerero la chiwiri, “Kukonzekera kukagwira ntchito ku mudzi. Kuphunzira kugwira ntchito limodzi, kupanga maubale ndi kuyitanila ena kutengapo mbali”

Ngati mukadali ndi mafunso kapena nkawa zokhudzana ndi mbali ina iliyonse ya magawo amenewa, musayiwale kukambirana ndi okuyang’anilani. Olimbikitsa anthu kutengapo mbali a mmadera ena angathe kukuthandizani choncho onetsetsani kuti mukulumikizana nawo.



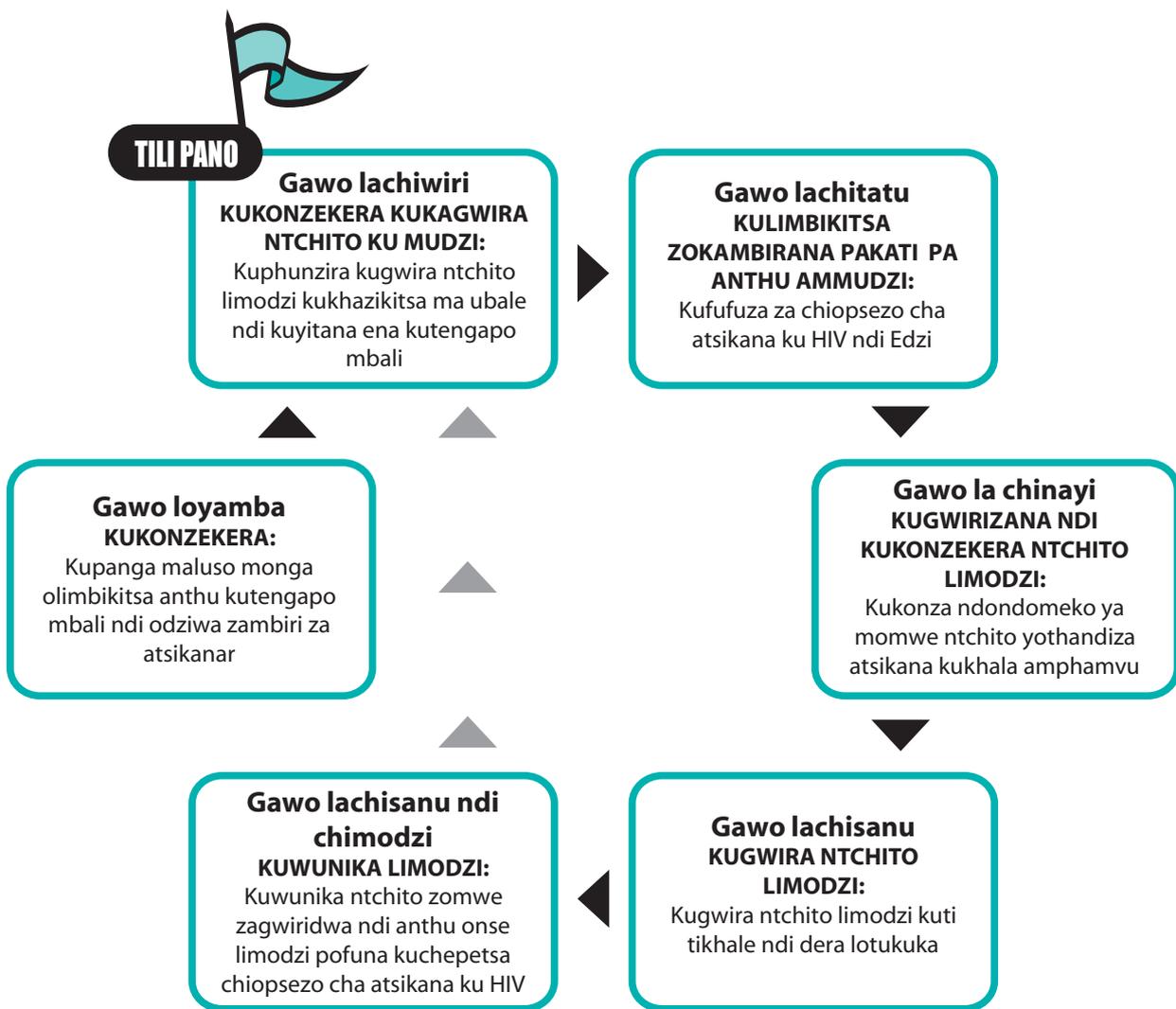
# GAWO LACHIWIRI

## KUKONZEKERA KUKAGWIRA NTCHITO KU MUDZI:

Kuphunzira kugwira ntchito limodzi kukhazikitsa maubale ndi kuyitana ena kutengapo mbali

**Pali makwerero asanu mu gawo ili:**

1. Kufufuza ndi kukumana ndi atsogoleri
2. Kukonzekera msonkhano woyamba wa mudzi wonse
3. Khalani ndi msonkhano woyambirira ndipo sankhani gulu lotsogolera
4. Khazikitsani Gulu Lowunikira
5. Kumanani ndi gulu lotsogolera ndipo lipatseni maluso



Tsopano poti mwaphunzira nkhani zokhudzana ndi chiopsezo cha atsikana ku HIV ndi Edzi ndi nthawi yopita ku mudzi ndi kukawalimbikitsa anthu kuti atengepo mbali.



## **Khwelero loyamba: fufuzani ndi kukumana ndi atsogoleri ofunikira**

Mu gawo limeneli Olimbikitsa anthu kutengapo mbali aphunzire zambiri kuchokera kwa atsogoleri am'deralo zokhudzana ndi dera lomwe azigwirako ntchito. Anzanu ena anakumana kale ndi atsogoleri ena ndi cholinga chofuna kuti atengepo mbali mu ntchito za pulogalamuyi. Zomwe zikutanthauza kuti anthu ena omwe mukumane nawo akudziwa kale za GGI kotero kuti ndi okonzeka kuti ntchito za mu pulogalamuyi ziyambe.

- ▲ Fufuzani atsogoleri osankhidwa ndi osasankhidwa amudzi. Kuti muwapeze atsogoleri osasankhidwa, khalani okonzeka kuwafunsa anthu a mmudzi kuti anene kuti ndi ndani yemwe amalemekezedwa komanso ali ndi chikoka mmudzimo.



### **Atsogoleri ndi ndani?**

**Atsogoleri osankhidwa** ndi monga mafumu, atsogoleri andale, ogwira ntchito za boma, atsogoleri amipingo, ndi ena osankhidwa ndi anthu ammudzi omwe ali ndi maudindo osiyanasiyana

**Atsogoleri osasankhidwa** ndi womwe ali ndi chikoka mmudzimo, ngakhale sanasankhidwe. Mwachitsanzo, Otsogolera mpira wa miyendo, otsogolera zisudzo, otsogolera magulu amayi, asing'anga, aphunsitsi ndi ena otero.

- ▲ Kumanani ndi atsogoleri a mmudzi pa nthawi yomwe ali omasuka kutero. Onetsetsani kuti mukumane ndi atsogoleri osiyanasiyana malingana ndi mtundu/fuko lawo, amuna ndi akazi, achikulire ndi ocheperapo misinkhu, kapena achipembezo. Mungathe kukumana nawo pawokha pawokha kapena magulu ang'ono ang'ono malingana ndi omwe mukukumana nawo. Mwachitsanzo, zizingakhale bwino kusakaniza atsogoleri osankhidwa ndi osasankhidwa.
- ▲ Cholinga cha kukumanaku ndi kupanga ubale ndi atsogoleri ammudzi kuti athandize ntchito za GGI komanso kuppemphakuti athandize kukonzekera msonkhano woyamba wa mudzu wonse. Afunsemi atsogoleriwa kuti apereke mayina a anthu ena amderalo omwe angathe kuthandizira kukonzekera msonkhanowu.

## **Zomwe mungakambirane ndi atsogoleri ammudzi**

- Muwawuze kuti ndinu ndani nanga cholinga chanu ndi chani. Kumbukilani kuti cholinga chanu ndi kugwira ntchito limodzi ndi anthu a mmudzi. Musanene kuti “ndabwera kuzalimbikitsa utsogoleriwa mmudzi muno kutengapo mbali mu ntchito za GGI”, Mmalo mwake nenani kuti “ndikufuna kuti tigwire ntchito limodzi ndi anthu a mmudzi muno kuti mmudzi muno mukhale chitetezo chokwanira kwa atsikana ndi cholinga chofuna kuonetsetsa kuti ndiwotetezeka ku HIV ndi Edzi” Ndi chinthu chofunika kwambiri kulimbikitsa ubale wogwirira ntchito limodzi ndi anthu ammudzi ndi cholinga choti pakhale mgwirizano okwanira pogwira nawo ntchito.



- Afotokozereni za ntchito yanu ndi mabungwe ena onse omwe mukugwirira nawo ntchito limodzi.
- Awuzeni kuti ntchito za GGI ziyamba ndi kuwalimbikitsa anthu kutengapo mbali. Ntchito yolimbikitsa anthu kutengapo mbali itsogoleredwa ndi kugwiridwa ndi anthu amudzimo.
- Apempheni kuti azipereke ku ntchitoyi: fotokozani ntchito zomwe atsogoleriwa angathe kuchita
- Iyenso ndi nthawi yabwino yophunzira udindo wa atsogoreli mmudzi komanso kudziwa za deralo ndi kumvetsetsa zomwe zingalepheretse anthu kutengapo mbali mu ntchito za GGI. Ena mwa mafunso omwe mungafunse ndi monga awa:
  - ✓ Mwakhala nthawi yayitali bwanji mudera lino
  - ✓ Ndi zinthu ziti zomwe anthu amdera lino amapanga bwino akakumana ndi vuto
  - ✓ Ndi mavuto ati omwe mumakumana nawo pamene mukufuna kuthana ndi mavuto omwe anthu amdera akuchita nawo?
  - ✓ Kodi maganizo onena kuti izi ndi zofunika ndipo chithandizo ichi chipite uku amapangidwa bwanji?
  - ✓ Kodi anthu amdera lino anagwirapo ntchito yokhuza HIV/Edzi kapena amavuto achinyamata? Ngati ndi indenkhani zake zinali zotani? Magulu ake ndi ati? Zotsatira zake zinali zotani?
  - ✓ Ndi anthu ati, magulu kapena amabungwe omwe tingagwire nawo ntchito pofuna kuchepetsa chiopsezo cha atsikana?
- Tengani mayina omwe akutchulidwa ndi atsogoleri onse mobwereza bwereza-amenewo angathe kukhala anthu oyenerera kuyimira anthu ena a mudzi-anthu nthawi zina amabwera pa msonkhano chifukwa ndi ofunika kupitako kapena akaona kuti msonkhanowo ukuoneka kuti ndi wandani.

## **MMene tingachitire ndi atsogoleri ovuta?**

- Khalani odekha –musaleke-pitirizani kugwira nawo ntchito.
- Fufuzani kuti ndi chifukwa chain akuvuta. Pali zomwe mungaluzemumawakwiyitsa popanga zinazake zopanda ulemu monga ngati kubwera mochedwa? Chikhonza kukhala china chake chosavuta kuchigonjetsa kapena vuto lokhazikika.
- Yankhulani ndi anthu ena omwe anagwilapo kale ntchito ndi munthuyi-fufuzani zambiri za mtsogoleriyu, maganizo awo ndi otani nanga iwo anatha bwanji kugwira nawo ntchito.
- Dutsani kwa iwo amene amagwirizana ndi atsogoleriwo-monga apabanja pawo, akazi/ amuna awo, anzawo, owayang'anila ndi ena otero. Ndikuwapempha kuti akhale mbali yanu.
- Onetsetsani kuti mukuwayamikila iwo amne akuchita bwino, ngakhale zochepe bwanji, ndikuonetsa kuyamikira.

## Khwelero lachiwiri: konzekerani msonkhano woyamba

- ▲ Yesani kupeza atsogoleri omwe ali ndi zokonda zofanana kuti akonzekere msonkhano oyambirira. Ngati zokonda zawo zili zosiyana kwambiri azikangana mmalo mokonzekera. Nthawi zina ndi zokwanila kungokhala ndi anthu awiri kapena atatu. Ngati angathe kuwabweretsa anthu pamodzi ngati ayi mukuyenera kupeza atsogoleri ena.
- ▲ gwirani ntchito ndi anthu omwe anasankhidwawo kukonzekera msonkhano woyambirira wa mmudzi. Izi zikutanthauza kukonzekera zinthu monga malo omwe msonkhano ukachitikire ndi zomwe zikambidwe pa msonkhanopo. Gwiritsani ntchito chida choyamba “Chotsogolera zokonzetsera za msonkhano woyamba” kuti chikuthandizeni
- ▲ Awuzeni atsogoleri kuti akonzekere kuti anthu azatenge nawo mbali pogwiritsa ntchito magulu ammudzi monga magulu achinyamata, magulu azimayi, amipingo kuti adziwitse anthu za kukumanaku. Kuonjezera apo, auzeni kuti adziwitse anthu kudzera mu kulengeza mmalo monga kumsika, kukuwa mmudzi, kapena njira zina. Alangizeni atsogoleri kuti alengezetse za msonkhanowu patatsala sabata yathuthu kuti uchitike-osati ukadali kutali kuopetsa anthu kuyiwala kapenanso uli pafupi kuti alephere kubwera.
- ▲ Ndikofunika kulimbikitsa kuti magulu osiyanasiyana a anthu atengepo mbali makamaka achinyamata ndi amayi. Ena mwa maguluwa akhonza kukhala kuti sakufuna kubwera ku msonkhanowo chotero pafunika kuti mukuwayendere mwapadera ndi kukawayitanira ku msonkhanowu. Muwayitanenso iwo womwe akugwira ntchito zofanana ndi zanuzi monga a ma CBO, magulu a amayi, magulu achinyamata ndi ena otero. Mungathenso kulumikizana ndi magulu amenewa kuti athe kuyitana anthu ena ofunikira.



Kumbukirani, pamene olimbikitsa anthu kutengapo mbali akuthandizira mwamseri kulengezetsa za msonkhanowu, anthu amderalo ndi omwe akufunika kumakhala patsogolo kumemeza za msonkhanowo ncholinga choti chidwi chikhale chochokera mu anthu am’dera momwemo.

- ▲ Lengezetsani za msonkhano m’ malo onse okumaniranako anthu patatsala masiku owerengeka msonkhano usanafike.

### **Kugonjetsa zolepheretsa kutenga nawo mbali**

Ngati deralo ndi lalikulu, mungafunike kuchititsa misonkhano yoyambirira ingapo. Gwirizanani ndi anthu oimirira maderawo za misonkhanoimeneyo poganizira za mtunda, mayendedwe ndi kukula kw amalo ochitia misonkhanowo. Ngati misonkhano ilipo ingapo yoti ichitidwe, ndi bwino kuti zidziwitso za misonkhanoyo zichitidwe pazokha pazokha.

Anthu ena amafuna kutenga nawo mbali koma amakumana ndi zovuta zosiyanasiyana. Mwachitsanzo, amayi ena amakhala kuti akuyenera kusamalira ana achichepere, achinyamata nthawi zambiri satenga nawo mbali; anthu ena amakhala otanganidwa ndi ntchito komanso mabanja awo; ena amaganiza kuti msonkhanowo sukuwakhudza; ena amachita manyanzi kuti



ayankhule kapena sadzikhulupirira kuti anganene maganizo awo. Pofuna kugonjetsa zobetcherazi, kambiranani ndi anthu am'deramo omwe mukukonzekera limodzi za msonkhanowo za mavuto oterewo ndi kupeza njira za momwe mungawathetsere.

### ***Nanga ngati amayi sakubwera ku misonkhano kawirikawiri?***

Mpofunikira kuti amayi azibwera ku misonkhano. M'nthawi zomwe amayi sakutenga nawo mbali, ndibwino kuchita msonkhano wapadera kapena kukumana nawo mmagulu ang'ono ang'ono ndi amayi amderamu.

### ***Nanga ngati abambo okha ndi omwe akuyankhula?***

M'madera ena, zinaonetsa kuti amayi ndi achinyamata amachita manyazi kuyankhula pakati amuna akuluakulu. Ngati zoterezi zitachitika, gwiritsani ntchito magulu ang'onoang'ono pofuna kupereka mwayi kwa amayi ndi achinyamata kuti athe kuyankhula paokha. Ayenera kupatsidwa mwayi oyankhula pagulu lalikulu mnjira yoyenerera.

## **Khwelero lachitatu:khalani ndi msonkhano woyamba ndi kukhazikitsa "Gulu Lotsogolera"**

- ✦ Msonkhano usanayembe, mukayenedere malo amsonkhanowo kuti mukaone ngati akonzedwa bwino komanso ngati pali malo okhala okwanira. Ngati malowo amakhala otsekedwa nthawi zambiri, musankhe munthu woti akatenge makiyi. Werenganinso mfundo zomwe mukakambirane.



Musayiwale kulemba mafomu othandizira kuunikira momwe ntchito yayendera omwe ali kumayambirilo a bukhuli

- ✦ Gwiritsani ntchito ndondomeko ya mfundo zomwe mukamabirane yomwe mwalemba kuti zikutsogolereni pa msonkhanowo. Anthu akhale ndi ufulu woyankhula pa msonkhanowo. Aloreni anthu kufunsa mafunso komanso musawafulumizitse kupita pa mfundo ina asanamalize ina.



### **Zokambirana pa msonkhano woyambirira**

- Onetsani kuti wina wa anthu a amudzi akuwonetsereni kwa anthu ndipo akupempheni kuti muyankhule.
- Fotokozani kuti mwayamba kukambirana ndi atsogoleri amudzi za momwe mungapangire kuti dera lanu likhale lotetezeka ndi kuti atsikana asakhale pa chiopsezo ku HIV/Edzi ndipo mukufuna kukambirana ndi anthu onse za nkhanayi.
- Apatseni chinthunzithunzi cha zomwe zikuwika zokhuza chiopsezo cha atsikana kuchokera kuzokambirana ndi anthu a mmidzi yofanana ndi wawowo pogwiritsa

ntchito zithunzi zokhala ndiuthenga wokhudza chiopsezo cha atsikana ku HIV/Edzi'. Afunzeni anthu amudzi za chiopsezo cha atsikana mmidzi mwawo. Athandizeni anthu amudzi kuti afike pomvetsetsa kuti akuyenera kuchipa kanthu pa. Ndikofunika kupereka mfundo zofunikira zokhuza nkhaniyi, mwachitsanzo, chiwerengero cha atsikana a m'mudzimomo kapena m'bomalo omwe anasiyira sukulu panjira chifukwa cha mimba chaka chambuyo mwakemo. Mukhonzanso kugwiritsa ntchito masewero azisudzo kuwafotokozera anthu za chiopsezo cha atsikana ku HIV/Edzi ndi vuto.

- Awuzeni kuti pakhala misonkhano ina yotsatira yokambirana mwakuya za nkhaniyi ndi kupeza njira zothanirana ndi mavutowa.
- Onetsetsani kuti pa msonkhanopo anthu apatsidwa mwayi wofunsa mafunso, kunena nkhowa zawo ndi mantha awo. Lolani kuti anthu anasankhidwa aja ayankhe mafunso ambiri ngati kuli kotheka
- Mwa anthu omwe abwera pamsonkhanowo funsani omwe akufuna kukhala nawo mu 'Gulu Lotsogolera'. Dziwani: molingana ndi mwambo waderalo, angafune kuti asankhe anthu oti akhale m'gulu lotsogoleralo. Afotokozereni kuti a mugulu lotsogolera ndi omwe adzitsogolera ntchito za anthu amudzi zofuna kuchepetsa chiopsezo cha atsikana ku HIV/Edzi ndipo agwira ntchitoyi ndi anthu onse amudzi pokambirana nawo za nkhaniyi. Limbikitsani anthu osiyanasiyana kutenga nawo mbali m'gululi monga anyamata, akuluakulu, akazi, amuna osangoti okhawo omwe amagwira kale ntchito ngati zimenezi. Ndi bwino kuonetsetsa kuti anthu amu gulu lotsogolera achokera ku mbali zones za deralo.
- Ntchito za gulu lotsogolera ndi izi:
  - ✓ Kuwabweretsa anthu pamodzi kuti akambirane mwakuya
  - ✓ Kubweretsa anthu ena akunja omwe amadziwa bwino za nkhani zimenezi monga azaumoyo, oyimirira ma CBO.
  - ✓ Kuonetsetsani kuti wina liyense ali ndi mwayi wotenga nawo mbali ndi kumveredwa
  - ✓ Kuwathandiza anthu amudzi kukonzekera kutengapo mbali
- Nkofunika kuwafotokozera anthu zomwe angapindule polora kukhala nawo mu gulu la anthu otsogolera. Mwachitsanzo adzaonjezera luso lawo, aazakhala ndi mwayi wokumana ndi anthu omwe sanakumanepo nawo, adzathandizira kuwateteza atsikana ndi kutengapo mbali potukula dera lawo. Kumbukirani kuti atsikana akakhala athanzi ndi amphamvu, mudzi/dera lawo lonse limapindula.
- Khazikitsani tsiku, nthawi ndi malo amsonkhano kwa omwe akufuna kukhala nawo mu gulu lotsogolera. Ngati anthu ena sali okonzeka kudzipereka mu nthawi yoyamba, alimbikitseni kuti aganizire bwino ndi kubwera kumsonkhano wa omwe akufuna kukhala atsogolera.
- Afunzeni anthu kuti akawawuze omwe sanabwere zomwe zakambidwa pa msonkhanopo.



- ▲ Kupanga ubale wokhazikika ndi anthu ammudzi zimatenga nthawi. Poyamba anthu akhonza kukhala opanda chidwi ndi nkhani za chiopsezo cha atsikana kapena kukayikira ngati angathe kutengapo mbali. Ngati zingakhale zovuta kukhazikitsa gulu la anthu otsogolera pa msonkhana woyamba, zikhonza kukhala zofunika kukonza misonkhano ina yochulukirapo kapena ndi magulu ocheperapo kuti mupange ubale wokhazikika.



Kumbukirani kuti zomwe mungakambe pa msonkhano woyamba ndi zofunika kwambiri. Ngati anthu sanasangalatsidwe kapena kukhudzidwa kuti atengepo mbali yoteteza tsikana, ndi zachdziwikire kuti sangatengepo mbali mozichitika za msogolo.

- Zinthu zofunika kuzikumbukira
- Gwiritsani ntchito mau oyenera (mau omveka bwino achindunji)
- Gwiritsani ntchito zizindikilo zoyenera
- Atsimikizileni anthu kuti nkofunika kutengapo mbali kuwateteza atsuikana
- Fotokozani ubale omwe ulipo pakati pa HIV ndi zinthu zomwe zimawayika atsikana pa chiopsezo ( maphunziro, nkhanza ndi zina zotero)
- Mukhale ndi maganizo abwino
- Apatseni anthu mpata ofunsa mafunso
- Mvetserani zina zomwe anthu ena akunena ndipo ayankheni moyenera
- Onetsani kuti achinyamata ndi amayi akuperekapo maganizo awo

## Khwelelo lachinayi: Khazikitsani Gulu lounikira

Gulu lounikira ndi anthu omwe azatsogolere ntchito yowuunikira mmene ntchito yayendera kumapeto kwa ndondomekoyi. Posankhiratu gulu la anthu ounikirari, kuthandiza kuti akhale anthu achidwi ndi zonse zochitika mu pulogalamuyi ncholinga choti adzaunikire zolondola nthawi yawo ikadzakwana.

- ▲ Magulu kapena anthu ena osangalatsidwa ayitanidwe kudzatenga nawo mbali. Atha kukhala:
  - ✓ Atsogoleri amderamo
  - ✓ Mamembala a magulu osiyanasiyana am'deramo
  - ✓ Anyamata ndi atsikana
  - ✓ Amayi ndi abambo
  - ✓ Anthu ena am'deramo omwe ali akatswiri komanso chidwi pa nkhani zounikira, monga ngati anthu ogwira ntchito ku chipatala
- ▲ Pamene mwakhazikitsa Gulu Lounikira, ndi chanzeru kugwirizana malamulo otsogolera anthu am'gululo monga kubwera mofulumira kumisonkhano, kupereka mpata kwa aliyense kutengapo mbali pa zokambirana ndi ena ambiri.



Pokhazikitsa Gulu Lounikira, ganizirani zochitika zapagulu, kukhulupirika, mphamvu ndi zofooka zosiyanasiyana za anthu am'gululo, kupezeka kwawo ndi zochitikachitika.

## Khwelero lachisanu: Kumanani ndi “Gulu Lotsogolera” ndi kukweza maluso awo

- Ngati anthu aonetsa chidwi chotenga nawo mbali, mukuyenera kuyamba kukhazikitsa gulu la atsogolera omwe azitsogolera zochita zonse za anthu ammudzi. Kuyambitsa gulu limeneli ndi imodzi mwa ntchito zofunikira kwambiri kwa olimbikitsa anthu kutengapo mbali.



### **Nanga nkhani zokhudza kupereka ndalama kapena china chake?**

Kugwiritsa ntchito ndalama kapena zinthu zina ndi cholinga chowakopa anthu kuti alowe gululi osati okha kusonyeza chidwi zingathe kubweretsa mavuto. Mwachitsanzo, ndalamazo kapena zinthuzo zikasowa, anthunso adzasiya kutenga nawo mbali. Ndi kwabwino kugwira ntchito ndi gulu laling'ono lomwe lili ndi chidwi komanso lodzipereka kuchepetsa chiopsezo cha atsikana ku HIV /Edzi ndi kutukula moyo wa anthu am'deramo.

- Ngati pali anthu ochepa okha omwe adzipereka pa msonkhano wa mmudzi, kukhala mgulu la otsogolera ndi kofunikanso kuwayitanira ena omwe angakhale ndi chidwi. Mwachitsanzo mukhonza kuwafunsa iwo omwe adzipereka kale kukhala mu gulu la otsogolera kuti akawalimbikitsenso anthu ena kuti alowe nawo mugululi. Kapena mukhonza kuwafunsa atsogolera a mmudzi kuti atchule anthu ena omwe akuwawona kuti angakhale nawo mugululi. Pokhazikitsa gulu lotsogorera ndikofunika kuonetsetsa kuti anthu onse ali ndi wowayimira mguluri ndi cholinga choti anthu onse ammudzi amve kuti akutengapo mbali mu ntchito za GGI. Mwachitsanzo, achinyamata ndi akulu akulu ali ndi wowayimira? Amayi ndi abambo? Nanga azipembedzo ndi mitundu yosiyanasiyana?
- Sibwino kuti gulu lotsogorera likhale lalikulu kwambiri chifukwa izi zingapangitse kuti ntchito ikhale yovuta kugwira. Ngati pali anthu ambiri omwe awonetsa chidwi ndibwino kupeza njira yomwe ingathandize kusankha ochepa omwe angakhae mu gulu lostogolera. Atsogolera azikumana pafupipafupi ndi kuwatsogolera ena onse.
- Mukatha msonkhano wanu ndi gulu lotsogolera ndi kofunika kuwafotokozera ntchito zawo zomwe azigwira monga momwe afotokozera mu bukhu. Iwowo sazitsogolera anthu ammudzi, koma azithandizana ndi anthu ammudzi kuti agwirire ntchito limodzi. Muwafotokozerenso ndondomeko zomwe atsate pogwira ntchito ndi anthu ammudzi



- ▲ Gulu lotsogolera likakhazikitsidwa komanso kumvetsetsa ntchito yomwe azigwira, mukuyenereka kuti muwapange kuti akhale gulu lolimbikira ntchito. Mbali imodzi yowalimbikitsa ndi kupanga malamulo agulu. Gwiritsani ntchito chida chachitatu, “kukhazikitsa malamulo agulu’ kuti chikutsogolereni popanga malamulowa. Dziwani kuti mungathe kulitchula gululi ndi dzina lina. Chifukwa cha bukhu ili tidziwatchula kuti “gulu lotsogolera”.

## Kulipatsa gulu lotsogolera luso logwirira ntchito

Olimbikitsa anthu kutengapo mbali akhonzza kupereka chithandizo chabwino kwa gulu lotsogolera powapatsa luso la momwe angawalimbikitsire anthu amudzi kutengapo mbali. Ma luso ena ofunikila ndi monga ngati awa:

- Kutsogolera powalora anthu kutengapo mbali
- Mmene angawathandizire anthu kutengapo mbali
- Kuyankhula pagulu ndi momwe angayankhulire
- Kukambirana
- Kuthetsa mikangano ndi mavuto



Kupereka maluso awa ndi ntchito yomwe ikuyenera kupitilira kufikira kumapeto kwa ntchito yowalimbikitsa anthu kutengapo mbali. Kotero sikuyenera kutha nthawi imodzi.

Ganizirani zowapatsa mwayi atsogolera am’ maderamo, osankhidwa ndi osasankhidwa omwe, kukweza maluso awo ndi kuphunzira za ndondomeko ya ntchito yolimbikitsa anthu kutengapo mbali ndi cholinga choti athe kutenga nawo mbali kuyambira pamayambiro.

Olimbikitsa anthu kutengapo mbali akuyenera kutenga mbali yofunika kwambiri powapatsa maluso a mu gulu lotsogolera ma luso osiyanasiyana owalimbikitsira anthu kutenga mbali; choncho, aphunzitseni zida zosiyanasiyana zomwe zili mu bukhu.

Mukamabweretsa luso la tsopano, mukamawafotokozerana, onenetsetsani kuti onse akutengapo mbali. Mungathe kupanga masewero komanso kukhala ndi nthawi yoyeserera zomwe mwawaphunzitsa mwachitsanzo mungathe kuchita izi:

**Kuphunzira kuyankhula nkhani za HIV/Edzi pagulu:** Funsani membala wina aliyense wa gulu lotsogolera kuti ayime kutsogolo kwa gulu la a mzake kapena locheperapo ndi kufotokoza mfundo imodzi yokhudzana ndi chiopsezo cha atsikana ku matenda a HIV/AIDS ngati kuti akufotokoza ku gulu lalikulu. Pangani magulu osiyanasiyana-mwachitsanzo, afotokoze za mowa kwa achinyamata, amayi, ndi abambo. Izi zingawathandize kuphunzira momwe angayankhulire kwa magulu osiyanasiyana ndi uthenga omwe angawapatse. Muwafunse kuti afotokoze chomwe chawasangalatsa pa momwe mzawo wapangira komanso zomwe walephera ndi momwe angazikonzere.

**Kuphunzira kukambirana: Muwafunse anthu angapo a mu gulu lotsogolera kuti apange kasewero** momwe anthu awiri kapena atatu atenge mbali ya membala wa gulu lotsogolera, awiri kapena atatu ena akhale ngati anthu omwe ali ndi malo ogulitsa mowa. Apatseni magulu awiriwa nthawi yokwana mphindi khumi kapena khumi ndi zisanu ndi ziwiri kuti akonzekere kuti angakambirane bwanji ndi anthu omwe ali ndi malo ogulitsira mowa kuti asamawalore achinyamata omwe sanakwane zaka 18 kugula mowa ku ma bala awo. Kenako muwafunse kuti apange sewero kwa mphindi makumi awiri ndipo afike pogwirizana. Akamaliza afunzeni mamembala ena omwe amaonerera kuti afotokoze momwe aliwonera sewero ndi kufotokoza malo omwe ali ofunika kukonzedwa.

## **Ndi ziti zina zomwe mukuona kuti mungachite?**

### **Momwe mungachitire ngati anthu akupereka maganizo awiri kapena angapo osiyana**

Ndi bwino kuyesetsa kupewa mikangano powalimbikitsa anthu kuyankhula poyera ndikukhala ndi cholinga chimodzi ndi kulimbikitsa khalidwe lomanga gulu polemekeza maganizo a anthu ena. Komabe mikangano imatha kuchitika ndipo ingathe kuchitia mu gulu la otsogolera kapena m'magulu ena a mmudzi. Mwachitsanzo, mamembala ena a gulu lotsogolera akhonza kufuna kugwira ntchito ndi a police pofuna kuthana ndi mchitidwe ogwirilira pomwe ena akhonza kuona ngati sikoyenera kutero. Kapena ena omwe akuyesetsa kuti malo amagulitsa mowa kwa achinyamata atsekedwe, angathe kukumana ndi mavuto ndi eni ake amabalawo komanso ndi anthu ena ammudzi amene sangagwirizane ndi ganizo loti malowa atsekedwe.



Mukamafuna kuthetsa mikangano ndi bwino kuti muonetsetse kuti mbali zonse zapindulapo. Ndikovuta kuti onse apindule koma ndi bwino kuyesetsa kutero. Gwiritsani ntchito chida chachinayi pofuna kuthetsa mikangano.



## Mafunso othandiza kuona ngati mwakwaniritsa zofunika za mu Gawo Lachiwiri:

Mafunso	Chongani
Mwakumana ndi atsogoleri a mmudzi kuti mumvetsetse zambiri za mudzi ndi kukonzekera za monkhano waukulu?	
Kodi munayesetsa kuti anthu ambiri abwere ku msonkhano woyamba makamaka amayi ndi achinyamata?	
Kodi maganizo a amayi ndi achinyamata anamvedwa?	
Kodi maganizo a magulu ena a anthu anamvedwa?	
Munakhazikitsa Gulu Lotsogolera?	
Gulu lotsogolera linapanga malamulo oti lidziwatsatira?	
Kodi mwawathandiza mamembala amu gulu lotsogolera kukhala ndi luso la momwe angagwirire ntchito yawo?	
Mwagwira nawo ntchito anthu a m'gulu lotsogolera kuwafotokozera momwe angathanirane ndi maganizo omwe ali otsutsana ndi kuwabweretsa maganizowo pamodzi?	

Ngati mwakwaniritsa zonsezi ndi nthawi yoti mupite ku Gawo La chitatu, "Kulimbikitsa kukambirana pakati pa anthu ammudzi: kufufuza zokhudzana ndi chiopsezo cha atsikana."

Ngati muli ndi mafunso okhudzana ndi mbali zina, kumbukirani kuwafunsa atsogoleri anu. Olimbikitsa anthu ena amidzi ina angathe kukuthandizani, kotero kumbukirani kulumikizana nawo nthawi zonse.

## Zida zofunikira mu Gawo lachiwiri

Chida choyamba: Kukonza muuni wa momwe msonkhano woyamba unayendera

Chida chachiwiri: kuona mmene Gulu Lotsogolera ndi Gulu Lounikira ligwirire ntchito

Chida chachitatu: kuthana ndi mikangano



## Chida choyamba: Kukonza muuni wa momwe msonkhano woyamba unayendera

**Cholinga:** Mfundozi zikukumbutsani zomwe mukuyenera kudziwa ndi kuzigwiritsa ntchito mukamakonzekera msonkhano wanu woyambirira wa mudzi wonse

### Anthu obwera ku msonkhano

Ndi ndani yemwe wayitanidwa nanga mukuganiza kuti muyitana anthu angati? Mugwiritsa ntchito njira yanji kuwayitana anthuwa nanga mudzawalimbikitsa bwanji kutengapo mbali?

### Nthawi

Nthawi, tsiku ndi kotalika kwa msonkhano zikuyenekera kukhala zoti anthu azagwirizane nazo. Kuonjezerapo adziwitseni anthu a mmudzi za msonkhano mu nthawi yoyenerera kuti athe kukonzekera kudzakhalanawo pa msonkhanowo. Yetsetsani kuti zomwe mwakonzakudzayankhula zidzakwanire ola limodzi kapena ola limodzi ndi theka. Ngati anthu akufuna kukhalabe chifukwa choti msonkhano ukusangalatsa palibe vuto koma musatalikitse msonkhano kuopa kuti anthu angayipidwe nazo.

### Malo

Nthawi zina sipamakhala mwayi wosankha malo wochititsila msonkhano chifukwa chakuvuta kwa malo. Ngati pali mwayi wosankha, anthu akuyenera kudziwa mwini wake wa malowo, kukula kwake komanso ngati nyengo ingathe kusokoneza msonkhano ukamachitikila pamalopo.

### Mfundo zokakambirana pa msonkhano

Cholinga cha msonkhanowo ndi kudziwitsa anthu am'deramo za kufunika koteteza atsikana ku mliri wa HIV/Edzi ndi kudzala chidwi choti agwire ntchito limodzi ngati anthu adera limodzinsu. Cholinga china cha msonkhanowo ndi kupeza anthu odzipereka amene ali okonzeka kukhala mu Gulu Lotsogolera ndi Gulu Lounikira. Gwiritsani ntchito zolinga zimenezi pokonza mfundo zoti zikakambidwe pa msonkhanowo- sankhani mitu yoti ikayambirire kukambidwa ndi ndondomeko yake. Ganiziraninso nthawi yomwe mutu uliwonse ukatenge pokambirana.

Mitu yomwe ingakhale yofunikira kwambiri pamsonkhano ngati umenewu ingakhale monga iyi:

- Kudziwana ndikudziwitsana cholinga cha msonkhano
- Kukamba mwachidule za chiopsezo cha atsikana ku HIV/Edzi
- Kudziwa zina zomwe magulu ena achitapo kale
- Kufotokoza mwa chidule za ndondomeko yomwe anthu amudzi angatsate kuti atengepo mbali.
- Funsani omwe ali ndi chidwi chokhala mamembala a Gulu Lotsogolera kapena Gulu Lounikira.
- Kambiranani momwe anthu amudzi akufunira kutengapo mbali
- Kambiranani tsiku ndi malo omwe Gulu Lotsogolera ndi Gulu Lounikira akakumanenso.



## **Oyankhula**

Kodi akhale wa pampando wa zokambirana ndi ndani? Ndani yemwe akakonzekere zokayankhula. Onetsetsani kuti mu zonse anthu ammudzi ndi omwe akutsogorera. Ngati anthu anganene kuti Go Girls anatiyitana ku msonkhano wawo” zikhala zovuta kuti azipereke kutengapo mbali. Akhonza kukhala ndimaganizo oti “kodi a Go Girls atichitila chiyani?” Ku mbali ina akaona kuti msonkhano wakonedwa ndi anthu ena a mmudzi momwemo akhonza kuganiza za momwe angagwiritsire ntchito msonkhanowo kuti uthandize kutukula mudzi/dera lawo.

Zikhonza kukhala zofunika kwambiri kuyitana anthu anzeru ndi olemkezeka ammudzimo kuti adzayankhule pa msonkhanopo. Mwachitsanzo, anamwino kapena woyimira bungwe lina la mmudzimu akhonza kukambapo za HIV/Edzi. Onetsetsani kuti onse omwe akuyankhula akudziwa za kuchuluka kwa nthawi yomwe apatsidwa kuti ayankhule ndi kuti akufotokoza momveka bwino komanso mwachindunji.

## **Kutengapo mbali ndi zochitika**

Kodi anthu alimbikitsidwa bwanji kuti atengepo mbali pa zokambiranazi? Pa msonkhanopo pachitika zotani? Mwachitsanzo zokambilana za m’magulu ang’onoang’ono, nyimbo, kapena masewero?

## **Kulemba zomwe zachitika pa msonkhano ndi zotsatira zake**

Ndi bwino kulemba zomwe zachitika pa msonkhano kuti anthu omwe abwera pa msonkhano adzathe kudziwa zomwe zinachitika ndi momwe angathe kudzagwiritsira ntchito. Musankhe munthu oti azilemba msonkhano usanayambe.



## Chida chachiwiri: Kuona mmene Gulu lotsogolera ndi Gulu lounikira lidzagwirire ntchito limodzi

**cholinga:** Ntchitoyi ithandiza magulu, otsogolera kapena ounikira, kuganizira mmene adzigwirira ntchito limodzi. Mungathe kugwiritsa chida chimenechi ngati mlozo wokuthandizani pamene mukukambirana ndi anthu apagulu.

1. Kodi mamembala am'maguluwa akufuna adzigwira bwanji ntchito zawo limodzi?
2. Kodi mukufuna kusankha mtsogoleri wagulu lanuli?
3. Kodi agawana bwanji ntchito zoti azigwira?
4. Azilumikizana bwanji nanga azikumana kangati?
5. Ndi mbali iti yomwe anthu a mgululi achite molumikizana ndi olimbikitsa anthu kutengapo mbali?
6. Ndi malamulo ati omwe anthu amgululi akufuna kumawatsatila (mwachitsanzo, kusunga chinsinsi, kusunga nthawi, kumvetsera wina akamayankhula, kufunsa pamene sunamvetse ndi zina zotero.)?
7. Anthu amugululi azisunga bwanji zokhudzana ndi misonkhano yomwe achititsa, zomwe zinachitika pa msonkhanopo, ndi zotsatira zake?

### Kulemba zomwe zachitika pamsonkhano

Mungathe kulemba zomwe zachitika pa msonkhano komanso mungathe kujambula pa kaseti kapena kujambula zinthunzi.

Magulu ena sangafune kulemba zochitika pa msonkhano makamaka akakhala sakudziwa kapena kukhulupirira momwe zojambulidwazo zikagwiritsidwire ntchito. Komabe, mukawafotokozera kufunika kolemba zomwe zinachitika ndi kukambidwa, anthu akhonza kukhala opanda vuto, makamaka akanena okha momwe zolembedwazo zikagwiritsidwire ntchito ndi kusungidwa.

8. Kodi gulu lotsogolera likufuna kukhala ndi dzina? Nthawi zina zinthu zazing'ono ngati dzina zingawapangitse anthu kukhala ogwirizana.



## Chida chachitatu: kuthana ndi mikangano

**Cholinga:** Chida ichi chikufotokoza mfundo zisanu zomwe zingathandize kuthana ndi mikangano. Mikanganoyi ikhonza kuchitika mu gulu lotsogolera kapena pakati pa gulu lotsogolera ndi anthu ena a mmudzi. Mwachitsanzo mamembala ena a mgulu lotsogolera angathe kufuna kugwirira ntchito pamodzi ndi a polisi pothetsa mavuto akugwiridwa kwa atsikana pomwe ena sangaone ngati ndikofunikira kugwira ndi a polisi; Kapenanso anthu ena a mmudzi omwe angafune kutseketsa mabala omwe amagulitsa mowa kwa ana angathe kupeza kuti eni amabalawo ndi ena ammudzi sakugwirizana nazo zimenezi. Poganzira nkhani izi, gulu lotsogolera likhonza kupeza njira yothetswera vutoi kuti pasaoneke woluzo.

Pali mfundo zisanu zomwe zingathandize kuthetsa mikangano. Tigwiritsa ntchito nkhani yolimbikitsa gulu la makolo ndi aphunzitsi (PTA) pa sukulu ina ngati chitsanzo chatu. Mu chitsanzo ichi a phunzitsi akulu ndi aphunzitsi ena akukana kugwira ntchito ndi gulu la makolo ndi aphunzitsi ndipo anthu ammudzi akufuna kukambirana nawo.

### 1. Mvetsetsani za kusagwirizanako

- Cholinga chanu ndi chiyani? Mwachitsanzo kuteteza atsikana
- Chomwe tikusamala kwambiri mu kusagwirizanaku. Mwachitsanzo kuonetsetsa kuti atsikana akutetezeka ku sukulu
- Tikufuna chiyani? Mwachitsanzo, kudzipereka kuchokera kwa aphunzitsi ndi akuluakulu ena apasukulu pogwira ntchito ndi PTA
- Ndi mgwirizano wanji womwe tingapange? Mwachitsanzo, kukhala ndi misonkhano iwiri pa telemu ya pakati pa aphunzitsi ndi PTA
- Zofuna za otsutsana nawo ndi zotani? Mwachitsanzo, kupitiliza maudindo awo.
- Akufuna chiyani? Mwachitsanzo PTA yofooka
- Akufuna kutsimikiziridwa chiyani? chiyani? Mwachitsanzo, kupitiliza maudindo awo.

### 2. kulumikizana ndi otsutsa

- Mvetserani ndi chidwi anthu omwe akutsutsa kuti mumve mfundo, madandaulo ndi nkhwawa zawo ndi kupeza mbali zomwe mukugwirizana ncholinga choti nonse mufike pa mlingo umodzi.
- Pitilizani kufunsa mafunso ndi kutolera mfundo.
- Alimbikitseni anthu omwe akufuna kutenga nawo mbali pa zokambiranazi.
- Ngati ena akwiya, yeserani kuthetsa mkwiyo poyambitsa kathabwala kapena kuyamba mwalekeza kaye zokambirana kuti mkwiyo uthe kaye. Nthawi zina kupepesa kungakhale njira yothandiza.
- Khalani olimba koma okonzeka kusintha. Mwachitsanzo anthu ammudzi angafune kuti akhale ndigawo lalikulu pazochitika zonse za kusuluku koma angakhalenso olola kusintha momwe zochitikazo zingachitikire.

### 3. Ganizirani mwakuya za momwe mungathetsere kusagwirizanaku

- Khalani ndi msonkhano wokambirana mwakuya ndi gulu laling'ono kuchokera ku mbali zonse.
- Onetsetsani kuti mwakumana pa malo pomwe angakhale omasuka kuyankhula koma ali otetezeka
- Otsogolera zokambirana akhale wapakatikati, yemwe angathe kutsogolera zokambiranazo mosakondera mbali ina iliyonse.
- Onaninso zofuna zonse zomwe otsutsana nawo apereka, kodi zilipo zina zodziwika bwino?
- Onetsetsani kuti mwapeza mfundo zambiri. Musaweruze kapena kudzudzula mfundo ina iliyonse msanga—izi zikhonza kuwapangitsa anthu kuti asaganize mwakuya
- Onetsetsani kuti mbali zonse ziwiri zapindula, ndi kuti mbali zonse zipeza chomwe akufuna. Mwachitsanzo a sukulu agwirazana kugwira ntchito ndi PTA koma kamodzi kapena kawiri pa chaka. Apa pakhonza kungokhala poyambira.
- Pezani njira yoti mupangire maganizo a otsutsana nawo kukhala osavuta.

### 4. Sankhani njira yabwino yothetsera vuto

- Werenganinso mfundo zomwe mwaziganizira mwakuya zija
- Chongani zomwe mukuona kuti ndi zabwino kwambiri
- Ndi mfundo iti yomwe iwapange onse kukhala okhutitsidwa? Mfundo imeneyo ndi imene ingakhale yothandiza kwambiri.

### 5. Fufuzani njira zina

Pakhonza kukhala nthawi zimene ngakhale mutalimbikira bwanji, njira yabwino yothetsera vuto singapezeke. Ganizirani za mafunso awa musanayambe komanso mukamaliza zokambirana za mtendere.

- Ndi nthawi yiti yomwe mungachoke pa zokambirana? Mwachitsanzo ngati asukulu angagwirizane kukhala ndi msonkhano koma osakambirana mfundo zofunikila zothandiza anthu amudzi, monga zibwenzi pakati pa ana asukulu ndi aphunzitsi.
- Kodi mungachite bwanji mutakanika kugwirizana chimodzi ndi otsutsana nawo?
- Kodi ubwino ndi kuipa kwa maganizo anuwo ndi kotani?
- Ndi maganizo ati omwe ali otheke kapena ayi?
- Ndi fundo zina ziti zomwe otsutsana nawo angakhale nazo?
- Mungatani kuti mupange chisankho chanu kukhala chabwino kuposa zomwe otsutsana nawo akufuna?

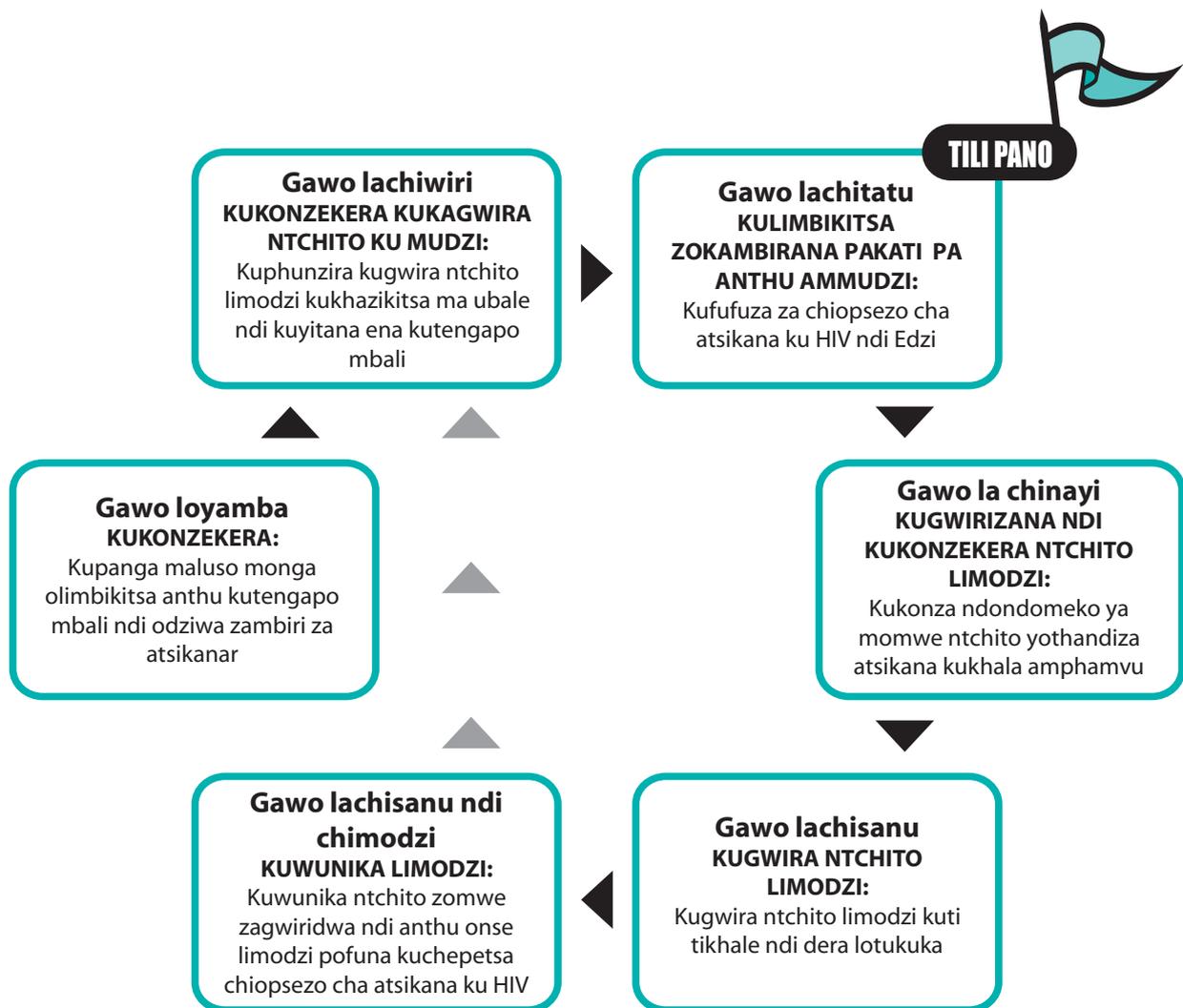


## Gawo lachitatu

### KULIMBIKITSA ANTHU AM'DERA KUKAMBIRANA: kufufuza za chiopsezo cha atsikana ku mliri wa HIV/Edzi

#### Gawo lachitatu liri ndi makwelero asanu:

1. Kufufuza ndi Gulu lotsogolera zomwe zimayika atsikana pa chiopsezo cha mliri wa HIV/Edzi
2. Konzekerani ndi kukhazikitsa ntchito yolimbikitsa anthu kutengapo mbali
3. Kambiranani ndi dera lonse za chiopsezo cha mliri wa HIV/Edzi kwa atsikana
4. Unikirani mfundo zomwe zakambidwa ndi kusankha zofunikira kuti muchitepo kanthu
5. Gawanani zotsatira ndi anthu onse am'deramo ndi kugwirizana pa mfundo zomwe zasankhidwa.



Gawo 3 ndi lofunika kwambiri mu ntchito yolimbikitsa anthu kutengapo mbali komanso ndi yakuya kwambiri.

## Khwerero loyamba: Fufuzani ndi ku kambirana za chiopsezo cha atsikana ku HIV/Edzi ndi gulu lotsogolera

- ▲ Magulu otsogorera akuyenekere kukhala ndi mfundo zokwanira zokhudza chiopsezo cha atsikana. Ngakhale mamembala ena akudziwa kale za chiopsezo cha atsikana ku HIV/Edzi, ndikofunika kukambirana mwakuya za nkhanayi.
- ▲ Gwiritsani ntchito chida chachinayi “mtengo wamavuto” kuti chikutsogolereni pa mitu yoti mukambirane



- ▲ Zithunzi za chiopsezo cha atsikana ku HIV zingagwiritsidwe ntchito pokambirana za chiopsezo cha atsikana komanso zingathandize kufukula nkhani zomwe sizinakambidwe.

- ▲ Mutatha kupanga mtengo wamavuto, ndikofunika kuwafunsa a gulu lotsogolera kuganizira za mafunso angapo asanapite kukambirana nkhanayi ndi anthu onse amudzi. Mwachitsanzo:
  - ✓ Ndifukwa chain muli ndi chidwi chogwira ntchito yokhuza chiopsezo cha atsikana ku HIV/Edzi.
  - ✓ Munagwirapo ntchito yokhuza HIV/Edzi? Zotsatira zake zinali zotani?
  - ✓ Anthu amdera lino amawaona atsikana azaka 10 mpaka 17 kuti ali pa chiopsezo ku HIV/Edzi? Ngati ayi, chifukwa chain? Nanga tingatani kuti akhulupilire?
  - ✓ Anthu amudzi muno anatengapo mbali kuwateteza atsikana ku HIV/Edzi Nanga tingatanai kuti atengepo mbali?



### **Kuwapanga anthu kuti akambe za chiopsezo cha atsikana**

Mukamakambirana za chiopsezo cha atsikana ndikofunika kufunsa mafunso ophweka, komanso achindunji omwe angathandize kuti anthu amvetsetse mosavuta. Mwachitsanzo, mukamakamba za mowa ndi chiopsezo cha atsikana ku HIV/Edzi, mukhonza kufunsa mafunso angapo ophweka monga: mumadziwa anthu amudzi muno omwe amaledzera? ...inde...chimachitika ndi chani akaledzera? ...amayankhula kwambiri, amadzigwetsa... china ndi chani chomwe amachita? ... amagonana... Mukuganiza kuti amagwiritsa ntchito makondomu? ...Ayi...

- ▲ Nthawi imene mungagwiritse ntchito mu gawo ili ikhonza kukhala yosiyanasiyana. Gulu lotsogolera likuyenekera kukhala lomasuka ndi nkhanayo ndilozindikira bwino momwe amamvetsetsera, zomwe amakhulupilira ndi mmene amachitila ndi chiopsezo cha atsikana ku HI/Edzi. Komabe sikuti achite kukhala katswiri mu nkhani za HIV/Edzi kapena zokhudza achinyamata. Kumbukilani ntchito zikuluzikulu za gulu lotsogolera zomwe ndi:



- ✓ Kubweretsa anthu pamodzi ndikukambirana nkhani mwakuya
- ✓ Kubweretsa anthu akunja omwe amadziwa bwino za nkhanayi monga achipatala, ndi mabungwe ena
- ✓ Onetsetsani kuti wina liyense akutenga nawo mbali
- ✓ Kuwapanga anthu amudzi kukonzekera kuchitapo kanthu.

## Khwerero lachiwiri: Konzekerani ndi kukhala ndi mwambo wokhakitsa ntchitoyi

- ▲ Gwirani nthcito limodzi ndi gulu lotsogolera kuti mukonzekere mwambo wokhakitsa ntchito yolimbikitsa anthu ketengapo mbali. Pamsonkhanowu mukambanso za ntchito zina za Tiyeni atsikana!
- ▲ Yankhulani ndi ogwira ntchito ku Tiyeni atsikana kuti mukonzekere msonkhanowu. Mwachitsanzo nthawi ndi malo amsonkhano, zochitika pa msonkhano, alendo oyitanidwa, otsogolera msonkhanowo, zakumwa ndi zakudya zomwe zizaperekedwe, pazakambidwa chain? Ndi zina zotero.

Cholinga cha mwambowu ndi:

- Kufotokozerana anthu zomwe zikhale zikuchitika m'dera mwawo ndi kuwalimbikitsa kuti adzitenga nawo mbali.
- Alimbikitseni anthu amudzi kutengapo mbali pa zokambirana ndi zochitika zosiyanasiyana zomwe agulu lotsogolera azichite mderalo mumiyezi yotsatirayo.

## Khwelelo lachitatu: kufufuza zomwe zimaika atsikana pa chiopsezo cha HIV/Edzi ndi Dera lonse



Musayiwane kulemba fomu yomwe mukuyenera kulemba pamayambiro pa msonkhano uli wonse.

Pamene gulu lotsogolera lamaliza kukambirana mwakuya za chiopsezo cha atsikana ku HIV/Edzi tsopano akuyenera kukonzekera kukambirana nkhanayi ndi anthu onse amudzi.

- ▲ Ganizirani momwe mungachitire kuti anthu atenge nawo mbali mukukambirana za nkhanayi. Mfundo zothandizira kuti anthu atengepo mbali mu zokambirana zomwe zili pa tsamba la mmunsili ndi zina zomwe mungazigwiritse ntchito. Zina ndi ziti zomwe mukuganiza kuti mungazigwiritse ntchito?

- ▲ Musanayambe zokambirana ndi gulu lalikulu ndikofunika kuti Gulu lotsogolera lipeze mfundo zokhudzana ndi chiopsezo cha atsikana. Mwachitsanzo ndi atsikana angati anatenga mimba chaka chatha? Ndi atsikana angati omwe akukhala opanda makolo? ndi atsikana angati amene asiya sukulu? Mayankho amafunso amenewa mukhonza kuwapeza kusukulu, ku chipatala komanso kwa anthu ena amudzi momwemo. Gulu Lotsogolera lingathe kugwiritsa ntchito zomwe lapezazi pa misonkhano ndi anthu onse amderamo kuti athe kumvetsetsa za nkhanayi.

## **Njira yomwe mungayigwiritse ntchito pofuna kuti anthu atengepo mbali pa zokambira zofufuza za chiopsezo cha atsikana ku HIV**

Afotokozereni agulu lotsogolera za njira izi ndi momwe angazigwiritsire ntchito kuti afufuze nkhani zosiyanasiyana.. A gulu lotsogolera angathe kusankha kugwiritsa ntchito njira imodzi yokha kapena nira zingapo. Angathenso kukhala ndi njira zina zofufuzira mavuto mongakukamba nkhani.

**Kujambula mtengo wamavuto.** Njira iyi imathandiza kufukula chenicheni chomwe chapangitsa kuti pakhale vuto mumagulu ang’onoang’ono. Imathandizanso kupeza mfundo zikulu zikulu ndi njira zothanirana nazo. Gwiritsani ntchito chda chachinayi “Mtengo wa mavuto”.

**Kukambirana m’magulu.** Pangani magulu a anthu omwe ali ofanana kuti akambirane nkhani zosiyana siyana. Magulu azokambirana amathandiza kuti anthu amasuke kuyankhula ngakhale kuti ena angakhalebe omangika kuyankhula pa pa anzawo. Gwiritsani ntchito chida chachisanu, “Kukambirana pagulu”.

**Magulu ang’oang’ono mkati mwamsonkhano.** Mu msonkhano wa anthu ambiri ndikotheka kukambirana zinthu zambiri pogwiritsa ntchito magulu ang’oang’ono. Agaweni anthu m’magulu ang’onoang’ono a anthu asanu kapena muwapatse mafunso kapena mitu yosiyanasiyana pagulu lilonse. Mwachitsanzo gulu lina likhonza kukambirana zaumoyo, lina za maphunziro, ndi zina. Lolani kuti gulu lilonse likambirane momwe mutu wawo kapena funso lawo likukhuzirana ndi chiopsezo cha atsikana ku HIV/Edzi. Pamapeto pake funsani munthu mmodzi kuti afotokoze zomwe akambirana ndi kupempha gulu lonse kuti lifunse mafunso, ndi kuperekapo maganizo awo.

**Masewero/zisudzo.** Munthu kapena gulu lammudzi lingathe kupanga sewero lokhudza nkhani za chiopsezo cha atsikana anthu ena akuonerera. Masewero ndi njira immodzi yopangitsa anthu kuti atengepo mbali muzokambirana. Mwachitsanzo mukamakamba nkhani ngati za kugwiririra ndi zophweka kuti anthu akambe nkhanayi pogwiritsa ntchito sewero kusiyana ndi kunena za iwowo kapena anthu ena amudzi.



Munjira ina iliyonse yomwe mwagwiritsa ntchito, onetsetsani kuti mfundo zomwe mwapeza zalembedwa bwinobwino ndi gulu lotsogolera. Mfundo zimenezi zisungidwe malo otetezeka.



## **Khwelero lachinayi: unikani mfundo zomwe mwapeza ndi kusankha zoti ziyambirire kuchitika**

Tsopano gulu lotsogolera lapeza mfundo zofunika kuchokera kwa anthu amudzi zokhudzana ndi zomwe zimawapangitsa atsikana kukhala pa chiopsezo ku HIV/Edzi, ndikofunika kuganiza za zotsatila zake.

- ✦ Onetsetsani kuti muli ndi zonse zomwe zalembedwa pa zokambirana zosiyanasiyana zomwe mwakhala nazo ndi mudzi wonse. Ziwunikirensa kuti mukumbutsane zomwe zakambidwa.
- ✦ Khalani tcheru ndi mfundo zosiyana zomwe anthu kapena magulu angakambe-musaphatikize pamodzi mfundo zonse chifukwa izi zingakupangitseni kusiya mfundo zina zomwe zili zosiyana ndi zinzake.
- ✦ Yetsetsani kuyika chidwi chanu pa mitu ikuluikulu ndipo musasokonezeke ndi mfundo zina zowonjezera zomwe zikuperekedwa. Ngati anthu akudziwa bwino za mitu ikulu ikuluyo ndipo asankha mitu yofunikira, akhonza kubwereranso ku mfundo zina zowonjezera
- ✦ Pofuna kusankha mitu yofunikira, gwiritsani ntchito chida cha nambala 6 “kugawana mitu yofunikira”. Ndi bwino kuti mitu yofunikirayi ikhalepo iwiri kapena itatu.

## **Khwerele lachisanu: kambiranani ndi anthu am’deramo zotsatira ndipo gwirizanani za mfundo zofunikira**

- ✦ Gulu lotsogolera likamaliza kuwunikira mfundo zomwe latolera ndikusankha mfundo zofunikira, kambiranani ndikugwirizana momwe mungakawafotokozere anthu amudzi za mfundo zomwe munapeza, kuphatikizapo zokambirana za mmudzi zokhuza zomwe zimawapangitsa atsikana kukhala pa chiopsezo ndi ntchito zomwe zasankhidwa kuti zigwiridwa.
- ✦ Ndikofunika kuwafotokozera anthu munjira yosangalatsa. Mwachitsanzo, mwachitsanzo agulu lotsogolera angathe kugwiritsa ntchito bolodi yokhala ndi zithunzi zomwe zingayimire ntchito zomwe zasankhidwa kuti zigwiridwe, kupanga msonkhano wawukulu kapena kugwiritsa ntchito zisudzo kapena nyimbo. Mungaganize za njira yina?
- ✦ Onetsetsani kuti anthu am’deramo ali ndi mwayi opereka maganizo awo pa ntchito zomwe zasankhidwa. Izi zikambidwe ndi anthu onse am’deramo kufikira onse atagwirizana chimodzi.



## Muuni wa mu Gawo lachitatu:

Mafunso	Chongani
Gulu lotsogolera lakambirana za chiopsezo cha atsikana ku HIV/Edzi?	
Gulu lotsogolera lakhazikitsa ntchito za mndondomekoyi ndi anthu am'deramo?	
Gulu lotsogolera pamodzi ndi athu amudzi afufuza za chiopsezo cha atsikana ku HIV/Edzi?	
Amayi ndi atsikana anatenga nawo mbali pa zokambiranazi?	
Gulu lotsogolera launikira bwinobwino za mfundo zomwe anapezazo?	
Gulu Lotsogolera lagwiritsa ntchito mitu yomwe anapeza kuti apeze mitu iwiri kapena itatu yofunikirra yomwe imabweretsa chiopsezo cha atsikana ku HIV// Edzi	

Ngati mwakwaniritsa zonsezi ndi nthawi yoti mupite ku gawo lachitatu. Kulimbikitsa kukambirana pakati pa anthu amudzi: kufufuza zokhudzana ndi chiopsezo cha atsikana.

Ngati muli ndi mafunso okhudzana ndi mbali zina, kumbukirani kuwafunsa atsogoleri anu. Olimbikitsa anthu ena ammidzi ina angathe kukuthandizani kotero kumbukirani kulumikizana nawo nthawi zonse.

## Zida zofunikira za mu Gawo lachitatu

Chida 4: kujambula mtengo wamavuto

Chida 5: kukambirana pagulu

Chida 6: kusankha ntchito zoti ziyambirire kuchitidwa



## Chida 4: kujambula mtengo wa mavuto

**Cholinga:** chida ichi chikuthandizani kufukula zakuya za zomwe zimawayika atsikana pa chiopsezo ku HIV/Edzi. Izi zipangitsa kuti anthu amudzi achitepo kanthu pa zomwe zimapangitsa atsikana kukhala pa chiopsezo osati zotsatira zakukhala pa chiopsezo. Njira iyi imatchedwanso 'Yofufuza mwakuya' Kapena 'njira yofukura mmizu ya vuto'

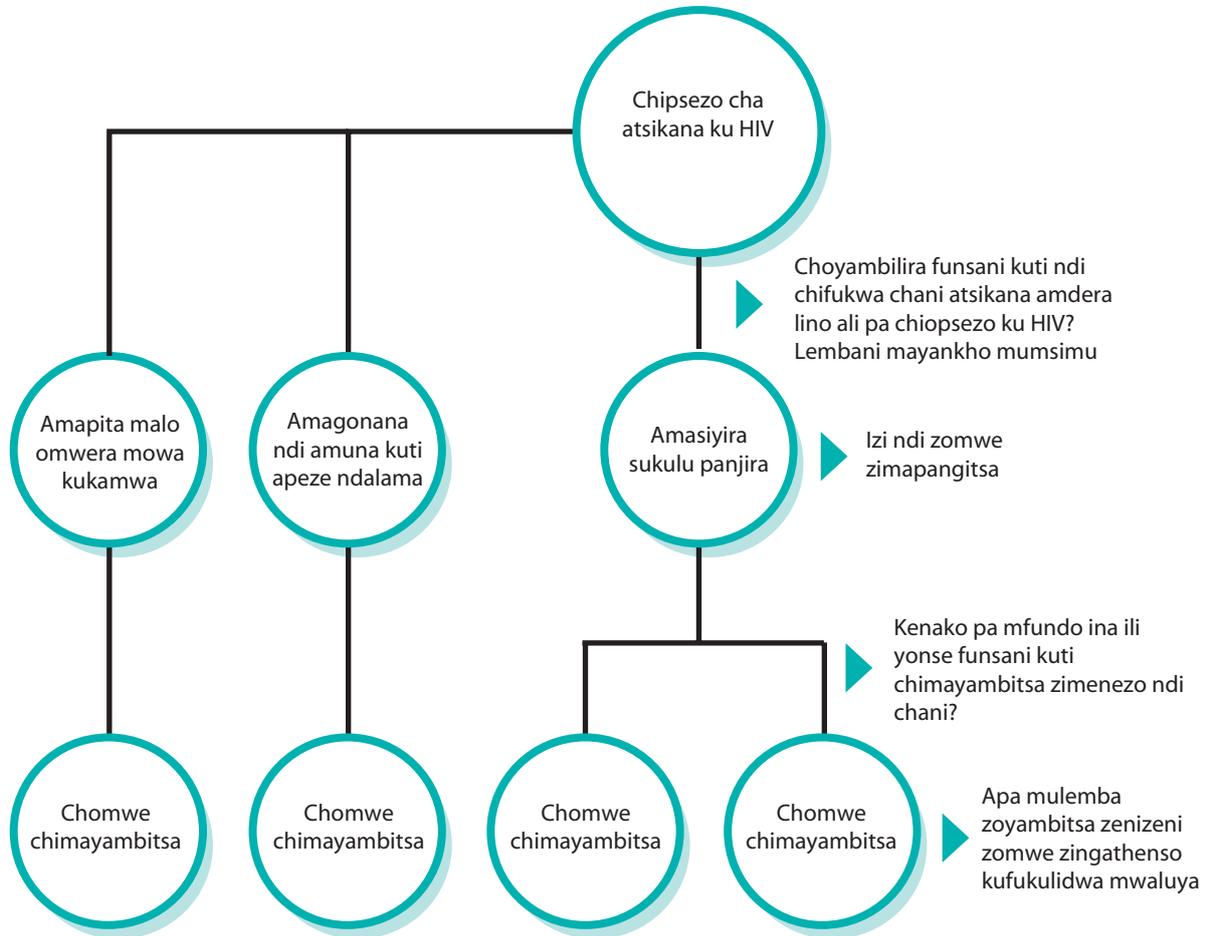
1. Jambulani chithunzi cha mtengo, uli ndi masamba, nthambi, nthunthu ndi mizu. (Dziwani kuti cholinga ndikupereka maganizo kwa anthu am'deramo a momwe angaganizire powona muzu womwe wayambitsa mavuto. Muchochitikachi, chomwe mujambule chitha osakhala ngati mtengo-koma uhandizile kufotokoza zones momveka bwino. Chitsanzo cha mtengo wa mavuto chili patsamba lotsatira.)
2. Afotokozereni kuti thunthu likuyimira mavuto (chiopsezo cha atsikana ku HIV/Edzi). Mizu ikuyimira zomwe zimangitsa mavuto kuti adze ndipo nthambi ndi masamba ndi zotsatira zake. Monga mtengo, vuto lina lionse lili ndi muzu wake (chiyambi) womwe umakhala wakuya. Mukathana ndi zotsatira zokha, ndekuti vuto sitinathane nalo, koma tikadula mtengo ndi mizu yomwe ndiye kuti tathana nalo vutolo
3. Mmene zililimu, tifufuza zomwe zimawayika atsikana pa chiopsezo ndi zomwe zimayambitsa. Choyamba jambulani chinthu chozungulira papepala lalikulu kapena pa bolodi kapena pena pali ponse, mkati mwake lembanimo "atsikana kutenga kachiroambo ka HIV/Edzi"
4. Yambani ndi kufunsa gululo kuti "ndi ziti zomwe zimakonda kuwapangitsa atsikana kukhala pa chiopsezo ku HIV/Edzi?"
5. Pa chifukwa chili chonse chomwe angapereke, jambulani chozungulira china kunja kwa chomwe munajambula kale chija ndi kulembamo chifukwacho. Zilumikizeni zonse ku chojambula chozungulira choyamba chija. Malingana ndi kuphunzira kwa gulu, zikhonza kukhala zothandiza kujambula zithunzi mmalo molemba.
6. Akatchula zifukwa zikuluzikuluzo, tengani chifukwa china chili chonse ndi kufunsa "cheni cheni chomwe chimayambitsa" mwachitsanzo mu masukulu simukhala motetezeka kapena anthu sadziwa za malamulo amowa. Pa yankho lina lilonse jambulani chozungulira china ndi mzere ochilumikiza ku chifukwa chinaperekedwa chija.

Mukawafunsitsa kuti 'chifukwa chenicheni ndi chiyani?' anthuwo afukula mwakuya zomwe zimapangitsa atsikana kukhala pa chiopsezo ku HIV/Edzi.



Midzi ina ikhonza kusankha kuti asakambe kwambiri za atsikana . Mwachitsanzo akhonza kukamba za achinyamata onse omwe anasiya sukulu kuphatikizapo anyamata. Izi zikhonza kukhala zoyenera koma ndi kofunika kuti olimbikitsa anthu kutengapo mbali awalimbikitse anthu kuyang'ana kwambiri za atsikana.

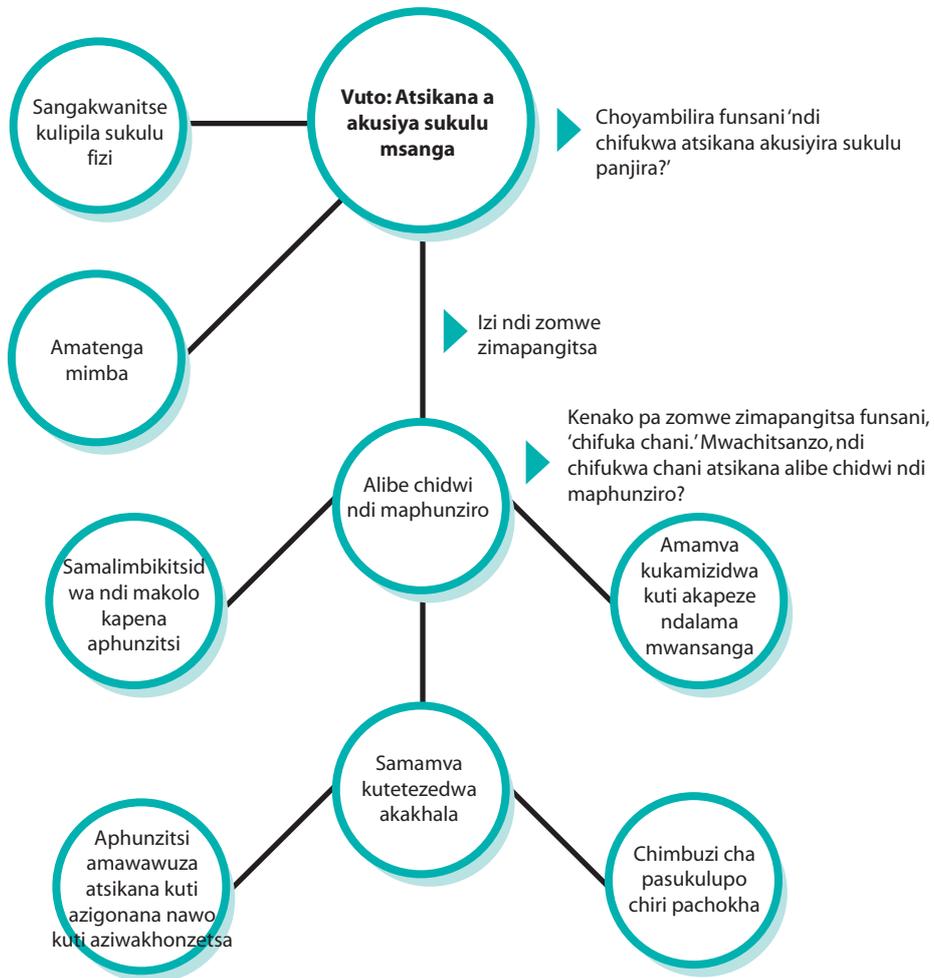
## Chitsanzo cha mtengo wa mavuto



Tigwiritsa ntchito kusiya sukulu kwa atsikana kuti tione momwe mfundo ina iliyonse ingafukulidwire...



## Chitsanzo cha mtengo wa mavuto- mwakuya



Kumbukirani kuti izi ndi zitsanzo chabe. Anthu agwiritse ntchito chitsanzochi poyankha mafunso malingana ndi mmene zinthu zilili mdera lawo.

Mukhonza kuchionanso kuti ndi chinthu chofunika kwambiri kukambirana za nthambi ndi masamba-zotsatira za vutolo. Izi zikhonza kuthandiza anthu amudzi kumvetsetsa kuti chiopsezo ku HIV/Edzi chingathe kubweretsa mavuto ena ambiri pambali pa HIV. Kumbukirani kuti anthu amudzi akuyenera kuchita ndi zomwe zimayambitsa mavutozo ngati angabereke kusintha.

### Kukambirana zotsatira za mtengo wa mavuto

Gulu lotsogolera likamaliza kujambula mtengo wa mavuto ndikofunika kuti akambirane zomwe apeza. Mwachitsanzo:

1. Kodi anthu osiyanasiyana (mwachitsanzo abambo ndi amayi) amaona zinthu mosiyana?
2. Kodi pali zotsatira zomwe zili zodabwitsa? Nanga ndichifukwa chiyani zili zodabwitsa?
3. Kodi tingakhale ndi maganizo anji kutengera ndi zotsatira zomwe tapeza?
4. Ndi zotsatila ziti zomwe zidzafunike kwambiri pa zochitika zina za mtsogolo? Chifukwa chiyani?



## Chida 5: kukambirana pagulu

**Cholinga:** Chida ichi chikupatsani chitsogozo cha momwe mungapangire magulu azokambirana zofufuza zomwe anthu amadziwa, amaganiza ndi kumva zokhuza chiopsezo cha atsikana ku HIV/Edzi.

### Kukonzekera

1. Gwirani ntchito ndi gulu lotsogolera kuti atchule anthu amudzi amene akuyenera kukumana nawo. Ndikofunika kuwayika anthu mugulu limodzi ndi anthu ena omwe akufanana nawo kuti athe kuyankhula momasuka. Mwachitsanzo gulu limodzi la atsikana ocheperapo, lina la atsikana akulu akulu, lina la abambo ndi lina la aphunzitsi, ndi ena otero.
2. Kodi gulu lotsogorera likufuna kukambirana kamodzi kokha ndi gulu lilonse kapena likufuna kukhala ndizokambiranazo maulendo angapo? Ndi bwino kukhala ndi anthu apakati pa 6 ndi 10 mugulu lilonse.
3. Sankhani mafunso omwe awakambirane m'magulu. Gwiritsani ntchito chida chachinayi, "Chotsogolera zokambirana pa za chiopsezo cha atsikana ku HIV/Edzi" kuti chikutsogolereni pa nkhani zoti mukambirane.
4. Sankhani malo abata mmudzimo komwe magulu angakakumane. Pakhonzani kukhala pansu pa mtengo kapena mkalasi ana asukulu ataweruka. Onetsetsani kuti mwapempha chilolezo choti mugwiritse ntchito malowa.
5. Sankhani nthawi yoti gulu lilonse likumane. Onetsetsani kuti ndi nthawi yabwino kwa wina liyense wa mugulumo. Muonetsetse kuti nthawi ya amayi siwalepheretsa kugwira ntchito zapakhomo. Mukonze kuti zokambiranazo zikatenga nthawi yayitali bwanji-nthawi ikuyenera kukhala yokwanira kuti anthu akathe kukambirana mokwanira koma isatalike kwambiri kuti anthu angakayipidwe nazo. Ola limodzi likhonza kukhala lokwanira.
6. Ayitanireni anthu kuti atenge nawo mbali mu zokambirana za m'magulu. A mu gulu lotsogolera akhonza kudziwa kuti ndi ndani yemwe akuyenekera kutenga nawo mbali muzokambiranazo. Onetsetsani kuti mwafikira mbali zonse za mudzi osati kwa anthu okhawo omwe mamembala a gulu lotsogolera akuwadziwa.
7. Munthu akavomera kutenga nawo mbali, muuzeni nthawi, malo tsiku ndi komwe kuli gululo.



## Pa zokambirana

1. Mmodzi wa anthu a m'gulu lotsogolera atsogolere zokambiranazo ndipo mmodzi azilemba zonse.
2. Otsogolera ayambe ndi kuwafunsa anthu kuti atchule mayina awo.
3. Kenako otsogolera awawuze anthu cholinga cha gululo. Mwachitsanzo “kupeza zomwe anthu ammudzi amaganiza, ndi kumva zokhudzazokhudzana ndi chiopsezo cha atsikana ku HIV/Edzi”. Apempheni kuti zonse zomwe zikambidwe zikhale za chinsinsi.
4. Akamaliza kutchula mayina awo, gwiritsani ntchito chotsogolera zokambira chomwe chili mmumsimu pa zokambirana zanu.
5. Zikatha zokambirana athokozeni onse chifukwa chakubwera kwawo

### **Mfundo zina zofunikira pokambirana mmagulu**

Ntchito ya gulu lotsogolera ndi kufunsa mafunso ndi kumvetsera mwachidwi mayankho omwe akuperekedwa, ndikulemba zonse.

- Onenetsetsani kuti mamembala agulu lotsogolera asamapereke mayankho kwa anthu kapena kuwaphunzitsa akakhala kuti mayankho ena sakugwirizana nawo.
- Onenetsetsani kuti wina aliyense wapatsidwa mpata woyankhulapo. Musalore kuti munthu mmodzi yekha ndi yemwe aziyankhula.
- Afunseni omwe angokhala chete kuti anene zomwe akuganiza.



## Chida 6: kusankha ntchito zoti ziyambirire kuchitidwa

**Cholinga:** chidachi chingagwiritsidwe ntchito ndi Gulu Lotsogolera popeza zifukwa zomwe zimayika atsikana pachiopezo kuti zikahle zoyambirira kuchitapo kanthu.

1. Funsani Gulu Lotsogolera “kodi ndi zinthu zomwe zimaika atsikana pachiopezo zomwe dera lapeza?” lemabni papepala ndi kuziika pansi. Ngati anthu samatha kuwerenga, mungathe kugwiritsa ntchitozizindikiro kapena zinthu zoti ziyimire zoyambitsazo.
2. Patsani aliyense nyemba/mbeu/miyala yofanana.
3. Funsani anthuwo kuti aganizire za choyambitsa chilichonse ndi chiwerengero cha nyemba zomwe angayike pa choyambitsacho. Afunseni kuti aganizire mafunso otsatirawo popanga ganizo lawo:
  - Kodi zimakhudza anthu angati?
  - Kodi ndi zovuta zotani zomwe vutoli limayambitsa?
  - Pali chomwe chikuchitika chokhudza vutoli? Ngati ndi choncho, kodi ndichothandiza motani?
  - Anthu amderamo kodi ndi olimbkitsidwa bwanji kuchitapo kanthu pa vutoli?
4. Funsani anthuwo kuti agwiritse ntchito nyembazo pofuna kuonetsa kukula kwa vuto lililonse kuyambira 1 mpaka 5, 1 kutanthauza kuti ndi losavuta kwambiri ndipo 5 lovuta kwambiri.
5. Aliyense akamaliza, phatikizani nyemba zonse pa vuto lililonse.
6. Kambiranani zotsatira ndi gulu lonse, pogwiritsa ntchito mafunso oyenera kuganizira aja. Onetsetsani kuti aliyense wavomerezana nazo zosankha mitu itatu yomwe anthu akuyenera kuchitapo kanthu, pogwiritsa ntchito zinthu zomwe zilipo.
7. Mmodzi wa m’gulu lotsogolera adzilemba zotsatirazo.



Yesetsani kuti aliyense ali ndi mwayi wopereka maganizo ake ndi kuti aliyense akugwiriza ndi ntchito zomwe zasankhidwa pamapeto pake kuti ziyambirire kuchitidwa.



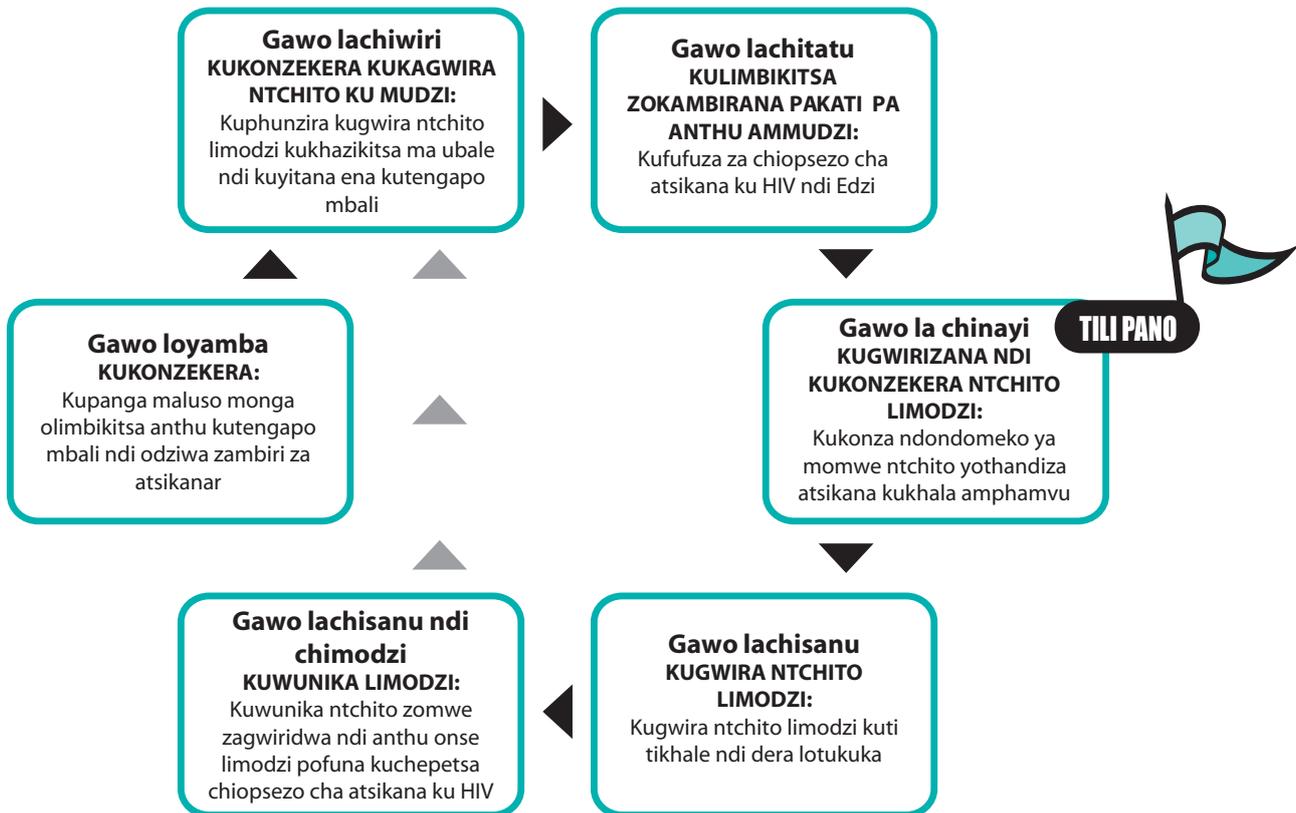
# GAWO LACHINAYI

## KUGWIRIZANA NDI KUKONZEKERA LIMODZI:

### Kukonza ndondomeko ya momwe ntchito yothandiza atsikana kukhala amphamvu idzagwiridwire

**Muli makwelero anayi mu Gawoli:**

1. Kujambula zopezeka m'deramo
2. Kupeza ndi kusankha njira zothanirana ndi mavuto
3. Pangani ndondomeko ya kagwiridwe ka ntchito
4. Perekani ndondomeko ya kagwiridwe ka ntchito kwa anthu onse ndi kusintha ngati mpofunikira kutero



Tsopano mugwira ntchito ndi gulu lotsogolera ndi anthu amudzi kuti mukonzekere ntchito zothandiza kuchepetsa chiopsezo cha atsikana ku HIV/Edzi. Ntchito zake zikhala monga:

- Anthu amudzi achita chiyani?
- Agwira bwanji ntchitozozu nanga ntchito zake zikhala zotani?
- Zofunikira pa ntchitozozu, nanga anthu amudzi azipeza bwanji nanga azitenga kuti?
- Yemwe aziyang'anila ndi kuwona zotsatila za ntchitozozu ndani?
- Ntchitozozu ikachitikira malo ati? Nanga ichitika liti?
- Anthu amudzi adzatsatila bwanji momwe yagwiridwira ntchito nanga adzaziwa bwanji kuti ntchito yapindula?

Kukhala ndi ndondomeko ya momwe ntchito igwiridwire kumathandiza a mugulu lotsogolera ndi anthu amudzi kugwira ntchito zomwe agwirizana ndi kuona momwe akugwirira ntchitozozu kuyerekeza ndi momwe anakonzera.



### **Zinthu zofunika kuzikumbukira mukamakonzera ndondomeko ya ntchito**

Onetsetsani kuti atsolgolera amudzi athandizapo ndipo achitapo kanthu

Onetsetsani kuti atsikana aperekapo maganizo awo pokonzekera ntchitozozu

Pezani zinthu zomwe zifunikire pogwira ntchitozozu.

Onetsetsani kuti zomwe munaphunzira pofufuza za chiopsezo cha atsikana zagwiritsidwa ntchito pokonzera ndondomeko ya ntchitozozu.

## **Khwelero loyamba: kujambula zinthu zopezeka m'deramo**

Anthu onse amudzi akagwirizana za mavuto atsikana omwe ali ofunika kuchitapo kanthu, gwirani ntchito ndi gulu lotsogolera kuti pamodzi ndi anthu onse a mmudzi mujambule malo omwe muli zinthu zomwe zingathandize pothetsa mavuto a atsikana. Ntchito ya mapu omwe mujambule ndi kuthandiza anthu amudzi kuti awone zinthu zomwe zilipo kale mmudzi zomwe zingathandize pogwira ntchito zochepetsa chiopsezo cha atsikana.

- ▲ Gulu lotsogolera litenge anthu amudzi kuphatikizapo amayi ndi achinyamata. Kumbukilani kuti ndi kofunika kuti maganizo awina aliyense amveke.
- ▲ Afunseni anthu amudzi kuti ajambule mudzi wawo pansi kapena pa bolodi. Zinthu zachilengedwe monga mitengo, masamba, miyala zingagwiritsidwe ntchito ngati zizindikilo zoyimila zinthu zosiyanasiyana. Malo amenewa akhonza kuyimira midzi yingapo kapena mbali ina yatawuni.



- ✦ Akatha kujambula, afunsi awonetse pa mapu ajambulawo zinthu za mmudzi zomwe; (1) zimapangitsa atsikana kukhala pa chiopsezo ku HIV/Edzi kapena (2) zingakhale zofunikira kwa anthu ammudzi pochepetsa chiopsezo cha atsikana.
- ✦ Mwachitsanzo, ngati mowa uli chimodzi mwa mavuto a atsikana omwe ali ofunika kuchitapo kanthu mnsanga, pamapuwo pakhonzha kujambulidwa malo omwera ndi kugulitsira mowa, malo omwe achinyamata amakamwerako mowa, polisi kapena malo ena komwe kumakhala munthu yemwe angathandize kuti malamulo okhudza mowa azitsatidwa, kumalo komwe achinyamata amakunama kapena komwe achinyamata amakatayitsilako nthawi, ndi ena otero.

Zinthu zojambulidwa pa mapuwo zikhonza kukhala monga:

- Nyumba
  - Matchalitchi, mizikiti, masukulu ndi zipatala
  - Polisi kapena malo achitetezo
  - Msika kapena magolosale
  - Malo omwera ndi kugulitsira mowa
  - Malo okumanirana achinyamata
  - Malo azamasewero
  - Malo komwe kumakhala atsogoreli ammudzi ndi anthu ena ofunika mmudzi
  - Malo otunga madzi
  - Malo omwe operekerera mauthenga monga nyumba zowulitsira mawu.
- ✦ Onjezerani zinthu zina zomwe mmudzimo zilimo, monga misewu ndi njira zina zamayendedwe
  - ✦ Ikani nyenyezi pafupi ndi malo omwe ali achiopsezo kwa atsikana achichepere.
  - ✦ Kenako, ganizirani anthu ena kapena mabungwe omwe ali kunja kwa mudzi omwe angathe kuthandizapo. Ayikeni kunja kwa mapu omwe mwajambula.
  - ✦ Otsogolera ajambulenso mapu onsewo pa pepala ndi kusunga.

## Chitsanzo cha mapu adera



## Khwelero lachiwiri: kupeza ndi kusankha njira zogonjetsera mavuto

Gulu lotsogolera ndi anthu amudzi akatha kusankha mavuto a atsikana omwe ali ofunika kuchitapo kanthu, ndi nthawi yofunsa anthu amudzi zomwe angachite pofuna kuthetsa mavutowa.

- ▲ Ndikofunika kuyamba ndi kupeza mfundo zambiri za momwe mungathanirane ndi vuto lililonse. Chida chachisanu ndi chiwiri, kupeza mayankho limodzi pogwiritsa ntchito gudumu la "Margolis" kumapeto kwa Gawo lino ndi kothandiza kupeza mfundo zambiri.



Onetsetsani kuti anthu akudziwa cholinga cha msonkhanowo, ndi otetezeka ndi omasuka kufotokoza zomwe akufuna komanso ndiwolimbikitsidwa kuganiza mwakuya.

- ▲ Wunikiraninso mavuto a atsikana omwe ali ofunika kuchitapo kanthu omwe asankhidwa ndi mfundo zomwe zatoleredwa zokhudza zinthu zomwe zilipo mmudzi zothandiza pothetsa mavuto a atsikanawa.
- ▲ Kenako afunzeni anthu kupeza njira zothetsera mavuto omwe asankhidwa. Gwiritsani ntchito chida cha khumi "mavuto ndi njira zothetsera mavuto" kuti mumalizitse gawo limeneli.



## Mmene mungapezere mayankho

Pofuna kuwathandiza agulu lotsogolera kupeza njira zothanirana ndi mavuto, agulu lotsogolera angathe kuyesera njira izi:

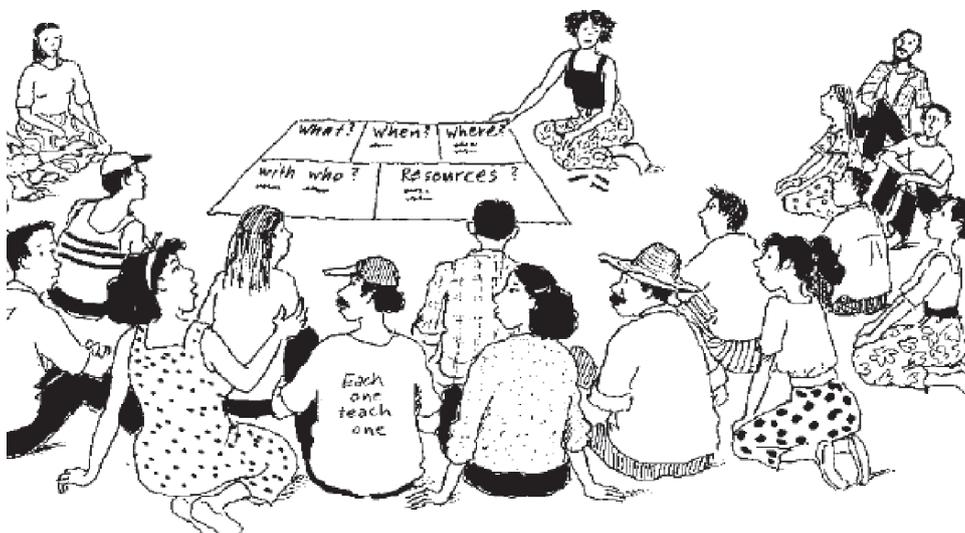
- Gwiritsani ntchito mfundo zomwe zili kumapeto azithunzi zokhala ndi uthenga kuyambitsa zokambirana zokhuza njira zothalirana ndi mavuto
- Ganizirani za njira zina zomwe munagwiratsako nthcito mmbuyomu zomwe zinali zopambana. Zinapangitsa kuti zipambane ndi chani? Mungazigwiritse bwajji ntchito njira zimenezi kuthana ndi mavuto amnewa
- Ganizirani za zomwe anthu amudzi wanu amachita bwino kuposa midzi ina yonse yomwe mumayidziwa. Ndi maluso ati, zinthu zothandizira zomwe zinapangitsa anthu amudzi wanu kuchita bwino

## Khwelero lachitatu: kukonza ndondomeko ya ntchito

Tsopano pakuti anthu amudzi apeza njira zothanirana ndi mavutowo, gulu lotsogolera likhonza kukonza ndondomeko ya nthcito mwatsanetane tsatane

Mbali yayikuli ya ndondomekoyi ndikuonetsetsetsa kuti aliyense wagwirizana ndi:

- **Ntchito** yoti ichitike
- **Munthu/anthu** omwe achite ntchitoyo (yesani kuona kuti ntchito yagawidwa kwa wina aliyense ndi kuti aliyense ali ndi mbali yoti achite.)
- **Nthawi** yoti ntchito ichitike (onetsetsani kuti zoti zichitike mwamsanga zachitika mu kanthawi kochepa)
- **Zinthu** zofunikira



- ▲ Ngati zinthu zofunikira zilipo, jambulani bokosi ngati liri pansili pa pepala lalikulu ndi kulemba mu ndime yoyamba mfundo zomwe mwasankha kuti muchite nazo.
- ▲ Kenako lembani zomwe anthu amudzi akufuna kuchita pa mfundo ili yonse ndi ndanda wa nthito zomwe achitezo. Alimbikitseni anthu kuti laembe ntchitozo momveka bwino. Mwachitsanzo, “ngati gulu likufuna kupereka uthenga wa HIV” nthito zake zikhonza kukhala monga “kupanga masewero kamodzi pa mulungu” kapena kugwira ntchito ndi azibusa kuti azikamba nkhani za chiopsezo cha atsikana ndi anthua wo.
- ▲ Ntchito zonse zikalembedwa bwereraninso ndi kukalembanso ndime zotsalazo, za omwe azawonetsetse kuti ntchitoyi yagwiridwa, zofunikila kuti ntchitoyi ichitike, nthawi yomwe ntchitoyi ichitike, ndi zomwe zidzawonetsere chipambano cha ntchitoyi.



### **Ngati a mugulu lotsogolera ali osatha kuwerenga ndi kulemba**

Ndi zotheke kukhala ndi ndondomeko ya ntchito mu njira yoti osatha kuwerenga angathe kumvetsetsa, kenako otha kuwerenga ndi kulemba alembe zones zomwe zakambidwa.

- Gwirizanani ndi anthu amgulu lotsogolera zinthu zoti zichitike.
- Pantchito yoyamba, funsani kuti anthu azipereke kuchita zimenezo. Afunseni adziperekawo kuti ayime pamodzi ngati gulu. Chitani chimodzimodzi ndi ntchito zina zones zotsatira.
- Onse akadzipereka kuti agwirako ntchito imodzi, funsani gulu lilonse kuti ligwirizane za nthawi ndi zinthu zofunikila. Gulu lonse ligwirizane.
- Pomaliza, magulu ayenekera kugwirizana momwe aziwunikira ntchito yomwe, we yagwiridwa. Momwe angadziwire ngati akwaniritsa zolinga zawo. Izi ziyenera kuonedwa ndi kuyezedwa.
- Gulu lotsogolera kapena olimbikitsa anthu kutengapo mbali akuyenekera kusunga zomwe agwirizana

### **Kugonjetsa zina mwa zovuta zimene mungakumane nazo popanga ndondomeko ya ntchito za mmudzi:**

**Vuto:** palibe nthawi yokwanira kuchita ntchito zonse

**Njira yothetsera vutoli:** athandizeni amugulu lotsogolera kusankha ntchito zomwe zili zofunika kwambiri ndi kuchepetsa nthawi yogwirira ntchito ili yonse.

**Vuto:** Ndondomeko ya ntchito ikufunika zinthu zambiri

**Njira yothetsera vutoli:** Ganizirani momwe anthu angalumikizilane ndi mabungwe ena ndi zinthu zina zomwe zili kunja kapena mkati mwa mudzi. Ili ndi luso lofunika kulilimbikitsa chifukwa likhonza kudzathandiza mtsogolo kutukula miyoyo ya anthu amudzi.



**Vuto:** Anthu akusowa chochita /agwidwa njakata.

**Njira yothetsera vutoli:** Mukhonza kugawana nawo zina zomwe munakumana nazo momwe mumagwira ntchito mmadera ena kapena pa nkhani zina. Cholinga chanu sikuwakakamiza anthu kuti asankhe njira ina yake koma kuwapangitsa kuti aganize mwakuya za momwe angachitire.

**Vuto:** Anthu akukanika kugwirizana chimodzi

**Njira yothetsera vutoli:** Ngati mwatha kupereka zifukwa pa njira ina ili yonse ndipo anthu sakugwirizanabe njira imodzi, pali zinthu zingapo zomwe zingachitike. Anthu akhonza kugwirizana kuti ayese njira zonse ndikuona kuti ndi njira iti yomwe ingakhale yothandiza. Kapena akhonza kuganiza zophatikiza njira zonse. Kapena akhonza kuganizira njira yina ya tsopano yomwe angayigwiritse ntchito pofuna kukwaniritsa zolinga zawo. Akhonza kupeza mfundo zambiri pa ganizo lilonse asanapange chiganizo chomaliza. Ndi njira zina ziti zomwe mungagwiritse ntchito pofuna kuthana ndi vutoli?



## Chitsanzo cha ndondomeko ya ntchito ya mmudzi

Vuto lomwe lapezeka	Zomwe anthu am mudzi akufuna kuchita	Ntchito zomwe achite	Aziyang' anila ndani	Zinthu zomwe zifunikire	Nthawi yomwe ntchito ichitike	Kuwunikira kayendedwe ka ntchito
Atsikana si ofetezeka pa Sukulu	Malamulo omwe aphunzitsi onse aziwatsatila	Kukumana ndi aphinzitsi kukhazikitsa malamulo kugwirizana p amalalamulo omaliza Kuwadziwitsa aphunzitsi, ana asukulu ndi makolo za malamulo atsopano Kukonza njira zomwe aphunzitsi ndi ana asukulu angatsate powaneneza aphunzitsi omwe aphwanyanya malamulo	Margaret, ndi ena		Kukumana ndi aphunzitsi akulu sabata ya mawa Kukhala ndi malamulo pofika januwale 2010	Nambala ya misonkhano ndi aphunzitsi akulu Sukulu ili ndi malamulo (inde/ayi) % ya aphunzitsi/ana asukulu/makolo omwe akudziwa za malamulo atsopano
	Kupeza bungwe lomwe lingathandize kumanga zimbuzi Anthu am mudzi azipereke kugwira nchito ndi zithu zina zofunikira	Afunseni anthu am mudzi kuti apereke nthawi yawo ndi zinthu zofunikira Fufuzani za mabungwe omwe angathe kuthandizapo ndi ndalam a kapena ma luso ena				
	Kukhazikitsa komiti ya makolo ndi aphunzitsi yolimbikira ntchito					
Mabala akugulitsa mowa kwa atsikana	Kukweza chidziwitso cha malamulo oletsa mowa m'deramo Limbikitsani eni ake a malo omwera mowa kutsatira malamulo okhudza mowa	Kumanani ndi eni a mabala, anthu am'deramo, ndi akuluakulu a boma kuti muunikenso malamulo okhudza msinkhu wa munthu woyenera kumwa mowa	Gulu Lotsogolera anthu kutenga mbali	Malo amsonkhano, zidziwitso za msonkhano, anthu oyenera kubwera	Kupanga msonkhano wokonzekera September 2010 Kupanga msonkhano October 2010	Chiwerengero cha eni mabala omwe anabwera ku msonkhano Chiwerengero cha mabala omwe anasiya kugulitsa mowa kwa atsikana.



## **Khwelero lachinayi: perekani ndondomeko ya ntchito kwa anthu onse ndikusintha pofunika kutero**

- ▲ Mukamaliza kukonza ndondomeko ya ntchito gulu lotsogolera likonze msonkhano ndi anthu onse ammudzi ndi mabungwe omwe akugwira kale ntchito mmudzimo.

Msonkhano umenewu uthandiza:

- ✓ Anthu a mmudzi kuganiza kuti angathe kuchita kanthu kenakake limodzi paokha
  - ✓ Kuyitana magulu ena, mabungwe ammudzi, atsogoleri amipingo, ndi a za umoyo kuti athandizire ndondomeko ya ntchito.
  - ✓ Kuona kuti zinthu zomwe zifunike ndi chiyani, Amayi ndi chinyamata atenge nawo mbali
  - ✓ Kulimbikitsa anthu ammudzi omwe sanatenge nawo mbali popanga ndondomeko ya ntchito kuti atengebe nawo mbali.
- ▲ Mu msonkhanowo athandizeni anthu ammudzi kuti apeze njira za momwe angagwirire ntchito limodzi. Pali njira zambiri zomwe zingachitike zomwe zingasiyane malingana ndi dera/mudzi. Mwachitsanzo zikhonza kutheka kuti mutatha kugawana ndondomeko ya ntchito, amipingo akhonza kuvomera kumakambirana mu misonkhano yawo yonse za limodzi mwa mavuto a atsikana omwe ali ofunika kuchitapo kanthu.
  - ▲ Afunseni anthu ammudzi kuti ayike ndemanga pa ndondomeko ya ntchito yomwe yakonzedwa ndikuinikira ndizovuta ziti zomwe zingabwere? Zingagonjetsedwe bwanji? Ndani wina angatengepo mbali?
  - ▲ Ukatha msonkhano onaninso ndondomeko ya ntchito ngati kuli kofunika malingana ndi maganizo ochokera kwa anthu.

**Ziwombereni mmanja! Tsopano anthu am'dera ali ndi ndondomeko ya ntchito**



## Muuni wa Gawo lachinayi:

Mafunso	Chongani
Gulu lotsogolera lagwiritsa ntchito mfundo zomwe lapeza posankha mavuto atatu a atsikana omwe ali ofunika kuchitapo kanthu mnsanga?	
Kodi gulu lotsogolera litatha kuwunikira mfundo zomwe anapeza, anawafotokozera anthu ammudzi ndipo anagwirizana nazo?	
Kodi zinthu zofunika zothandiza kuthetsa mavuto a atsikana za mmudzi za jambulidwa?	
Gulu lotsogolera lagwira ntchito ndi anthu ammudzi kuti apeze njira yothetsera mavuto a atsikana omwe anasankhidwa kuti ndiofunika kuchitapo kanthu	
Gulu lotsogolera lakonza ndondomeko ya ntchito potengera zomwe akambirana ndi anthu ammudzi?	
Kodi ndondomekoyo ikufotokoza ntchito zomwe zigwiridwe, yemwe aziyang'anira ntchitoyo, nthawi yomwe ichitike ndi zinthu zomwe zifunikire?	

Ngati mwakwaniritsa zonsezi ndi nthawi yoti mupite ku gawo la chisanu. Kulimbikitsa kukambirana pakati pa anthu ammudzi: kufufuza zokhudzana ndi chiopsezo cha atsikana.

Ngati muli ndi mafunso okhudzana ndi mbali zina, kumbukirani kuwafunsa atsogoleri anu. Olimbikitsa anthu ena ammidzi ina angathe kukuthandizani kotero kumbukirani kulumikizana nawo nthawi zonse.

## Zida zofunika

Chida chachisanu ndi chiwiri: Kupeza njira zothetsera mavuto limodzi ndi “Margolis Wheel”

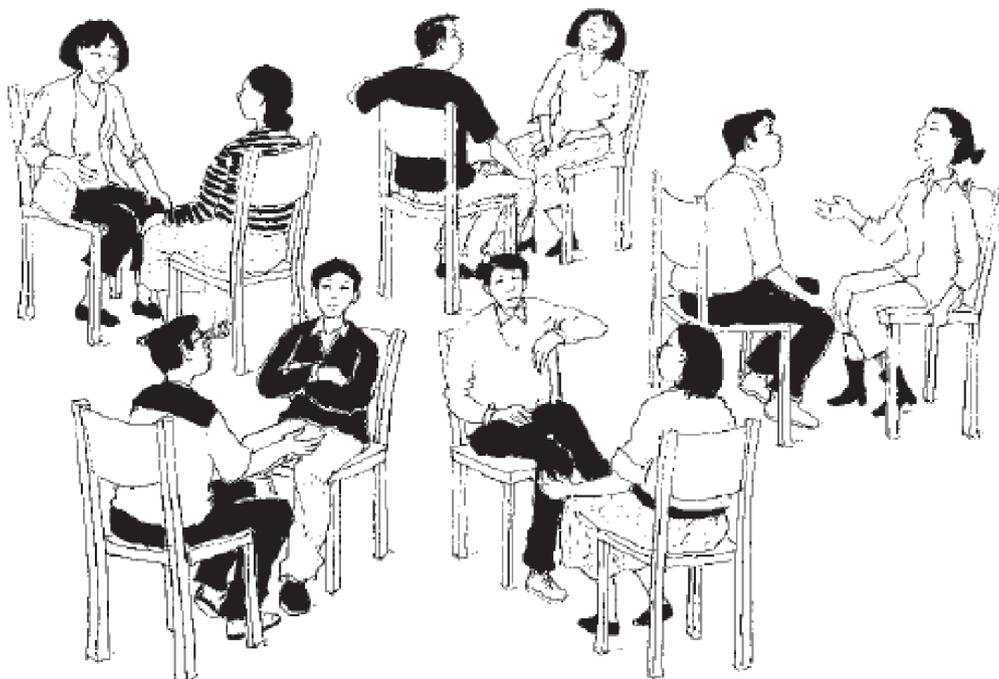
Chida cha chisanu ndi chitatu: Kukambirana za njirazo



## Chida 7: kupeza njira zothetsera mavuto pogwiritsa ntchito “Margolis Wheel”

**Cholinga:** Iyi ndi njira yothandiza anthu kupeza njira zabwino za momwe angachitire kuti athane ndi mavuto osiyanasiyana.

1. A gaweni anthu m’magulu ang’onoang’ono a anthu a pakati pa 4 ndi 5.
2. Gulu lina likhale moyang’ana kunja. Gulu lina likhale moyang’ana mkati, moyang’anizana ndi ndi munthu mmodzi wa gulu lina lija. Gulu loyang’ana mkati likhale loyankha mafunso pa mavuto osiyanasiyana pomwe gulu lakunja likhale lofunsa nzeru pa mavuto osiyanasiyana omwe atchulidwe.
3. Afunsemi ofunsira nzeru (a Gulu la kunja) aganize za vuto lina lililonse lomwe ali nalo pa ntchito yomwe akugwira. ( mwachitsanzo, anthu am’deramo sakufuna kumamvera mauthenga a zaumoyo).





4. Ofunsa mafunso ali ndi mphindi ziwiri kuti afotokoze vuto lake kwa opereka mayankho.
5. Oyankha mafunso alinso ndi mphindi ziwiri zokha
6. Nthawi ikatha ofufuza mayankho asunthe apite pa mpando wina ku manja kwake. Abwerezenso zomwe zija ndi oyankha mafunso wina.
7. Apitalize kufukila ofufuza mayankho atayankhula ndi wina aliyense wa oyankha mafunso.
8. Awuzeni anthu kuti athe kumasinthana mbali kuti ofunsa azitha kukhala oyankha, oyankha kukhala ofunsa.

## **Mafunso owafunsa anthu mukatha njira ya “Margolis Wheel”**

1. Ndi njira zANJI zothanirana ndi mavutowa zomwe munapeza?
2. Angayesere ndani kuchita zomwe simunaziganize kuti mungachite musanayambe zochitikazi



Alimbikitseni anthu kuti aganize mwakuya za china chili chonse. Akhala ndi nthawi zomwe akufuna kuzigwiritsa nthito mu ndime yotsatira.



## Chida 8: Kukambirana zotsatira

**Cholinga:** anthu a m'deramo akamaliza kupeza mndandanda wa wa mayankho osiyanasiyana, chida ichi chikhonza kuthandiza kupeza njira zomwe zili zabwino kwambiri zomwe zingathandize kuthetsera chiopsezo cha atsikana.

Ichi ndi chida chomwe chinathandiza kupeza zomwe zimawayika atsikana pa chiopsezo. Panopa chingagwiritsidwe ntchito kuthana ndi mavutowo.

### Pa chili chonse chomwe chimapangitsa atsikana kukhala pa chiopsezo zomwe a gulu lotsogolera agwirizana, tsatani mfundo izi kuti mukambirane ntchito zomwe zigwiridwe.

1. Funsani gulu lotsogolera “kodi mavuto akulu akulu omwe anthu amudzi anapeza ndi ati? Alembeni pa pepala kapena pansu. Ngati anthu ali osatha kuwerenga, gwiritsani ntchito zojambula
2. Mpatsemi ali yense nyemba/mbewu/kapena nkomo. Aliyense alandire zochulukira mofana ndi mizake.
3. Pamene anthu akuganizira kuti ayike zinthu zingati pa mavuto osiyanasiyana, awuzeni kuti aganizire zinthu izi posankha vutolo:
  - Kodi tingathe kuchita zimenezi? Tili ndi zinthu zotiyenereza monga maluso kapena nthawi?
  - Pali mwayi woti tipambana pa ntchitoyi?
  - Azitsogolero atilimbikitsa?
  - Kodi njirazi ndi zophweka ndipo aliyense akuzimvetsetsa?
  - Zitenga nthawi yayitali bwanji?
  - Ndi anthu angati omwe athandizidwe ndi njirayi
  - Njirayi ikugwiritsidwa kale ntchito? Ngati inde ndi yothandiza?
4. Awuzeni anthu kuti agwiritse ntchito nyemba zija pa vuto lililonse. Nyemba imodzi kuyimila njira yomwe siyothandiza kwambiri, nyemba zisanu, yothandiza kwambiri.
5. Onse akamaliza, fanizani kuchulukira kwa nyemba ndi njirazo.
6. Kambiranani zotsatila ndi gulu, pogwiritsa ntchito mafunso ofunikira omwe anathandiza anthu kusankha mavuto aja. Onse agwirizane pa mavuto a atsikana omwe ali ofunika kuchitapo kanthu poyang'ana zinthu zomwe zilipo zoti zingathandize pothetsa mavutowa.



Otsogolera athandize anthu am'deramo kusanja bwino mayankhowo koma asawasankhire.

7. ATsopano bwerezanonso pogwiritsa ntchito mfundo yachiwiri kenako yachitatu ya zomwe zimapangisa chiopsezo cha atsikana.
8. Wina wa gulu lotsogolera alembe zonse.

Njira zothanirana ndi mavuto zomwe zasankhidwa zingatheno kugwiritsidwa ntchito popanga ndondomeko ya ntchito. Kumbukukirani kuti ngati njira zothanirana ndi mavuto sizinasankhidwe, zikhonza kugwiratsidwa nthcito nthawi yina, mwachitsanzo nthawi imene anthu mudzi uli ndo zoyenerenza.



Chenjerani ndi mfundo zomwe zili zotsutsana, monga zomwe zingathandize kuthetsa mavuto koma kumapeto kwake mkudzetsa vuto lina. Mwachitsanzo, ngati vuto liri loti atsikana amachitidwa chipongwe akamagulitsa zinthu kumsika kumapeto kwa sabata ndipo anthu amudzi mukuganiza kuti amayi asiye kutuma atsikanawo kukagulitsa zinthu, zingathe kudzetsa umphawi mbanjamo. Mmalo mwake, zikhonza kukhala zothandiza kupeza njira ina, monga kukhazikitsa malo abwino kwa atsikana pomwe akulu akulu angathe kumawayang'anira.



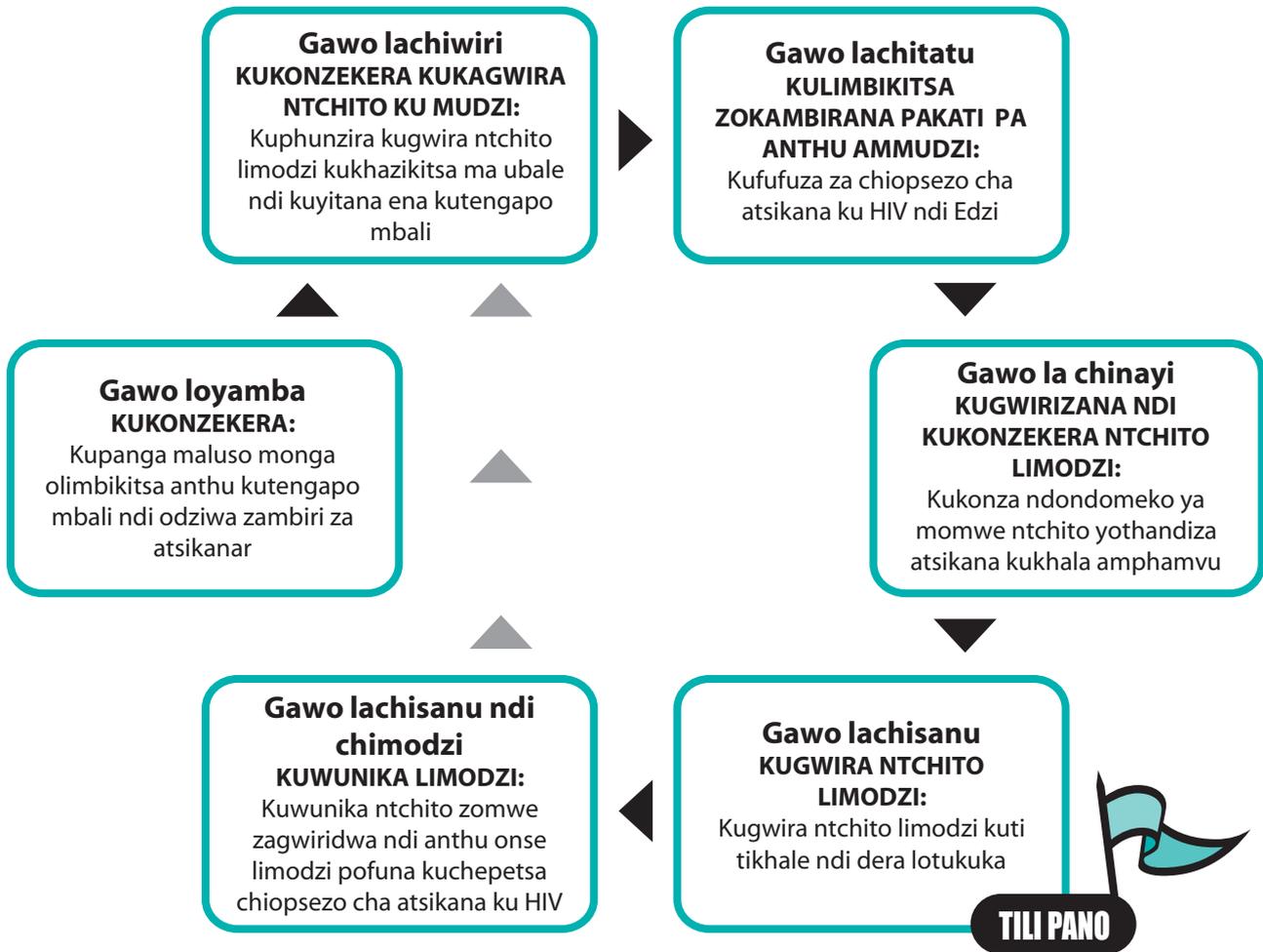
## Gawo lachisanu

### KUGWIRA NTCHITO LIMODZI:

Kugwira ntchito limodzi kuti tikhale ndi dera lotukuka

#### Muli makwelero anayi mu gawoli:

1. Pitirizani kulipatsa maluso Gulu Lotsogolera
2. Kuthana ndi zovuta/zolepheretsa
3. Kuunika mmene ntchito yam'deramo ikuyendera
4. Kufotokozero anthu.



Kukonzekera kwatha. Mwangwira ntchito limodzi ndi gulu lotsogolera ndi anthu ena ammodzi kukhazikitsa ndondomeko ya ntchito yochepetsa chiopsezo cha atsikana ku HIV/Edzi. Mu gawo ili tili ndi maganizo akuti mukukhazikitsa ntchito zomwe mwayika mu ndondomeko yomwe mwapanga ndipo mukudziwa mbali yomwe inu mutenge pogwira ntchitozo.

## Khwerero loyamba: Pitirizani kulipatsa luso gulu lotsogolera I

Pamene anthu akugwira ntchito zomwe zakhazikitsidwa, olimbikitsa anthu kutengapo mbali angathandize powapatsa maluso osiyanasiyana anthu am'gulu lotsogolera. Olimbikitsa anthu kutengapo mbali angathandizenso popereka malangizo othandiza ndi zinthu zina zofunikila. Mwachitsanzo, ngati anthu amudzi akufuna kukhala ndi msonkhano, olimbikitsa anthu kutengapo mbali angathe kukhala nawo pa msonkhanowo komanso kuyitana anthu ena aluso kuti adzayankhule pa msonkhanopo ndi kuyankha mafunso omwe angafunsidwe.



Pofuna kudziwa thandizo lomwe anthu angafune, gwiritsani ntchito chida chanambala 11 “kupereka luso”. Mukadziwa maluso ndi nzeru zomwe anthu am'dera akufuna, inu olimbikitsa anthu kutengapo mbali mungathe kugwiritsa ntchito luso lanu ndi zomwe mukudziwa powathandiza anthu amudzi. Ngati izi sizingatheke ganizilani ngati alipo anthu ena kapena zinthu zina mmudzimo zimene zingathandize.

## Khwerero lachiwiri: Kuthana ndi zolepheretsa

Ngakhale mutakonzekera bwino kwambiri, zinthu sizimayenda bwino nthawi zonse mukayamba kugwira ntchito zomwe munazikhazikitsa mu ndondomeko ya ntchito. Zovuta zikhonza kukhalapo pa zifukwa zosiyanasiyana. Ena mwa mavutowa ndi amene ali munsiwa.



Ngati gulu lotsogolera lingakumane ndi mavuto zikhonza kukhala zothandiza ngati angagwiritse ntchito chida chachisanu ndi chiwiri, “kupeza mayankho limodzi pogwiritsa ntchito Margolis wheel” Mmalo mopeza mayankho a mavuto omwe amakhuzi chitetezo cha atsikana omwe anasankhidwa, afunsi omwe akupeza njira zothanirana ndi mavutowa kuganiza za mavuto omwe akuwakanikitsa kugwira bwino ntchito zomwe zili mu ndondomeko ya ntchito monga “anthu sakubwera kumisonkhano” ndi kukambirana njira zothetsera vutoli.

## Ena mwamavuto ndi njira zothetsera mavutowo

**Vuto: Munthu kapena gulu likuletsa ntchito kuti ichitike chifukwa munthuyo kapena gululo likuona ngati ntchitoyi siokoneza zofuna zawo.**

- Kodi munthu ameneyu kapena gululi linatenga nawo mbali pamene mumakonza ndondomeko ya ntchito? Kodi anagwirizana nayo ndondomekoyo?
- Kodi mukudziwa chifukwa chimene akuletsera ntchitoyi kuti ichitike?
- Kodi anthu amudzi angakambirane ndi gululi kuti awone momwe angachitire?
- Anthu amudzi angaganizire ntchito ina yomwe angachite yomwe ingakhale yovomerezeka kwa gululi komanso kwa anthu akuchita ntchitowo?

**Vuto: Anthu ammudzi sangathe kugwira ntchitoyo?**

- Kodi munakonza njira ya momwe mungawathandizile anthu ammudzi kukhala ndi luso logwirira ntchito yawo?
- Kodi ntchitoyo ndi yotheka? Ngati ayi mungatani kuti muyikonzenso bwino? Ndibwino kuwalangiza anthu ammudzi kuti ayambe ndi ntchito zomwe angathe kuzigwira popanda vuto linalilonse komanso mwa kanthawi kochepa. Izi ziwalimbikitsa akamagwira ntchito zina zazikulu ndi zovutilapo.

**Vuto: Ntchito yomwe yasankhidwa singathandize kuchepetsa chiopsezo cha atsikana.**

- Kodi mwapereka nthawi yokwanira kuti muone ngati ntchitoyo ili yothandizadi?
- Ngati mwatero ndipo simunaone kusintha, onaninso zomwe anthu ammudzi analemba zokhudza zomwe zimawayika atsikana pachiopsezo ndi zomwe zingachitike pofuna kuthana ndi vutolo. Kodi njira zothanirana ndi mavuto zomwe zinasankhidwa ndi zothandizadi kuthana ndi mavutowo? Ngati ayi, zingakonzedwenso bwanji?

**Vuto: Chidwi cha anthu pa ntchitoyi chawachokera**

- Kodi akhumudwa chifukwa sakuona zotsatira?
  - ✓ Onetsetsani kuti anthu ammudzi akutha kuona phindu la ntchito yawo ndipo akukondwera nazo ntchito zawo
  - ✓ Onaninso ntchito zomwe zikuchitika ndi kuona kuti ndi chifukwa chiyani sizikukthandiza. Konzaninso ndondomeko ya ntchito.
  - ✓ Yang'anandinso mbiri ya mudziwo ndi kuona nthawi zomwe mmudzimo munali mavuto akulu. Chinawathandiza anthu ammudzi kugonjetsa mavutowa ndi chiyani? Nanga panopa angatani kuti athe kuthana ndi vuto ili?
  - ✓ Pumani Kaye. Lolani anthu kuti aganizire za zipambano za mmbuyo, kenako mudzawayitanenso kuti aliyense adzanene zomwe akufuna kuchita.
- Kodi zofuna zina za mmoyo zikuwapangitsa kuti asakhale ndi chidwi ndi ntchitoyi?
  - ✓ Kodi pali vuto lina lomwe limapangitsa atsikana kukhala pa chiopsezo lomwe anthu akufuna kuchitapo kanthu? Funsani mbali yomwe anthu akufuna kuchita ndipo konzaninso ndondomeko yina yantchito.
  - ✓ Nthawi zambiri nkhani za ulimi ndi zochitika zina za mmudzi zingawapangitse anthu kuti asatenge nawo mbali pa ntchitoyi. Dziwani nthawi ya zochitika zosiyana siyana za mmudzi ndipo onani nthawi yomwe ingakhale yabwino kugwira ntchito za GGI
  - ✓ Gwirani ntchito ndi gulu laling'ono la iwo omwe ali ndi chidwi
  - ✓ Pumani kenako yambiraninso.
- Kodi akuona kuti kulimbika kwawo sikukuyamikiridwa?
  - ✓ Alimbikitseni amu gulu lotsoglera kuti azipereka mphoto pafupipafupi kwa iwo omwe akuchita bwino. Mphoto ikhonza kukhala mawu achilimbikitso ndi othokoza onenedwa pagulu.

**Vuto : Anthu ammudzi akufuna kuchita zinthu zomwe sizithandiza kuchepetsa chiopsezo cha tsikana ku HIV/Edzi mu njira ina iliyonse**

- Alimbikitseni anthu kutsatira ndondomeko ya ntchito zochepetsa chiopsezo cha atsikana zomwe anakonza komanso alimbikitseni kuchita ntchito zina za chitukuko za mmudzi.

- Ngati a GGI sangathe kupereka thandizo lina lillonse, alumikizitseni anthuwo ndi mabungwe ena omwe angakhale ndi chidwi ndi ntchito yomwe anthu ammudzi akufuna kuchita
- Pitolizani kugwira ntchito ndi omwe akuonetsa chidwi ndi nkhani ya chiopsezo cha atsikana. Izi zikhonza kutanthauza kugwira ntchito ndi gulu laling'ono kapena kupanga magulu ena atsopano.

### **Vuto: Mabungwe ena akupereka zinthu kwa anthu ammudzi omwe akutenga nawo mbali pa ntchito zosiyanasiyana.**

- Kambiranani ndi anthu ammudzi nkhani zokhudzana ndi kukhazikika kwa ntchito, kuzipereka ndi kuzidalira pa okha ndi anthu ammudzi.
- Pitolizani kugwira ntchito ndi iwo amene ali ndi chidwi komanso osangalatsidwa ndi kuteteza atsikana ku chiopsezo cha HIV/Edzi
- Musathane ndi vutoli popereka zinthu zoposa zimene ena akupereka! Zinthuzi zikasiya kupezeka omwe amadzipereka ndi cholinga chofuna kupeza kangachepe adzasiyanso kugwira ntchito.

## **Khwelero lachitatu: kuunikira mmene ntchito ikuyendera**

Pofika apa ndiye kuti gulu lotsogolera linakonza kale njira zomwe azagwiritse ntchito poyang'anira momwe ntchito ina iliyonse ikuyendera. Iyi inali mbali imodzi yopanga ndondomeko ya nthito za anthu ammudzi. Ntchito yikayamba kugwiridwa, mungawathandize anthu ammudzi kuyang'ana ndi kuona momwe ntchito ikuyendera ndi phindu lomwe likupezeka.

**Kodi kuyang'anira momwe nthito ikuyendera ndi kutani?** Uku ndi kuona ngati ntchito yomwe inakonzedwa mu ndondomeko ya ntchito ikuchitika momwe inakonzedwera ndipo ngati nthawi ikusungwidwa. Mumadzifunsa funso loti 'kodi tikuchita zomwe tinakonza kuti tichite?' Zimathandizanso kudziwa vuto lomwe lingabwere ndi zomwe tingachite pofuna kuthana ndi vutolo.



Chida chogwiritsa ntchito pofuna kuona mmene ntchito ikuyendera chidalira ntchito yomwe ikuchitika. Chida chophweka ndi kuona ntchito zomwe zinakonzedwa ndi zomwe zagwiridwa kale. Onani chida cha nambala 13 " Kuona ntchito zomwe anthu ammudzi achita"

- ▲ Anthu ammudzi angathenso kupanga chida chawo chowathandiza kuona ntchito zomwe agwira ndi mowe agwirira.
- ▲ Gulu lotsogolera likuyenera kumakumana pafupipafupi kuti aone ngati gulu lilonse kapena munthu wina liyense akuchita ntchito yomwe analonjeza. Ngati akuchedwa kapena papezeka vuto lina lilonse, gulu likhonza kuganiza zosintha zisanafike povuta kwambiri.



- ⤴ Ndikofunika kuti gulu lotsogolera lizilemba ntchito zomwe akuchita komanso mmene anthu a mmudzi akuchitila. Membala wa gulu yemwe amatha kulemba ndi amene azichita zimenezi. Poyambirila, olimbikitsa anthu kutengapo mbali angathandizire kulemba mfundo zing'ono zizig'ono pofuna kuwawonetsera anthu kufunika kolemba zomwe zachitika.
- ⤴ Pakakhala misonkhano pazikhalanso nthawi yowona ndondomeko ya ntchito ndi momwe ntchito ikuyendera, zovuta zomwe akukumanazo, ndi njira zomwe akonza zothetsera mavuto amenewa.
- ⤴ Zomwe azipeze powona momwe ntchito ikuyendera zigwiritsidwe ntchito pokonzanso ndondomeko ya ntchito.

## **Khwelero lachinayi: auzeni anthu mmene ntchito ikuyendera**

Kukhala ndi zokambirana ndi anthu amudzi pafupipafupi ndikofunika kuti kulimbikitse kuziperekakwaanthu komanso chidwichawo pandondomeko ya ntchito yomwe inakhazikitsidwa.

- ⤴ Akumbutseni a gulu lotsogolera kuti aziwawuza anthu amudzi za momwe ntchito ikuyendera, ndi phindu lomwe likuoneka chifukwa cha ntchitoyi
- ⤴ A mgulu lotsogolera akhonza kuganiza za momwe aziwawuzira anthu amudzi. Ngati momwe anachitila powawuza za ndondomeko ya ntchito, akhonza kugwiritsa ntchito bolodi, kukhala ndi msonkhano, kudzera mu zisudzo kapena nyimbo kapena njira zina zosangalatsa.
- ⤴ Izi zikhonza kuthandiza anthu ambiri amudzi kutenga nawo mbali. Anthu ena amene amachita manyazi poyamba kuti atengepo mbali, akaona kuti ntchito yayambika akhonza kukhala ndi chidwi chotenganawo mbali. Limbikitsani zinthu ngati zimenezi-anthu ambiri akatenga nawo mbali pokhazikitsa ntchito za mu ndondomeko ya ntchito, zidzathandiza anthuwo kupambana pa ntchito yawo yochepetsa chiopsezo cha tsikana ku HIV/Edzi!



## Mafunso othandiza kuona ngati mwakwaniritsa zofunika za mu Gawo Lachisanu:

Mafunso	Chongani
Kodi mwagwira ntchito ndi gulu lotsogolera kuti muone ngati pakufunika thandizo lowapatsa luso kuti agwire bwino ntchito yawo?	
Kodi mwawathandiza a mu gulu lotsogolera kukhala ndi luso lomwe lingawathandize kuthana ndi mavuto osiyanasiyana?	
Kodi a mu gulu lotsogolera apeza zida zogwiritsa ntchito pofuna kuwona momwe ntchito ikuyendera?	
Kodi gulu lotsogolera lagwiritsa ntchito zidazo kuti awone momwe ntchito ikuyendera?	
Kodi atawona momwe ntchito ikuyendera, awawuza anthu amudzi zomwe apeza?	

Ngati mwakwaniritsa zonsezi ndi nthawi yoti mupite ku gawo la chisanu ndi chimodzi. Kulimbikitsa kukambirana pakati pa anthu amudzi: kufufuza zokhudzana ndi chiopsezo cha atsikana.

Ngati muli ndi mafunso okhudzana ndi mbali zina, kumbukirani kuwafunsa atsogoleri anu. Olimbikitsa anthu m'madera ena angathe kukuthandizani chotero kumbukirani kulumikizana nawo nthawi zonse.

## Zida Zofunika

Chida 9: Ndongomeko ya maluso omwe aphunzitsidwa

Chida10: kauniuni wa ntchito za m'dera



## Chida cha chisanu ndi chinayi: Ndongomeko ya maluso omwe aphunzitsidwa

**Cholinga:** Ndongomeko iyi ithandiza gulu lotsogolera kudziwa maluso ndi zinthu zomwe akuyenera kuwalimbikitsa kuti athe kugwira ntchito zomwe zili mu ndongomeko ya ntchito.

- Jambulani bokosi lalikulu ngati lomwe liri pa tsamba lotsatila pa dothi kapena papepala lalikulu.
- Pa ntchito yoyamba yomwe inakonzedwa ndi anthu amudzi, kambalanani ndi gulu lotsogolera luso lomwe likufunika kuti ntchitoyi igwiridwe mu ndime yachiwiri.
- Kenako afunsi agulu lotsogolera kuti aziyese okha ngati angathe kugwira ntchitoyi. Ali ndi maluso onse ofunikira? Mwachitsanzo, ndi omasuka kuyankhula pa gulu? Akudziwa mmene angachitile mkangano ukabuka? Lembani izi mu ndime yachiwiri.
- Ndi mbali ziti zomwe agulu lotsogolera akufuna chilimbikitso? Lembani izi mu ndime ina.
- Mu mu mbali zomwe agulu lotsogolera akufunika kulimbikitsidwa, angalimbikitsidwe bwanji? Angalimbikitsidwe pogwiritsa ntchito zinthu zomwe zilipo mmudzimo kapena gulu lotsogolera akuyenera kukapeza chithandizo kwina? Lembani izi mu ndime inayo.
- Pomaliza, ndi ndani angathandize kupereka maluso amenewa? Olimbikitsa anthu ketengapo mbali angathe kuwathandiza? Nanga anthu amudzi-angathandize? Lembani mu ndime yomaliza.
- Tsopano, bwererani ku ntchito zina zija ndipo funsani mafunso omwewo.



## Tsamba la maluso

Ntchito yoti ichitidwe (yotengedwa kuchokera mu ndondomeko ya ntchito)	Nzeru ndi luso lofunika	Kudziunika ngati tingathe kukwaniritsa ntchitoyo	Pofunikira kuonjezera mphamvu	Ndi nzeru ndi luso lanji lomwe likufunika kuonjezeredwa? Mwanjira yanji? (Tilimbikitsa anthu kapena pafunika luso lochokera kwina kuti ntchitoyi itheke?)	Angathandize kukweza nzeru ndi luso ndi anthu kutenga mbali, mabungwe ndi ena otero.)
Thandizanani ndi sukulu kukhoza malamulo	Nzeru zokhudzana ndi malamulo a dziko a sukulu Luso lotha kuyankhula ndi ena Nzeru zokhudzana ndi kayendetsedwe ka sukulu	Peter (phunzitsi mgulu lotsogolera) amadziwa za kayendetsedwe ka sukulu	Nzeru zokhudzana ndi malamulo a dziko Luso lotha kuyankhulana ndi ena	Kuyesezera luso loyankhulana ndi ena pamisonkhano ya Gulu Lotsogolera Yankhulani ndi a bungwe la aphunzitsi pa zamalamulo a dziko okhudza sukulu	Anthu Olimbikitsa anthu kutenga mbali, aphunzitsi ena



## Chida chakhumi: Kuwunikira ntchito za mdera

**Cholinga:** Chida ichi chithandizi gulu lotsogolera kuwona ntchito yomwe akugwira kuti awone ngati akusunga nthawi komanso akuchita monga momwe analemba mu ndondomeko ya ntchito. Ichi ndi chitsanzo chabe-a gulu lotsogolera angathe kupanga chda chawo.

1. Pa ntchito ina iliyonse yomwe munayilemba kuti ndi yofunika, jambulani tebulo ngati lomwe lili munsili
2. Mu ndime yoyamba lembanimo ntchito zomwe munakonza kuti muchite pothana ndi vuto lomwe mwalilemba.
3. Mu ndime yinayo, lembanimo kuti ndi ntchito zingati zomwe zichitike
4. Nthawi ndi nthawi onetsetsani kuti mukulemba ntchito zomwe zachitika
5. Gulu lotsogolera likhonza kugwiritsa ntchito chida chothandiza kuona ntchito yomwe yagwiridwa pokambilana kuti awone ngati akuchita zonse munthawi yake komanso akuchita monga anakonzera. Ngati akuchedwa, izi ziwathandiza kukumbutsa gulu lotsogolera kuchitapo kanthu, kukokera kuti agwirane ndi nthawi kapena awonenso ndondomeko ya ntchito ndi kuyikonanzano.

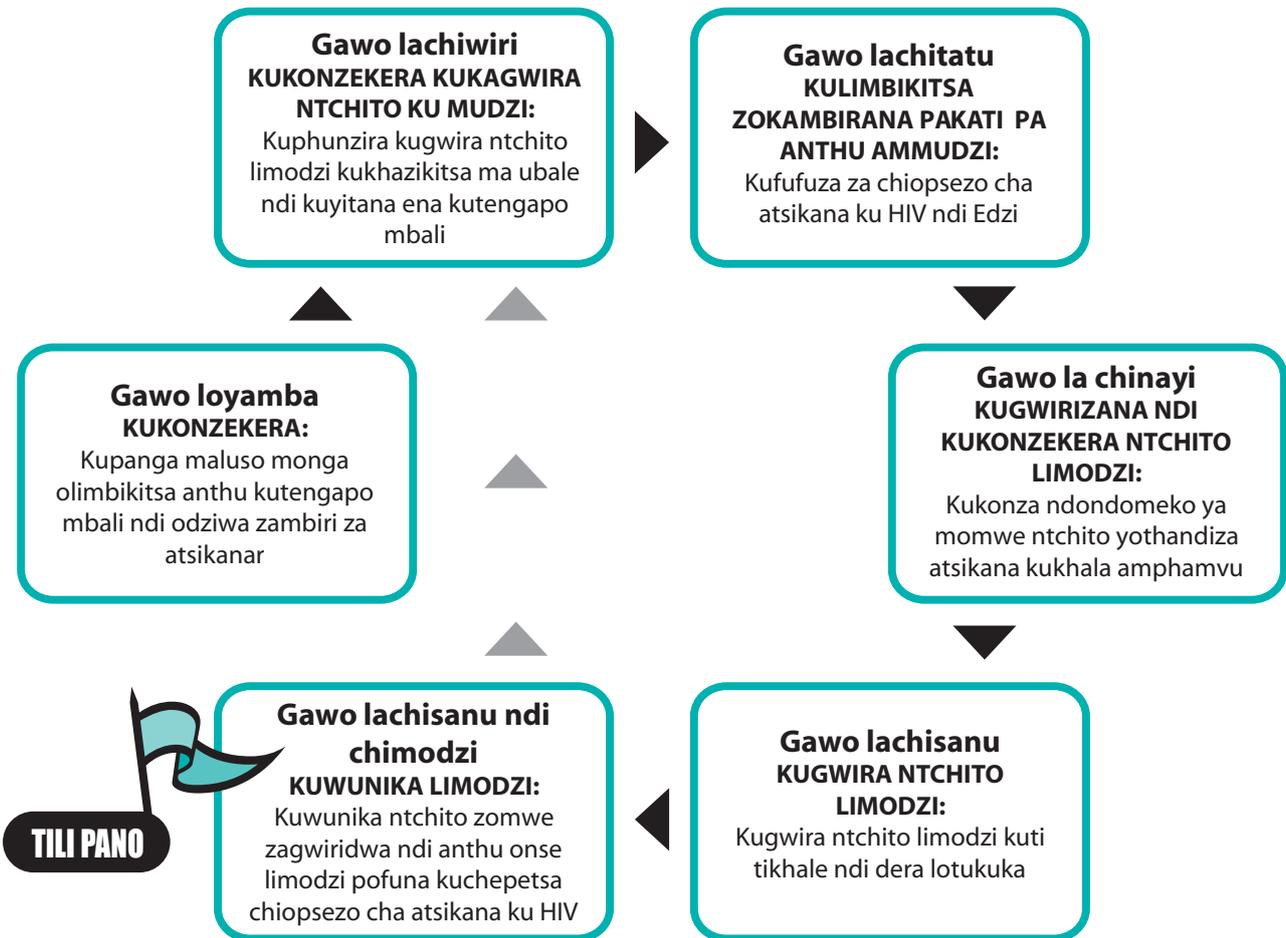
Ntchito zothandiza kuthetsa mavuto atsikana zomwe zinasankhidwa	Nambala ya ntchito zomwe zinakozedwa	Nthawi?	Zomwe zachitika	Zachitika liti?
Mwachitsanzo:	6	October	2	
Nambala ya zisudzo zomwe zachitika zokhudza ubwino wolimbikitsa atsikana pa maphunziroraparigas ao HIV/SIDA				

# Gawo lachisanu ndi chimodzi

## KUUNIKA PAMODZI: Kuunikira pamodzi poteteza atsikana ku mliri wa HIV

**Pali makwelerero asanu mu gawoli:**

1. Pezani zomwe dera likufuna kuphunzira ndi kukwaniritsa
2. Fufuzani pamodzi
3. Zukutani zotsatira
4. Gawanani nkhani zachipambano ndi Dera lonse
5. Konzekerani kukonzanso ndi kuonjezera mfundo mu mndondomeko ya ntchito



**Kuwunika momwe ntchito yayendera ndi chiyani?** Iyi ndi ntchito yowunika momwe ntchito yomwe yachitika yakwaniritsira zomwe imayenera kukwaniritsa.



## **Khwelero loyamba: pezani zomwe dera likufuna kuphunzira ndi kukwaniritsa**

Gulu Lounikira lomwe (linakhazikitsidwa mu Gawo lachiwiri) liyenera kuunika ndondomeko ya ntchito. Kuunikaku kuyenera kuphatikizapo zinthu zowonetsera kupambana kwa chochitika chilichonse komanso nthawi yomwe kuunikaku kudzachitidwe. Kuphatikiza pa zolozerazi, gulu lotsogolera liyenera kukambirana mfundo zina:

- ▲ Ndi chiyani chomwe akufuna kudziwa kuchokera mu kuunikaku? Zitsanzo za mafunso ndi monga:
  - Chinachitika ndi chiyani?
  - Ndi ntchito ziti zomwe zinayenda bwino? Ndi ziti zomwe sizinayende?
  - Ndi ziti zomwe zinapambana? Munalephera pati?
  - Tinakwaniritsa zolinga zathu kufika pati?
  - Munawononga ndalama zingati?
  - Ndi ziti zomwe tikanachita mosiyana?
  - Zatsala kuti zichitike ndi ziti?
  - Masomphenya a anthu amudzi ndi otani?
  - Chidwi cha anthu chotengapo mbali chakula bwanji?
- ▲ Aphunzire kuchokera kwa ndani?

## **Khwelero lachiwiri: fufuzirani limodzi**

- ▲ Pamene gulu lowunika momwe ntchito yayendera likudziwa zomwe likufuna kuphunzira ndi kukwaniritsa, liyenera kuganzanso za njira zomwe lingagwiritse ntchito. Njira zina zothandiza ndi ngati izi:
  - Kafukufuku wa aliyense payekha
  - Zokambirana za pagulu
  - Kuunikira zomwe zinalembedwa pa msonkhano ndi zolemba zina
  - Kuwunika ngati anthu amatengapo mbali mu zochikachitika
  - kuwonetsa ubale wa kale ndi wa tsopano
  - Nkhani zokhudza chipambano
  - Zojambula zosonyeza momwe ntchito inayambira ndi kusintha komwe kwachitika.)
  - Zisudzo zosonyeza chipambano
  - Mndandanda wa ntchito zomwe zinayenda bwino ndi zomwe sizinayende bwino.
- ▲ Kenako pangani chisankho chokhudzana ndi momwe a mugulu lowunikira achitire pofuna kutorera ma uthenga osiyanasiyana ndi yemwe agwire ntchito yotorera uthengayi
- ▲ Pangani zida zomwe gulu lowunika lingagwiritse tchito pofufuza uthenga, monga mafunso ofufuzira. Izi zingathandize kuti kuti aliyense atolele mfundo zofanana.
- ▲ Gulu loowunika momwe ntchito yayendera likayamba kutolera mfundo zofunikira, akumbutsidwe kusunga bwino zomwe akuphunzira.

## Khwelero lachitatu: santhulani zotsatira

- ▲ Kuti muyambe kuwunika, gulu lowunikira liwonenso bwino mfundo zomwe atorela. Ma bokosi othandizila kuwunika monga lomwe lili munsili lingathandize gululi kulemba ndondomeko yabwino ya mfundo zomwe zatoleredwa.

Kodi mukuyembekezera zotani	Zomwe zachitika	Zomwe zapangitsa zotsatirazi	zomwe aphunzira	Malangizo

- ▲ Ngati pali mfundo zochulukira, gululo lingathe kugawana m'magulu ang'onoang'ono ndi kuyankha mafunso osiyana gulu lililonse palokha, kenako ndi kugawana ndi onse.
- ▲ Gwiritsani ntchito mfundo zomwe mwapeza kuti muyankhe mafunso omwe munapeza mu ntchito zachiwiri.

## Khwelero lachinayi: gawanani mfundo zofunikira ndi nkhani za chipambano ndi dera lanu

- ▲ Gulu likamaliza kuwunika, ndikofunika kugawana ndi anthu onse amudzi zotsatila za kuwunkako mu njira yoti aliyense angathe kumva
- ▲ Mukamakonzekera kugawana zotsatilazi, gulu lowunika likuyenela kuganizara zomwe akufuna kukwaniritsa pa khwereroli. Mwachitsanzo, akufuna kupereka uthenga? Kupeza mayankho kuchokera kwa anthu amudzi? Kuwapangitsa anthu kuti ayambe kukambirana? Kudandaulira kuti anthu amudziwo achitepo kanthu?
- ▲ Gulu lowunika liganizire za momwe lingagawire uthenga kuti athe kukwaniritsa zolinga zinazi; ayitanitsa msonkhano wa mmudzi? Agwiritsa ntchito zisudzo? Alemba nkhani pogwiritsa ntchito zojambula?



- ▲ Konzekerani kusangalala chifukwa cha kupambana, onani mbali yomwe anthu a mmudzi atengapo, apangeni kuti amve kuyamikilidwa. Izi zingawalimbikitse kudzatenganso mbali mtsogolo.
- ▲ Musayiwale kuwawuza ena za chipambano cha ntchito yanu komanso mabungwe omwe si am'dera mwanu. Izi zingathandize kuti mudzapeze chithandizo pa ntchito zomwe mukugwira kapena zomwe mudzachite mtsogolo kuchokera ku Boma, mabungwe omwe si a boma kapena kuchokera kwa ena.

## Khwelero lachisanu: konzekerani kukonzanso ndi kuonjezera mfundo za ndondomeko ya ntchito

- ▲ Ngati anthu amdera akuganiza kuti pali ntchito ina yoti ichitike, gulu lotsogolera lingathe kugwiritsa ntchito zotsatira za kuwunika kuti apange chisankho ngata kufuna kukonzanso kapena kubwereza ndondomeko ya ntchito.
- ▲ Ngati anthu amdera afika poyamba kuchita ndi vuto lina, ndi nthawi yoti abwererensu kumayambirilo a ndondomeko ya ntchito za mmdera.

### Muuni wa Gawo lachisanu ndi chimodzi:

Mafunso	Chongani
Gulu loonikira momwe ntchito ikuyendera lapeza zomwe likufuna kuphunzira komanso kukwaniritsa?	
Gulu loonikira momwe ntchito ikuyendera lawunikula mowe ntchito za mdera zikuyendera pothandizana ndi anthu ena amuudzi?	
Zotsatirazo zaunikiridwa bwino bwino?	
Gulu loonikira momwe ntchito ikuyendeera lawagawana ndi zomwe apeza poukila momwe ntchito yayenedra ndi anthu onse amudzi?	
Anthu asangalala ndi chipambano cha ntchito yo?	

### Ngati mwakwaniritsa zonsezi ndiye kuti mwakwanitsa kuwalimbikitsa anthu kutengapo mbali pochepetsa chiopsezo cha atsikana ku HIV/Edzi

# **Kabuku kapadera koyamba: mlozo wa Anthu Otsogolera Ntchito zolimbikitsa anthu kutengapo mbali Chiyambi**

Bukhu la Otsogolera anthu kutengapo mbali lalembedwa kuti upatsidwe kwa wotsogolera aliyense ndi Olimbikitsa anthu kutengapo mbali ncholinga choti azindikire udindo wawo pokwaniritsa ndondomeko ya ntchito za anthu amudzi pochepetsa chiopsezo cha mliri wa HIV/Edzi kwa atsikana.

Gawo lililonse liri ndi mndandanda wa makwelerow a zinthu zoti zichitidwe mu gawo limenelo. Ngakhale kuti kasanjidwe ka makwelerowa kakutengera mmene zinthu zinapangidwira Madera ena, mungathe kusintha kasanjidweka kuti zigwirizane ndi dera lanu. Kumapeto kwa gawo lililonse kuli muuni wokuthandizani kuona ngati mui oyenera kupita mu gawo lina lotsatira.

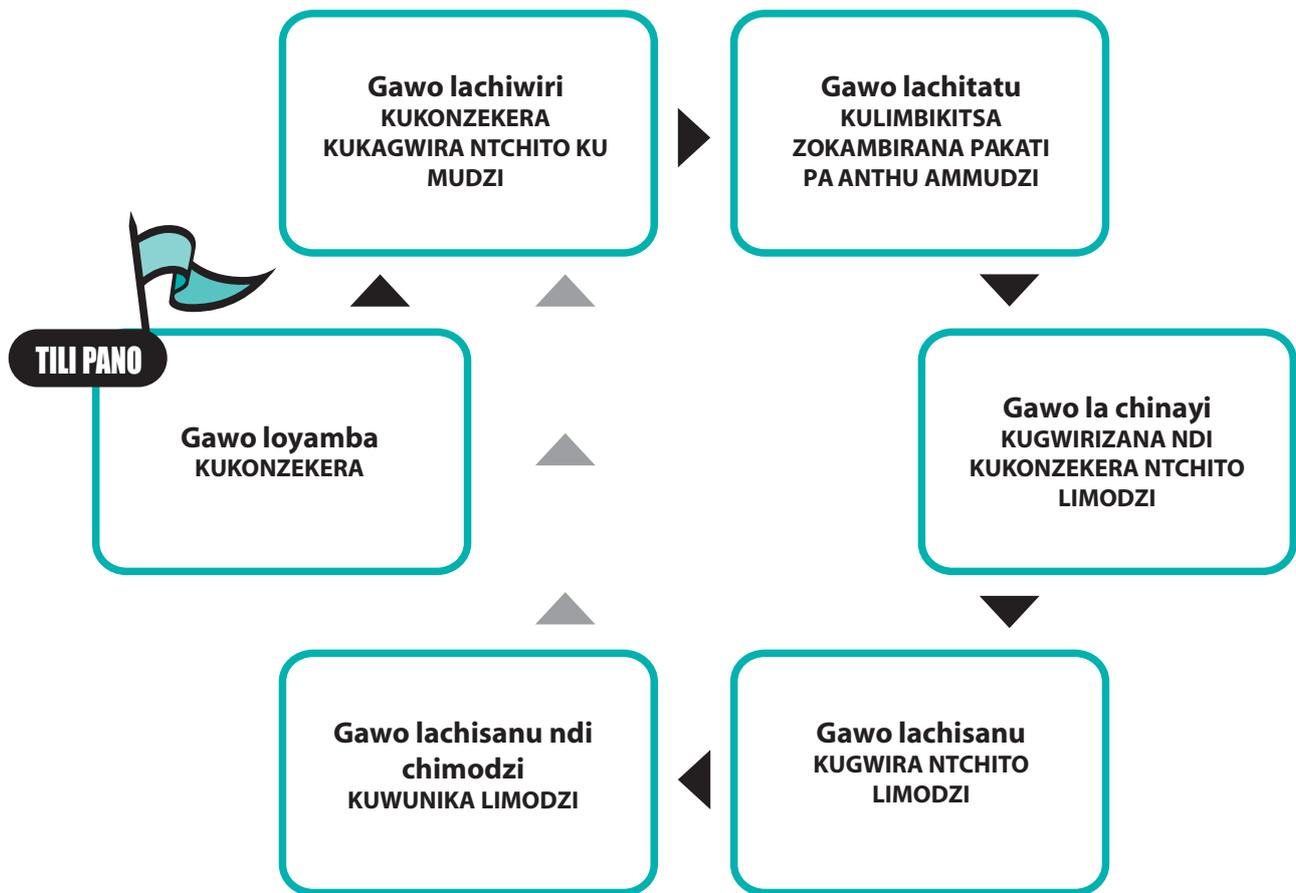
Zida zofunikira zomwe zatchulidwa mu bukhu zalembedwa kumapeto kwa gawo lililonse. Zidazi zingathe kugwiritsidwa ntchito kuti zithandizire zosowekera za m'dera mwanu.

No final de cada etapa, são apresentadas ferramentas úteis sugeridas nas instruções passo a passo acima referidas. Estas ferramentas podem ser adaptadas às necessidades de cada comunidade.



## Gawo loyamba

**KUKONZEKERA:** Kupanga maluso monga olimbikitsa anthu kutengapo mbali ndi odziwa zambiri za GGI



### Khwelero loyamba: kuphunzira za Tiyeni Atsikana!

**Kodi cholinga chenicheni cha Tiyeni Atsikana polimbikitsa anthu kutengapo mbali ndi chiyani?**

“Kuwabweretsa limodzi anthu a mmudzi ndi kuonetsesa kuti atsikana akukhala moyo wosangalala, akutha kupitiliza maphunziro komanso ndi otetezeka ku HIV ndi Edzi.”



### **Chifukwa chiyani chidwi chili pa atsikana osati anyamata?**

Aliyense – anyamata, ndi atsikana, abambo ndi amayi – onse ali pachiopsezo cha mliri wa HIV/Edzi. Komabe, umboni umaonetsa kuti atsikana ndi omwe ali pachiopsezo kwambiri ku mliri wa HIV. Mwachitsanzo:

- Atsikana ali ndi mwayi wochepa wopita ku sukulu komanso kumaliza maphunziro awo;
- Atsikana ali ndi mwayi wochepa wodziwa zambiri zokhudza za HIV/EDZI;
- Atsikana ali ndi mwayi wochepa wopezera chuma kusiyana ndi anyamata zomwe zimawapangitsa kuti azisinthanitsa matupi awo ndi ndalama;
- Maudindo omwe atsikana ali nawo pachikhalidwe amawalepheretsa iwo kukhala ochangamuka;
- Atsikana amakwatiwa ndikuyamba mchitidwe wogonana akadali achichepere kusiyana ndi anyamata; ndi,
- Atsikana ndi omwe amakhala opalamulidwa kwambiri pa nkhani ya nkhanza zokhunzana ndi kugonana kusiyana ndi anyamata.

## **Khwelero lachiwiri: kuphunzira za chiopsezo cha mliri wa HIV/Edzi kwa atsikana**

### **Ndidziwe chiyani zokhudza chiopsezo cha mliri wa HIV/Edzi kwa atsikana?**



Buku la “uthenga m’zithunzi pa chiopsezo cha mliri wa HIV/Edzi kwa Atsikana” lalembedwa kuti lithandizire kuphunzira za chiopsezo cha atsikana ku Mliri HIV/Edzi ndipo laikidwa ngati kabuku kachiwiri kapadera m’bukuli. Bukuli ligwiritsidwe ntchito polimbikitsa chidziwitso chanu kuti muthe kutsogolera zokambirana zosiyanasiyana ndi mgwirizano wawo ku chiopsezo ch atsikana.

Zithunzizi zikukamba za nkhani zosiyanasiyana monga:

- Kufotokozero mwachidule njira zomwe HIV imafarira ndi momwe ingapewedwere
- Kufotokozero mwachidule zomwe zimadziwika zokhudza chiopsezo cha HIV/Edzi kwa atsikana kuchokera ku zokambirana ndi anthu
- Nkhani zikulu zikulu zomwe zimayika moyo wa atsikana pa chiopsezo ku HIV/Edzi. Zina mwa mfundozi zikukhudza atsikana okha monga nkhanza, pomwe zina zikhonza kukhala zoteteza kapena zoopseza, monga ubale ndi mabanja ndi akulu akulu ena.
- Maudindo amayi ndi abambo
- Kudziwa ndi maganizo okhuza HIV
- Mchitidwe ogonana
- Mowa
- Nkhanza
- Ubale ndi apabanja
- Ubale ndi abwenzi
- Maphunziro



- Umoyo wathanzi
- Umphawi ndi mwayi wopezera ndalama
- Chinamwali

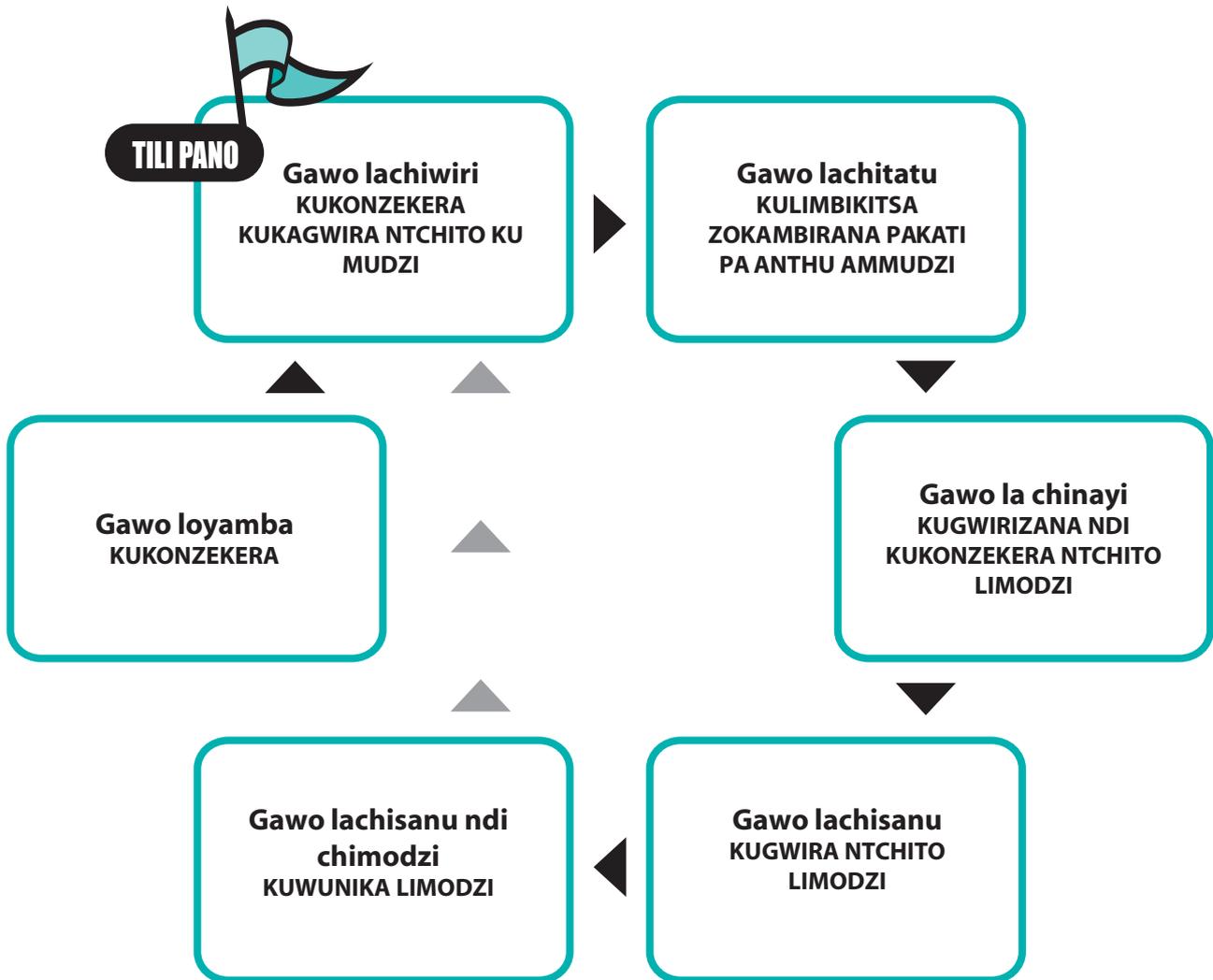


Zikhonza kuoneka ngati pali zambiri zoti zichitike. Chofunikira kukumbukira ndi chakuti anthu amudzi atha kubweretsa kusintha ngati atachitapo kanthu pa nkhani zimenezi pothana ndi mfundo ili yonse payokha payokha.

## Gawo lachiwiri

**KUKONZERA KUGWIRA NTCHITO NGATI DERA:**

**Kuphunzira kugwira ntchito, kukhazikitsa maubale ndi kuitanira kutenga mbali**



**Khwelero loyamba: kuphunzira zokhudza kulimbikitsa anthu kutengapo mbali ndi ndondomeko ya ntchito zolimbikitsa anthu**

### **Kodi kulimbikitsa madera ndi chiyani?**

Kulimbikitsa Madera ndi njira yobweretsa anthu pamodzi kuti agawane masophenya, kulimbikitsa kukambirana, kukweza maluso ndi kugwirira ntchito pamodzi pothana ndi mavuto osiyanasiyana omwe amakhudza dera lonse. Imapangitsa munthu kumva kuti ndi mmodzi wa anthu am’deramo ngakhale patakhalala kuti vutolo silikuwakhudza mwachindunji.

**Kodi ndondomeko ya ntchito zolimbikitsa anthu kutengapo mbali ndi chiyani?**

Ndondomeko ya Ntchito Zolimbikitsa anthu kutengapo mbali ndi mndandanda wa magawo ndi makwero omwe anthu am'dera angatsatire pofuna kutenga nawo mbali mwagwirizano komanso mwadongosolo pofuna kuteteza atsikana omwe ali pachiopezo m'madera mwawo.

Magawo akuluakulu a Ndondomeko ya Ntchito Zolimbikitsa Anthu kutenga mbali ndi:

**Gawo loyamba. Kukonzekera: kukweza maluso ngati Olimbikitsa**

Olimbikitsa anthu kutengapo mbali akuyenereka kukonzekera podziwa Madera/midzi yomwe akagwireko ntchito komanso nkhani zokhudza chiopezo cha atsikana ku HIV/Edzi. Akuyenera kukhala akatswiri a GGI ndi kukhulupilira kufunika koteteza tsikana.

**Gawo lachiwiri. Kukonzekera kukagwira ntchito ku mudzi/dera: Phunzirani kugwira ntchito limodzi, pangani maubwenzi ndipo ayitanireni ena kutenga nawo mbali**

Olimbikitsa anthu kutengapo mbali akuyenereka kulumikizana ndi atsogoreli amudzi/dera ndi kukonzekera msonkhano woyambirira wadera/mudzi. Pamsonkhanowu, onse omwe ali ndi chidwi akuyenereka kupanga gulu la otsogolera lomwe olimbikitsa anthu kutengapo mbali azigwira nalo ntchito pothandizana ndi anthu a mmudzi kutengapo mbali kuwateteza atsikana ku chiopezo chomwe ali nacho.

**Gawo lachitatu. Kulimbikitsa kukambirana m'mudzi: Kufufuza chiopezo cha atsikana ku HIV/Edzi**

Olimbikitsa anthu kutengapo mbali akuyenera kufufuza ndi kukambirana nkhani zokhudza chiopezo cha atsikana ku HIV/Edzi koyambirila ndi gulu la otsogolera kenako ndi anthu ena onse ndi cholinga chofuna kudziwa kuti ndi chifukwa chiyani atsikana ali pa chiopezo.

**Gawo lachinayi. Gwirizanani ndi kukonza ndondomeko limodzi: Pangani ndondomeko ya kagwiridwe ka ntchito ka atsikana a mphamvu**

Gulu lotsogolera ntchito yolimbikitsa anthu kutengapo mbali ligwiritse ntchito mfundo zomwe lapeza kuona kuti ndi ntchito ziti zofunikira zomwe angagwirire limodzi ndi anthu amudzi pofuna kupeza njira zomwe angathanilarane ndi mavuto omwe atchulidwa. Akuyenera kukhazikitsa ndondomeko ya ntchito yomwe iwonetsera mbali yomwe anthu amudzi atengepo, yemwe atsogolere ndi nthawi yomwe zinthuzo zichitike.

**Gawo lachisanu. Kutengapo mbali mogwirizana: Kugwira ntchito limodzi kuti madera akhale amphamvu**

Olimbikitsa anthu kutengapo mbali akuyenera kuonetsetsa kuti anthu a mmudzi akhazikitsa ndondomeko ya momwe agwirire ntchito ndipo awonetsetse kuti ntchitoyo yagwiridwa.

**Gawo lachisanu ndi chimodzi. Kuunikira limodzi: kuunikira momwe ntchito yoteteza atsikana yayendera**

Olimbikitsa anthu kutengapo mbali agwire ntchito ndi gulu lotsogolera kuti awunikire limodzi ntchito yomwe yagwiridwa kuti aone ngati ntchitoyo yakhala ya phindu. Iyi ndi nthawi yabwino youzana momwe ntchitoyi yapindulira.

## **Khwelero lachiwiri: kumvetsetsa za udindo wa Gulu Lotsogolera**

Olimbikitsa anthu kutengapo mbali ntchito zawo zenizeni ndi:

- Kubweretsa anthu pamodzi kuti akambirane mozama
- Kubweretsa anthu omwe ali ndi chidziwitso cha padera pa nkhani yomwe ikukambidwa monga ogwira ntchito za umoyo kiapena oimira mabungwe ena omwe ali m'dermo
- Kuonetsetsa kuti aliyense akutenga mbali ndipo ali ndi mpata woyankhula
- Kuthandiza anthu kukhala okonzeka kuchitapo kanthu

### **Kuthana ndi maganizo otsutsana ndi kuphunzira kumvetserana**

Pamene mukukambirana ndi anthu omwe asemphana maganizo, ndi bwino kuika chidwi pa njira zomwe zingabweretse anthu onsewo pamodzi. Poto, sipangapezeke wopambana koma onse angapindule m'njira ina yake. Sizotheka kuti aliyense apambane koma ndi zothandiza kuyesetsa kutero.

## **Khwelero lachitatu: kumvetsetsa za udindo wa Gulu Lounikira**

Gulu Lounikira ntchito zake zenizeni ndi:

- Kuonetsetsa ndi chidwi mmene ntchito yolimbikitsa anthu kutengapo mbali ikuyendera.
- Kutsogolera kuunikira pamodzi mmene ntchito yayendera kumapeto kwa ndondomekoyi.

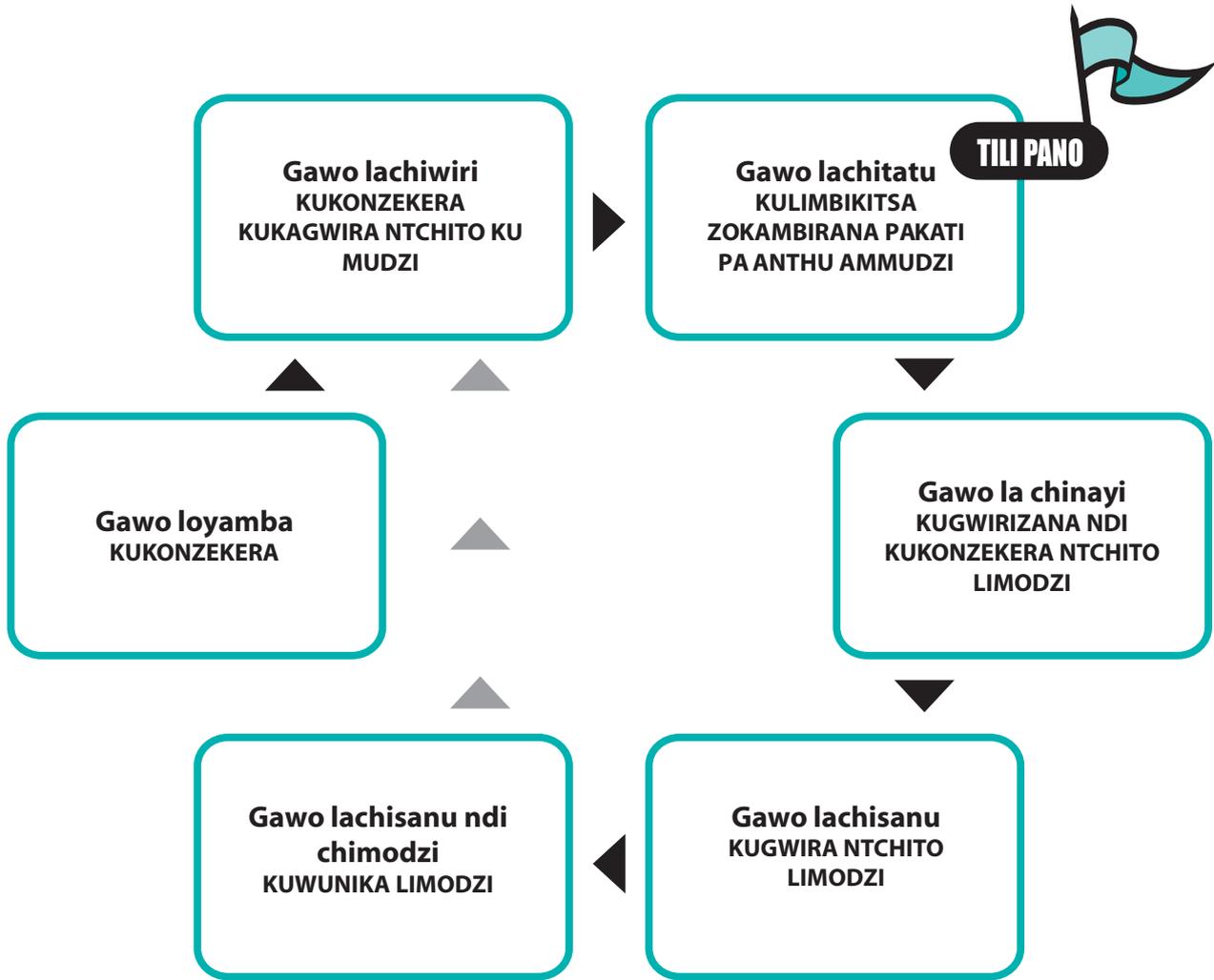
Gulu lotsogolera liyenera kukhala ndi anthu omwe akutenga nawo mbali mu ndondomeko yolimbikitsa anthu kuchitapo kanthu ndiponso akuonetsetsa ndi chidwi mmene ntchito yonse ikuyendera.



# Gawo lachitatu

## KULIMBIKITSA ANTHU KUKAMBIRANA:

Kufufuza za chiopsezo cha atsikana ku mliri wa HIV/Edzi



Gawo lachitatu ndiye gawo lofunikira zedi mu ndondomeko yolimbikitsa anthu, komanso muli zochitika zambiri.

### Khwelero loyamba: kufufuza ndi Gulu Lotsogolera zomwe zimaika atsikana pachiopsezo cha mliri wa HIV/Edzi

Magulu Otsogolera akuyenera kukhala ndi mfunddo zolondola zokhudzana ndi chiopsezo cha atsikana ku mliri wa HIV/Edzi. Ngakhale kuti ena mwa anthuwo angakhale akudziwa kale ndi bwino kuti onse afufuze ndi kukambirana pamodzi.



Njira yabwino yopangira izi ndipogwiritsa ntchito Mtengo wa Mavuto. Mutha kuona chida Choyamba kuti muone ndondomeko ya momwe mungapangire.

- ▲ Buku la uthenga m'zithunzi pa chiopsezo cha atsikana ku mliri wa HIV/Edzi lingathe kugwiritsidwa ntchito kuti lithandizire pa mitu yokambirana yomwe yapezeka kapena kufukula mitu yomwe sinakambidwe.

## Khwelero lachiwiri: kufufuza ndi anthu onse am'deramo zoyambitsa chiopsezo cha mliri wa HIV/Edzi kwa atsikana

Tsopano popeza Gulu Lotsogolera lafufuza ndi kukambirana za chiopsezo cha atsikana ku mliri wa HIV/Edzi, ndi nthawi yokambirana za nkhanayi ndi anthu onse a'mderamo.

- ▲ Choyambirira ndi kuganizira za momwe mukambirane nkhanayi ndi dera lonse. Njira zili mmunsizi zingathe kukuthandizani. Njira zina ziti zomwe mukuganiza?

### Njira zogwiritsa ntchito pofufuza ndi kukambirana za chiopsezo cha atsikana ku mliri wa HIV/Edzi

**Kuzukuta mtengo wa mavuto.** Imafufuza mozama zinthu zomwe zayambitsa vuto pokambirana m'magulu ang'onoang'ono. Imathandiza kupeza mfundo zikuluzikulu ndi zina mwa njira zogonjetsera mavutowo. gwiritsani ntchito chida choyamba, "kujambula mtengo wamavuto"

**Kukambirana m'magulu.** Kukhazikitsa magulu a anthu omwe ali ofanana kuti akambirane nkhani zosiyanasiyana. Kukambirana m'magulu kumathandiza kuti anthu amasuke kuyankhula ngakhale kuti ena angakhalebe omangika kuyankhula pakati pa anzawo. Gwiritsani ntchito chida chachiwiri, "kukambirana pagulu"

**Magulu ang'onoang'ono m, mkati mwa gulu lalikulu.** Mkati mwa msonkhano ndi anthu ambiri, mungathe kukambirana nkhanayo kudzera m'magulu ang'onoang'ono.

**Masewero a zisudzo.** Munthu kapena gulu lammudzi lingathe kupanga sewero lokhudza nkhani za chiopsezo cha atsikana anthu ena akuonerera. Masewero ndi njira immodzi yopangitsa anthu kuti atengepo mbali muzokambirana. Mwachitsanzo mukamakamba nkhani ngati za kugwiririra, ndi zophweka kuti anthu akambe nkhanayi pogwiritsa ntchito sewero kusiyana ndi kunena za iwowo kapena anthu ena ammudzi.



## Khwelero lachitatu: unikani mfundo zomwe zapezeka ndi kusankha zoti ziyambirire kuchitidwa

Tsopano gulu lotsogolera lapeza mfundo zofunika kuchokera kwa anthu amudzi zokhudzana ndi zomwe zimawapangitsa atsikana kukhala pa chiopsezo ku HIV/Edzi, ndikofunika kuganiza za zotsatila zake.

- ▲ Onetsetsani kuti muli ndi zonse zomwe zalembedwa pa zokambirana zosiyanasiyana zomwe mwakhala nazo ndi mudzi wonse. Ziwunikireninso kuti mukumbutsane zomwe zakambidwa.
- ▲ Khalani tcheru ndi mfundo zosiyana zomwe anthu kapena magulu angakambe-musaphatikize pamodzi mayankho onse.
- ▲ Yetsetsani kuyika chidwi chanu pa mitu ikuluikulu ndipo musasokonezeke ndi mfundo zina zongowonjezera zomwe zikuperekedwa.



Pofuna kusankha mitu yofunikira, gwiritsani ntchito chida chachitatu “kusankha mitu yofunikira”. Ndi bwino kuti mitu yofunikirayi ikhalepo iwiri kapena itatu.

## Khwelero lachinayi: kambiranani zotsatira ndi anthu onse ndi kugwirizana pa mitu yoti iyambirire

- ▲ Gulu lotsogolera likamaliza kuwunikira mfundo zomwe latolera ndikusankha mfundo zofunukira, kambiranani ndikugwirizana momwe mungakawafotokozere anthu am’deramo za mfundo zomwe munapeza, m’njira yopatsa chidwi.
- ▲ Onetsetsani kuti anthuwo ali ndi mwayi opereka maganizo awo pa mitu yomwe yasankhidwayo kuti ichitidwe.

## Zida zothandizira Gawo lachitatu

Chida choyamba: kujambula mtengo wamavuto

Chida chachiwiri: kukambirana pagulu

Chida chachitatu: kusankha mitu yofunikira



## Chida choyamba: kujambula mtengo wamavuto

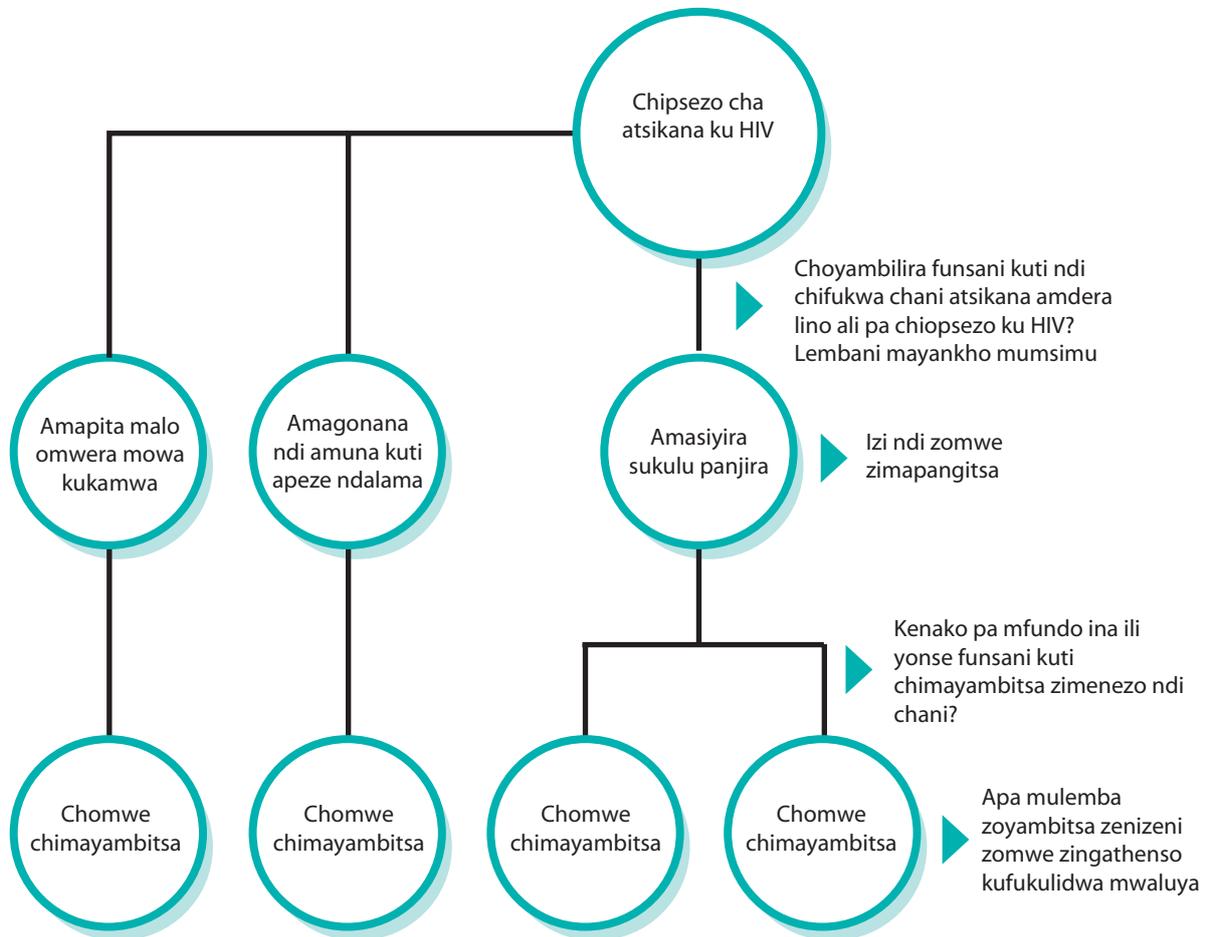
**Cholinga:** chida ichi chikuthandizani kufukula zakuya za zomwe zimawayika atsikana pa chiopsezo ku HIV/Edzi. Izi zipangitsa kuti anthu ammudzi achitepo kanthu pa zomwe zimapangitsa atsikana kukhala pa chiopsezo osati zotsatira zakukhala pa chiopsezo. Njira iyi imatchedwanso “Chifukwa chiyani?” Kapena “Njira yofukula mizu ya vuto”

1. Jambulani chithunzi cha mtengo uli ndi masamba, nthambi, nthunthu ndi mizu.
2. Afotokozereni kuti thunthu likuyimira mavuto (chiopsezo cha atsikana ku HIV/Edzi). Mizu ikuyimira zomwe zimangitsa mavuto kuti adze ndipo nthambi ndi masamba ndi zotsatira zake. Monga mtengo, vuto lina lionse liri ndi muzu wake (chiyambi) womwe umakhala wakuya. Mukathana ndi zotsatira zokha, ndekuti vuto sitinathane nalo, koma tikadula mtengo ndi mizu yomwe ndiye kuti tathana nalo vutolo
3. Mmene zilirimu, tifufuza zomwe zimawayika atsikana pa chiopsezo ndi zomwe zimayambitsa. Choyamba jambulani chinthu chozungulira papepala lalikulu kapena pa bolodi kapena pena pali ponse, mkati mwake lembanimo “atsikana kutenga kachiroombo ka HIV/Edzi”
4. Yambani ndi kufunsa gululo kuti “ndi ziti zomwe zimakonda kuwapangitsa atsikana kukhala pa chiopsezo ku HIV/Edzi?”
5. Pa chifukwa chili chonse chomwe angapereke, jambulani chozungulira china kunja kwa chomwe munajambula kale chija ndi kulembamo chifukwacho. Zilumikizeni zonse ku chojambula chozungulira choyamba chija. Malingana ndi kuphunzira kwa gulu, zikhonza kukhala zothandiza kujambula zithunzi mmalo molemba.
6. Akatchula zifukwa zikuluzikuluzo, tengani chifukwa china chili chonse ndi kufunsa “cheni cheni chomwe chimayambitsa” mwachitsanzo mu masukulu simukhala motetezeka kapena anthu sadziwa za malamulo amowa. Pa yankho lina lilonse jambulani chozungulira china ndi mzere ochilumikiza ku chifukwa chinaperekedwa chija.

Pomabwereza kuwafunsa “chifukwa chiyani?” anthuwa adzafufuza mwakuya zifukwa zomwe zimaika atsikana pachiopsezo cha mliri wa HIV/Edzi.



## Chitsanzo cha mtengo wamavuto

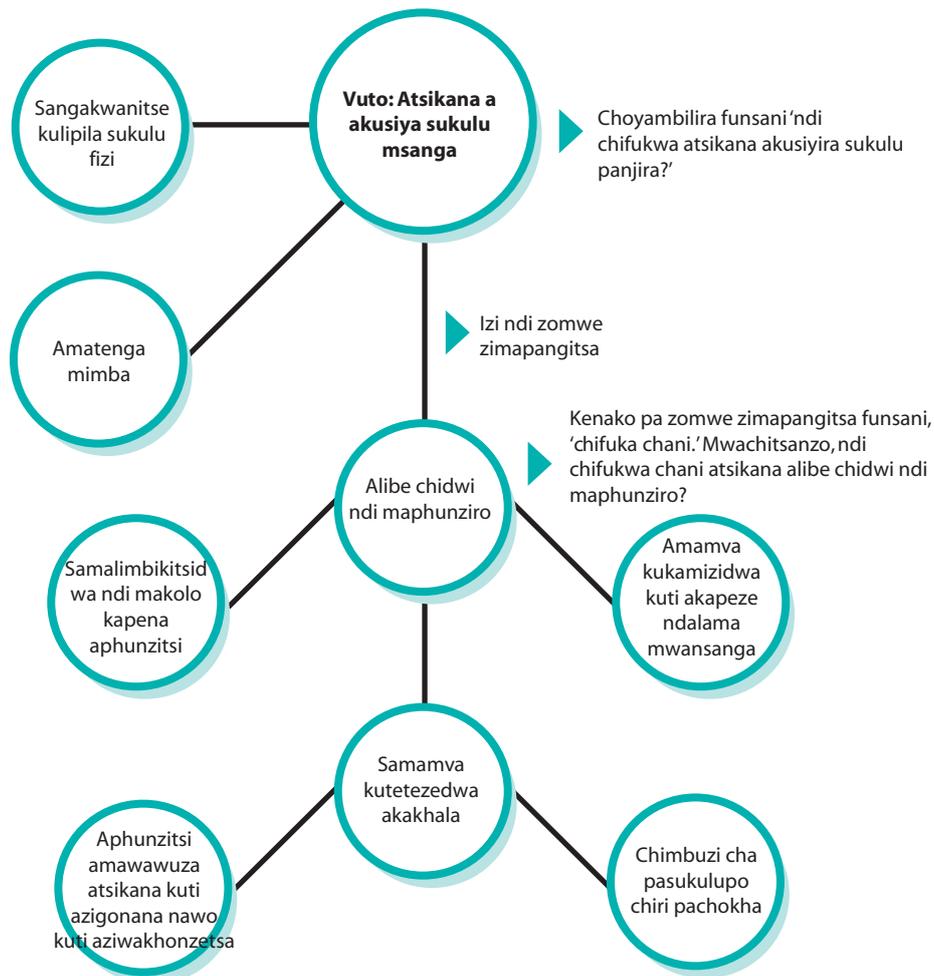


Kumbukirani, izi ndi zitsanzo chabe za zomwe zingayambitse. Anthu am'deramo adzagwiritsa ntchito njirayi kuti apeze zoyambitsa malingana ndi momwe dera lawo akulionera.

## Kukambirana zotsatira za mtengo wamavuto

Gulu likamaliza kujambula mtengo wamavuto, ndipofunika kuti akambirane zomwe apeza. Mwachitsanzo:

- Kodi anthu osiyana (mwachitsanzo, amuna ndi akazi) amaona zinthu mosiyana?
- Kodi pali zotsatira zodabwitsa? Ndi chifukwa chiyani zakudabwitsani?
- Tinganenepo chiyani pa zotsatirazi?
- Ndi zotsatira ziti zomwe zidzafunike kwambiri pa zochitika zina za mtsogolo? Chifukwa chiyani?





## Chida chachiwiri: kukambirana pagulu

**Cholinga:** Chida ichi chikupatsani chitsogozo cha momwe mungapangire magulu azokambirana zofufuza zomwe anthu amadziwa, amaganiza ndi kumva zokhudza chiopsezo cha atsikana ku mliri wa HIV/Edzi.

### Kukonzekera

1. Tchulani anthu osiyanasiyana am'deramo omwe akakumane nawo. Ndikofunika kuwayika anthu mugulu limodzi ndi anthu ena omwe akufanana nawo kuti athe kuyankhula momasuka. Mwachitsanzo gulu limodzi la atsikana ocheperapo, lina la atsikana akulu akulu, lina la abambo ndi lina la aphunzitsi, ndi ena otero. Ndi bwino kukhala ndi anthu pakati pa asanu ndi khumi pagulu limodzi.
2. Sankhani mafunso oti Magulu Okambiranawo akambirane. Ndi bwino kukhala ndi mafunso akuluakulu pakati pa atatu ndi asanu.
3. Sankhani malo abata omwe anthuwo angakumane komanso nthawi yabwino yomwe gulu lililonse lingakumanirane.
4. Itanirani anthu kudzatenga nawo mbali pazokambirana za m'maguluzo. Ngati wina walola kudzatenga nawo mbali, auzeni tsiku, nthawi ndi malo omwe gulu likakumanirane.

### Pokambirana

1. M'modzi wa anthu a m'gulu lotsogolera atsogolere zokambiranazo ndipo mmodzi azilemba zonse.
2. Otsogolera ayambe ndi kuwafunsa anthu kuti atchule mayina awo.
3. Kenako otsogolera awawuze anthu cholinga cha gululo. Mwachitsanzo "kupeza zomwe anthu ammudzi amaganiza, ndi kumva zokhudzazokhudzana ndi chiopsezo cha atsikana ku HIV/Edzi". Apempheni kuti zonse zomwe zikambidwe zikhale za chinsinsi.
4. Akamaliza kutchula mayina awo, gwiritsani ntchito chotsogolera zokambira chomwe chili mmumsimu pa zokambirana zanu.
5. Zikatha zokambirana athokozeni onse chifukwa chakubwera kwawo.

### Mfundo zina zofunikira pokambirana mmagulu

- Ntchito ya gulu lotsogolera ndi kufunsa mafunso ndi kumvetsera mwachidwi mayankho omwe akuperekedwa, ndikulemba zonse
- Onenetsetsani kuti mamembala agulu lotsogolera asamapereke mayankho kwa anthu kapena kuwaphunzitsa akakhala kuti mayankho ena sakugwirizana nawo.
- Onetsetsani kuti wina aliyense wapatsidwa mpata woyankhulapo. Musalore kuti munthu mmodzi yekha ndi yemwe aziyankhula.
- Afunsemi omwe angokhala chete kuti anene zomwe akuganiza.



## Chida chachitatu: kusankha ntchito zoti ziyambirire kugwiridwa

**Cholinga:** chidachi chingagwiritsidwe ntchito ndi Gulu Lotsogolera popeza zifukwa zomwe zimayika atsikana pachiopezo kuti zikhale zoyambirira kuchitapo kanthu.

1. Funsani Gulu Lotsogolera “kodi ndi zinthu zomwe zimaika atsikana pachiopezo zomwe dera lapeza?” lemabni papepala ndi kuziika pansi. Ngati anthu samatha kuwerenga, mungathe kugwiritsa ntchito zizindikiro kapena zinthu zoti ziyimire zoyambitsazo.
2. Patsani aliyense nyemba/mbeu/miyala yofanana.
3. Funsani anthuwo kuti aganizire za choyambitsa chilichonse ndi chiwerengero cha nyemba zomwe angayike pa choyambitsacho. Afunseni kuti aganizire mafunso otsatirawo popanga ganizo lawo:
  - Kodi zimakhudza anthu angati?
  - Kodi ndi zovuta zotani zomwe vutoli limayambitsa?
  - Pali chomwe chikuchitika chokhudza vutoli? Ngati ndi choncho, kodi ndichothandiza motani?
  - Anthu amderamo kodi ndi olimbkitsidwa bwanji kuchitapo kanthu pa vutoli?
4. Funsani anthuwo kuti agwiritse ntchito nyembazo pofuna kuonetsa kukula kwa vuto lililonse kuyambira 1 mpaka 5, 1 kutanthauza kuti ndi losavuta kwambiri ndipo 5 lovuta kwambiri.
5. Aliyense akamaliza, phatikizani nyemba zonse pa vuto lililonse.
6. Kambiranani zotsatira ndi gulu lonse, pogwiritsa ntchito mafunso oyenera kuganizira aja. Onetsetsani kuti aliyense wavomerezana nazo zosankha mitu itatu yomwe anthu akuyenera kuchitapo kanthu, pogwiritsa ntchito zinthu zomwe zilipo.
7. Mmodzi wa m’gulu lotsogolera adzilemba zotsatirazo.

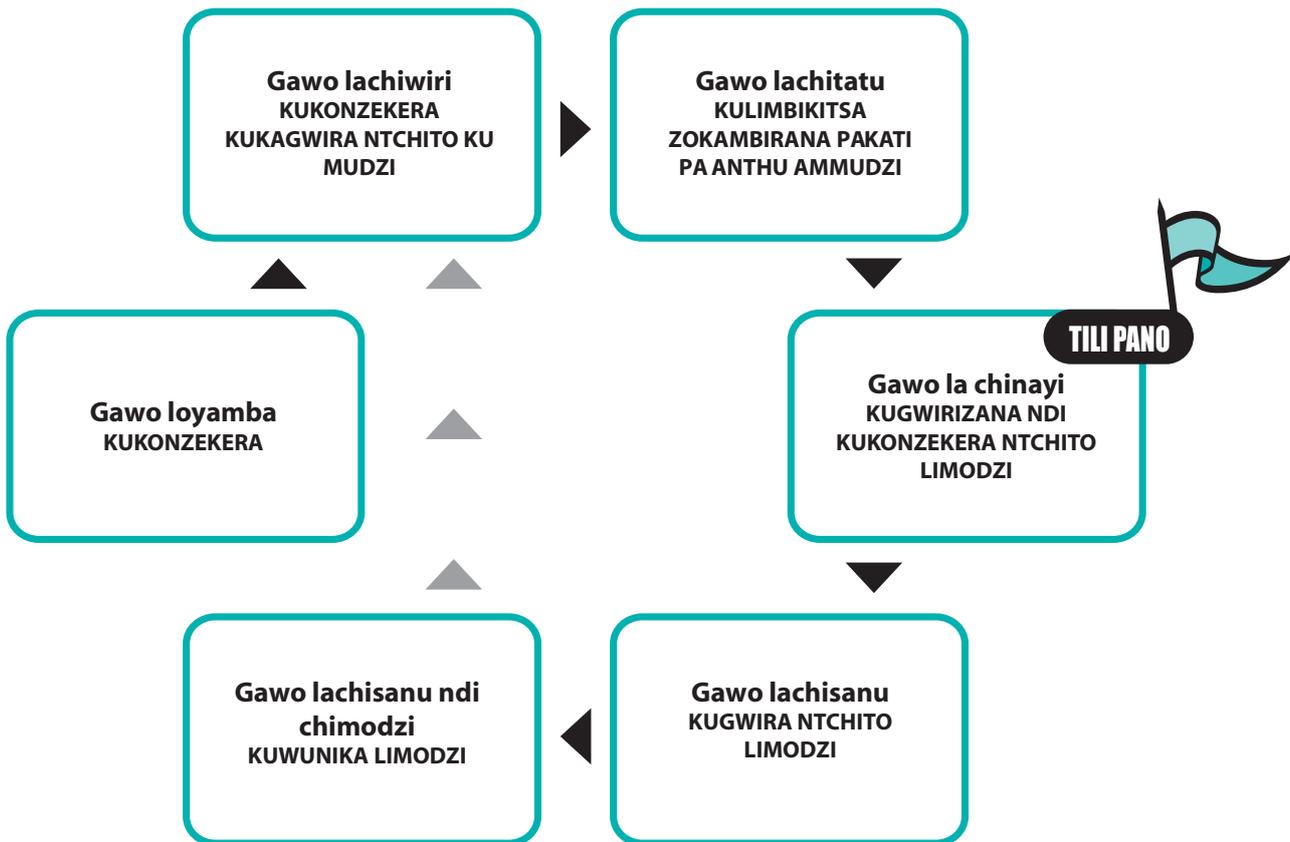


Yesetsani kuti aliyense ali ndi mwayi wopereka maganizo ake ndi kuti aliyense akugwirizana ndi ntchito zomwe zasankhidwa pamapeto pake kuti ziyambirire kuchitidwa.



## Gawo lachinayi

**KUKHAZIKITSA UMODZI NDI KUKONZEKERA PAMODZI:**  
**Kukonza ndondomeko ya momwe ntchito yothandiza**  
**atsikana kukhala amphamvu idzagwiridwire**



### Khwelero loyamba: kujambula zinthu zopezeka m'deramo

- Anthu onse ammudzi akagwirizana za mavuto atsikana omwe ali ofunika kuchitapo kanthu, gwirani ntchito ndi gulu lotsogolera kuti pamodzi ndi anthu onse a mmudzi mujambule malo omwe muli zinthu zomwe zingathandize pothetsa mavuto a atsikana. Ntchito ya mapu omwe mujambule ndi kuthandiza anthu ammudzi kuti awone zinthu zomwe zilipo kale mmudzi zomwe zingathandize pogwira ntchito yochepetsa chiopsezo cha atsikana.
- Akatha kujambula, afunsemi awonetse pa mapu ajambulawo zinthu za mmudzi zomwe; (1) zimapangitsa atsikana kukhala pa chiopsezo ku HIV/Edzi kapena (2) zingakhale zofunikira kwa anthu ammudzi pochepetsa chiopsezo cha atsikana.





## Khwelero lachiwiri: kupeza ndi kusankha njira zogonjetsera mavuto

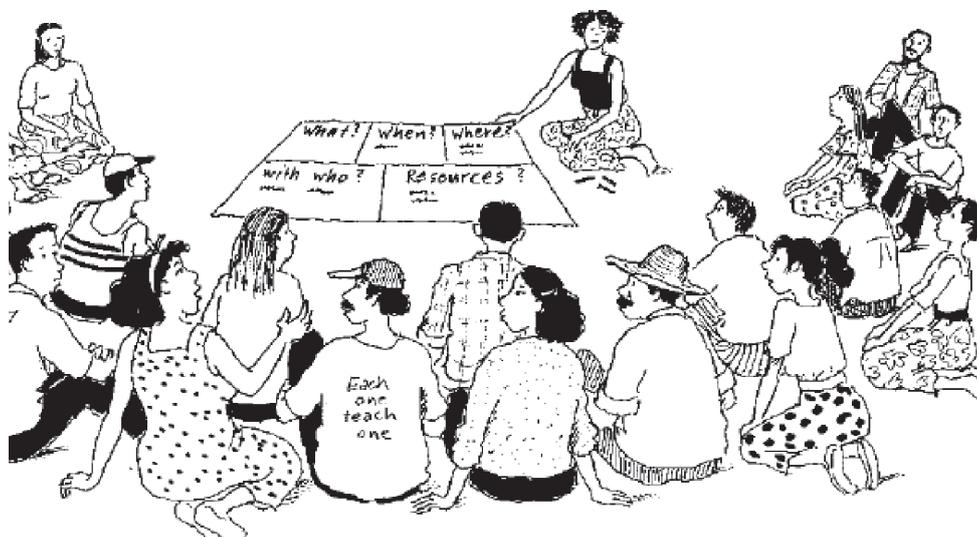
Gulu lotsogolera ndi anthu am’deramo akatha kusankha mavuto a atsikana omwe ali ofunika kuchitapo kanthu, ndi nthawi yofunsa anthuwo zomwe angachite pofuna kuthetsa mavutowa.

- ▲ Ndikofunika kuyamba ndi kupeza mfundo zambiri za momwe mungathanirane ndi vuto lironse. Chida chachinayi, kupeza mayankho limodzi pogwiritsa ntchito gudumu la “Margolis” ndi kothandiza kupeza mfundo zambiri.
- ▲ Mukakhala ndi mndandanda wa mfundo zomwe mungathetsere mavutowo, ndi nthawi tsopano yomwe anthu am’deramo asankhe njira zothetsera mavuto a mdera mwawo. Gulu Lotsogolera litha kugwiritsa ntchito chida chachisanu, “kusankha njira zothetsera mavuto”, kuti asankhe njira zomwe ndi zotheka komanso zothandiza kuti anthuwo azichite.

## Khwelero lachitatu: kukonza ndondomeko yantchito

Magawo ofunikira a ndondomekoyi ndikuonetsetsetsa kuti aliyense wagwirizana ndi:

- **Ntchito** yoti ichitike
  - **Munthu/anthu** omwe achite ntchitoyo (yesani kuona kuti ntchito yagawidwa kwa wina aliyense ndi kuti aliyense ali ndi mbali yoti achite.)
  - **Nthawi** yoti ntchito ichitike (onetsetsani kuti zoti zichitike mwamsanga zachitika mu kanthawi kochepe)
  - **Zinthu** zofunikira
- ▲ Ngati zinthu zofunikira zilipo, jambulani bokosi ngati liri pansili (“chitsanzo cha ndondomeko ya ntchito”) pa pepala lalikulu ndi kulemba mu ndime yoyamba mfundo zomwe mwasankha kuti muchite nazo.



- ⤴ Kenako lembani zomwe anthu amudzi akufuna kuchita pa mfundo ili yonse ndi mndandanda wa ntchito zomwe achitezo. Alimbikitseni anthu kuti laembe ntchitozo momveka bwino. Mwachitsanzo, “ngati gulu likufuna kupereka uthenga wa HIV” nthito zake zikhonza kukhala monga “kupanga masewero kamodzi pa mulungu” kapena kugwira ntchito ndi azibusa kuti azikamba ndi anthu awo nkhani za chiopsezo cha atsikana.
- ⤴ Ntchito zonse zikalembedwa bwereraninso ndi kukalembanso ndime zotsalazo, za omwe azawonetsetse kuti ntchitoyi yagwiridwa, zofunikila kuti ntchitoyi ichitike, nthawi yomwe ntchitoyi ichitike, ndi zomwe zizawonetsere chipambano cha ntchitoyi



### **Njira ina yokonzera ndondomeko ya ntchito**

Nzotheka kukhazikitsa ndondomeko ya ntchito m’njira yoti sifunika kukhala ophunzira ndipo kenako pamangofunika munthu wina woti adzilemba za ndondomeko ya ntchitoyo, motere:

1. Gwirizanani ndi gulu lonse za ntchito zomwe zikufunika kuti zichitidwe.
2. Pa ntchito yoyamba, sankhani anthu odzipereka kuti agwire. Funsani anthu omwe adziperekawo kuti akhale pagulu. Bwerezani pa ntchito iliyonse.
3. Aliyense akadzipereka kuti agwireko ntchito, funsani gulu lililonse kuti ligwirizane pa nthawi ndi zinthu zofunikira pa ntchito yawoyo. Gulu lonse liyenera kugwirizana nazo.
4. Pomaliza, gulu liyenera kusankha momwe liyang’anire ndi kuunikira zochita zawo. Adziwa bwanji kuti akwaniritsa zolinga zawo? Zolingazo ziyenera kukhala zoonekera komanso zotheka kuyesedwa.
5. Gulu Lotsogolera lidzilemba zonse zomwe zakhazikitsidwa.

## **Khwelero lachinayi: fotokozerani anthu onse am’deramo ndi kukonza momwe muli moyenera kutero**

- ⤴ Mukamaliza kukonza ndondomeko ya ntchito gulu lotsogolera likonze msonkhano ndi anthu onse am’deramo ndi mabungwe omwe akugwira kale ntchito m’deramo.
- ⤴ Mu msonkhanowo athandizeni anthu am’deramo kuti apeze njira za momwe angagwirire ntchito limodzi. Mwachitsanzo amipingo akhonza kuvomera kumakambirana mu misonkhano yawo yonse za limodzi mwa mavutowa ndi anthu mpingo wawo.
- ⤴ Apatseni mpata anthu kuti apereke ndemanga kapena maganizo awo pa ndondomeko ya ntchitoyo.
- ⤴ Msonkhanowo ukatha, konzanonso ndondomeko ya ntchitoyo potengera zomwe mwagwirizana ndi anthuwo.

### **Ziwombereni mmanja! Tsopano deralo liri ndi ndondomeko ya ntchito**



## Chitsanzo cha ndondomeko ya ntchito ya mmudzi

Vuto lomwe lapezeka	Zomwe anthu am mudzi akufuna kuchita	Ntchito zomwe achite	Aziyang' anila ndani	Zinthu zomwe zifunikire	Nthawi yomwe ntchito ichitike	Kuwunikira kayendedwe ka ntchito
Atsikana si otetezeka pa Sukulu	Malamulo omwe aphunzitsi onse aziwatsatila	Kukumana ndi aphunzitsi kukhazikitsa malamulo kugwirizana p amalamulo omaliza Kuwadziwitsa aphunzitsi, ana asukulu ndi makolo za malamulo atsopano Kukonza njira zomwe aphunzitsi ndi ana asukulu angatsate powaneneza aphunzitsi omwe aphwanyanya malamulo	Margaret, ndi ena		Kukumana ndi aphunzitsi akulu sabata ya mawa Kukhala ndi malamulo pofika Januwale 2010	Nambala ya misonkhano ndi aphunzitsi akulu Sukulu iii ndi malamulo (inde/ayi) % ya aphunzitsi/ana asukulu/makolo omwe akudziwa za malamulo atsopano
	Kupeza bungwe lomwe lingathandize kumanga zimbuzi Anthu am mudzi azipereke kugwira nchito ndi zithu zina zofunikira	Afunseni anthu am mudzi kuti apereke nthawi yawo ndi zinthu zofunikira Fufuzani za mabungwe omwe angathe kuthandizapo ndi ndalam a kapena ma luso ena				
	Kukhazikitsa komiti ya makolo ndi aphunzitsi yolimbikira ntchito					
Mabala akugulitsa mowa kwa atsikana	Kukweza chidziwitso cha malamulo oletsa mowa m'deramo Limbikitsani eni ake a malo omwera mowa kutsatira malamulo okhudza mowa	Kumanani ndi eni a mabala, anthu am'deramo, ndi akuluakulu a boma kuti muunikenso malamulo munthu msinkhu wa okhudza woyenera kumwa mowa	Gulu Lotsogolera anthu kutenga mbali	Malo amsonkhano, zidziwitso za msonkhano, anthu oyenera kubwera	Kupanga msonkhano wokonzekera September 2010 Kupanga msonkhano October 2010	Chiwerengero cha eni mabala omwe anabwera ku msonkhano Chiwerengero cha mabala omwe anasiya kugulitsa mowa kwa atsikana.

## Zida zothandizira Gawo lachinayi

Chida chachinayi: kupeza njira zothetsera mavuto pamodzi ndi njira ya “Margolis Wheel”

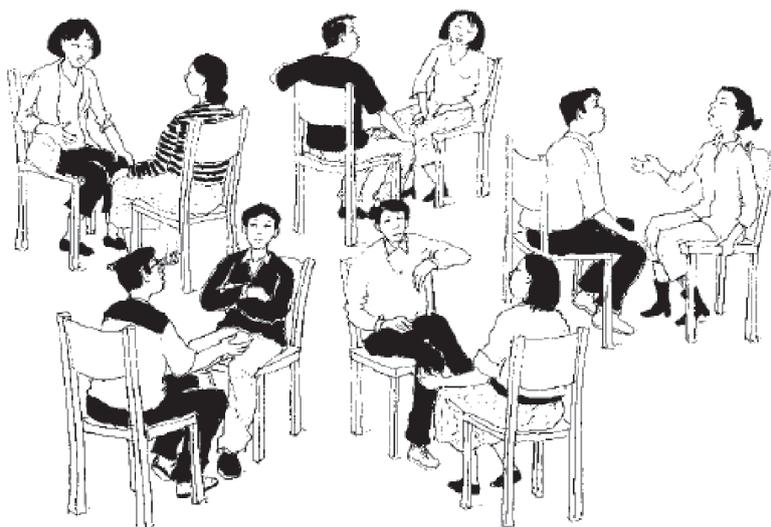
Chida chachisanu: kusankha njira zothetsera mavuto



## Chida chachinayi: kupeza njira zothetsera mavuto ndi njira ya “Margolis Wheel”

**Cholinga:** Iyi ndi njira yothandiza anthu kupeza njira zabwino za momwe angachitire kuti athane ndi mavuto osiyanasiyana. Ingathe kugwiritidwa ntchito kuti mupeze njira zothetsera vuto zosiyanasiyana pomwe mungathe kusankhapo yabwino.

1. Agaweni anthuwa magulu a anthu anayi kapena asanu pagulu lirilonse.
2. Gulu limodzi la anthu anayi kapena asanu likhale mkati kuyang’ana kunja. Lina likhale kunja kuyang’anana ndi omwe ali mkatiwo. Amkatiwo akhala ngati “alangizi” -anthu omwe adzipereka njira zothetsera mavuto; gulu lapanja likhala la anthu “ofuna chithandizo” - anthu ofuna njira zothetsera mavuto osiyanasiyana.



3. Perekani imodzi mwa ntchito zomwe zasankhidwa kuti zichitidwe kwa ofuna thandizo aliyense.
4. Ofuna thandizo ali ndi mphindi zisanu kuti afotokoze vuto kwa mlangizi yemwe wayang’anizana naye. Mlangizi ali ndi mphindinso zisanu kuti apereke mlangizo. Magulu onse adzikambirana panthawi imodzi. Musawafulumizitse zokambirana zawo-ngati akufuna nthawi yochulukirapo kuposa mphindi zisanu ndi oloedwa kutero. Komabe, musalole kuti akambirane kupitirira mphindi zoposera khumi ncholinga choti alimbikitse anthu kuganiza mozama koma mwachangu.
5. Nthawi ikatha, amene akuna thandizo aja asunthe kupita pa munthu othandiza wina. Alangizi asasunthe. Ofuna thandizo aja kenako abwereza zomwe anachita ndi mlangizi woyamba uja.

6. Pitirizani ukambiranako mpaka wofuna thandizo aliyense atakambirana ndi mlangizi aliyense.
7. Funsani anthuwo kusinthana maudindo, omwe anali alangizi aja kuti akhale ofuna thandizo ndipo ofuna thandizo aja akhale alangizi. Bwerezani kukambiranako atasinthana maudindowo.

## **Mafunso oyenera kufunsa anthu akamaliza njira ya “Margolis Wheel”**

1. Mitundu yanji ya njira zothetsera mavuto yomwe mwapeza?
2. Ndani akachite chinthu chomwe munali musaganizepo kuchita musanakambirane njira ya “Margolis Wheel”?



Alimbikitseni anthu kuti aganize mwakuya za china chiri chonse. Akhala ndi nthawi yosankha zomwe akufuna kuzigwiritsa ntchito mu ndime yotsatira.



## Chida chachisanu: kusankha njira zothetsera mavuto

**cholinga:** anthu akamaliza kupeza mndandanda wa mayankho osiyanasiyana, chida ichi chikhonza kuthandiza kusankha njira zomwe zili zabwino kwambiri zomwe zingathandize kuthetsera chiopsezo cha atsikana.

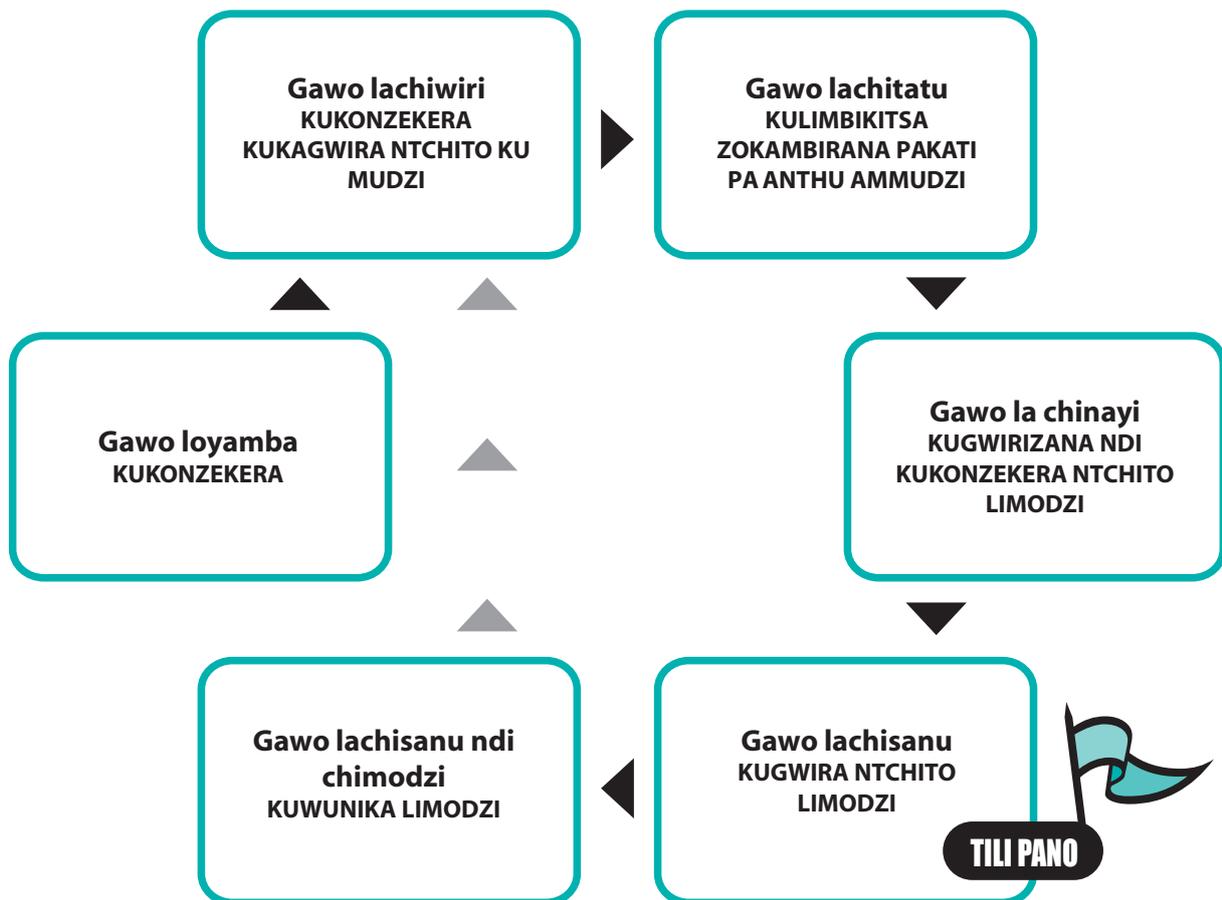
Ichi ndi chida chomwe chinathandiza kupeza zomwe zimawayika atsikana pa chiopsezo. Panopa chingagwiritsidwe ntchito kuthana ndi mavutowo.

### Pa chilichonse chomwe chimapangitsa atsikana kukhala pa chiopsezo zomwe a Gulu Lotsogolera agwirizana, tsatani mfundo izi kuti mukambirane ntchito zomwe zigwiridwe.

1. Funsani Gulu Lotsogolera “kodi mavuto akulu akulu omwe anthu anapeza ndi ati? Alembeni pa pepala kapena pansu. Ngati anthu ali osatha kuwerenga, gwiritsani ntchito zojambula
2. Mpatseni aliyense nyemba/mbewu/kapena nkomo. Aliyense alandire zochuluka mofana ndi mnzake.
3. Pamene anthu akuganizira kuti ayike zinthu zingati pa mavuto osiyanasiyana, awuzeni kuti aganizire zinthu izi posankha vutolo:
  - Kodi tingathe kuchita zimenezi? Tili ndi zinthu zotiyenereza monga maluso kapena nthawi?
  - Pali mwayi woti tipambana pa ntchitoyi?
  - Azitsogoleri atilimbikitsa?
  - Kodi njirazi ndi zophweka ndipo aliyense akuzimvetsetsa?
  - Zitenga nthawi yayitali bwanji?
  - Ndi anthu angati omwe athandizidwe ndi njirayi
  - Njirayi ikugwiritsidwa kale ntchito? Ngati inde ndi yothandiza?
4. Awuzeni anthu kuti agwiritse ntchito nyemba zija pa vuto lililonse. Nyemba imodzi kuyimila njira yomwe siyothandiza kwambiri, nyemba zisanu, yothandiza kwambiri.
5. Onse akamaliza, fanizani kuchuluka kwa nyemba ndi njirazo.
6. Kambiranani zotsatira ndi gulu, pogwiritsa ntchito mafunso ofunikira omwe anathandiza anthu kusankha mavuto aja. Onse agwirizane pa mavuto a atsikana omwe ali ofunika kuchitapo kanthu poyang’ana zinthu zomwe zilipo zoti zingathandize pothetsa mavutowa.
7. Bwerezani njira zomwezi pa njira zothetsera mavuto zachiwiri ndi zachitatu zomwe zasankhidwa.

## Gawo lachisanu

**KUGWIRA NTCHITO LIMODZI: Kugwira ntchito limodzi kuti tikhale ndi Madera amphamvu**



Mu gawo ili tili ndi maganizo akuti mukukhazikitsa ntchito zomwe mwayika mu ndondomeko yomwe mwapanga ndipo mukudziwa mbali yomwe inu mutenge pogwira ntchitozo.

### Khwelero loyamba: kuthana ndi zolepheretsa

- ▲ Ngakhale mutakonzekera bwino kwambiri, zinthu sizimayenda bwino nthawi zonse mukayamba kugwira ntchito zomwe munazikhazikitsa mu ndondomeko ya ntchito. Zovuta zikhonza kukhalapo pa zifukwa zosiyanasiyana.
- ▲ Ngati Gulu Lotsogolera lingakumane ndi mavuto zikhonza kukhala zothandiza ngati angagwiritse ntchito chida chachisanu ndi chiwiri, “kupeza mayankho limodzi pogwiritsa ntchito njira ya “Margolis wheel”. Mmalo mopeza mayankho a mavuto omwe amakhudza



chitetezo cha atsikana omwe anasankhidwa, afunsi omwe akupeza njira zothanirana ndi mavutowa kuganiza za mavuto omwe akuwakanikitsa kugwira bwino ntchito zomwe zili mu ndondomeko ya ntchito monga “anthu sakubwera kumisonkhano” ndi kukambirana njira zothetsera vutoli.

## Khwelero lachiwiri: kuunikira mmene ntchito ikuyendera

**Kodi kuyang'anira momwe ntchito ikuyendera ndi kutani?** Uku ndi kuona ngati ntchito yomwe inakonzedwa mu ndondomeko ya ntchito ikuchitika momwe inakonzedwera ndipo ngati nthawi ikusungwidwa. Mumadzifunsa funso loti ‘kodi tikuchita zomwe tinakonzakuti tichite?’ Zimathandizanso kudziwa vuto lomwe lingabwere ndi zomwe tingachite pofuna kuthana ndi vutolo.



- ▲ Chida chogwiritsa ntchito pofuna kuona mmene ntchito ikuyendera chidalira ntchito yomwe ikuchitika. Chida chophweka ndi kuona ntchito zomwe zinakonzedwa ndi zomwe zagwiridwa kale. Onani chida chachisanu ndi chimodzi “ Kuona ntchito zomwe anthu achita”
- ▲ Gulu lotsogolera likuyenera kumakumana pafupipafupi kuti aone ngati gulu lilonse kapena munthu wina liyense akuchita ntchito yomwe analonjeza.
- ▲ Zomwe zikupezeka mu nthawi yonikira mmene ntchito ikuyenderazi zigwiritsidwe ntchito pokonzanso ndondomeko ya ntchito kuti ikhale yopambana.

## Khwelero lachitatu: kufotokoza anthu

Kukhala ndi zokambirana ndi anthu pafupipafupi ndikofunuka kuti kulimbikitse kuzipereka kwa anthu komanso chidwi chawo pa ndondomeko ya ntchito yomwe inakhazikitsidwa.

- ▲ Kumbikirani kufotokoza anthu pafupipafupi zomwe zikuchitika ndi zotsatira zake.
- ▲ Kufotokoza za zomwe zikuchitikazo kumathandiza kuwalimbikitsa anthu ambiri kuti atenge nawo mbali pa zochitika. Limbikitsani zimenezi!

## Zida zothandizira Gawo lachisanu

Chida chachisanu ndi chimodzi: Muuni wa ntchito zomwe zikuchitidwa ndi anthu



## Chida chachisanu: muuni wa ntchito zomwe zikuchitidwa ndi anthu

**Cholinga:** Chida ichi chithandiza gulu lotsogolera kuwona ntchito yomwe akugwira kuti awone ngati akusunga nthawi komanso akuchita monga momwe analemba mu ndondomeko ya ntchito. Ichi ndi chitsanzo chabe-a Gulu Lotsogolera angathe kupanga chida chawo.

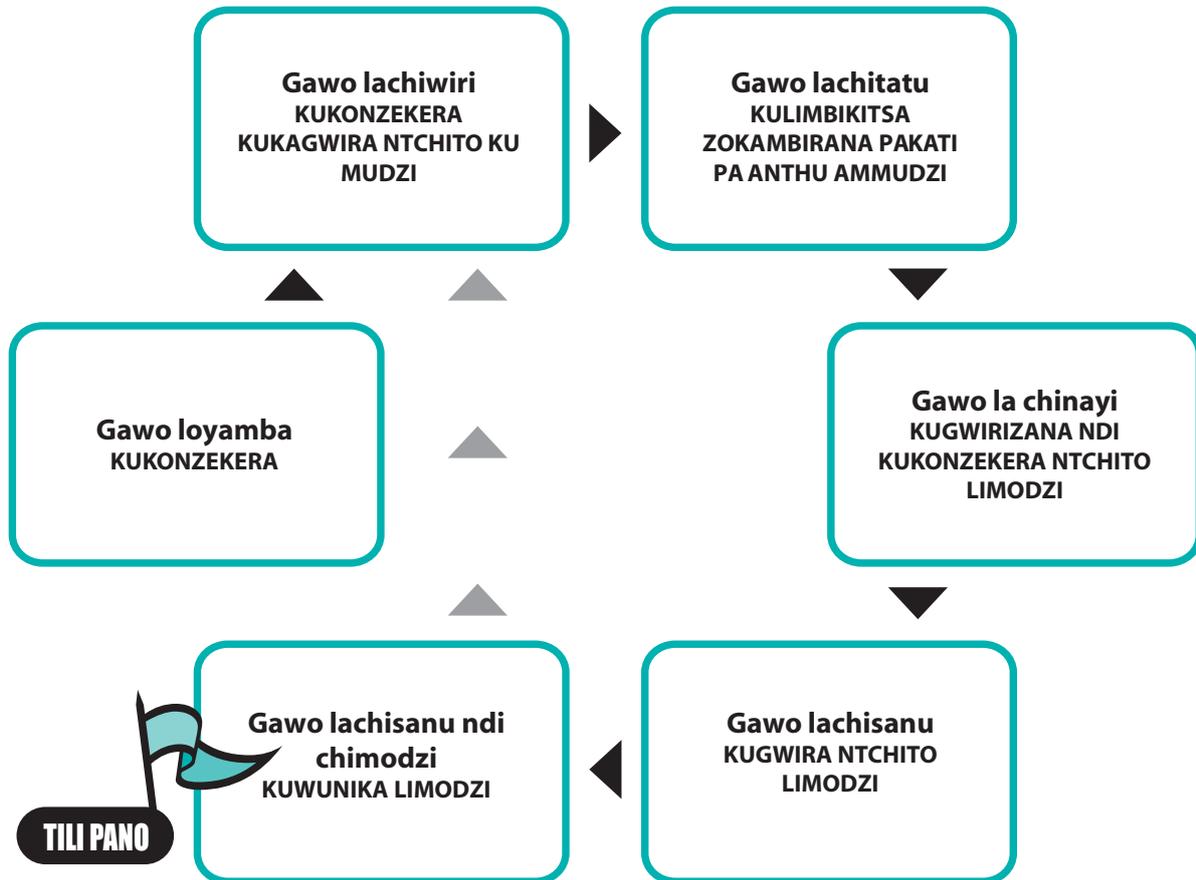
1. Pa ntchito ina iliyonse yomwe munayilemba kuti ndi yofunika, jambulani tebulo ngati lomwe lili munsili
2. Mu ndime yoyamba lembanimo ntchito zomwe munakonza kuti muchite pothana ndi vuto lomwe mwalilemba.
3. Mu ndime yinayo, lembanimo kuti ndi ntchito zingati zomwe zichitike
4. Nthawi ndi nthawi onetsetsani kuti mukulemba ntchito zomwe zachitika
5. Gulu lotsogolera likhonza kugwiritsa ntchito chida chothandiza kuona ntchito yomwe yagwiridwa pokambilana kuti awone ngati akuchita zonse munthawi yake komanso akuchita monga anakonzera. Ngati akuchedwa, izi ziwathandiza kukumbutsa gulu lotsogolera kuchitapo kanthu, kukokera kuti agwirane ndi nthawi kapena awonenso ndondomeko ya ntchito ndi kuyikonzanso.

Ntchito zothandiza kuthetsa mavuto atsikana zomwe zinasankhidwa	Nambala ya ntchito zomwe zinakozedwa	Nthawi?	Zomwe zachitika	Zachitika liti?
Mwachitsanzo:	6	October	2	
Nambala ya zisudzo zomwe zachitika zokhudza ubwino wolimbikitsa atsikana pa maphunziroraparigas ao HIV/SIDA				



## Gawo lachisanu ndi chimodzi

**KUUNIKA LIMODZI: Kuunika zomwe achitira pamodzi poteteza atsikana ku HIV**



### Khwelero loyamba: pezani zomwe dera likufuna kuphunzira ndi kukwaniritsa

Gulu Lounikira liyenera kuunika ndondomeko ya ntchito.

- ▲ Ndi chiyani chomwe akufuna kudziwa kuchokera mu kuunikaku? Mwachitsanzo:
  - ✓ Chinachitika ndi chiyani?
  - ✓ Ndi ntchito ziti zomwe zinayenda bwino? Ndi ziti zomwe sizinayende?
  - ✓ Tinakwaniritsa zolinga zathu kufika pati?
  - ✓ Munawononga ndalama zingati?
  - ✓ Ndi ziti zomwe tikanachita mosiyana?
  - ✓ Zatsala kuti zichitike ndi ziti?
  
- ▲ Adziwa kuchokera kwa ndani?

## Khwelero lachiwiri: unikirani pamodzi mmene ntchito yayendera

- ▲ Pamene gulu lowunika momwe ntchito yayendera likudziwa zomwe likufuna kuphunzira ndi kukwaniritsa, liyenera kuganzanso za njira zomwe lingagwiritse ntchito. Njira zina zothandiza ndi ngati izi:
  - Kafukufuku wa aliyense payekha
  - Zokambirana za pagulu
  - Kuunikila zomwe zinalembedwa pa msonkhano ndi zolemba zina
  - Kuwunika ngati anthu amatengapo mbali mu zochitikachitika
  - kuwonetsa ubale wa kale ndi wa tsopano
  - Nkhani zokhudza chipambano
  - Zojambula (zosonyeza momwe ntchito inayambira ndi kusintha komwe kwachitika.)
- ▲ Kenako pangani chisankho chokhuzana ndi momwe a mugulu lowunikira achitire pofuna kutorera ma uthenga osiyanasiyana ndi yemwe agwire ntchito yotorera uthengayi.
- ▲ Pangani zida zomwe gulu lowunika lingagwiritse tchito pofufuza uthenga, monga mafunso ofufuzira. Izi zingathandize kuti kuti aliyense atolele mfundo zofanana.

## Khwelero lachitatu: zukutani zotsatira

Kuti muyambe kuwunika, gulu lowunikira liwonenso bwino mfundo zomwe atorela. Ma bokosi othandizira kuwunika monga lomwe lili munsili lingathandize gululi kulemba ndondomeko yabwino ya mfundo zomwe zatoleredwa.

Kodi mukuyembekezera zotani	Zomwe zachitika	Zomwe zapangitsa zotsatirazi	zomwe aphunzira	Malangizo

- ▲ Gwiritsani ntchito mfundo zomwe zatoleredwa poyankha mafunso omwe afunsidwa mu Ntchito yachiwiri.



## **Chochitika chachinayi: Gawanani mfundo zofunikira ndi nkhani zokhudzana ndi chipambano cha ntchito ndi anthu ena onse**

Gulu likamaliza kuwunika, ndikofunika kugawana ndi anthu onse am’deramo zotsatira za kuwunikako mu njira yoti aliyense angathe kumva. Khalani okonzeka kusangalalira chipambano!

## **Khwelero lachisanu: Konzekerani kukonzanso ndi kuonjezera ndondomeko ya ntchito za m’dera**

- ▲ Ngati anthu amdera akuganiza kuti pali ntchito ina yoti ichitike, gulu lotsogolera lingathe kugwiritsa ntchito zotsatira za kuwunika kuti apange chisankho ngati akufuna kukonzanso kapena kubwereza ndondomeko ya ntchito.
- ▲ Ngati anthu am’dera afika potha kuyamba kuchita ndi vuto lina, ndi nthawi yoti abwererenso kumayambirilo a ndondomeko ya ntchito za m’dera.





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